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Labour Statistics in India : A Review*

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Abstract

The paper surveys the sources of data on Indian labour and points out their weaknesses. The statistics on employment, unemployment, vital rates, wages and earnings, working and living conditions of workers in different sectors are analysed. The percentage of workers engaged in agriculture has gone down by 6.8% during 1977-78 to 1987-88 according to NSSO Survey, whereas the decline is only 1.6% from 1981 to 1991 based on Population Census. During 1977-88, the growth in employment was mainly from non-agricultural sector. The public sector is the major contributor to employment in the organised sector. In fact, during 1983-88, growth in the organised private sector is negative.

Introduction

Data on employment, unemployment, wages and earnings of different categories of employed persons, their living conditions and occupational structure are of paramount importance because human resource is the primary input for all socio-economic development activities. The totality of the gainfully employed and the unemployed constitute the labour force. For studying the detailed data on employment and unemployment, it is necessary to have an idea about the description of the data on population and vital rates as the labour force can be estimated (and projected) only if the estimates of population and its growth are available.

In this paper the sources of and the problems relating to the data regarding demography and different facets of employment and unemployment are briefly discussed. Section I gives the details about the data sources for the population (Population Census) and its growth as well as vital rates. The data on employment collected through population censuses have also been briefly discussed here. The NSSO collects the data on employment and unemployment through quinquennial surveys. These have been discussed in Section 2. Here, the market data collected by the Ministry

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of Labour through employment market surveys are also discussed. Section 3 discusses the data sources for the sector-wise employment estimates, as also the estimates of earnings, given by various official agencies. Section 4 covers the data regarding occupational structure of workers, wages and living and working conditions of workers in different industries. A part of the section is devoted to women workers. The concluding remarks are given at the end of the paper. The main data sources are listed in Appendix 1.

Section 1

1.1 Population Statistics

The basic source of information regarding data on population is the decennial censuses that have been conducted in India since 1872. The Registrar General and Census Commissioner of India (RGI) conducts the Census. The latest one relates to 1991.

Prior to 1941 the *de facto* system of population was applied. Under this system the Census enumeration was taken on a particular night throughout the country and the people were enumerated wherever they were found on that night. Elaborate arrangements had to be made to enumerate the moving population. This system was dispensed with in favour of the *de jure* (period) system in 1941. Under this system people are counted on the basis of their normal residence and for this a period of reference is fixed and a person is counted at the place of his normal residence, even though he is not present there on the day to which the Census relates. If a person is not found in his normal place of residence throughout the reference period he is counted wherever he is found. The enumerator visits the house once during the reference period and gets the required information. After the reference date of the Census he visits the house again to find out if any vital event (birth and death) has happened in the house (between the period of his earlier visit and the reference date of the Census). On the basis of the *revisional* visit he finalises the data. The period system is supposed to be complete and less complicated than the *de facto* system. For the 1991 Census the enumeration began on February 9 and ended on February 28 with the sun rise of March 1, 1991, as the reference point of time. The houseless people were enumerated on the nights of February 27-28. The revisional round was conducted during March 1-5, 1991 to update the data on population.

The schedules canvassed in the 1991 Census are the House List, the Household Schedule and the Individual Slip. The House List schedule was canvassed for the house listing operations which were conducted in various states and union territories at different points of time during April-September 1990. (Another schedule known as the 'Enterprise List' was also canvassed along with the house listing operation for the Third Economic Census): The 'Household Schedule' for each and every household and the 'Individual Slip' for each individual were canvassed during February-March 1991. Along with this enumeration all post-graduates and technically qualified persons were given a schedule to be filled. This schedule is be-

ing canvassed since the 1961 Census (with different coverage in each census). For the 1991 Census the details regarding different characteristics like qualifications and field of specialisation were collected from all post-graduate and technically qualified persons. The data based on the schedule is due to be released by the Council of Scientific and Industrial Research (the Schedule was designed by the Council).

The 'House List' contained the identification particulars and the use that each Census house is put to, the predominant construction material of walls, roof, etc., identification particulars of the household, number of living rooms in the occupation of the household, amenities available to the household and the type of fuel used by the household for cooking. The 'Household Schedule' had two parts. The first elicited information relating to the household; and the second information on individual members of the household in respect of social, demographic and economic characteristics. The 'Individual Slip' is the main schedule of the Census and contains questions relating to religion, marital status, educational attainment, migration, fertility and economic activity.

The detailed tabulated data based on the Census relate to the total population by States (and lower administrative levels), by sex, rural-urban break up and by religion. The data for scheduled castes and tribes are analysed separately. The data also relate to the literacy and economic status of the population. The data on economic activity are available by occupations and by industries separately for males and females.

The concepts and definitions about economic activities of the population changed over time. For Censuses prior to 1961, the concept of income or economic independence was used to determine the economic activity of the people. From the 1961 Census onwards the concept of 'work' was used. The following paragraphs give the differences in the concept of 'work' applied to the 1961 and later Censuses (Re-produced from Primary Census Abstract, General Population, Part II - B(1), Volume II, Census of India 1991):

"The work concept of 1961, 1971 and 1981 Censuses as opposed to the 'income' or 'economic independence' concept of the Censuses prior to 1961 was retained in the 1991 Census also. But the criterion for classification of persons as workers underwent changes. While in the 1961 and 1971 Censuses a dual approach, namely 'usual status' and 'current status' was adopted with a reference period of one year for seasonal and one fortnight in the 1961 and one week in the 1971 Census for regular work, in the 1981 and 1991 Censuses the usual status approach was adopted uniformly for all work. In the 1961 and 1971 Censuses, classification as worker or non-worker was made through different criteria. In 1961 a person was classified as a worker if he had worked for more than an hour a day regularly during the last season or if he had worked at least for a day in regular (non-seasonal) work during the preceding fortnight. At the 1971 Census a person was treated as a worker only if he spent his time mainly in work or if he worked at least for a day in regular (non-seasonal) work during the preceding week."

As in 1981, in the 1991 Census also, for main workers the time criterion of engagement in work was the major part of the year, i.e., at least 183 days in the preceding one year, while those who worked for sometime during the last year, but not for the major part of the year were treated as marginal workers. Those who had never worked during the last one year were considered as non-workers. As regards comparability of economic data of the 1981 and 1991 Censuses with those of 1971 and 1961, it is expected that the main workers would approximately correspond to the workers of 1971 while the main workers and marginal workers together would correspond to the workers of 1961.

Availability of Data on Economic Status During the Last Three Censuses

The information is separately available for main workers, marginal workers and non-workers for the 1971 and 1981 Censuses. For main workers more detailed industry-wise data are available. For the 1971 and 1981 Censuses the data are tabulated at 3-digit level of industrial classification separately for rural and urban areas and by sex. Some details are also available regarding secondary work undertaken by the main workers only. For the 1981 Census the data on secondary work of main workers in non-household industry are tabulated at one-digit level of industrial classification and for marginal workers at 2-digit level of industrial classification. For the 1991 Census the data on workers are available (in tabulated form) only for nine industrial categories although the detailed data are available on tapes. The tabulated data for the 1981 and 1991 Censuses are given in Appendix 2 - Table 1.

The following points emerge from the comparison of the 1981 and 1991 Censuses:

1. Women workers as a percentage of the population of women have increased from 14 in 1981 to 16 in 1991. The increase has been more pronounced in rural areas. There has been marginal increase in the percentage to the overall workforce. There is marginal decrease in the percentage of male workers to total male population.
2. There has been marginal decrease in the percentage of workers in agriculture and allied activities.

1.2 Vital Rates

Data on births and deaths are available on the basis of registration done by the local registrars. On the occurrence of a vital event each household is supposed to give information to the local Registrar. These data are compiled and published by the Office of the RGI in *Vital Statistics of India*.

The data are available at district level with rural-urban break-up regarding number of births, deaths and infant deaths. Details are available regarding cause specific death rates, live births by age of mother, infant mortality rates, etc. The data are deficient in coverage as well as quality due to under registration of vital events.

In order to improve the quality of data a Sample Registration Scheme (SRS) was launched in 1964-65 by RGI. Through this scheme the data are collected on

vital rates on sample basis through specially conducted surveys in a number of sample units. The data are published in the *Sample Registration Bulletin* (bi-annual) by RGI. It gives the latest available annual estimates of birth and death rates at the state and national level separately for rural and urban areas. Besides, related data such as age specific fertility rates, infant mortality rates, specific death rates, etc., are also given. The birth, death and infant mortality rates for 1992 are 29.2, 10.1 and 7.9 respectively. (*Census Atlas National*, Volume 1 RGI.)

1.3 Population Projections

In the past a number of researchers made population projections by making alternative assumptions regarding fertility and mortality and by using different methodologies. The need for population projections at different levels and by different components was felt at the official level at the time of formulation of the Third Five Year Plan. As a result an Expert Committee was appointed under the Chairmanship of RGI in 1958 to provide a set of projections of population at all-India and state level. From then onwards, the projections are carried out by the Expert (Standing) Committee from time to time. The method used (at present) is the component method of population projection, the components under consideration being (a) fertility, (b) mortality, and (c) migration [For details See *A Technical Note (TN) to the Eighth Plan of India*, pages 27 to 30]. Labour force projections are obtained by making use of participation rates to the projected population (See *TN*, pages 31-32).

Section 2

2.1 Employment and Unemployment Surveys Conducted by the NSSO

The first nation-wide comprehensive survey on employment, unemployment and labour force was conducted in the 9th round (May-November 1955) of the NSSO. These surveys were regularly carried out upto the 17th round in the rural sector and 22nd round in the urban sector with different concepts and approaches tried in different rounds making the comparability of data difficult and limiting the validity of long term trends. Based on the recommendations of the Committee of Experts on Unemployment Estimates set up by the Planning Commission in 1969 (Dantwala Committee) the NSSO has standardised the concepts and definitions of labour force, employment and unemployment and the same has been adopted in quinquennial surveys on employment and unemployment introduced and being conducted since 1972-73 (27th round) in rural as well as urban areas. These surveys have been integrated with the quinquennial consumption expenditure surveys. The various estimates are based on three concepts, viz., usual status, weekly status and daily status. These are briefly explained below (For more details see *Sarvekshana*, September, 1990).

(i) Usual Status Concept

This concept refers to the usual activity status-employed or unemployed or outside labour force-of those covered by the survey. Thus, the activity status is

determined with reference to a period of 365 days. A person is said to be employed if he is working for a relatively longer time during the reference period and unemployed if he was available or seeking work. The remaining persons are considered to be out of the labour force.

(ii) Weekly Status Concept

According to this concept the activity status is determined with reference to a period of the preceding seven days. A person who reports as having worked at least for one hour on any day during the reference period of the week while pursuing a gainful occupation was deemed to be employed. A person who did not work even for one hour during the reference period but was seeking work or was available for work was deemed to be unemployed.

(iii) Daily Status Concept

Here activity status of a person for each day of the preceding seven days is recorded. A person who worked at least for one hour but less than four hours was considered as having worked for half a day. If he worked for four hours or more during a day, he was considered as employed for the whole day.

The results are published in *Sarvekshana*, a quarterly Journal of the NSSO as well as in the form of Reports on Employment and Unemployment by the NSSO. The all-India results of the fourth quinquennial survey (July 1987-June 1988) are given in *Sarvekshana*, Special Number, September 1990. State-wise detailed results have been given in later volumes (See *Sarvekshana*, Oct-Dec 1992 and Jan-March 1993). For 1993-94 the survey has already been carried out, but the results are not yet available. In addition, from the 45th round onwards an abridged survey is being carried out on an annual basis. Like the quinquennial survey this annual survey has also been integrated with the consumer expenditure survey.

Items of Information: The main items of information available can be divided into 3 parts. The first part gives some characteristics about the general population. It gives the information regarding distribution of persons by age group, sex, education and activity status. It also gives the distribution of households by monthly per capita expenditure classes. The second part gives the information about employed persons. The third part gives some details about unemployment, underemployment and earnings. The details of the second and the third parts are briefly given below.

Employment: Three different estimates of those employed are generated from the data collected through the quinquennial surveys. (i) The number of persons usually employed (i.e., those who worked for a relatively longer period of a reference period of 365 days preceding the date of survey. From the 32nd round onwards the number of persons usually employed is given in two categories – usually employed in the principal status and usually employed only in a subsidiary status.¹ The two categories constitute the total usually employed), (ii) the average number of persons employed in a week (i.e., those who worked at any time during a reference period of seven days preceding the date of survey), and (iii) the average number of

¹ A non-worker who pursued some gainful activity in a subsidiary capacity was considered as usually working in a subsidiary capacity and is referred to as a subsidiary status worker.

person days employed per day (i.e., working person days in the week of those who worked at any time during the reference period of seven days preceding the date of survey).

Regarding employed persons the following main items of information are tabulated for the survey carried out in the 43rd round (similar information is tabulated regarding earlier quinquennial surveys) at state level and by sex, separately for rural and urban areas.

(a) Usual Status Workers:

- (i) Age specific usual status worker population ratio.
- (ii) Age composition of usually employed.
- (iii) Education specific usual status worker population ratio for persons of age 15 years and above.
- (iv) Educational composition of the usually employed (15+).
- (v) Distribution of usually employed by status of employment (Self-employed, regular employees, casual labour).
- (vi) Industrial distribution of the usually employed (8 categories).

In the detailed tables the data are available at 3-digit level of industrial classification.

(b) Current Status: Under this category the estimates of number of persons employed per thousand persons according to weekly and daily status are tabulated. Per thousand distribution of person days are also available by age-groups and by principal industry groups.

Unemployment: As in the case of 'employed' for 'unemployed' also three different estimates are obtained from the survey:

- (i) Number of persons usually unemployed based on 'usual status' classification.
- (ii) Number of persons unemployed on an average in a week based on 'weekly status' classification.
- (iii) Number of person days unemployed on an average on a day based on 'daily status' classification.

The first concept indicates the magnitude of persons unemployed for a relatively longer period during a reference period of 365 days and approximates an indicator relating to the chronically unemployed. Some of the unemployed obtained on the basis of this criteria, might be working in a subsidiary capacity. Two estimates of usually unemployed are, therefore, presented – usually unemployed in the principal status and usually unemployed excluding the subsidiary status workers. The second estimate gives the average weekly picture during the survey year and

includes both chronic unemployment and also the intermittent unemployment caused by seasonal fluctuations in employment of those categorised as usually 'employed'. The third estimate indicates the average volume of unemployment on a day during the survey year. It is the most inclusive rate of unemployment capturing the unemployed days of the chronically unemployed, the unemployed days of usually employed who become intermittently unemployed during the reference week and unemployed days of those classified as employed according to current weekly status. The information regarding unemployment is tabulated by sex separately for rural and urban areas for usual status, current weekly status as well as current daily status.

Underemployment: Among the 'usually employed', a section of the population do not have work throughout the year and hence they are underemployed. Some of the employed may not have work during some weeks of the year, others may have some work in those weeks but not for all the days of those weeks. These are also underemployed. Such under employment is visible and can be directly measured. Some others usually employed, particularly the self-employed may appear to work throughout the year. But they may want additional work to supplement their income. Such under employment is termed as invisible and is not directly measurable.

NSSO measures the visible underemployment by superimposing the data collected through the three approaches one over another and also by cross classifying persons by usual and current statuses and the current weekly and current daily statuses. The NSSO also works out indicators of underemployment based on a set of probing questions addressed to those categorised as usually employed, on their availability for additional work; status of their present engagement (whether fully engaged or only partly engaged), type of additional work for which they are available, etc.

The following information is tabulated:

1. Distribution of person-days of persons employed according to current, weekly status by their broad current daily status.
2. Distribution of the usually employed by their broad current weekly status.
3. Distribution of usually employed by their broad current daily status.
4. Number of persons usually employed and not fully engaged (based on the probing questions asked).

Beginning with the survey carried out during 1977-78 (32nd round), a special set of probing questions to be canvassed from persons usually engaged in household duties (Principal Status) were introduced in the survey questionnaire. This was done specially to obtain an idea about women's participation in activities resulting in benefits to their households. The following are the main items of information tabulated for 1987-88:

- (i) Number of females usually engaged in domestic duties and carrying out specified activities per thousand females engaged in domestic duties.

- (ii) Per thousand distribution of females of age 15 years and above usually engaged in domestic duties and willing to accept work at the household.

Earnings: As part of these surveys NSSO also collects and tabulates data regarding average wage/salary earnings per day by regular wage/salaried employees of age 15-59 by sectors of work and broad educational categories separately for males and females and for rural and urban areas. Data regarding operation-wise average wage earnings of casual labourers are also collected and tabulated.

The main features of the employment growth and structural change as revealed by the NSSO surveys on employment and unemployment and the employment data under MIS (to be discussed below) and given in Appendix 2 - Tables 2 to 6 are:

- (a) Annual growth of employment has been at about 2%, the non-agricultural sector registering a growth of more than 3%, while in agriculture sector the growth is only 0.92%.
- (b) Growth rate of employment has been more in urban than in rural areas.
- (c) Employment of males and females has grown more or less at the same rate.
- (d) All major sectors, except agriculture experienced employment growth of more than 3% per annum.
- (e) Employment growth in manufacturing sector has declined from 3.76% per year in 1977-83 to 2.18% per year in 1983-88 and in services from 4.49% to 2.06% per year during the same period. The corresponding overall growth rate in employment has also decreased from 2.10% to 1.77%. This implies that the growth rate in employment in the second period is less than the growth rate of the population in that period.
- (f) Overall employment growth has decelerated from 2.48% per year in 1977-83 to 1.38% in 1983-88 in the organised sector and has declined marginally in the organised manufacturing sector.
- (g) Public sector has been the major source of employment generation in the organised sector. The growth rate in the private sector during 1978-83 has been less than half of that in the public sector and the growth rate in the private sector during 1983-88 has been negative.
- (h) The growth rate of employment in the organised sector has been higher than the overall growth rate during 1978-83 but during 1983-88, due to deceleration in the growth rate of employment in the organised sector, the overall growth rate has been higher than the growth rate of the organised sector. From Appendix Table 8 it can be seen that the growth of employment in 1989 over 1988 was slightly less than even one per cent.
- (i) The growth of employment of the educated, particularly among the women has been relatively high.

- (j) The percentage of workers engaged in agriculture has come down from 71% in 1977-78 to 64% by 1987-88. The corresponding figure revealed by the 1991 Census showed only a marginal decline from 66.5% in 1981 to 64.9% in 1991.

2.2 Market Information Surveys (MIS)

As part of MIS the Directorate General of Employment and Training (DGET) has been collecting data from all establishments in the public sector and private non-agricultural establishments employing 10 or more workers (private sector establishments employing 10 to 24 workers are covered on a voluntary basis while those employing 25 or more are covered on statutory basis) on quarterly basis. Under this programme the collection of data is done by following the 'Establishment Reporting System'. The data collected exclude employment in agriculture, self-employed persons, household establishments and establishments in the private sectors employing less than 10 workers. The data are sent by the establishments to the employment exchanges who in turn consolidate the data² and send these to the State Directors of Employment and finally the data are received by the DGET. The data on the number of establishments and the employment by these establishments are tabulated at 3-digit level according to National Industrial Classification - 1987. Separate data are tabulated for women employees. These data are published in the annual publication *Employment Review* of the DGET. The *Employment Review* also gives the occupational distribution of vacancies notified with the employment exchanges, work seekers classified by age, sex, educational level, Scheduled Tribes, Castes and occupational groups.

Estimates of employment in the organised sector given in the Economic Survey are based on the MIS. Table 7 in the Appendix 2 gives a broad picture about the structure of employment in the organised sector, in different industries/services.

Besides, the DGET collects and tabulates data on Occupational and Educational profiles of employees through occupational pattern enquiries at biennial intervals covering the public and private sector establishments in alternate years.

Section 3

Sector-wise Employment, Wages and Earnings

3.1 Agriculture

A. Employment

There are no periodical statistics available regarding employment in agriculture. Sources of agricultural employment and unemployment are the agricultural/rural labour enquiries and the decennial population Censuses. A brief description of these two sources is given in the following paragraphs.

² The Employment Exchanges prepare Area Employment Market Reviews to indicate the employment situation in the organised sector within the district. The State Directors of Employment also prepare state level Employment Reviews showing employment situation prevailing at the state level.

Labour Enquiries: The purpose of these enquiries is to collect detailed data on employment and unemployment, earnings, cost and standard of living and indebtedness of agricultural/rural labourers and to study the changes in socio-economic conditions brought about by economic development programmes for improving their living conditions. The consumer expenditure data obtained from these enquiries are to be used for preparing weighting diagrams for the construction of consumer price index numbers for rural labourers and to facilitate fixation and revision of minimum wages in employment in rural areas.

Eight such enquiries have been conducted so far. The first and the second enquiries were conducted in 1950-51 and 1956-57, respectively, and covered only agricultural labour households. These two enquiries were conducted more or less on the same lines. From the third enquiry conducted in 1963-65 and for all later enquiries³ the coverage was extended to cover all rural labour households (The data are available separately for agricultural labour households also). The rural labour enquiries have been integrated with the General Employment and Unemployment Surveys of the NSSO from the 32nd round (1977-78) onwards. The reports containing detailed findings of these enquiries are being brought out by the Labour Bureau on the basis of data collected and tabulated by the NSSO. Four reports pertaining to the 1987-88 enquiry, viz., 'Consumption Expenditure of Rural Labour Households', 'Wages and Earnings of Rural Labour Households', 'Employment and Unemployment of Rural Labour Households', and 'Indebtedness of Rural Labour Households', have been released. The estimates of different characteristics are available at state-level.

The concepts and definitions over successive enquiries have been refined to generate better estimates. These changes have, however, affected the comparability of data to some extent for different enquiries even though during the last few enquiries the concepts had no major changes. Table 1 gives an idea about the rural labour households in relation with all rural households in the country.

Table 1: Agricultural and Rural Labour Households as Percentage of Total Rural Households

	1963-65	1974-75	1977-78	1983	1987-88
Estimated no. of rural households (in million)	70.4	82.1	95.7	100.5	108.4
Per cent of agricultural labour households	21.8	25.3	29.9	30.7	30.7
Per cent of rural labour households	25.4	30.3	36.8	37.3	39.7

³ The later enquiries were conducted during the years 1974-75, 1977-78, 1983, 1987-88 and 1993-94 (for the latest enquiry no report is yet available).

The above table shows that among rural households the percentage of agricultural households to total households continuously increased from 1963-65 to 1983 and the 1987 ratio was the same as for 1983. Over a period of time the number of non-labour households decreased substantially. The enquiry for 1987-88 gives the following details (Table 2) along with the comparable results for 1983.

Table 2: Estimated Number of Agricultural Labourers in Rural Labour Households with Size of Land Cultivated, 1983, 1987-88

	1983	1987-88
Per cent of rural labour households with land	43.29	78.80
Average size of land per cultivating household	0.85	0.32
Estimated number of agricultural labourers in rural labour households (in '000)	58484	46073

The percentage of rural labour households owning land increased very substantially from 43 to 79. On the other hand, the land cultivated per cultivating household in 1987-88 was slightly less than even 40% of the land cultivated in 1983. This may be either due to fragmentation of land holdings or there may be some problem with the data. Also the estimated number of agricultural labourers came down substantially during this period.

The data on duration of employment in terms of equivalent full days separately for men, women and children are also available in different labour enquiries. The summary data of all rural labour enquiries is given in Appendix Table 8.

The main problem with rural labour enquiries is that it deals with only labour households and leaves a vast amount of rural households engaged in agriculture in the form of cultivators. Agricultural labourers as percentage of total agricultural workers are only 40.26 according to the 1991 Census (the percentage was still lower for the earlier Censuses).

Regarding unemployment the data relates to number of days available for work, only of labourers usually at work. No account is taken of totally unoccupied labour, which is available for work.

Decennial Population Census: The detailed data are collected during different Censuses on the economic activity of the population. The concepts used during different Censuses are, however, strictly not comparable. For agricultural workers the data are available for cultivators as well as agricultural labourers. Table 3 gives the data for a number of decennial Censuses.

Table 3: Total Population, Total Workers and Agricultural Workers for the Census Years 1951-1991

Total Population	(In millions)							
	Agricultural Workers				Agricultural Labourers			
	Total Workers	Agricultural Labourers	Cultivators	Total	As Per Cent of Total Workers	As Per Cent of Total Workers	As Per Cent of Agricultural Workers	
1951	356.86	139.42	27.50	69.74	97.24	69.75	19.72	28.28
1961	439.24	188.68	31.52	99.62	131.14	69.51	16.71	24.04
1971	548.16	180.48	47.49	78.27	125.76	69.68	26.31	37.76
1981	665.29	222.52	55.50	92.52	148.02	66.52	24.94	37.49
1991	838.59	285.93	74.60	110.70	185.30	64.81	26.09	40.26

Source:- Indian Labour Year Book, 1993.

From the above table one could see that the percentage of agricultural workers in the total work force decreased from 69.68 in 1971 to 64.81 in 1991. The proportion of agricultural labourers to total workers as well as total agricultural workers increased continuously from 1971 Census onwards. That means that the proportion of cultivators decreased substantially during this period. On the other hand, according to Rural Labour Enquiry even in absolute terms the number of agricultural labourers (in rural areas) decreased by as much as 27%. The reason for this inconsistency in data has to be looked into.

B. Wages and Earnings

Agricultural labourers usually work on casual basis. Their wages vary according to season. When there is heavy rush of work the wages increase, in other periods because of slack demand, wages are low. As part of labour enquiries the data on wages and earnings are being collected and tabulated occupation-wise, sex-wise, for agricultural and non-agricultural operation separately, for Scheduled Castes and Scheduled Tribes and general agricultural/rural households separately. Some idea about the wage rate could be had from the data on the average wage rates during different enquiries.

Table 4: Average Daily Earnings of Workers Engaged in Agricultural Operations
(All rural labour households)

	1963-65	1974-75	1977-78	1983	1987-88
Agricultural Operations					
Men	1.41	3.26	3.79	4.63	9.46
Women	0.89	2.28	2.67	3.46	7.05
Children	0.76	1.82	2.17	2.20	6.00
Non-agricultural Operations					
Men				7.27	11.00
Women				3.70	7.99
Children				3.18	6.55

Sources :- Rural Labour Enquiry Report on Wages and Earnings of Rural Labour Households, 1987-88, Labour Bureau.

The Directorate of Economics and Statistics (DES) presents data of wages paid to different types of agricultural labour at selected centres during any year. The wages are given for skilled, field and other agricultural labour and herdsmen for each month of the agricultural year for selected centres in the states. For skilled labour the wages are given only for males, while for other types of labour wages for females and children are also given. These are published by the DES in *Agricultural Situation in India* (Monthly) and *Agricultural Wages in India* (Annual).

3.2 Manufacturing Industries

A. Organised

1. Labour Bureau consolidates the primary statistics regarding number of registered factories and the average daily employment in these factories received from the State Chief Inspector of Factories or other state authorities. The coverage is confined to factories as defined under the Factories Act 1948, viz (i) factories using power and employing 10 or more workers on any working day of the preceding 12 months, (ii) factories not using power and employing 20 or more workers on any working day of the preceding 12 months, and (iii) factories specially notified under section 85 of the Factories Act by the State Governments. For factories not submitting returns the estimated figures of employment are furnished by the concerned agencies from the following sources in order of their preferences:

- (a) Recent factory inspection report
- (b) Previous year employment data
- (c) Employment figures indicated in the application for registration and grant or renewal of license

The statistics relate to 'Workers' as defined under the Factories Act 1948, i.e., persons employed directly or through any agency, whether for wages or not, in any manufacturing process or in cleaning any part of the machinery or premises used for manufacturing process, or in any other kind of work incidental to or connected with the manufacturing process. Thus it includes some categories of clerical and supervisory staff also in addition to the manual workers. The average daily employment during a year for each factory is obtained by dividing the total mandays worked during the year by the total number of days worked in the factory (Non-reporting factories are also taken into account for estimating average daily employment). The employment figures are available for different industries as well as states. Labour Bureau gives the industry-wise employment figures separately for women. These are, however, based only on the factories submitting returns. These detailed data are published in *Indian Labour Statistics*. *Indian Labour Year Book* gives the state-wise total estimated employment in factories.

Labour Bureau also consolidates the data regarding industry-wise per capita average annual/daily earnings of persons employed in factories. These data are collected, under the Payment of Wages Act, 1936, from various states. Under this Act the wages of only those persons earning less than a certain amount are covered.

(The present amount is Rs.1,600 per month). The coverage under this Act is very small and varies from year to year.

2. Annual Survey of Industries gives the number of workers⁴; man-days worked; number of employees and man-days worked and total number of persons engaged, wages paid to workers, total emoluments of employees, provident and other funds and workmen and staff welfare expenses at 3-digit level of industrial classification. These breakdowns are published separately for rural and urban areas at 2-digit level of industrial classification. Also available at 2-digit level of classification are the state-wise results. Supplement to ASI gives the state-wise results at 3-digit level of industrial classification. These results are available in the annual Summary Results of the ASI. More details on employment regarding sex-wise employment and wages are available once in five years when the detailed results are tabulated.

3. The following problems arise with the data given by the ASI and Labour Bureau:

- (a) ASI is supposed to cover factories employing 10 or more workers if using power and 20 or more if not using power. Tables 3A to 3L of ASI 1992-93 give the principal characteristic by employment size for different sizes of gross investment in plant and machinery. According to these tables more than 26% of the total factories are employing less than 10 workers and these should not have been taken as factories. Again, a portion of factories employing 10 to 19 workers (those not using power) should have been outside the scope of factories (although employment in these factories employing less than 10 workers is only 2% of the total employment of all factories covered by the ASI).
- (b) The summary results are available up to 1992-93 while the detailed results are available only up to 1983-84, i.e., a lag of 12 years.
- (c) Total persons engaged have been divided into three categories:
 - (i) working proprietors and their family members – who are actively engaged in the work of the factory even without any pay,
 - (ii) workers are those employed directly or indirectly but do not include supervisory and managerial staff or persons employed in some specific departments like store keeping, administrative office, watch and ward staff, etc., and
 - (iii) persons holding supervisory and managerial duties and also all workers not covered by the specific departments mentioned in (ii). Generally the wages and salaries of category (ii) employees are on the lower side. If the workers of those of specific departments had been included under category (ii) then the income-wise division of employees was possible. Now even watch and ward employees are

⁴ The number of workers or employees is an average number obtained by dividing man-days worked by the number of days the factory had worked during the reference year.

merged with supervisors and managers and the division becomes difficult.

The imputed value of benefits in kind is also not available separately for workers and other than workers.

- (d) The Labour Bureau estimates are on the higher side as, in addition, it also includes the factories under section 85 of the Factories Act (smaller factories are covered). Table 5 gives the total number of factories and employment according to ASI as well as Labour Bureau in 1990 and 1991.

**Table 5: Number of Factories and Employment (Workers only)
According to Labour Bureau and ASI**

	Labour Bureau		ASI	
	Factories	Employment (000 nos.)	Factories	Employment (000 nos.)
1990	205038	8432	110179	6307
1991	208365	8534	112286	6269

The two sets of figures are not comparable at all.

- (e) The estimates regarding wage bill by the Labour Bureau and ASI are not comparable. This can be seen from Table 6 regarding wage bill data on the basis of the 1936 Act and ASI.

Table 6: Wage Bill According to 1936 Act and ASI

(In Rs. crores)

	1936 Act	ASI
1990	2606.31	13192
1991	3164.24	13583

Source:- ASI 1992-93 & Indian Labour Journal, March 1996.

The wage bill by the Labour Bureau is much less as compared with that of ASI. This is because of the following two reasons: (i) 1936 Act does not cover all workers, and (ii) the coverage in terms of factories submitting returns is very small.

B. Unorganized Manufacturing Industries

Regarding unorganized manufacturing industries no estimates of employment and wages are available on regular (annual) basis. Estimates of employment for the Census years could be obtained by subtracting the industry-wise employment in the organized sector from the industry-wise total employment. Although the Census gives

the employment estimates separately for household industries, these cannot be used because of a very limited definition of household industry used in the Census. This is so, particularly in the urban areas, where the industry is called household if it is operated only in the house where the owner lives.

From 1977 onwards economic Censuses have been conducted. These Censuses give the industry-wise employment in manufacturing and other sectors of the economy. These could be used to get the estimates of employment of the unorganized manufacturing sector. Follow up surveys, on the basis of economic Censuses have been conducted which have given the estimates of various characteristics of unorganized manufacturing industries including employment and wages. The first such survey is related to the year 1978-79 and the latest one relates to 1989-90 for which the results are available. The follow-up surveys have been carried out in unorganized sectors other than manufacturing also.

The data on employment of small scale industries was given by the Census of small scale industries conducted for the years 1972 and 1986. The definition of small scale, however, is according to the limit on capital employed in plant and machinery and not employment as in the case of unorganized industries, and it has frequently changed over time. The results for the two Censuses are not strictly comparable because of the change in the coverage over time.

3.3 Mining

The Director General of Mines Safety (DGMS) collects information regarding the sex-wise number of persons employed in mines, except those specially exempted, covering wage earners, salaried employees, foremen and apprentices and their earnings. The method of computation of average daily employment is the same for mines as well as for factories. The data are published by the DGMS in *Statistics of Mines in India*. Table 7 gives an idea about the sex-wise average daily employment in different types of works in mines.

Table 7: Employment in Mines for the Years 1987-92

Year	No. of Mines	Below Ground Working Men	Open Cast Working			Above Ground Working			Overall		
			Men	Women	Total	Men	Women	Total	Men	Women	Total
1987	2721	342578	162468	37756	200224	229274	29060	258354	734320	66836	801166
1988	2435	337582	152479	33634	186113	222724	25174	247898	712785	58808	771593
1989	2543	340752	153810	31577	185387	225840	25552	251392	720402	57129	777531
1990	2254	335820	150416	29705	180121	223591	25865	249456	709827	55570	765397
1991	2372	339781	154422	29225	183647	240621	25831	266452	734824	55056	789880
1992	2404	335651	157871	28302	186173	244902	24245	269147	738424	52547	790971

Source:- DGMS.

3.4 Plantations

Labour Bureau collects statistics of employment in tea, coffee, rubber and other plantations under the Plantations Labour Act, 1951 from the concerned states. The figures given in Indian Labour Year Book relate only to Plantation Estates submitting returns and the coverage is incomplete. The data regarding per capita annual earnings are not very reliable as a large number of estates do not submit returns. The data relates only to workers covered under the Payment of Wages Act, 1936 (only those workers getting emoluments less than Rs.1600 p.m. are covered).

3.5 Other Sectors

Data on employment in other sectors can be divided into two parts—Organised and Unorganised. Fairly reliable data are available regarding employment and earnings in organised segments of different sectors, e.g., transport, trade, hotels and restaurants, communication, banking and insurance, etc. Regarding unorganised segments of these sectors no regular data are collected. Follow up surveys of the economic Censuses provide the estimates at an interval of about five years. Some partial data regarding some of the sectors, based on certain Acts, are available. For example, employment data relating to shops and commercial establishments, cinemas, theatres, hotels, restaurants, etc., are collected under the State Shops and Commercial Establishments Acts and Weekly Holidays Act., Similar is the position regarding data on wages and salaries of these sectors.

Section 4

4.1 Occupational Distribution of Workers

No regular data are available regarding the occupation-wise distribution of workers and the wages received by them. There are two agencies collecting some data on occupational distribution of workers. The following paragraphs give some details about the data being collected by these agencies.

(i) Market Information Surveys

As a part of Market Information Programme the DGET has been conducting enquiries on the occupational profiles of employees at biennial intervals, covering the public and private sector establishments in alternate years. The first enquiry in the series related to the year 1958-59 in which all public sector establishments were covered. This was followed by an enquiry on the occupational pattern of the employees in the private sector during 1961 in which all non-agricultural establishments employing 10 or more workers were covered. The data is available on educational profiles in three categories of occupations — (a) professional and technical, (b) administrative and managerial, and (c) craftsmen and production process workers. As the collection of details about educational profile of employees was on a voluntary basis, the data are being collected only from a 10% sample of establishments employing 10-99 workers and cent per cent from establishments employing 100 or more workers in the private sector. In the case of public sector, all establishments are covered. The data are available up to 5-digit level of occupational

pattern of employees and at 2-digit level of industrial classification. Occupation-wise data are separately given for women employees.

The data suffers from the following limitations:

1. Incompleteness of the frame of establishments (maintained by local employment exchanges) specially in the private sector and a substantial proportion of establishments not responding (even in the public sector).
2. Errors arising out of wrong classification and use of general terms such as director, supervisor, engineer, etc., without indicating the exact occupational family to which they belong.
3. Errors arising from recording prescribed qualifications instead of those actually possessed by employees.

(ii) *Occupational Wage Surveys (OWS)*

Labour Bureau conducted the first occupational wage survey during the year 1958-59. Forty-four industries in the manufacturing, mining and plantation sectors were selected for the purpose of the survey. The aims of the survey were to obtain data for building up industry-wise index numbers of wage rates and to obtain data on wage components of workers in different occupations in an industry so as to enable proper study of wage differentials and the distribution of workers by wage levels. The survey was conducted on a sample basis. The results of the survey were published by the Labour Bureau in the form of one general report covering 44 industries and various special industry reports covering details of individual industries. Information was separately published for women workers.

The Second, Third and Fourth Occupational Wage Surveys were conducted during the years 1963-65, 1974-79, and 1985-90 covering 44, 81 and 53 industries respectively. The general and industry specific reports have been published for these surveys. The Bureau is currently engaged in the Fifth round of the Survey from 1993. In all 57 industries are to be covered during the Eighth Plan period. The coverage of the survey is enlarged to include Ports and Docks, Public Motor Transport Undertaking and Electricity Generation and Transmission. The reports relating to the tea processing industry, plantation industries and five mining industries, covered in the first phase have been released. The report on readymade garment industries covered in the second phase has also been released. In these surveys the sampling design is such as to yield an overall estimate of employment within 5% error or at 95% confidence limit. The systematic stratified sampling was adopted for the surveys. Data were collected on occupational wage rates and pay roll earnings by various components, of sampled workers in each occupation and by sex for a particular period. Data based on these surveys are also available regarding minimum and maximum wage rates by occupations. The following points based on the three reports of the Fifth round survey may be noted.

1. These surveys do not include the managerial, technical and clerical staff. The definition of worker is almost identical to that of the definition given by the ASI. The estimate of the number of workers in tea processing industry according to

OWS is 108810 for 1992 while the number according to ASI 1992-93 is 102465 (excluding 2301 workers of non-reporting factories). The estimates from the two sources are very close to each other. Such similarity in the results was not there in the case of textile garments industry. Number of workers according to ASI were about half of the number according to OWS. The reasons for such discrepancies are to be looked into.

2. Table 8 gives the comparison of the money and real earnings for the three available reports of the Fifth OWS with that of the Fourth OWS.

Table 8: Money and Real Earnings – Fourth and Fifth OWS

	Money Earnings		Real Earnings	
	Fourth OWS	Fifth OWS	Fourth OWS	Fifth OWS
Textile garments	25.85 (1987)	48.14 (1994)	25.85	24.96
Plantations	15.75 (1985)	28.23 (1992)	15.75	14.48
Tea processing	24.09 (1985)	33.40 (1992)	24.09	17.04

The above table shows that the earnings per worker in real terms decreased for all the three industries.

According to the Equal Remuneration Act, 1976, the wages have to be equal for the same work done by men and women. All the three reports mention that there was no violation of this act. Actually, however, in 22 occupations out of 26 the wages of women workers were much less than those of men workers. In three occupations the wages of women workers were slightly higher than that of male workers. Only in one occupation designing of garments the wages of women workers were substantially higher than those of men.

4.2 Survey of Labour Conditions

Labour Bureau launched a comprehensive Survey of Labour Conditions in major industries in the organised sector in 1959 and till date surveys have been already conducted in 68 industries (including two repeat surveys) in a phased manner. The information collected through these surveys cover (i) employment, (ii) wages and earnings, (iii) working conditions, (iv) welfare amenities, (v) social security, (vi) industrial relations, etc. The last survey report relates to Plastic Articles industry. A stratified systematic random sample was adopted for the surveys. The aim of the surveys is to assess the impact of various welfare measures adopted in the past and to have an idea about the existing conditions and problems of labour for the purpose of future course of action which can provide a fair deal and opportunity for a fuller life to labour. The tabulated data relate to the distribution of workers (employees) by occupation (5) and sex and average daily earnings of production workers by sex. The details regarding welfare amenities (provision of drinking water, canteen, washing facilities, medical, educational, housing and transport facilities, etc.) working conditions (hours of work, leave and holiday, etc.) and social security (provident fund, gratuity, maternity benefits, etc.) are collected and tabulated. A report entitled *Survey of Living Conditions* in (name of the industry) is published for each industry.

4.3 Unorganised Sector Surveys by Labour Bureau

At the recommendation of the National Commission on Labour, the Labour Bureau took up the industry-wise surveys in order to study the working and living conditions of workers employed in the unorganised (definition of unorganised is different from that used in estimating production) sector. In the beginning the coverage of the surveys were limited to the pockets of concentration of the industry concerned. Fifteen Centre specific surveys were conducted between 1977 and 1983. From 1983-84 onwards the coverage of the industries surveyed was enlarged on all-India basis. Nine industries have been covered on an all-India basis.

The Report on each of these industries presents information relating to all important aspects of working/living conditions of the workers. Almost all aspects of the data collected in the above mentioned Survey of Living Conditions of Workers in different industries have been covered here. In addition, the details, regarding demographic particulars, housing, source of drinking water and energy, income and expenditure, dietary habits, indebtedness, etc., were collected and analysed. Qualitative data on attitude of employers, co-workers, relatives and family members towards women workers and their economic independence, etc., were also collected during some of the studies.

4.4 Women Labour

The statistics about women labour are scattered over a number of publications. Almost all the sectors give the details of women employees separately, e.g., population Census gives separately the industry-wise estimates of women employees. Agricultural/rural labour enquiries give separately the estimates of women agricultural labour and their earnings. ASI gives industry-wise employment and the wages by sex. DGET under its Employment Market Information program gives the employment estimates for the organised sectors of the economy by sex. Similarly in the Reports of most of the other sectors employment estimates are given by sex.

Labour Bureau conducts surveys on the socio-economic conditions of women workers, employed in plantations, mining and factories registered under the relevant Acts. The studies have been extended to unorganised sector of industries wherein a large number of women workers are employed. These surveys aim at collecting socio-economic data like occupational characteristics, wages, working conditions and welfare amenities relating to women workers. The data collected are similar to those collected under industry-wise surveys of labour conditions. The data on women's employment, wages, social security, etc., are collected by the Labour Bureau from different sources and published from time to time in *Statistical Profile on Women Labour*, the latest being the one published in 1993.

4.5 Wage Rate Index Numbers

Labour Bureau has been compiling wage rate indices since 1969. Initially 12 industries which accounted for more than 50% of total employment in the manufacturing sector were selected for the compilation of the indices. The coverage was enlarged in 1976 and nine more industries were added for the purpose. The base

year for these indices is 1963-65. For getting the weighting diagram for construction of these index numbers, the data given by the occupational wage surveys are used. Current data on wage rates are being collected through mailed questionnaires as well as by paying personal visits to the non-responding units. The index is compiled on the basis of the average of the minimum and maximum wage rates for the selected occupations in each industry which accounted for employment ranging from 60% to 93% in the industries concerned in the base year.

Concluding Remarks

This paper gives the sources, concepts and brief methodology of data being collected and tabulated regarding employment, unemployment and labour force. A brief description of the sources and the methodology of getting data on population and vital rates responsible for projecting population and hence labour force are given. The shortcomings and gaps in the data are also mentioned. The tabulated data for some recent periods have been analysed.

Data on employment and unemployment are being collected through sample surveys by the NSSO. The NSSO covers the entire labour force and all sectors of the economy. In fact, it even gives direct estimates of persons not in the labour force. NSSO collects and tabulates the data regarding average daily wage rates. Market Information Surveys directly collect data on employment in organised segments of the economy. Data on unemployment is available only regarding persons on the live registers of employment exchanges mainly situated in urban areas.

For some of the data there is more than one source. It is being shown that estimates from different sources differ for a number of variables. In general, the main differences in the estimates from different sources are due to differences in concepts and coverage. However, a detailed analysis of reasons for variations in variables from different sources will be quite useful.

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APPENDIX 1

The Main Sources of Data on Labour Force

1. Population Census by RGI

The data are available for total population, total workers, main workers, agricultural labourers, cultivators and other broad categories as well as for detailed industrial classification; *once every 10 years* by rural/urban areas and by sex. These data are used for estimation of domestic product in a number of unorganised sectors/sub-sectors at all-India/state level by the CSO and State Statistical Bureaus.

2. Employment and Unemployment Surveys by NSSO

Quinquennial surveys conducted by the NSSO since 1972-73 on Employment and Unemployment aim mainly to measure the extent of employment, unemployment and under employment. The estimates are also compiled regarding average wage/salary earnings per day by sector of work and broad educational categories by sex and for rural and urban areas. From 45th round onwards abridged annual surveys are also being conducted. The detailed estimates on different facets of employment are very useful for researchers and planners. These estimates have been extensively used for projecting the labour force for the Eighth Plan of India.

3. Market Information Surveys by DGET

Based on the data collected through a network of Employment Exchanges in the country the DGET publishes in 'Employment Review' the number of establishments and employment in these establishments at 3-digit level of industrial classification by sex. This is the only source of annual data for the entire organised sector of the economy. These data are very useful for Manpower and Employment Planning.

4. Labour Bureau

Labour Bureau compiles estimates of employment, wages and salaries in different sectors of the economy and also the occupational distribution of wages and living conditions in different industries. Following are some of the main sectors covered by the Bureau.

a) Agriculture:

Agricultural/Rural Labour enquiries are conducted to collect detailed data on employment and unemployment, earnings, cost and standard of living of agricultural/rural labourers. These are conducted once in 5 years and have been integrated with the General Employment and Unemployment Surveys of the NSSO from 1977-78 onwards. The estimates provide socio-economic characteristics of agricultural/rural labour in the country.

b) Manufacturing Industries

The data are collected regarding number of registered factories, the average daily employment in these factories and a number of other variables like mandays worked, industrial injuries, welfare amenities etc., under the Factories Act 1948. The data on wages are collected under the Payment of Wages Act 1936. The primary object of data collected under these Acts is to assess the extent to which the different provisions of these Acts are implemented.

c) Occupational Wage Surveys

Labour Bureau has been conducting occupational wage surveys on sample basis in different manufacturing industries over a period of time. Data are collected on occupational wage rates and pay roll earnings by various components of sample workers in each occupation for a particular pay period. This information is very vital for studying intra-industry and inter-industry wage differentials.

d) Women Workers

Labour Bureau conducts surveys on socio-economic conditions of women workers.

5. Annual Survey of Industries, CSO

ASI gives the data regarding the number of workers, number of employees, wages paid to workers, total emoluments of employees, etc. These data are most reliable for the organised manufacturing industries. An added advantage of these data is that various important ratios like labour-output ratio, capital labour ratio can be worked from these data, as ASI covers a number of important characteristics of different industries.

6. Unorganised Sectors

For unorganised sectors the estimates are available from the follow-up surveys of the Economic Censuses conducted by the CSO.

APPENDIX 2 : APPENDIX TABLES

Table 1: Total Workers (Main & Marginal), Main Workers by Nine Broad Categories, Marginal Workers and Non-Workers as Percentage to Total Population - 1981 and 1991 Census *

	Total Workers	Total Main Workers	1981									Transport, Storage & Communication	Other Services	Marginal Workers	Non-Workers
			Livestock			Manufacturing, Processing, Service, Repair			Construction	Trade & Commerce	Transport, Storage & Communication				
			Cultivators	Agri. Labour	Fish, Hunting, Forestry, Plantation, Allied Activities	Mining and Quarrying	Household industry	Other industry							
TOTAL POPULATION	36.70	33.48	13.88	8.41	0.75	0.19	1.16	2.63	0.56	2.12	0.92	2.86	3.22	63.30	
Male	52.62	51.62	22.50	10.18	1.22	0.38	1.63	4.61	0.96	3.83	1.73	4.63	1.00	47.38	
Female	19.67	14.07	4.65	6.52	0.26	0.05	0.64	0.51	0.12	0.29	0.05	0.98	5.60	80.33	
RURAL POPULATION	36.79	34.80	17.73	10.47	0.82	0.16	1.07	1.20	0.36	0.97	0.38	1.64	3.99	61.21	
Male	53.77	52.61	28.95	12.73	1.33	0.26	1.50	2.01	0.61	1.72	0.73	2.77	1.16	46.23	
Female	23.06	16.09	5.94	8.10	0.30	0.05	0.61	0.34	0.09	0.18	0.02	0.46	6.97	76.94	
URBAN POPULATION	29.99	29.23	1.49	1.78	0.52	0.31	1.44	7.24	1.20	5.81	2.65	6.79	0.76	70.01	
Male	49.06	48.53	2.51	2.27	0.87	0.54	2.03	12.67	2.06	10.36	4.84	10.38	0.53	50.94	
Female	8.31	7.30	0.34	1.22	0.13	0.05	0.76	1.06	0.23	0.65	0.16	2.70	1.01	91.69	
TOTAL POPULATION	37.50	34.18	13.13	9.04	0.65	0.21	0.83	2.65	0.66	2.55	0.96	3.50	3.32	62.50	
Male	51.61	51.00	20.21	10.74	1.01	0.36	1.07	4.54	1.18	4.58	1.80	5.51	0.61	48.39	
Female	22.27	16.03	5.49	7.20	0.26	0.05	0.57	0.62	0.11	0.36	0.05	1.32	6.24	77.73	
RURAL POPULATION	40.09	35.84	17.26	11.53	0.70	0.17	0.79	1.29	0.37	1.17	0.44	2.12	4.25	59.91	
Male	52.58	51.88	26.67	13.67	1.08	0.27	1.01	2.09	0.68	2.07	0.84	3.50	0.70	47.42	
Female	26.79	18.75	7.23	9.25	0.30	0.05	0.55	0.44	0.05	0.21	0.02	0.65	8.04	73.21	
URBAN POPULATION	7.39	69.84	0.68	30.16	29.48	1.46	1.99	0.50	0.33	0.93	6.50	1.49	6.46	2.43	
Male	48.92	48.57	2.38	2.64	0.84	0.58	1.21	11.29	2.59	11.51	4.46	11.07	0.35	51.08	
Female	9.19	8.15	0.42	1.27	0.12	0.06	0.61	1.15	0.27	0.82	0.16	3.27	1.04	90.81	

* Based on population excluding Jammu and Kashmir for 1991 and Assam for 1981 Census.

Source: - Primary Census Abstract, General Population, Part II - B(i), Volume II, Census of India, 1991.

Table 1(a): Population of India by Sex - 1981 and 1991

(In 000's)

	1981	1991
Male	353324	439181
Female	330005	407121
TOTAL	683329	846303

Notes:- 1. The 1991 census was not held in J & K. The population figures include the population for J & K as projected by the standing committee of experts on population projections (October 1989).

2. The 1981 census could not be held in Assam. The population figures for 1981 for Assam have been worked out by interpolation.

Source:- Same as above.

Table 2: Growth of Employment-1977-78 to 1987-88

Year	Rural			Urban			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employment (Million)									
1977-78	136.2	59.8	196.0	36.1	7.7	43.8	172.3	67.5	239.8
1983	147.9	65.9	213.8	45.4	9.6	55.0	193.3	75.5	268.8
1987-88	157.7	70.5	228.2	51.7	11.0	62.7	209.4	81.5	290.9
Annual Rates of Growth (Per cent)									
1977-78 to 1983	1.51	1.77	1.59	4.23	4.18	4.22	2.11	2.06	2.10
1983 to 1987-88	1.43	1.52	1.46	2.97	2.95	2.96	1.80	1.71	1.77
1977-78 to 1987-88	1.48	1.66	1.53	3.66	3.62	3.66	1.97	1.90	1.95

Note:- The employment estimates are based on usual principal status (UPS).

Source:- NSSO survey on Employment and Uemployment, 32nd, 38th and 43rd round.

Table 3: Sectoral Growth in Employment

(Per cent per annum)

Sector	1977-78 to 1983	1983 to 1987-88	1977-78 to 1987-88
Agriculture	0.91	0.94	0.92
Mining and Quarrying	6.32	5.68	6.03
Manufacturing	3.76	2.18	3.05
Construction	7.93	13.03	10.19
Elect., gas & water	6.01	3.15	4.71
Trade	3.52	3.83	3.66
Trans. storage & communication	6.66	2.35	4.70
Services	4.49	2.06	3.39
TOTAL	2.10	1.77	1.95

Note:- The employment estimates are based on usual principal status (UPS).

Source:- Same as Table 2.

Table 4: Growth in Organised Sector Employment
(Per cent per annum)

<i>Sector</i>	<i>1978-83</i>	<i>1983-88</i>	<i>1978-88</i>
Agriculture	1.30	1.11	1.21
Mining and quarrying	2.56	0.88	1.71
Manufacturing	2.07	-0.09	0.99
Construction	3.67	3.26	3.47
Elect., gas & water	1.92	1.25	1.59
Trade	1.94	1.43	1.69
Trans., storage & commu.	2.25	1.20	1.72
Services	2.96	2.25	2.60
TOTAL	2.48	1.38	1.93
Public Sector	2.99	2.17	2.58
Private Sector	1.41	-0.43	0.48

Source:— Estimated from employment market information programme of the Ministry of Labour.

Table 5: Growth in Employment of the Educated Persons
(Per cent per year)

<i>Sex/ Residence</i>	<i>1977-78 to 1983</i>	<i>1983 to 1987-88</i>	<i>1977-78 to 1987-88</i>
Rural	6.61	8.35	7.39
Urban	4.88	6.21	5.48
Male	5.51	6.76	6.07
Female	6.58	11.08	8.59
TOTAL	5.59	7.14	6.29

Notes:— Based on usual principal status (age group 15+).

Source:— Same as Table 2.

Table 6: Sectoral Distribution of Workers
(Per cent)

<i>Sector</i>	<i>1977-78</i>	<i>1983</i>	<i>1987-88</i>
Agriculture	70.70	66.31	63.90
Mining and quarrying	0.52	0.65	0.77
Manufacturing	10.00	10.93	11.13
Elect., gas & water	0.26	0.32	0.34
Construction	1.82	2.47	3.96
Trade	6.18	6.67	7.30
Transport	2.13	2.71	2.78
Financing, real estate, insur. & business services	0.55	0.73	0.83
Community, social & personal services	7.82	8.78	8.80
TOTAL	99.98	99.57	99.81

Note:— 1. Based on usual Principal Status.

2. Total includes a negligible group of industry not recorded.

Source:— Same as Table 2

Table 7: Employment in Industries/ Services by Groups

<i>Description of Industries/ Services</i>	<i>Employment (in lakh) as on 31st March</i>		<i>Percentage Change</i>
	<i>1988</i>	<i>1989</i>	<i>1989/1988</i>
PRIMARY SECTOR	24.47	24.73	1.06
Agriculture, Hunting, Forestry, Fishery	13.98	14.20	1.57
Mining and Quarrying	10.49	10.53	0.38
SECONDARY SECTOR	71.52	71.53	0.01
Manufacturing	62.61	62.45	-0.26
Electricity, Gas & Water	8.90	9.08	2.02
Construction	12.64	12.15	-3.88
TERTIARY SECTOR	148.49	151.22	1.84
Wholesale, Retail, Trade Restaurant & Hotel	4.22	4.36	3.32
Transport, Storage & Communication	30.62	30.25	-1.21
Financing, Real Estate, Insurance & Business Services	13.34	13.57	1.72
Community, Social & Personal Services	100.32	103.04	2.71
TOTAL	257.12	259.63	0.98

Source :- *Employment Review, 1988-89*

Table 8: Nature of Employment (by number of full days in a year) of Agricultural and Rural Labour Households in India

Nature of Employment	Agricultural Labour Households					Rural Labour Households				
	1963-65	1974-75	1977-78	1983	1987-88	1963-65	1974-75	1977-78	1983	1987-88
MEN										
(a) Wage Employment	242	215	242	238	243	245	214	242	239	243
(i) Agricultural	217	193	229	227	231	219	192	229	227	230
(ii) Non-Agricultural	25	22	13	11	12	26	22	13	12	13
(b) Self Employment	25	28	42	38	43	25	28	41	38	42
WOMEN										
(a) Wage Employment	160	149	194	198	164	172	147	193	197	164
(i) Agricultural	149	138	186	190	157	161	136	186	189	157
(ii) Non-Agricultural	11	11	8	8	7	11	11	7	8	7
(b) Self Employment	18	24	27	26	23	18	25	17	26	22
CHILDREN										
(a) Wage Employment	224	194	252	237	240	223	193	253	236	240
(i) Agricultural	207	178	243	230	229	207	177	243	227	229
(ii) Non-Agricultural	17	16	9	7	11	16	16	10	7	11
(b) Self Employment	22	39	25	22	26	22	39	25	22	26

Source: - Rural Labour Enquiry Reports on Employment and Unemployment of Rural Labour Households.

DECLARATION

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I, P.K. Krishnaswamy, declare that the particulars given above are true to the best of my knowledge.

Dated: 28.2.97

Sd/-
P. K. Krishnaswamy
Publisher