

# Changing Employment Pattern in India among Workforce, Gender and Social Groups

**Dr. B. K. Agarwal<sup>1\*</sup> Dr. Neeraj Manchanda<sup>2</sup> Dr. Manish Dev<sup>3</sup>**

<sup>1</sup> Assistant Professor, Faculty of Commerce, Agra College, Agra

<sup>2</sup> Assistant Professor, Faculty of Commerce, Agra College, Agra

<sup>3</sup> Assistant Professor, Faculty of Commerce, Agra College, Agra

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## INTRODUCTION

Employment has included as an essential thing in the development agenda in India. In the underlying years of development arranging, unemployment was not anticipated that would rise as a noteworthy issue; yet mind was taken to see that employment of a sensible extent is generated in the development process to gainfully employ the developing work constrain. A sensibly high rate of monetary growth joined with an accentuation on work escalated sectors like the little scale industry was imagined to accomplish this objective. The monetary growth process in India displays an issue: the evident powerlessness of even high rates of yield growth to generate adequate open doors for "fair work" to address the issues of the developing work constrain. While women have entered the work compel in remarkable numbers, the nature of their employment in low-expertise and shaky occupations opens them to market unpredictability and denies them essential social and legitimate security. A large number of women are in low-paid, low maintenance and shaky work in both the sorted out and sloppy sector. The general picture that rises is one of more prominent disservice for women workers by and large and those having a place with rural and in addition SCs/STs and Muslims specifically. Separated from inherited social weaknesses in a man centric structure, the other critical contributory factors are a constrained access to resources and different assets, and low level of education and skills.

## SHIFTING OF WORKFORCE – AGRICULTURE TO NON-AGRICULTURE

Agriculture represents right around 60 for each cent of total employment in India. Employment in agriculture is rural-based (97 percent); however it is discouraging to take note of that in the rural sector, the rate of growth of horticultural employment is appallingly low. The NSS studies on employment demonstrate a decrease in the offer of agriculture and

an expansion in the offer of non-agrarian sector in total employment. Such an auxiliary move however expected in a creating economy, has been slower in the Indian economy. This process is significantly slower in the rural economy. By and by in rural India the growth rate of employment in the non-horticultural sector has been far shy of the expansion in the rural workforce.

Among the three noteworthy sectors by wide division of monetary movement, in particular, agriculture, industry and administrations, there has been a decline in the offer of agriculture and increment in the offer of industry and administrations in complete employment. Agriculture is increasingly unable to profitably ingest the developing rural work drive. At the same time, there has been some growth of non-farming exercises in rural zones in development, exchange and administrations which have by and large offered preferred income over agriculture. The majority of these employment openings have been of brief and casual nature. Then again, general occupations have scarcely expanded in the urban territories; truth be told, such employments have declined because of excess caused by mechanical and aggressive impulses in the bigger modern undertakings. Along these lines, some portion of the regular workforce has been rendered casual and most new occupations have been in the casual category. Increasing extent of casual workers in the aggregate employment is thus mostly an aftereffect of basic movements occurring in the rural territories. To some degree, it is distress-driven, the little and minimal landholders and the landless not finding gainful work in agriculture and taking up whatever work they find in the non-agricultural activities, regardless of income from them. Be that as it may, there is prove to suggest that numerous are settling on non-farm work because of more customary employment and better income. This has been conceivable somewhat by virtue of different state sponsored employment programs and mostly due to an expansion in the demand for work in extending

development, exchange and administration exercises in rural regions.

Slow growth of employment in the sorted out sector has been a noteworthy factor in the dormancy in the extent of general wage and pay workers. This sector consisting of open administrations and ventures and vast private firms, is the one that offers standard occupations. The Economic Survey watches that employment growth in the sorted out sector, public and private consolidated, has expanded by 1.9 % in 2010, which is lower than the annual growth for the earlier year. The yearly growth rate for the private sector was substantially higher than that for people in general sector. In any case, in regard of both sectors, annual increment in employment had slowed down in 2010 versus 2009. Under 15% of all employed is as of now working in the sorted out sector, and under 8% are composed workers. Simply finished portion of the aggregate work drive is independently employed. In 2008-09 around half of all employed worked in agriculture, 20% in assembling, and 30% in services. The share of women in sorted out sector employment was 20.4 for every penny in 2010 March end and has remained almost steady lately.

## WORK STRUCTURE AND GSDP GROWTH IN BIHAR

Generally, Bihar's Economy is commanded by the horticultural sector. Around 90 percent of the populace still live in rural regions where agriculture, alongside creature farming, has been the pillar of their employment. This has turned out to be even more genuine with the bifurcation of the state which occurred in November, 2000. Bifurcation took away the mineral rich part from Bihar and the state was left with its prolific land and plentiful water assets. Agriculture, in this way, is certain to assume the most critical part for the development of the state.

Agriculture contributed somewhat less than half of the aggregate yield of Bihar's economy till 1995. Its offer has relentlessly declined yet despite everything it contributes 33% to the Bihar economy. An examination of the offer of agriculture in the state's GDP and employment demonstrates that the decrease in the offer of agriculture in the workforce has been much slower than its offer in yield. Agriculture, with a 33 for every penny share in the state's economy, represented employment of 74 percent of the workforce in 2006. A high extent of the workforce should be moved from agriculture to the non-farming sector to make agriculture all the more fulfilling and reasonable for those employed in it. The slow retention of the workforce in the non-farming sector raises concerns when seen alongside the adjustment in the structure of the state GDP. The asymmetry between the wage and employment offers of the horticultural and non-rural sectors suggests a decrease in the relative efficiency of agriculture, and

a broadening inlet in pay amongst agrarian and non-farming workers.

Regarding status of women, abnormal amounts of destitution, landlessness, constrained livelihoods opportunities, low wage rates, and immense out movement of particularly men from the poorest households, put a lopsided weight on women. Rural Bihar has low education and mindfulness levels, especially among the poorest family units. Movement and trafficking among girl children from poor family units is on the expansion while young men are additionally trafficked for work in hazardous endeavours. High event of regular movement among men prompts a number of women headed families in the rural zones subject to abuse and nourishment instability.

## PATTERN OF EMPLOYMENT OF WOMEN

While rural women's employment has become throughout the decades, there has not been much change in results. Women are still to a great extent concentrated in agriculture as independently employed or casual work. The wages are consistently lower in all female predominant operations. Further, women workers infrequently get the base wages stipulated by the government. Women workers confront different types of segregation that frequently pushes them in low paying occupations. Education may not decidedly impact a woman's interest in work, but rather for women who are in the workforce, education is the most vital determinant of better quality non-rural work.

There has been a proceeding with process of 'feminization' of the work drive. There has been a decrease in the extent of occupations that have security of employment, rights against out of line rejection, annuity rights, medical coverage rights, maternity rights and so forth, while there has been quick growth in 'casual employment' which needs social insurance. Women's essential obligation regarding the home and care of kids implies that they enter the work drive off guard. Female work portability, more than that of men, is hampered by gender disparity. While for the most part financial components decide a man's interest in employment, the forces that impact a lady's support in work are numerous and differing and include demographic, conceptive, social, religious and social elements. Rural women's movement to urban zones for modern and different types of employment may cultivate their individual rights and increment their independence, discharging them from man centric practices despite the fact that, in the meantime, they might be liable to segregation and exploitative working conditions.

It has been watched that women's support in profitable work is lower contrasted with men; it is

higher for booked rank and planned clan women who are less confined by social norms; among religious groups, work cooperation is lowest for Muslim women; education impacts differentially for people, with level of interest expanding with educational levels for men, yet declining for rural women; as monetary status improves, work investment decreases for rural women proposing that when there are no compelling economic motivations to procure, social taboos on women's portability and investment in work exercise a solid impact.

#### **The sectoral work market structure of women-**

Being marginally below 36%, women's Labor Participation Rate (LPR) in 2008 was amazingly low, though with 85% the male rate was high. LPRs barely changed in the 2000s. In late years unemployment for women has gone up. Unemployment is most noteworthy among youths, with for young ladies and young ladies in 2006 authority unemployment rates in the vicinity of 17 and 22%. With 20.4% (upto March 2010) the female offer in the sorted out sector is low. In both assembling and in business benefits around one out of six employees was female. The general population sector is by a long shot the biggest employer in the formal sector, employing 70% of all women occupied with that sector. It is evaluated that 60% of every single agrarian activity are dealt with only by women. Female time-based compensation rates in agriculture differ from 50 to 75% of male rates, and are too low to defeat total neediness and working conditions are frequently horrifying.

Over the most recent two decades the administration sectors share in all out employment multiplied, and in 2004-2008 employment and fare growth have even speeded up. The engine of growth is the IT/BPO industry. However, in the meantime in formalization has developed: as of now more than seven of every ten administration employees are in casual labour. In disdain of a current decrease out in the open sector employment, the offer of females is step by step expanding at focal, local and neighbourhood state levels. Generally high wages and maternity and infection advantages may make people in general administration alluring for youthful women. Currently wedded women have a lower probability of working outside of homes, while single women are likelier to take part in independent work. It is evident that while the level of education may not emphatically impact a lady's support in work, for women who are in the workforce, education is demonstrated as the most important determinant of better quality non-farming work.

#### **OVERVIEW AND POLICY NEEDED FOR PROGRESS OF WOMEN WORKFORCE**

While women workers when all is said in done constitute an underestimated classification inside the class of workers, rural women workers possess a lower position contrasted with their urban

counterparts, and the lowest layer among them is constituted by those having a place with the bottom strata of the general public i.e. SCs and STs. Women's opportunity use in financial exercises that give them an arrival is constrained however their participation in family unit exercises that by implication add to the monetary yield of the house hold far surpasses that of men. A critical level of rural women workers are locked in in subsidiary status work.

Higher work interest rates do not show a more elevated amount of welfare. Just when higher work support rates are accompanied by higher educational abilities as well as resource and salary, higher work participation rates end up significant from welfare and, particularly, pay perspective. Rural women workers are concentrated in agriculture to a much larger extent than men yet a substantially littler extent among them work in non-agricultural jobs, especially the more esteemed consistent/salaried employments. The states of work, especially of women wage worker, are very horrid. Women workers are additionally subjected to various types of separation. Among the women wage workers, an extent of the individuals who report regular employment likewise work in poor conditions, accepting low wages with extend periods of time of work, no social security and not very many occasions. The situation of independently employed women in non-agriculture sector is likewise poor. Their capital base is low and thusly their esteem additions additionally low.

Poorer women who need arrive yet have some level of portability are concentrated in rural wage work which pays generally poorly. The poor status of rural women in terms of their self-sufficiency and control over resources (a photo which is provincially somewhat differentiated), and low level of education and employable skills calls for intercessions of a promotional nature from various section focuses. In this finishing up area consideration is attracted to a portion of the significant issues which rise up out of the investigation;

1. A larger amount of education and employable skills for women workers is required for enhancing their levels of profitability and empowering them to move into non-agrarian livelihoods. The accentuation on universalising rudimentary education has undoubtedly limited the enrolment hole amongst people, yet given the low levels of education and employable skills and the hole amongst men and women workers, activities ought to likewise center around the leaving workforce.
2. The greater part of women workers stay in agriculture as ranchers and the most recent figures demonstrate an expansion in their extent among agriculturists. They are viewed

as fringe makers and are minor beneficiaries of benefits of government programs and from development and credit institutions. There is a solid requirement for a gender touchy horticultural strategy which strengthens the part of women workers in all parts of agriculture.

3. At long last, rural women workers, particularly agrarian workers, have high rates of unemployment and underemployment. These workers also receive wretchedly low wages for an assortment of reasons. Employment Guarantee Program which has been started in 2006 and which has now been stretched out to every rural territory can assume a noteworthy part in enhancing request for women's work, expanding reservation wages, and setting work benchmarks in rural areas. While some effect has just been felt in various territories much more needs to be done to actualize this plan viably with a specific end goal to increment opportunities for quality and better than average work in rural zones. This program constitutes the hub around which the employment states of the poorest women worker scan enhance in rural India.

### CHANGING EMPLOYMENT PATTERN FOR SOCIAL GROUPS AND MUSLIM MINORITY

The Indian culture is described by a high level of auxiliary inequality based on the fundamentals of the rank system. The SCs and STs are the most underestimated segments in the economy and the most devastated and endure the disgrace of untouchability and unfair types of social avoidance even in the contemporary times. The booked standings situated at the bottom of the station progressive system endured the most as they were truly denied the rights to property, business (but to occupations considered as debased and contaminating), education, common, social, and religious rights. Additionally, the Scheduled Castes (SCs) likewise experienced the pernicious impacts of residential segregation and social confinement. Half of the female casual workers and 43 percent of male casual workers in India have a place with SCs and STs, about twice their offer in population. In non-agriculture, general STs have the lowest likelihood of cooperation, followed by SCs, OBC and upper standings.

There is a checked change in the total quantities of the minority (like SC, ST, Muslims, and so forth) in Government employment; be that as it may, there are extensive varieties among various Groups of occupations. Employment increased through reservations has a tendency to be bunched in specific administrations, divisions and Groups of occupations. SC/STs have been for the most part mixed in Group

C and Group D occupations. On account of Group C and Group D occupations, level of SC/STs has been near their stipulated quantity. On the other hand, the rate offers of the SC/STs have been much below the stipulated amounts in Group an and Groups B classes. It appears that the implementation of the reservation strategy is opposed in different routes; delays in making arrangements, in fill in gup the posts and in litigations. The positive effects of the reservation approach are obvious in the examination of the PSUs. The portrayal of the SCs and the STs was found to have enhanced both as far as total numbers and rate share.

As respects Muslims, the change has been peripheral and rate of growth still much lower than for SC/STs. There is a high centralization of Muslims in urban territories, making the occurrence of neediness more unmistakable there. In 2007-08, 23.7% of Muslims in urban regions and 13.3% in rural zones were poor. Contrasted with SC/STs and other social and religious groups, urban destitution is most astounding among Muslims, and rural neediness among Muslims is likewise higher than that of different religious groups and other in reverse classes (OBCs). Muslim women have a much lower likelihood of being in the workforce contrasted with Hindu women.

In no condition of the nation is the level of Muslim employment proportionate to their rate in the populace - in West Bengal where Muslims constitute 25% of the populace, the portrayal in government occupations is as low as 4%. Not exclusively do Muslims have an impressively lower portrayal in government employments, incorporating into open sector endeavours, contrasted with other barred groups, Muslim investment in expert and administration units in the private sector is additionally low. Their interest in security-related exercises (for instance in the police) is significantly lower than their populace share at 4% generally. Different figures on Muslim portrayal in common administrations, state open administration commissions, railroads, bureau of education, and so on, are similarly shocking.

### CONCLUSION

In spite of the fact that the offer of agriculture in the total economy has declined quickly amid the arranged development of the nation; it expect a vital part in the rural economy. In this manner employment in agriculture has declined in numerous states, while in specific states, where the employment expanded, the patterns are not really promising. Employment in agriculture nearly stagnates. In certain sub-sectors of agriculture like domesticated animals, ranger service and angling employment has in actuality declined. In agriculture, the offer of female workers has expanded at the total level; however there are states enlisting a



decrease in the relating share. From specific states there are additionally confirmations of male workers packing out female workers in agriculture.

The greater part of the new employment opportunities are probably going to be generated in the chaotic sector and will be characterised by poor states of work, absence of employment and social security. Indeed, even inside the composed sector an expanding number of workers are being employed in an 'adaptable' way on casual or contract premise, without the social security benefits accessible to general workers. The issue of the working poor', in particular, of those completely occupied with work, however gaining not exactly the poverty line wage, will hold on. In this way the test of nature of work, in wording of earnings and social security will proceed. Fixing of the work market with increase in the interest for work may prompt enhanced profit after some time, however a vast lion's share of workers will keep on having no social insurance against the risks of business related dangers, unemployment, affliction and maternity and maturity.

A suggestion is that neediness eradication programs must accentuate the need to generate nice occupations without which these programs will keep on being insufficient. Activity is required at various levels, from the selection of new types of social security to worldwide concurrences on center work benchmarks and minimum compensation. Given the degree to which assets have moved from open to private hands amid the previous decades, the time has come to put weight on the private sector for its duty in the formation of tricky employments and living conditions.

Employment is basic for destitution diminishment and for upgrading women's status. In any case, it is possibly engaging and freeing just on the off chance that it gives women a chance to enhance their prosperity and improve their capacities. Then again, in the event that it is driven by trouble and is low-paying then it might just build a lady's drudgery. Women's developing work drive cooperation has happened disregarding the absence of formal and tried and true courses of action for childcare arrangement.

Women from SC/ST groups have higher workforce support rate(WPR) on the grounds that extreme poverty abandons them with minimal decision however to work, and in light of the fact that they don't confront social taboos that oppose work. The opposite is valid for women from 'other' castes. When religious foundation is viewed as, Muslim women in rural regions have a significantly low WPR – about a large portion of the national rate for women of all religions. By and by it is social standards that limit women's versatility and section into the workforce that keep more Muslim women fixing to hearth and home.

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## Corresponding Author

**Dr. B. K. Agarwal\***

Assistant Professor, Faculty of Commerce, Agra College, Agra

E-Mail – [dr.b.k.agarwal144@gmail.com](mailto:dr.b.k.agarwal144@gmail.com)