

## CHAPTER 1

### CONCEPTUAL FRAMEWORK

The term employment refers to holding of some post in office.<sup>1</sup> It implies the services of an individual regularly used for some payment. The employee in the employment is expected to provide services exclusively to his employer during the tenure of employment. The employment comprises of all persons including family workers who work during the time reference period, established for data on economic charter or who had a job in which they were temporarily absent because of illness or injury, industrial dispute, vacation, the leave of absence, absence without leave or temporary breakdown.<sup>2</sup>

There are so many literary terms such as manpower, labour force, labour supply, gainful workers, working population, economically active population, work participation rate and workforce, used for referring employment.

The term 'Manpower' means only those people who could participate in economic activities if there was a demand for them to do so. Economically active population is that part of manpower of both sexes which is actually engaged or attempt to engage itself in the production of economic goods and services.<sup>3</sup> According to multilingual demographic dictionary, the working population consists of those individuals who take part in the production of economic goods and services, including unpaid family workers in an economic enterprise as well as persons who work for pay or profit.<sup>4</sup> The term "Labour Force", however is defined as all persons classified as economically active, (ICSSR), those who actually supply efforts for the production of goods and services for exchange (the employed or the workers) and those who, though not working, want to do so or seek an opportunity to do so (the employed including new entrant into the labour force or persons who seek work for the first time.<sup>5</sup> It may also be defined, as a group of persons who are

working at a gainful occupation or waiting or seeking such work during a specific period preceding the inquiry.<sup>6</sup>

“Labour supply” is another term which is used by the economist to indicate the form of labour available at various wage rates.<sup>7</sup> The active population in generally accepted, official sense of the term, comprises of all those who are engaged in remunerative occupations and who seek a livelihood in such occupations. Thus the self employed workers as well as all types of wagers and salary earners and those who work without remuneration with a family are included in this group.<sup>8</sup> According to Trewartha, the total population of a country may be divided into two parts viz economically active and economically inactive. The economically active group is sometimes spoken of as a labour force or the working force. The term describes not only those men and women who are actually engaged in productive employment, but also those who may be temporarily unemployed. Included are employers, employees, the self employed, unpaid family workers, domestic servants and members of armed forces. On the other hand, the inactive group is composed of children, retired persons, students, housewives, inmates of institutions and those living on royalties, rents, pensions, dividends etc.<sup>9</sup>

The United Nations and ILO (International Labour Office) use the term ‘Active Rate’ for the concept of work participation rate. It is defined as that percentage of total population, which is economically active. It can be calculated separately for males and females, for each age group and for the region, province, state and individual area.<sup>10</sup> The United Nations considers that the work participation is made up of all the people of 14 years of age and over who, at particular moment, are either employed or unemployed but looking for work. The workers include farm labourers, physicians and the people who work for themselves as well as those who work for others people who work for salaries and for fees. The workers include armed forces except when the term civilian workers are used. Not considered in the workers are all

people under 14 years of age and all those 14 years of age and over who are doing only incidental unpaid family work (less than 15 hours during the particular week to which the data relates), the later group being mostly students, housewives, retired workers, seasonal workers, in an off season who were not looking for work, inmate of institution of persons who cannot work because of long term physical or mental illness or disability of these groups not in the workers.<sup>11</sup>The term labour force is equivalent to economically active population according to the terminology recommended by the United Nations. Similarly, the term working population is also equivalent to economically active population. In the recommendations made by the United Nations for conducting population census it has been classified as follows:

An economically active population comprises of all persons of either sex, who furnish the supply of labour available for the production of goods and services (during the time reference period chosen for the investigation). It includes both the persons in the civilian labour force and those serving in the armed force.<sup>12</sup>

All these terms are equivalent in the sense that all of them signify those individuals who are actually involved in productive works and in return they are getting financial assistance.

### **Indian Censuses**

The information on economic activities of individuals was collected right from 1872 census, but the definition of employment had not been constant all through, from 1872 to 1981, the approach adopted has more or less been that of 'gainful workers'.

In the censuses of 1872 and 1881 only one question relating to occupation was asked from individuals and persons were classified accordingly under various occupations. The main economic question in the censuses from 1891 to 1921 was related to livelihood or occupation or 'means of subsistence' of

each worker. In actual practice, however, even persons who were not working but were receiving income from land, property etc were considered as economically active. Thus in 1901, 1911, and 1921 censuses, the population was divided into 'actual workers' and 'dependents'. The term 'actual workers' included all persons who actually did work or carried on business whether personally or by means of servants or who lived on house rent, pension, etc. The persons who were not 'actual workers' were 'dependents'. One of the main features of these censuses was the dichotomy of population into 'actual workers' and dependents.<sup>13</sup> In 1931, the population was first divided into three classes, namely, 'earner', 'working dependent' and 'non-working dependent'. An 'earner' was defined as a person with permanent and regular work for which return was obtained in cash or in kind which helped to augment the family income. A 'working dependent' was classified as a person who assisted with work of the family and contributed to its support without actually earning any wage. A 'non-working dependent' was one who did not work or had no occupation.

The concept of 'income' was specially introduced in 1931 and continued in 1941 and 1951 censuses. In 1941, each person was classified into three following categories; wholly dependent, partly dependent and independent workers. A person who had no income in cash or kind was 'wholly dependent'. A person who contributed in cash or kind towards the support of the household without being definitely capable of supporting himself was 'Partly dependent'. A person who was not dependent on any other person was an 'independent worker. In 1951, there was a further change and every person was labeled either as a 'self-supporting person' or 'earning dependent', and 'non-earning dependent'. A person who was in receipt of an income and that income was sufficient at least for his own maintenance (he or she as the case may be) was recoded as a 'supporting person'. Such income may be in cash or kind. Any one, who is not a 'self supporting person' in this sense, was a dependent. A dependent may be either an 'earning dependent' or a 'non-

earning dependent'. Where the income which he or she secured was not sufficient to support him or her, that person was an 'earning dependent'. A person who did not secure any income either in cash or kind was a 'non-earning dependent'.<sup>14</sup> During a decade or so, the concept changed further. However in 1961, economic data were collected on the basis of work. The population was divided into two classes, 'workers' and 'non-workers'. In the case of regular employment in any trade, profession, service, business or commerce, the basis for work would be satisfied if the person had been employed during any of the 15 days preceding the day on which he was enumerated. In the case of seasonal work like cultivation, livestock, dairying and household industry if a person had some regular work of more than one hour a day was to be regarded as a 'worker'. The term work included not only actual work but effective supervision and direction of work too. Persons who were not engaged in any economic activity were treated as 'non-workers'.<sup>15</sup>

In the 1971 census, the persons were categorized according to their main activity, into 'workers' and 'non-workers'. A 'worker' was defined as a person whose main activity was participation in any economically productive work by his physical or mental activity. 'Work' involved not only actual work but effective supervision and direction of work, where as a person who was basically a 'non-worker' such as a student, housewife, did make some marginal contribution to work.<sup>16</sup>

In 1981 census, the whole population was divided into three categories, viz., 'main workers', 'marginal workers' and 'non-workers' and the same were adopted in 1991 census. Main worker was defined as a person whose main activity was participation in any economically productive work by his physical or mental activities and who had worked for 183 days or more. Work involved not only actual work but effective supervision and direction of work. Marginal worker was defined as a person whose main activity was participation in any economically productive work or his physical or mental

activities for less than 183 days. Non-worker was defined as a person who had not done any work at any time.<sup>17</sup>

According to 2001 census, work is defined as participation in any economically productive activity with or without compensation, wages or profit. Such participation may be physical or mental in nature. Work involves not only actual work but also includes effective supervision and direction of work. It includes part time help, unpaid work on farm, family enterprises in any other economic activity. All persons engaged in work as defined above are workers. Persons who are engaged in cultivation or milk production even solely for domestic consumption are also treated as workers. Reference period for determining a person as workers and non-workers is one year presiding the date of enumeration.<sup>18</sup>

### **Factors Determining Employment Force**

The magnitude of working population in any area depends upon a variety of economic, demographic and social factors. . Demographically, the birth rate and consequent age structure, age at death or longevity of life and migration are significant. Economically, the type of economy, availability of employment opportunities and level of income are important. Socially the levels of literacy, size and type of family, age at marriage, status of women in the society and general health standards are vital.<sup>19</sup>

### **Demographic Differentials**

The chief among the demographic differentials which play profound role in shaping the employment are, fertility, mortality and migration.<sup>20</sup> These are described one by one.

#### **Fertility Differential**

Countries like India lie in the latter part of early expanding stage of demographic transition, where around 20 per cent of the population (both total

population and scheduled caste population) lie in the age bracket of 0-6 years.<sup>21 & 22</sup> This means population is heavily loaded with the children who normally are non-workers and hence the proportion of workers in relation to non-workers of the total population in every social group is low.<sup>23</sup>

Age specific work participation in various occupations is another aspect of population structure which comes under the influence of fertility.<sup>24</sup> High employment rate of under 20's is comparatively higher in socially and culturally deprived segment of the population like scheduled caste. The people of this social group are bound to take up some gainful employment at an early age to supplement the meager amount of total family income.<sup>25</sup> A corollary to high employment rate of youngers is relatively predominant in miscellaneous and petty services and wage labourer in the overall occupational structure without any literacy requirement.<sup>26</sup>

Another important demographic factor to affect employment rate of the scheduled caste population is age and sex .In general, male employment rate is high both in the total population as well as in scheduled caste population. The male and female employment rate is quite striking in scheduled caste population though it is not so in case of total population. According to 2001 census, male and female differential in scheduled caste work force is 2.21:1 whereas, 2.78:1 in the case of non-scheduled caste population. The male dominated work force both among the male scheduled caste population and total population is attributable to the patriarchal system prevailing in the country for centuries throwing the responsibility of earning livelihood on the male shoulder. The relatively narrow range of male-female differential in the employment sectors of scheduled caste population is related to the harsh social and economic realities of their lives. It compels their women folk to join the males in economic struggle.

### **Mortality Differential**

Employment rate also varies according to mortality rate. The decline in mortality rate affects the pattern of working life of population. The decline in mortality rates in the middle and older age groups remains substantial but much slower than for younger groups. These changes in the death rate bring about dramatic increase through out the entire economic age. Since all men from 20 to 65 normally work, the employment rate potential increases at most as much as the population through reduced mortality.<sup>27</sup> Lower mortality amongst the very young people may cause rejuvenation of a population. If the decline in mortality rates is more or less uniform at all the age levels, there will not be instantaneous aging or rejuvenation.

Mortality rates also have direct effect on the composition of population by economic status. If mortality rate in juvenile group is lower than fertility rate, the transference from young age group to work force slab will be large and this slab will consequently tend to grow in size.<sup>28</sup>

### **Migration**

Migration is the third demographic factor which influences the proportion of employees in a population. Largely those people who migrate, lie under economically active age group. The areas of emigration have lower employment opportunities resulting into proportionally lower proportion of work force. The areas of immigration are characterized by influx of workers who display higher degree of working population.<sup>29</sup>

The structure of population by economic status and occupation also gets modified due to migration. In recipient areas of migration being strongly male selective, tend to swell the work force and change the existing occupational structure. At places where industrial development is in progress, the in migration has a favorable impact as it provides cheap labour which, when absorbed in the industry tends to change the occupational structure of the area

in favour of industry and in the long run also helps to diversify the economic activities. On the contrary, out migration from an area creates scarcity of labour supply with the consequence that marginal workers i.e. number of female workers juvenile and senile dependents tend to join the rank of workers. In remote areas of the state, the scheduled caste migration is mainly adult male selective, leaving the local economies in the hands of females and seniles. In the western Uttar Pradesh the emigration from the socio-economically back ward areas of the country of poor people of almost all the social group causes the lower proportion of scheduled wage workers in agriculture sector.<sup>30</sup>

## **Economic Differentials**

### **Type of Economy**

Among the economic determinants of employment, the type of economy of the area is significant. The nature of jobs available in the industrial societies is very much different from those available in agrarian economies. According to 2001 census, scheduled caste population is mostly engaged in the agricultural sector while the proportion of workers in the industrial sector and tertiary sector is less as they, on their end, have demands of skills and education which results into late entry of scheduled caste people in the job market. Thus this socially, culturally and economically disadvantaged group cannot afford to their late entry in the higher salary generating, secondary and tertiary occupations in towns and cities. In case of the less developed rural areas, education holds little functional value; here scheduled caste workers are involved in agriculture and minor miscellaneous services which do not require any special training or education.<sup>31</sup> The availability of employment opportunities is another significant economic determinant of the magnitude of employment in any area. The less developed regions where economy is not diversified, unemployment rate is high and the availability of lesser

employment opportunities for the multiplying manpower have relatively small employment rate in comparison to the more developed regions.

### **Level of Aspiration**

Level of aspiration refers some times to the achievement of inspirational goals in specific spheres of activities like education, occupations and economic endeavors. Various attempts have been made by the government (especially after independence) to raise the level of aspiration of scheduled caste, which can motivate them to raise their educational status and to prepare them for more remunerative jobs.<sup>32</sup>

### **Level of Income**

It is the level of income that largely determines the proportion of workers in total population. The social groups with low level of income are compelled to struggle for earning livelihood in larger proportion including females and children with a view to augment meager family's income.

### **Social Differentials**

Various social determinants of employment are size of family, type of family, education and literacy. Among them education undoubtedly claims the highest rank.

### **Type of Family**

The average size of family has its impact upon the incidence of employment rate. Smaller the size of family of scheduled caste people more and more freedom will be given to the daughter in law to participate in outdoor activities.<sup>40</sup> Thus smaller families push up a considerably good proportion of female workers in the society who do not suffer from any kind of inhibition against female employment as much as in traditional joint families.<sup>34</sup>

### **Age at Marriage**

The age at marriage influences the incidence of employment in its own way. In the societies where early marriages are too common, the proportion of workers, other things being equal, is relatively high. It is because the family responsibilities create an urge for getting engaged into economically gainful activities at an early age.<sup>35</sup>

In scheduled caste population the age of marriage is low.<sup>36</sup> Thus, higher employment rate of scheduled caste population can be considered to be associated with the low age at marriage time.

### **Level of Literacy and Education**

It is found that level of education and nature of employment are closely associated.<sup>37</sup> Though Government incentives in the form of reservation in educational sectors with fiscal gains up to certain extent have proved beneficial to bring scheduled caste children in school and colleges yet the results of these governmental efforts are not satisfactory. It can be visualized in the light of the census data of 2001 on literacy. This shows that literacy rate of the state on the whole is 56.3 per cent, whereas, for the scheduled caste population it is still 46.3 per cent. Low education of scheduled caste people augmented with poverty and traditional social system, force them to continue their traditional employment from the childhood.<sup>38</sup> It is found that in all the social groups, males are more literate than the females because of low status of females, their low mobility, lower freedom, early marriage and large amount of domestic work which provides lesser freedom to females for formal schooling. Moreover, female education in rural areas does not get social approval. Thus the women constituting almost half sphere of the population are proportionally lesser in the orbit of skilled worker's group. It would be of some worth to examine the role of education in the employment structure of the scheduled caste population. Although such data as concerning

the employment structure of the literate scheduled caste persons are not available, yet keeping in view the requirements of various occupations it can be inferred that most of the literate scheduled caste workers are engaged in non agricultural pursuits including household industry, non household industry and other services. This would also indicate that education holds the key role to social and economic uplift of the scheduled caste persons. It is observed that education has helped in employment mobility. After getting education, people are able to get respectable and even highly paid jobs. Lack of education inhibits people from mobility of any kind. Education is a vital factor in the social transformation of a society and its economic amelioration.<sup>39</sup>

#### **General Health Conditions and Longevity**

General standard of health of the people, being an index of their vitality also influences the participation rate of population in economic activities. It is generally observed that good health not only increases the efficiency of workers but also increases the tenure of working life. It is expected that social groups with good general health conditions show a higher participation rate than a social group with poor health conditions.

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