CHAPTER 7
DYNAMICS OF RURAL NON-FARM EMPLOYMENT
AMONG SOCIAL GROUPS: AN ANALYSIS

7.1 INTRODUCTION

An analysis examining different dimensions of RNFE by gender, age groups, level of education and size of landholdings *de facto*, helps policy makers and development practitioners in deciding about the type of policy intervention to tackle the long-standing problems such as unemployment, poverty and income inequality simultaneously. The economic growth process of the present industrialised countries shows a particular pattern of sectoral diversification in employment as well as income over time. Several studies (Fisher 1939; Clark 1940; Kuznets 1966; Chenery and Syrquin 1975) on the growth process of the present industrialised economies point out that as economic growth takes place, the share of primary sector largely consisting of agriculture shows a decline in its relative contribution to national output even though its absolute contribution to national output increases. The growth of primary sector contributes to the growth of secondary or industrial sector through its multiple linkages. As was evident from the review of literature (see chapter 2), the pattern of occupational shift is more clearly evident in respect of male than that of female RNFE. Within the RNFE, the increase in the share of service sector is much higher than that of manufacturing sector; the bulk of the increase in RNFE is explained by an increase in the proportion of workers in casual employment.

Since the 1970s, especially when the sustained decline in poverty incidence has been accompanied with a decline in proportion of workers in agriculture and a corresponding rise in rural non-agriculture, the growth of RNFE has become an important content of rural development paradigm. A considerable decline in the share of agriculture in national income accompanied with a marginal decline in the share of agricultural workers has
resulted in a decline in the growth rate of relative productivity per worker in agriculture and substantial increase in the rural non-agricultural sector (Nagaraj 1990; Unni and Rani 2000; Madheswaran and Dharmadhikary 2000). This has created ample scope for investment, and increase in production and employment opportunities in the rural non-agricultural sector in India. Consequently growth of RNFE has been on the rise with varying degrees across general and activities over time.

In view of the above analytical framework, it is essential to address the following research issues; what type of zones have experienced a greater rise in male and female RNFE? Who has been shifting more to RNFE, whether men or women; youth or adults or aged; educated or uneducated, the landless, small and marginal farmers; the large farmers or the poor or non-poor? Addressing these issues, the present chapter is organised into 3 sections. Section 2 is devoted to analyse the dynamics of RNFE by other characteristics such as social groups, age groups, level of education and size of the landholdings; in sections 3. In the last section; the important findings of the chapter are summerised.

7.2. DYNAMICS OF RURAL NON-FARM EMPLOYMENT

An effort has been made to analyse the dynamics of RNFE by social groups, activities, age groups, level of education, size of landholding and gender in this section.

7.2.1 Rural Non-Farm Employment by Social Groups

Non-farm employment is divided into three categories: regular employment (generally salaried), casual employment (daily wage) and self-employment/own enterprise activities. This distinction is intended to reflect to some extent the very different characteristics of non-farm activities in rural areas - characteristics that are important in terms of defining the desirability of such jobs. A general typology that appears to resonate with findings from many village studies is that regular non-farm employment is typically highly sought-
after in rural areas as it is associated not only with high incomes, but crucially also with a degree of stability. Non-farm self-employment activities, but whether they are of the former or latter variant generally depends on the amount of capital resources that can be brought to the activity. Casual non-farm wage employment is generally thought to be less demeaning to workers than agricultural wage labour, but returns may be only marginally higher and the nature of the work may be both physically demanding as well as hazardous (construction, rickshaw pulling, industrial workshops, etc).

7.2.1.1. Self- Employment in Rural Non-Agriculture (SERNA)

The growth of RNFE is regarded as one of the important strategies for sustained reduction in poverty and income inequality in most of the developing countries. Self-employment in the rural non-agricultural sector includes, petty shop, vegetable vending shop, hotel business, tailoring, cloth merchant, basket weaving, beedi rolling etc., which give them regular employment and sustained income. Given the stock of capital assets, for a large number of the sample households, the rural non-agricultural self-employment is one of the important livelihood strategies. The data provided in Table 7.1 reveal that 33.9 per cent of the main workers were involved in the rural non-agricultural self-employment in the study region as a whole.
### Table 7.1
Distribution of Main Workers in Self-Employment in Rural Non-Agriculture by Social Groups

<table>
<thead>
<tr>
<th>Social groups</th>
<th>Workers involved in Self-employment in non Agriculture</th>
<th>Percentage to main workers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Males</td>
<td>Females</td>
</tr>
<tr>
<td><strong>Arid zone</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SCs</td>
<td>31</td>
<td>24</td>
</tr>
<tr>
<td>STs</td>
<td>20</td>
<td>11</td>
</tr>
<tr>
<td>Others</td>
<td>125</td>
<td>35</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>175</td>
<td>70</td>
</tr>
<tr>
<td><strong>Coastal zone</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SCs</td>
<td>6</td>
<td>5</td>
</tr>
<tr>
<td>STs</td>
<td>8</td>
<td>2</td>
</tr>
<tr>
<td>Others</td>
<td>91</td>
<td>13</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>105</td>
<td>20</td>
</tr>
<tr>
<td><strong>All</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SCs</td>
<td>37</td>
<td>29</td>
</tr>
<tr>
<td>STs</td>
<td>28</td>
<td>13</td>
</tr>
<tr>
<td>Others</td>
<td>216</td>
<td>48</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>281</td>
<td>90</td>
</tr>
</tbody>
</table>

Source: Primary Survey

Going by social groups, it was awfully lower in the case of SCs/STs as compared to Others. This can be attributed to limited access to skill/knowledge, experience, capital and also to social exclusion in the countryside. Human capital discrimination continued to exist against SCs/STs in favour of Others (Biradar 2004). The proportion of workers in the rural non-agricultural self-employment was found to be higher for males (51.3 per cent) as compared to that of females (41.0 per cent) in arid zone. Similarly, in the case of coastal zone the proportion of workers in the rural non-agricultural self-employment was found to be higher for males (29.9 per cent) as compared to that of females (8.6 per cent). Similar trend by and large was also observed across social groups (Figure 7.1).
7.2.1.2. Casual Wage Employment in Rural Non–Agriculture (CWERN A)

Casual wage employment in the rural non-agricultural sector includes manual works in construction, hotel business, vegetable vending shops, cloth merchants, petty shops, garage and repair centres, any other such dead-end contractual/temporary jobs prevailed in the countryside. The workers in these activities are paid relatively more wages and do not experience more employment seasonality as compared to the workers involved in agriculture.

The data presented in Table 7.2 indicate that the proportion of workers in casual wage employment in the rural non-agricultural sector was estimated at 33.7 per cent among the sample household main workers. The availability of casual wage employment in the rural non-agricultural sector was not similar across social groups, gender and zones. The proportion of workers having access to casual wage employment in the rural non-agricultural sector was found to be significantly higher in the case of SCs/STs as compared to Others.
Table 7.2

Distribution of Main Workers in Casual Wage Employment in Rural Non-Agriculture by Social Groups

<table>
<thead>
<tr>
<th>Social groups</th>
<th>Workers in Casual wage employment in non Agriculture.</th>
<th>Percentage to main workers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Males</td>
<td>Females</td>
</tr>
<tr>
<td><strong>Arid zone</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SCs</td>
<td>15</td>
<td>1</td>
</tr>
<tr>
<td>STs</td>
<td>5</td>
<td>2</td>
</tr>
<tr>
<td>Others</td>
<td>16</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>36</td>
<td>4</td>
</tr>
<tr>
<td><strong>Coastal zone</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SCs</td>
<td>58</td>
<td>73</td>
</tr>
<tr>
<td>STs</td>
<td>25</td>
<td>49</td>
</tr>
<tr>
<td>Others</td>
<td>53</td>
<td>71</td>
</tr>
<tr>
<td>Total</td>
<td>136</td>
<td>193</td>
</tr>
<tr>
<td><strong>All</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SCs</td>
<td>73</td>
<td>74</td>
</tr>
<tr>
<td>STs</td>
<td>30</td>
<td>51</td>
</tr>
<tr>
<td>Others</td>
<td>70</td>
<td>71</td>
</tr>
<tr>
<td>Total</td>
<td>172</td>
<td>197</td>
</tr>
</tbody>
</table>

Source: Primary Survey

The proportion of workers in the casual wage employment in rural non-agriculture sector was found to be higher for males (10.6 per cent) as compared to that of females (2.3 per cent) in arid zone. However, interestingly in the case of coastal zone the opposite trend was observed that the proportion of workers in the casual wage employment in the rural non-agriculture sector was found to be much higher for females (82.8 per cent) as compared to that of males (38.7), because beedi rolling is a major casual wage employment in rural non-agriculture sector for females in this zone. A similar trend was also observed across social groups (Figure 7.2). The growth of such employment was not significantly higher in the sample villages of arid zone than those of in coastal zone. It is clear from the above analysis that the members of Other households as compared to SCs/STs, female workers as against male workers and the workers in the sample villages of arid zone as compared to coastal zone had limited access to casual wage employment in the rural non-agricultural sector.
7.2.1.3. Regular Salaried/Wage Employment

Regular salaried/wage employment is another less accessible livelihood strategy of the sample households. In the present study, the activities included in this category are: driver, stenographer, teacher, police, nurse, attender, clerk, conductor, hatti gold company workers, hotel manager and etc., and their services are confirmed to be on regular basis. The data presented in the Table 7.3 show that the proportion of workers engaged in regular salaried/wage employment in the non-agricultural sector was estimated to be 13.7 per cent of total main workers. Across social groups; it has been observed that the proportion of workers was significantly higher in the case of Others as compared to SCs/STs. Going by gender, it was found to be far less in respect of females vis-à-vis male workers. Access to such activities was quite limited in the sample villages of arid zone, as compared to that of coastal zone, especially in the case of SCs/STs and female workers (Figure 7.3). On my discussion held with the sample households, especially in the case of SCs/STs, it was reported that access to such activities was constrained mainly due to lack of human capital, social networks, political influence, etc. Thus, the hypothesis
"Members of SC/ST households have limited access to RNFE as compared to Others" is proved and hence it is excepted.

Table 7.3
Distribution of Main Workers in Regular Salaried / Wage Employment by Social Groups

<table>
<thead>
<tr>
<th>Social groups</th>
<th>Workers in Regular salaried/wages Employment.</th>
<th>Percentage to main workers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Males</td>
<td>Females</td>
</tr>
<tr>
<td><strong>Arid zone</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SCs</td>
<td>14</td>
<td>1</td>
</tr>
<tr>
<td>STs</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>Others</td>
<td>28</td>
<td>3</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>47</td>
<td>5</td>
</tr>
<tr>
<td><strong>Coastal zone</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SCs</td>
<td>14</td>
<td>7</td>
</tr>
<tr>
<td>STs</td>
<td>8</td>
<td>3</td>
</tr>
<tr>
<td>Others</td>
<td>53</td>
<td>13</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>75</td>
<td>23</td>
</tr>
<tr>
<td><strong>All</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SCs</td>
<td>28</td>
<td>8</td>
</tr>
<tr>
<td>STs</td>
<td>13</td>
<td>4</td>
</tr>
<tr>
<td>Others</td>
<td>81</td>
<td>16</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>122</td>
<td>28</td>
</tr>
</tbody>
</table>

Source: Primary Survey

Figure 7.3
Percentage Distribution of Main Workers in RSE by Social Groups.

Source: Table 7.3.
7.2.2. Rural Non-Farm Employment by Status of Employment, Activities and Social Groups

Table 7.4 presents the data on distribution of workers by status of employment in rural non-agriculture activities and social groups. The data indicate that, across employment status, the proportion of workers was found to be quite significant in self-employment, followed by casual wage employment as compared to regular salaried employment. The proportion of RNFE workers was estimated at 41.7 per cent, 41.5 per cent and 16.9 per cent in the case of self-employment, casual wage, and regular salaried employment, respectively.

7.2.2.1. Self-Employment in Rural Non-Agriculture

Going by activities among social groups in the case of self-employment in rural non-agriculture, the proportion of workers was found to be quite higher in trade, hotel and business followed by tailoring, rural artisans, other services and manufacturing and repair in all the social groups viz., SCs/STs and Others both in arid and coastal zones and more so in arid zone. The proportion of workers engaged in self-employment and in rural non-agriculture activities at aggregate level was estimated at 21.9 per cent, 8.3 per cent, 5.3 per cent, 4.9 per cent and 1.2 per cent in the case of trade, hotel and business, tailoring, rural artisans, other services and manufacturing and repair, respectively. A similar trend by and large was also observed across social groups and zones.
7.2.2.2. Casual Wage Employment in Rural Non-Agriculture

In the case of casual wage employment in rural non-agriculture the proportion of workers was found to be quite significant in beedi rolling followed by construction, other services, trade, hotel, and business, rural artisans and manufacturing and repair in all the social groups viz., SCs/STs and Others. The proportion of workers involved in casual wage employment in rural non-agriculture activities at the aggregate level was estimated at 20.0 per cent, 9.1 per cent, 8.4 per cent 2.6 per cent, 0.8 per cent and 0.6 per cent in the case of beedi rolling, trade, hotel and business, rural artisans and manufacturing and repair, respectively.

7.2.2.3. Regular Salaried Employment

In the case of regular salaried/wage employment the proportion of workers was found to be quite higher in private sector as compared to public sector in all the social groups viz., SCs/STs and Others. The proportion of the workers engaged in regular salaried / wage employment at the aggregate level was estimated at 13.4 per cent and 3.5 per cent in the case of private and public sector, respectively.
### Table 7.4

Distributions of Workers by Status of Employment in Rural Non-Agriculture by Activities and Social Groups (Per cent)

<table>
<thead>
<tr>
<th>Social groups</th>
<th>Self-employment in non-Agriculture</th>
<th>Casual Wage Employment in non-Agriculture</th>
<th>Regular Salaried</th>
<th>Grand Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Manufacturing and Repair</td>
<td>Trade Hotel &amp; Business</td>
<td>Tailoring</td>
<td>Rural Artisans</td>
</tr>
<tr>
<td>Arid zone</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SCs</td>
<td>--</td>
<td>20.9</td>
<td>22.1</td>
<td>12.8</td>
</tr>
<tr>
<td>STs</td>
<td>6.8</td>
<td>36.4</td>
<td>18.2</td>
<td>--</td>
</tr>
<tr>
<td>Others</td>
<td>1.9</td>
<td>36.1</td>
<td>16.8</td>
<td>14.4</td>
</tr>
<tr>
<td>Total</td>
<td>2.1</td>
<td>32.2</td>
<td>18.3</td>
<td>12.1</td>
</tr>
<tr>
<td>Coastal zone</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SCs</td>
<td>--</td>
<td>2.5</td>
<td>1.2</td>
<td>1.8</td>
</tr>
<tr>
<td>STs</td>
<td>1.1</td>
<td>8.4</td>
<td>1.1</td>
<td>--</td>
</tr>
<tr>
<td>Others</td>
<td>1.0</td>
<td>25.2</td>
<td>3.4</td>
<td>0.7</td>
</tr>
<tr>
<td>Total</td>
<td>0.7</td>
<td>15.6</td>
<td>2.2</td>
<td>1.1</td>
</tr>
<tr>
<td>All</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SCs</td>
<td>--</td>
<td>8.8</td>
<td>8.4</td>
<td>5.6</td>
</tr>
<tr>
<td>STs</td>
<td>2.9</td>
<td>17.3</td>
<td>5.8</td>
<td>0.7</td>
</tr>
<tr>
<td>Others</td>
<td>1.4</td>
<td>29.7</td>
<td>9.0</td>
<td>6.4</td>
</tr>
<tr>
<td>Total</td>
<td>1.2</td>
<td>21.9</td>
<td>8.3</td>
<td>5.3</td>
</tr>
</tbody>
</table>

Note: Figures in parenthesis are actual data
Source: Primary Survey
7.2.3. RNFE by Age Groups of Workers

The level of workers participation in rural non-farm activities *inter alia*, depends on the age of the workers. It is important to examine the pattern of workforce participation at different age-groups in rural non-agricultural occupations; identify as to whether the younger or old-aged persons are more likely to take up jobs in rural non-agriculture; and the extent of child labour in both the sectors.

7.2.3.1 Self-Employment in Rural Non-Agriculture

The data on distribution of workers in self-employment in rural non-agriculture by activities and age groups are presented in Table 7.5 The data indicate that the proportion of workers involved in SERNA tended to increase with increasing age groups up to a certain level i.e., from 15-29 to 30-44 years and thereafter (age groups 45-59 to 60+ years) declined, both in arid and coastal zones and more so in coastal zone (Figure 7.4). The proportion of workers involved in SERNA was estimated at the aggregate level at 24.3 per cent, 38.8 per cent, 27.0 per cent and 10.0 per cent in age groups of 15-29, 30-44, 45-59 and 60+ years, respectively. This clearly shows that the younger persons are more likely to take up jobs in the self-employment in rural non-agricultural sector.
### Table 7.5
Distribution of Workers in Self-Employment in Rural Non-Agriculture by Activities and Age Groups (Per cent)

<table>
<thead>
<tr>
<th>Activities</th>
<th>15-29</th>
<th>30-44</th>
<th>45-59</th>
<th>&gt;60</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Arid zone</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manufacturing and Repair</td>
<td>42.9</td>
<td>14.3</td>
<td>42.9</td>
<td>--</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(1.1)</td>
<td>(0.7)</td>
<td>(3.0)</td>
<td></td>
<td>(1.9)</td>
</tr>
<tr>
<td>Trade Hotel and Business</td>
<td>22.9</td>
<td>38.5</td>
<td>24.8</td>
<td>13.8</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(27.8)</td>
<td>(29.2)</td>
<td>(27.0)</td>
<td>(40.5)</td>
<td>(29.4)</td>
</tr>
<tr>
<td>Tailoring</td>
<td>48.4</td>
<td>38.7</td>
<td>9.7</td>
<td>3.2</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(33.3)</td>
<td>(16.7)</td>
<td>(6.0)</td>
<td>(5.4)</td>
<td>(16.7)</td>
</tr>
<tr>
<td>Rural Artisans</td>
<td>31.7</td>
<td>29.3</td>
<td>24.4</td>
<td>14.6</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(14.4)</td>
<td>(8.3)</td>
<td>(10.0)</td>
<td>(16.2)</td>
<td>(11.1)</td>
</tr>
<tr>
<td>Other services</td>
<td>18.5</td>
<td>55.6</td>
<td>14.8</td>
<td>11.1</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(5.6)</td>
<td>(10.4)</td>
<td>(40.0)</td>
<td>(8.1)</td>
<td>(7.3)</td>
</tr>
<tr>
<td>Total</td>
<td>30.9</td>
<td>38.2</td>
<td>20.3</td>
<td>10.6</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(84.4)</td>
<td>(65.3)</td>
<td>(50.0)</td>
<td>(70.2)</td>
<td>(66.3)</td>
</tr>
<tr>
<td><strong>Coastal zone</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manufacturing and Repair</td>
<td>25.0</td>
<td>--</td>
<td>75.0</td>
<td>--</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(1.1)</td>
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<td>(3.0)</td>
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<td>(1.1)</td>
</tr>
<tr>
<td>Trade Hotel and Business</td>
<td>8.1</td>
<td>38.4</td>
<td>43.0</td>
<td>10.5</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(7.8)</td>
<td>(22.9)</td>
<td>(37.0)</td>
<td>(24.3)</td>
<td>(23.2)</td>
</tr>
<tr>
<td>Tailoring</td>
<td>33.3</td>
<td>41.7</td>
<td>25.0</td>
<td>--</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(4.4)</td>
<td>(3.5)</td>
<td>(3.0)</td>
<td></td>
<td>(3.2)</td>
</tr>
<tr>
<td>Rural Artisans</td>
<td>--</td>
<td>--</td>
<td>66.7</td>
<td>33.3</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>(4.0)</td>
<td>(5.4)</td>
<td>(1.6)</td>
</tr>
<tr>
<td>Other Services</td>
<td>11.8</td>
<td>70.6</td>
<td>17.6</td>
<td>--</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(2.2)</td>
<td>(8.3)</td>
<td>(3.0)</td>
<td></td>
<td>(4.6)</td>
</tr>
<tr>
<td>Total</td>
<td>11.2</td>
<td>45.0</td>
<td>35.0</td>
<td>8.8</td>
<td>100</td>
</tr>
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<td>(33.7)</td>
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<td></td>
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</tr>
<tr>
<td>Manufacturing and Repair</td>
<td>36.4</td>
<td>9.1</td>
<td>54.5</td>
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<tr>
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<td>(0.7)</td>
<td>(6.0)</td>
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<td>(3.0)</td>
</tr>
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<td>Trade Hotel and Business</td>
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<td>38.5</td>
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</tr>
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<td>(64.9)</td>
<td>(52.7)</td>
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<tr>
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<tr>
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<td>(5.4)</td>
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</tr>
<tr>
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<td>29.8</td>
<td>17.0</td>
<td>100</td>
</tr>
<tr>
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<td>(8.3)</td>
<td>(14.0)</td>
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<td>(12.7)</td>
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<td>Other services</td>
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</tr>
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<td>(7.8)</td>
<td>(18.8)</td>
<td>(7.0)</td>
<td>(8.1)</td>
<td>(11.9)</td>
</tr>
<tr>
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<td>10.0</td>
<td>100</td>
</tr>
<tr>
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<td>(100)</td>
<td>(100)</td>
<td>(100)</td>
<td>(100)</td>
<td>(100)</td>
</tr>
<tr>
<td>Actual</td>
<td>90</td>
<td>144</td>
<td>100</td>
<td>37</td>
<td>371</td>
</tr>
</tbody>
</table>

Note: Figures in parentheses indicate percentage to column total.
Source: Primary Survey.
Across different activities it has been found that the proportion of youth (15-29 years) and adults (30-44 years) are more in trade, hotel and business, tailoring and other services and less in rural artisans and manufacturing and repair. While the proportion of aged (age groups 45-59 to 60 + years) workers are also found to be more in trade, hotel and business and rural artisans and less in other types of activities. This implies that the share of youth and adult workers was relatively higher among the activities with hard work and that of aged workers was higher among the activities with soft work.

Figure 7.4

Percentage Distribution of Workers in SERNA by Age Groups.

Source: Table 7.5.
7.2.3.2. Casual Wage Employment in Rural Non-Agriculture

As far as causal wage employment in rural non-agriculture is concerned, the proportion of workers involved in CWERNA tended to decrease with increasing age groups, both in arid and coastal zones and more so in arid zone (Figure 7.5). In the case of arid zone, the proportions of workers involved in CWERNA was estimated at 47.5 per cent, 45.0 per cent, 5.0 per cent and 2.5 per cent in the age groups 15-29, 30-44, 45-59 and 60+ years, respectively. Similarly, in the case of coastal zone, the proportion of workers involved in CWERNA was estimated at 38.6 per cent, 35.9 per cent, 22.2 per cent and 3.3 per cent, in the age groups 15-29, 30-44, 45-59 and 60+ years, respectively. This implies that the aged workers (45-59 to 60+ years) with more experience and skills are more likely to start self-employment unit in the particular activity where they have served as casual wage workers.
### Table 7.6
Distribution of Workers in Casual Wage Employment in Rural Non-Agriculture by Activities and Age Groups (per cent)

<table>
<thead>
<tr>
<th>Activities</th>
<th>15-29</th>
<th>30-44</th>
<th>45-59</th>
<th>&gt;60</th>
<th>Total</th>
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<td>Manufacturing and Repair</td>
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<td>100</td>
<td>--</td>
<td>--</td>
<td>100</td>
</tr>
<tr>
<td>(0.7)</td>
<td>(1.5)</td>
<td></td>
<td></td>
<td></td>
<td>(0.5)</td>
</tr>
<tr>
<td>Trade Hotel and Business</td>
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<td>--</td>
<td>--</td>
<td>100</td>
</tr>
<tr>
<td>(0.7)</td>
<td>(0.7)</td>
<td></td>
<td></td>
<td></td>
<td>(0.5)</td>
</tr>
<tr>
<td>Beedi Rolling</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>Rural Artisans</td>
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<td>50.0</td>
<td>--</td>
<td>25.0</td>
<td>100</td>
</tr>
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<td>(0.7)</td>
<td>(8.3)</td>
<td></td>
<td></td>
<td>(1.1)</td>
</tr>
<tr>
<td>Construction</td>
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<td>50.0</td>
<td>20.0</td>
<td>--</td>
<td>100</td>
</tr>
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<td>(8.1)</td>
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<td></td>
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<td>100</td>
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<tr>
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<td>(1.3)</td>
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</tr>
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<td>(8.3)</td>
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<td>(16.0)</td>
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<td>100</td>
</tr>
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<td>(16.9)</td>
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<td></td>
<td></td>
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<td>17.4</td>
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<td>(5.3)</td>
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<td>Beedi Rolling</td>
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<td>(50.0)</td>
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</tr>
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<td>(8.3)</td>
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<td>(1.9)</td>
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<td>Construction</td>
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<td>1.2</td>
<td>100</td>
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<td>(8.3)</td>
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<td>(22.0)</td>
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<td>10.7</td>
<td>100</td>
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<td>(66.7)</td>
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<tr>
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<td>36.9</td>
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<td>3.3</td>
<td>100</td>
</tr>
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<td>(100)</td>
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<td>(100)</td>
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<td>136</td>
<td>75</td>
<td>12</td>
<td>369</td>
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</tbody>
</table>

Note: Figures in parentheses indicate percentage to column total.
Source: Primary Survey.
Going by different activities, in the case of arid zone the proportion of youth (15-29 years) and adult (30-44 years) workers was found to be quite higher in construction as compared to other type of activities. While, the proportion of aged (age groups 45-59 to 60+ years) workers was found to be higher in other services and rural artisans as compared to other type of activities. Further in the case of coastal zone, the proportion of youth (15-29 years) and adult (30-44 years) workers was found to be quite significant in beedi rolling as compared to other type of activities. While the proportion of aged (Age groups 45-59 to 60+ years) workers was found to be quite higher in beedi rolling and other services as compared to other type of activities. The above table 7.6 provides the details.

Figure 7.5
Percentage Distribution of Workers in CWERNA by Age Groups

![Graph showing percentage distribution of workers by age groups]

Source: Table 7.6

7.2.3.3. Regular Salaried Employment

Table 7.7 presents the data on distribution of workers in regular salaried employment by sector and age groups. The data show that the proportion of workers involved in RSE tended to decrease with increasing age groups both in
arid and coastal zones and more so in arid zone (Figure 7.6). In the case of arid zone, the proportion of workers involved in RSE was estimated at 53.8 per cent, 26.9 per cent and 19.2 per cent in the age-groups of 15-29, 30-44 and 45-59 years, respectively. While, in the case of coastal zone, the proportion of workers involved in RSE was estimated at 64.3 per cent, 25.5 per cent, 9.1 per cent and 1.0 per cent in the age-groups of 15-29, 30-44 and 45-59 years, respectively. This implies that the share of aged (age groups 45-59 to 60 + years) workers was relatively on decline due to aging and also they are more likely to take voluntary retirement.

**Table 7.7**

<table>
<thead>
<tr>
<th>Sector</th>
<th>15-29</th>
<th>30-44</th>
<th>45-59</th>
<th>&gt;60</th>
<th>Total</th>
</tr>
</thead>
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<td></td>
<td></td>
<td></td>
</tr>
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<td>44.0 (28.2)</td>
<td>28.0 (36.8)</td>
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<td>11.1 (3.3)</td>
<td>11.1 (15.8)</td>
<td>--</td>
<td>100 (18.0)</td>
</tr>
<tr>
<td>Total</td>
<td>53.8 (30.8)</td>
<td>26.9 (35.9)</td>
<td>19.2 (52.6)</td>
<td>--</td>
<td>100 (34.7)</td>
</tr>
<tr>
<td><strong>Coastal Zone</strong></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Public Sector</td>
<td>50.0 (3.3)</td>
<td>16.7 (2.6)</td>
<td>33.3 (10.5)</td>
<td>--</td>
<td>100 (4.0)</td>
</tr>
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<td>26.1 (61.5)</td>
<td>7.6 (36.8)</td>
<td>1.1</td>
<td>100 (61.3)</td>
</tr>
<tr>
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<td>64.3 (69.2)</td>
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<td>9.1 (47.4)</td>
<td>1.0</td>
<td>100 (65.3)</td>
</tr>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Public Sector</td>
<td>32.3 (11.0)</td>
<td>38.7 (30.8)</td>
<td>29.0 (47.4)</td>
<td>--</td>
<td>100 (20.7)</td>
</tr>
<tr>
<td>Private Sector</td>
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<td>22.7 (69.2)</td>
<td>8.4 (52.6)</td>
<td>0.8</td>
<td>100 (79.3)</td>
</tr>
<tr>
<td>Total</td>
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<td>100 (100)</td>
</tr>
<tr>
<td>Actual</td>
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<td>19</td>
<td>1</td>
<td>150</td>
</tr>
</tbody>
</table>

Note: Figures in parentheses indicate percentage to column total.
Source: Primary Survey.
Going by sector, the proportion of workers involved in public sector tend to rise as level of age groups rises upto a certain level i.e., from 15-29 to 30-44 years and thereafter (age-groups 45-59 to 60+years) declined both in arid and coastal zones. Similarly, in the case of private sector, the proportion of workers tended to decrease with increasing age-groups, both in arid and coastal zones and more so in arid zone. The above table provides the details.

Figure 7.6

Percentage Distribution of Workers in RSE by Age Groups

Source: Table 7.7

7.2.4. RNFE by Level of Education

The extent of workforce participation in agriculture and non-agriculture also depends on the level of educational attainments of the workers. The
workers with more educational background are more likely to take up jobs in the rural non-agricultural sector as compared to the agriculture.

7.2.4.1. Self-Employment in Rural Non-Agriculture

Table 7.8 presents the data on distribution of workers in self-employment in rural non-agriculture by activities and level of education. The data depicts that the proportion of workers involved in self-employment in rural non-agriculture tended to decrease with increasing levels of education, both in arid and coastal zones (Figure 7.7). The proportion of workers involved in SERNA was estimated at 18.9 per cent, 40.1 per cent, 27.5 per cent and 13.5 per cent in the case of illiterates, literate upto primary, secondary, higher secondary and above level of education, respectively. This implies that the worker who are better qualified are not able to get jobs in the SERNA resulting in migration to urban areas in search of better job options.
<table>
<thead>
<tr>
<th>Activities</th>
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<th>Secondary</th>
<th>Higher secondary &amp; above</th>
<th>Total</th>
</tr>
</thead>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manufacturing and</td>
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<td>28.6</td>
<td>42.9</td>
<td>14.3</td>
<td>100</td>
</tr>
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<td>(1.3)</td>
<td>(2.9)</td>
<td>(2.0)</td>
<td>(1.9)</td>
</tr>
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<td>27.5</td>
<td>19.3</td>
<td>100</td>
</tr>
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<td>(29.4)</td>
<td>(42.0)</td>
<td>(29.4)</td>
</tr>
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<td>12.9</td>
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<td>(18.8)</td>
<td>(17.6)</td>
<td>(16.0)</td>
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<td>(9.4)</td>
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<td>33.3</td>
<td>100</td>
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<td>(18.0)</td>
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<td>(61.8)</td>
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<td>--</td>
<td>100</td>
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<tr>
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<td>(2.0)</td>
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<td>(1.1)</td>
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<td>(100)</td>
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<td>(100)</td>
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<td>50</td>
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</tbody>
</table>

Note: Figures in parentheses indicate percentage to column total. 
Source: Primary Survey.
Across activities, the proportion of workers who are illiterates was found to be quite significant in rural artisans as compared to other activities both in arid and coastal zones and more so in arid zone. While the proportion of workers who are literates upto primary was found to be quite higher in tailoring as compared to other activities, both in arid and coastal zones and more so in coastal zone. Similarly the proportion of workers who are literates upto secondary was found to be quite significant in manufacturing and repair as compared to Others activities, both in arid and coastal zones and more so in coastal zone. Further, the proportion of workers who are literates upto higher secondary and above level of education was found to be quite higher in other services as compared to other group of activities. This implies that while rural artisans activity had a vast majority of illiterate workers, the other services had a large majority of workers with higher educational background.

Figure 7.7

Percentage Distribution of Workers in SERNA by Level of Education

Source: Table 7.8.
7.2.4.2. Casual Wage Employment in Rural Non-Agriculture

Table 7.9 provides the data on distribution of workers in casual wage employment in rural non-agriculture by activities and level of education. The data indicate that the proportion of workers involved in CWERNA tended to decrease with increasing levels of education, both in arid and coastal zones and more so in arid zone (Figure 7.8). The proportion of workers involved in CWERNA was estimated at 28.7 per cent, 44.7 per cent and 22.8 per cent and 3.8 per cent in the case of illiterates, literates up to primary, secondary and higher secondary and above levels of education, respectively.
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<th>secondary</th>
<th>higher secondary and above</th>
<th>Total</th>
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<td></td>
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<td>50.0</td>
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<td>100</td>
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<td>(0.6)</td>
<td>(2.0)</td>
<td></td>
<td></td>
<td>(0.5)</td>
</tr>
<tr>
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<td>--</td>
<td>50.0</td>
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<td>--</td>
<td>--</td>
<td>--</td>
<td>--</td>
</tr>
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<td>--</td>
<td>--</td>
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<td></td>
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</tr>
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<td>13.6</td>
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<td>(4.2)</td>
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<td>(2.4)</td>
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<td>(2.7)</td>
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<td>15.0</td>
<td>5.0</td>
<td>100</td>
</tr>
<tr>
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<td>(19.8)</td>
<td>(6.7)</td>
<td>(7.1)</td>
<td>(14.3)</td>
<td>(10.9)</td>
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<td></td>
</tr>
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<td>Manufacturing and Repair</td>
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<td>66.7</td>
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<td>(2.4)</td>
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<td>(14.5)</td>
<td>(11.9)</td>
<td>(29.6)</td>
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<td></td>
<td>(1.4)</td>
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<td>100</td>
</tr>
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<td>(10.7)</td>
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<td>100</td>
</tr>
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<td>(1.9)</td>
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<td>(18.8)</td>
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<td>(14.3)</td>
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<td>(100)</td>
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</tbody>
</table>

Note: Figures in parentheses indicate percentage to column total. 
Source: Primary Survey.
Going by different activities it has been found that the proportion of workers who are illiterates and literates upto primary, secondary, higher secondary and above level of education was found to be quite higher in rural artisans, beedi rolling, manufacturing and repair and other services, respectively. The above table provides the details.

Figure 7.8

Percentage Distribution of Workers in CWERNA by Level of Education

Source: Table 7.9.

7.2.4.3. Regular Salaried Employment

Table 7.10 presents the data on distribution of workers in regular salaried employment by sector and level of education. The data indicates that the proportion of workers involved in RSE tended to rise with increasing levels of education, both in arid and coastal zones and more so in coastal zone (Figure 7.9). Going by sector, the proportion of workers with higher levels of educational attainments was found to be quite significant in public sector as compared to that of private sector. The proportion of workers involved in public sector was estimated at 19.4 per cent, 35.5 per cent and 45.2 per cent in
the case of literates up to primary, secondary and higher secondary level of education, respectively. While the proportion of workers involved in private sector was estimated at 2.2 per cent. 22.0 per cent, 37.4 per cent and 38.5 per cent in the case of illiterates and literates up to primary, secondary and higher secondary and above level of education, respectively. Across zones, the proportion of workers with higher levels of educational attainments was found to be quite higher in coastal zone as compared to arid zone, both in public and private sectors and more so in public sector.

It is evident from the above analysis that the hypothesis "Rural non-farm employment is positively associated with rate of literacy" is proved and therefore, it is excepted.

Table 7.10
Distribution of workers in Regular Salaried Employment by Sector and Level of Education

<table>
<thead>
<tr>
<th>Zones/Sector</th>
<th>Illiterate</th>
<th>Primary</th>
<th>Secondary</th>
<th>Higher secondary &amp; above</th>
<th>Total</th>
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<td>36.0</td>
<td>40.0</td>
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<td>(17.1)</td>
<td>(15.3)</td>
<td>(18.9)</td>
<td>(16.7)</td>
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<td>--</td>
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<td>66.7</td>
<td>100</td>
</tr>
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<td>45.2</td>
<td>100</td>
</tr>
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<td></td>
<td>(17.1)</td>
<td>(18.6)</td>
<td>(26.4)</td>
<td>(20.7)</td>
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<td>Arid</td>
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<td>22.2</td>
<td>40.7</td>
<td>29.6</td>
<td>100</td>
</tr>
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<td>(17.1)</td>
<td>(18.6)</td>
<td>(15.1)</td>
<td>(18.0)</td>
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<td>40.2</td>
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<td>(81.3)</td>
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<td>(34.3)</td>
<td>(33.9)</td>
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<td>35.7</td>
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<td>(66.1)</td>
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<td>(65.3)</td>
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<td>39.3</td>
<td>35.3</td>
<td>100</td>
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</tbody>
</table>

Note: Figures in parentheses indicate percentage to column total.
Source: Primary Survey.
7.2.5. RNFE by Size of Landholdings

The extent of workers participation in RNFE is also determined by the size of landholdings as an index of social economic status of the worker or income from agriculture. It has been hypothesized that for the smallest categories of landholdings, the RNFE is a major source of employment.

7.2.5.1. Self-Employment in Rural Non-Agriculture

Table 7.11 presents the data on distribution of workers in self-employment in non-agriculture by activities and size of landholdings. The data show that the proportion of workers involved in SERNA tended to decrease with increasing size of the land holdings (Figure 7.10). The proportion of
workers involved in SERNA was estimated at 62.8 per cent, 13.7 per cent, 12.7 per cent, 6.2 per cent and 4.6 per cent in the case of landless, marginal, small, medium and large farmers, respectively. This implies that the workers with landless or with lower size of landholdings are more likely to take up jobs in the rural non-agricultural sector as compared to the workers with large size of landholdings. Across different activities the proportion of workers involved in trade, hotel and business activities was found to be quite higher in all the categories of farmers.
### Table 7.11

**Distribution of Workers in Self-Employment in Rural Non-Agriculture by Activities and Size of Landholdings (Per cent)**

<table>
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<th>Activities</th>
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<th>Medium</th>
<th>Large</th>
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<td></td>
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<td>(4.3)</td>
<td>(4.3)</td>
<td></td>
<td>(1.9)</td>
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<td>(51)</td>
<td>(47)</td>
<td>(23)</td>
<td>(17)</td>
<td>(371)</td>
</tr>
</tbody>
</table>

Note: Figures in parentheses indicate percentage to column total
Source: Primary Survey
7.2.5.2. Casual Wage Employment in Rural Non-Agriculture

Table 7.12 presents the data on distribution of workers in casual wage employment in rural non-agriculture (CWerna) by activities and size of landholdings. The data reveal that the proportion of workers participating in CWerna tends to come down with increasing size of landholdings indicating the fact that a great majority of workers from the categories of landless and small sized landholdings. It has been found that the proportion of workers without land is quite significant in CWerna as compared to other categories of farmers, both in arid and coastal zones and more so in coastal zone (Figure 7.11). At the aggregate level the proportion of workers involved in CWerna was estimated at 85.6 per cent, 9.8 per cent 3.8 per cent 0.5 per cent and 0.3 per cent in the case of landless, marginal, small, medium and large farmer categories, respectively. This clearly shows that the workers who do not have productive assets such as land are more likely to take up jobs in casual wage employment in non-agriculture.
<table>
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<tr>
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<th>Small</th>
<th>Medium</th>
<th>Large</th>
<th>Total</th>
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<td>--</td>
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<td>50.0</td>
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<td>100.0</td>
</tr>
<tr>
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<td>--</td>
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<td>--</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>Rural Artisans</td>
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<td>--</td>
<td>--</td>
<td>--</td>
<td>100.0</td>
</tr>
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<td>18.2</td>
<td>9.1</td>
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<td></td>
</tr>
<tr>
<td>Manufacturing and Repair</td>
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</tr>
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<td>--</td>
<td>4.3</td>
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<td>--</td>
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</tr>
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<td>33.3</td>
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<td>--</td>
<td>--</td>
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</tr>
<tr>
<td>Construction</td>
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<td>11.9</td>
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<td>--</td>
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<td>1.1</td>
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<td>100.0</td>
</tr>
<tr>
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<td>71.4</td>
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<td>4.9</td>
<td>2.5</td>
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<td>10.7</td>
<td>8.0</td>
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<td>--</td>
<td>100.0</td>
</tr>
<tr>
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<td>85.6</td>
<td>9.8</td>
<td>3.8</td>
<td>0.5</td>
<td>0.3</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Note: Figures in parentheses indicate percentage to column total.
Source: Primary Survey.
Across different activities, in the case of arid zone the proportion of workers involved in construction and other services was found to be quite higher as compared to other activities. While in the case of coastal zone, the proportion of workers involved in beedi rolling, other services and construction was found to be quite higher as compared to other activities.

Figure 7.11
Percentage Distribution of Workers in CWerna by Size of Landholdings

Source: Table 7.12.

7.2.5.3. Regular Salaried Employment

Table 7.13 provides the data on distribution of workers in regular salaried employment by sector and size of landholdings. The data clearly indicate that the proportion of workers engaged in regular salaried employment (RSE) tends to increasing with decreasing size of land holdings. The proportion of workers engaged in RSE was estimated at 68.0 per cent, 14.0 per cent, 10.7 per cent, 5.3 per cent and 2.0 per cent in the case of landless, marginal, small, medium and large farmers, respectively (Figure 7.12).
### Table 7.13

Distribution of Workers in Regular Salaried Employment by Activities and Size of Landholdings (per cent)

<table>
<thead>
<tr>
<th>Activities</th>
<th>Landless</th>
<th>Marginal</th>
<th>Small</th>
<th>Medium</th>
<th>Large</th>
<th>Total</th>
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<td></td>
<td></td>
</tr>
<tr>
<td>Public sector</td>
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<td>24.0 (37.5)</td>
<td>16.0 (50.0)</td>
<td>12.0 (16.7)</td>
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<tr>
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<td>3.7 (4.8)</td>
<td>25.9 (43.8)</td>
<td>11.1 (37.5)</td>
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</tr>
<tr>
<td>Total</td>
<td>46.2 (23.5)</td>
<td>9.6 (23.8)</td>
<td>25.0 (81.3)</td>
<td>13.5 (87.5)</td>
<td>5.8 (37.5)</td>
<td>100.0</td>
</tr>
<tr>
<td><strong>Coastal zone</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Public sector</td>
<td>100.0 (100.0)</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>100</td>
</tr>
<tr>
<td>Private sector</td>
<td>78.3 (70.6)</td>
<td>17.4 (76.2)</td>
<td>3.3 (18.8)</td>
<td>1.1 (12.5)</td>
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<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>79.6 (76.5)</td>
<td>16.3 (76.2)</td>
<td>3.1 (18.8)</td>
<td>1.0 (12.5)</td>
<td>--</td>
<td>100</td>
</tr>
<tr>
<td><strong>All</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Public sector</td>
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<td>12.9 (19.0)</td>
<td>19.4 (37.0)</td>
<td>12.9 (50.0)</td>
<td>9.7 (16.0)</td>
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<tr>
<td>Private sector</td>
<td>73.9 (86.3)</td>
<td>14.3 (81.0)</td>
<td>8.4 (62.0)</td>
<td>3.4 (50.0)</td>
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<tr>
<td>Total</td>
<td>68.0 (100.0)</td>
<td>14.0 (100.0)</td>
<td>10.7 (100.0)</td>
<td>5.3 (100.0)</td>
<td>2.0 (100.0)</td>
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</tr>
</tbody>
</table>

Note: Figures in parentheses indicate percentage to column total.
Source: Primary Survey.

Across sector the proportion of workers engaged in public sector was found to be quite higher in large and medium farmer categories as compared to landless, marginal and small farmers. While the proportion of workers engaged in private sector was found to be quite significant in landless followed by marginal and small farmers as compared to medium and large farmers. This implies that the share of public sector workers was relatively higher among the household with more land (large and medium farmers) and that of private sector workers was relatively higher among the households without land and with little land (landless, marginal and small farmers). Going by zones the proportion of workers involved in RSE was found to be quite significant in coastal zone (65.3 per cent) as compared to arid zone (34.7 per cent).
7.2.6. Rural Non-Farm Employment by Gender

The level of workers participation in rural non-agriculture employment also, *inter alia*, depends on the gender of the workers. It is important to examine the pattern of workforce participation of persons in rural non-agricultural occupations; identify as to whether the males or females are more likely to take up jobs in RNFE sector.

7.2.6.1. Self-Employment in Rural Non-Agriculture

The data on distribution of workers in self-employment in rural non-agriculture by activities and gender are presented in Table 7.14. The data indicate that the proportion of workers involved in self-employment in rural
non-agriculture (SERNA) was found to be quite higher in the case of males as compared to females. The proportion of workers involved in SERNA was estimated at 76.3 per cent and 23.7 per cent in the case of males and females, respectively.

Going by different activities and across zones, it has been found that the proportion of male workers was found to be quite significant in trade, hotel and business as compared to other activities followed by other services, rural artisans, tailoring and manufacturing and repair, both in arid and coastal zones and more so in arid zone.

In respect of females, the proportion of workers was found to be quite significant in tailoring as compared to other activities, followed by trade hotel and business, rural artisans and other services, both in arid and coastal zone and more so in arid zone. This implies that the share of male workers was relatively higher among the skilled activities and that of females was higher among the unskilled activities. This can be attributed to limited access to education, skill, experience and also to social restrictions in the countryside.
Table 7.14
Distribution of Workers in Self-Employment in Rural Non-Agriculture by Activities and Gender.

(Per cent)

<table>
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<th>Activities</th>
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<th>Females</th>
<th>Total</th>
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</tr>
<tr>
<td>Manufacturing and Repair</td>
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<td>--</td>
<td>100</td>
</tr>
<tr>
<td>(2.5)</td>
<td></td>
<td></td>
<td>(1.9)</td>
</tr>
<tr>
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</tr>
<tr>
<td>(30.7)</td>
<td>(25.0)</td>
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<td>(42.0)</td>
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</tr>
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<td>100</td>
</tr>
<tr>
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<td>(9.1)</td>
<td></td>
<td>(11.1)</td>
</tr>
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<td>Other services</td>
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<td>100</td>
</tr>
<tr>
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<td>(3.4)</td>
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<td>(7.3)</td>
</tr>
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<td><strong>Total</strong></td>
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<td>(26.1)</td>
<td>(13.6)</td>
<td></td>
<td>(23.2)</td>
</tr>
<tr>
<td>Tailoring</td>
<td>58.3</td>
<td>41.7</td>
<td>100</td>
</tr>
<tr>
<td>(2.5)</td>
<td>(5.7)</td>
<td></td>
<td>(3.2)</td>
</tr>
<tr>
<td>Rural Artisans</td>
<td>100</td>
<td>--</td>
<td>100</td>
</tr>
<tr>
<td>(2.1)</td>
<td></td>
<td></td>
<td>(1.6)</td>
</tr>
<tr>
<td>Other Services</td>
<td>94.1</td>
<td>5.9</td>
<td>100</td>
</tr>
<tr>
<td>(5.7)</td>
<td>(1.1)</td>
<td></td>
<td>(4.6)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>85.6</td>
<td>14.4</td>
<td>100</td>
</tr>
<tr>
<td>(37.8)</td>
<td>(20.5)</td>
<td></td>
<td>(33.7)</td>
</tr>
<tr>
<td><strong>All</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manufacturing and Repair</td>
<td>100.0</td>
<td>--</td>
<td>100</td>
</tr>
<tr>
<td>(3.9)</td>
<td></td>
<td></td>
<td>(3.0)</td>
</tr>
<tr>
<td>Trade Hotel and Business</td>
<td>82.6</td>
<td>17.4</td>
<td>100</td>
</tr>
<tr>
<td>(56.9)</td>
<td>(38.6)</td>
<td></td>
<td>(52.6)</td>
</tr>
<tr>
<td>Tailoring</td>
<td>43.2</td>
<td>56.8</td>
<td>100</td>
</tr>
<tr>
<td>(11.3)</td>
<td>(47.7)</td>
<td></td>
<td>(12.9)</td>
</tr>
<tr>
<td>Rural Artisans</td>
<td>83.0</td>
<td>17.0</td>
<td>100</td>
</tr>
<tr>
<td>(13.8)</td>
<td>(9.1)</td>
<td></td>
<td>(12.7)</td>
</tr>
<tr>
<td>Other services</td>
<td>90.0</td>
<td>9.1</td>
<td>100</td>
</tr>
<tr>
<td>(14.1)</td>
<td>(4.5)</td>
<td></td>
<td>(11.9)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>76.3</td>
<td>23.7</td>
<td>100</td>
</tr>
<tr>
<td>(100)</td>
<td>(100)</td>
<td></td>
<td>(100)</td>
</tr>
<tr>
<td><strong>Actual</strong></td>
<td>283</td>
<td>88</td>
<td>371</td>
</tr>
</tbody>
</table>

Note: Figures in parentheses indicate percentage to column total.
Source: Primary Survey.
7.2.6.2. Casual Wage Employment in Rural Non-Agriculture

Table 7.15 provides the data on distribution of workers in casual wage employment in non-agriculture by activities and gender. The data reveal that the proportion of workers involved in casual wage employment in rural non-agriculture (CWERA) was found to be quite significant in the case of males as compared to females. Nevertheless, this trend is not uniform across zones and activities in the study area. While in the case of coastal zone, the proportion of workers involved in casual wage employment in rural non-agriculture was found to be quite higher in the case of females as compared to males. The proportion of workers involved in CWERA was estimated at 41.3 per cent and 58.7 per cent in the case of males and females, respectively.

The distribution of the activities by gender indicates that the proportion of male workers involved in construction and other services was found to be quite significant followed by trade, hotel and business, rural artisans, manufacturing and repair and beedi rolling, both in arid and coastal zone and more so in coastal zone. It can be noted that the construction, other services and trade, hotel and business activities witnessed an increasing employment opportunities. In the case of arid zone, the female workers were involved in construction work only. While in the case of coastal zone, the proportion of female workers was found to be quite higher in beedi rolling followed by other services, construction and rural artisans. It follows that among all the activities in casual wage employment in non-agriculture construction, other services and trade, hotel and business for males and beedi rolling, and other services for females are becoming increasingly important activities in rural Karnataka.
Table 7.15
Distribution of Workers in Casual Wage Employment in Rural Non-Agriculture by Activities and Gender (Per cent)

<table>
<thead>
<tr>
<th>Activities</th>
<th>Males</th>
<th>Females</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Arid zone</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manufacturing and Repair</td>
<td>100</td>
<td>--</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(1.2)</td>
<td>(0.5)</td>
<td></td>
</tr>
<tr>
<td>Trade Hotel and Business</td>
<td>100</td>
<td>--</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(1.2)</td>
<td>(0.5)</td>
<td></td>
</tr>
<tr>
<td>Beedi Rolling</td>
<td>--</td>
<td>--</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(1.1)</td>
<td>(1.1)</td>
<td></td>
</tr>
<tr>
<td>Rural Artisans</td>
<td>100</td>
<td>--</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(2.3)</td>
<td>(0.5)</td>
<td></td>
</tr>
<tr>
<td>Construction</td>
<td>92.5</td>
<td>--</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(21.4)</td>
<td>(0.5)</td>
<td></td>
</tr>
<tr>
<td>Other services</td>
<td>100</td>
<td>--</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(5.8)</td>
<td>(10.8)</td>
<td></td>
</tr>
<tr>
<td><strong>Coastal zone</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manufacturing and Repair</td>
<td>100.0</td>
<td>--</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(1.7)</td>
<td>(0.8)</td>
<td></td>
</tr>
<tr>
<td>Trade Hotel and Business</td>
<td>100.0</td>
<td>--</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(12.1)</td>
<td>(5.7)</td>
<td></td>
</tr>
<tr>
<td>Beedi Rolling</td>
<td>2.2</td>
<td>97.8</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(2.3)</td>
<td>(88.2)</td>
<td></td>
</tr>
<tr>
<td>Rural Artisans</td>
<td>66.7</td>
<td>33.3</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(1.2)</td>
<td>(0.8)</td>
<td></td>
</tr>
<tr>
<td>Construction</td>
<td>96.6</td>
<td>3.4</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(32.9)</td>
<td>(16.0)</td>
<td></td>
</tr>
<tr>
<td>Other Services</td>
<td>75.4</td>
<td>24.6</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(28.3)</td>
<td>(17.6)</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>41.3</td>
<td>58.7</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(78.6)</td>
<td>(89.1)</td>
<td></td>
</tr>
<tr>
<td><strong>All</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manufacturing and Repair</td>
<td>100.0</td>
<td>--</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(2.9)</td>
<td>(1.4)</td>
<td></td>
</tr>
<tr>
<td>Trade Hotel and Business</td>
<td>100.0</td>
<td>--</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(13.3)</td>
<td>(6.2)</td>
<td></td>
</tr>
<tr>
<td>Beedi Rolling</td>
<td>2.2</td>
<td>97.8</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(2.3)</td>
<td>(88.2)</td>
<td></td>
</tr>
<tr>
<td>Rural Artisans</td>
<td>85.7</td>
<td>14.3</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(3.5)</td>
<td>(1.9)</td>
<td></td>
</tr>
<tr>
<td>Construction</td>
<td>93.8</td>
<td>6.2</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(43.9)</td>
<td>(22.0)</td>
<td></td>
</tr>
<tr>
<td>Other services</td>
<td>78.7</td>
<td>21.3</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(34.0)</td>
<td>(20.3)</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>46.9</td>
<td>53.1</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(100)</td>
<td>(100)</td>
<td></td>
</tr>
<tr>
<td><strong>Actual</strong></td>
<td>173</td>
<td>196</td>
<td>369</td>
</tr>
</tbody>
</table>

Note: Figures in parentheses indicate percentage to column total.
Source: Primary Survey.
7.2.6.3. Regular Salaried Employment

Table 7.16 presents the data on distribution of workers in regular salaried employment in non-agriculture by sector and gender. The data indicate that the proportion of workers involved in regular salaried/ wage employment (RSE) was found to be also quite significant in the case of males as compared to females. The proportion of workers involved in RSE was estimated at 81.3 per cent and 18.7 per cent in the case of males and females, respectively.

Going by sector, it has been found that the proportion of male workers was found to be quite higher in private sector as compared to public sector, both in arid and coastal zones and more so in coastal zone. While the proportion of female workers as found to be quite significant in public sector as compared to private sector both in arid and coastal zone and more so in coastal zone. Across zones, the proportion of regular salaried employment was found to be quite significant in coastal zone as compared to arid zone. This implies that the share of regular salaried employment was relatively higher with higher level of education, social networks and political influence and it was awfully lower with low level of human capital, social networks and political influences, etc.
Table 7.16

Distribution of Workers in Regular Salaried / Wage Employment in Non-Agriculture by Sector and Gender

<table>
<thead>
<tr>
<th>Activities</th>
<th>Males</th>
<th>Females</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(Per cent)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Arid Zone</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Public Sector</td>
<td>88.0</td>
<td>12.0</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(18.0)</td>
<td>(10.7)</td>
<td>(16.7)</td>
</tr>
<tr>
<td>Private Sector</td>
<td>92.6</td>
<td>7.4</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(20.5)</td>
<td>(7.1)</td>
<td>(18.0)</td>
</tr>
<tr>
<td>Total</td>
<td>90.4</td>
<td>9.6</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(38.5)</td>
<td>(17.9)</td>
<td>(34.7)</td>
</tr>
<tr>
<td><strong>Coastal Zone</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Public Sector</td>
<td>33.3</td>
<td>66.7</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(1.6)</td>
<td>(14.3)</td>
<td>(4.0)</td>
</tr>
<tr>
<td>Private Sector</td>
<td>79.3</td>
<td>20.7</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(59.8)</td>
<td>(67.9)</td>
<td>(61.3)</td>
</tr>
<tr>
<td>Total</td>
<td>76.5</td>
<td>23.5</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(61.5)</td>
<td>(82.1)</td>
<td>(65.3)</td>
</tr>
<tr>
<td><strong>All</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Public Sector</td>
<td>77.4</td>
<td>22.6</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(19.7)</td>
<td>(25.0)</td>
<td>(20.7)</td>
</tr>
<tr>
<td>Private Sector</td>
<td>82.4</td>
<td>17.6</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(80.3)</td>
<td>(75.0)</td>
<td>(79.3)</td>
</tr>
<tr>
<td>Total</td>
<td>81.3</td>
<td>18.7</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>(100)</td>
<td>(100)</td>
<td>(100)</td>
</tr>
<tr>
<td>Actual</td>
<td>(122)</td>
<td>(28)</td>
<td>(150)</td>
</tr>
</tbody>
</table>

Note: Figures in parentheses indicate percentage to column total.
Source: Primary survey.

7.3. EMERGENCE OF SELF-EMPLOYMENT ACTIVITIES IN RURAL NON-AGRICULTURE

In order to analyze the growth, structure and factors contributing to rural non-farm farm activities, the sample households were approached for obtaining the information about the year of inception of the self-employment unit. Table 7.17 presents the data on distribution of sample units by year of inception. The data indicate that the diversification of the economy into non-farm sector is relatively a recent one. A majority of the activities (76.6 per cent) were started between 1991 and 2009. About 55 per cent of the activities (such as
manufacturing and repair, trade, hotel and business, tailoring, rural artisans and other services) were started between 2001-2009. While less than 22 per cent emerged during the period 1991-2001 (Figure 7.13).

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Arid zone</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manufacturing and Repair</td>
<td>14.3</td>
<td>14.3</td>
<td>0.0</td>
<td>28.6</td>
<td>42.9</td>
<td>100.0</td>
</tr>
<tr>
<td>Trade, Hotel and Business</td>
<td>2.1</td>
<td>9.3</td>
<td>7.2</td>
<td>22.7</td>
<td>58.8</td>
<td>100.0</td>
</tr>
<tr>
<td>Tailoring</td>
<td>8.1</td>
<td>0.0</td>
<td>4.8</td>
<td>21.0</td>
<td>66.1</td>
<td>100.0</td>
</tr>
<tr>
<td>Rural Artisans</td>
<td>17.2</td>
<td>13.8</td>
<td>10.3</td>
<td>24.1</td>
<td>34.5</td>
<td>100.0</td>
</tr>
<tr>
<td>Other services</td>
<td>3.8</td>
<td>3.8</td>
<td>3.8</td>
<td>26.9</td>
<td>58.8</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>6.3</td>
<td>6.8</td>
<td>6.3</td>
<td>23.1</td>
<td>57.5</td>
<td>100.0</td>
</tr>
<tr>
<td><strong>Coastal zone</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manufacturing and Repair</td>
<td>0.0</td>
<td>0.0</td>
<td>25.0</td>
<td>0.0</td>
<td>75.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Trade, Hotel and Business</td>
<td>2.5</td>
<td>12.7</td>
<td>19.0</td>
<td>17.7</td>
<td>48.1</td>
<td>100.0</td>
</tr>
<tr>
<td>Tailoring</td>
<td>0.0</td>
<td>0.0</td>
<td>9.1</td>
<td>36.4</td>
<td>54.5</td>
<td>100.0</td>
</tr>
<tr>
<td>Rural Artisans</td>
<td>14.3</td>
<td>14.3</td>
<td>28.6</td>
<td>14.3</td>
<td>28.6</td>
<td>100.0</td>
</tr>
<tr>
<td>Other Services</td>
<td>0.0</td>
<td>6.3</td>
<td>12.5</td>
<td>18.8</td>
<td>62.5</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>2.6</td>
<td>10.3</td>
<td>17.9</td>
<td>18.8</td>
<td>50.4</td>
<td>100.0</td>
</tr>
<tr>
<td><strong>All</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manufacturing and Repair</td>
<td>9.1</td>
<td>9.1</td>
<td>9.1</td>
<td>18.2</td>
<td>54.5</td>
<td>100.0</td>
</tr>
<tr>
<td>Trade, Hotel and Business</td>
<td>2.3</td>
<td>10.8</td>
<td>12.5</td>
<td>20.5</td>
<td>54.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Tailoring</td>
<td>6.8</td>
<td>0.0</td>
<td>5.5</td>
<td>23.3</td>
<td>64.4</td>
<td>100.0</td>
</tr>
<tr>
<td>Rural Artisans</td>
<td>16.7</td>
<td>13.9</td>
<td>13.9</td>
<td>22.2</td>
<td>23.3</td>
<td>100.0</td>
</tr>
<tr>
<td>Other services</td>
<td>2.4</td>
<td>4.8</td>
<td>7.1</td>
<td>23.8</td>
<td>61.9</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>5.0</td>
<td>8.0</td>
<td>10.4</td>
<td>21.6</td>
<td>55.0</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Source: Primary Survey.

It has been also found that nearly 11 per cent of the units were established during the period 1981-1990, while 8 per cent of the units emerged during the period 1971-1980. However, a minimum of 5 per cent of activities existed before 1970. A similar trend, by and large, was also observed in respect of year of inception by zones. This implies that there was no decline in the growth of non-farm activities after liberalization policies, which were introduced in 1991.
7.4. WORKFORCE INVOLVED IN SELF-EMPLOYMENT IN RURAL NON-AGRICULTURE

Work or employment is a strongest tie of every human being. One cannot live without work. Therefore, employment generation is a core objective of the self-employment activities. Hence, the sample households were approached for obtaining the information about the role of self-employment activity in their employment position. Table 7.18 presents the data on proportion of workforce involved in self-employment activities in rural non-farm sector. The data reveal that the total number of workers employed in 48 activities are 533. While 442 of them family members 91 are hired persons. The data also indicate that the proportion of workers involvement was found to be quite highest in trade, hotel and business and it was lowest in manufacturing and repair among the self-employment activities, both in family members and hired persons and more so in family members. The proportion of workers involvement at the aggregate level (taking twice zones together) was estimated
at 49.9 per cent, 15.9 per cent, 15.8 per cent, 13.9 per cent and 4.5 per cent in the case of trade, hotel and business, tailoring other services, rural artisans and manufacturing and repairs activities, respectively. This implies that the employment generation was uneven across the major groups and within each major group as also across the activities depending upon the nature of activity, level of investment and the scale of operation etc.

Table: 7.18
Proportion of Workforce Involved in Self-Employment in Rural Non-Agriculture Sector

<table>
<thead>
<tr>
<th>Activities</th>
<th>Family members</th>
<th>Hired persons</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No.</td>
<td>%</td>
<td>No.</td>
</tr>
<tr>
<td><strong>Arid zone</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manufacturing and Repair</td>
<td>9</td>
<td>3.0</td>
<td>6</td>
</tr>
<tr>
<td>Trade Hotel and Business</td>
<td>140</td>
<td>25.9</td>
<td>18</td>
</tr>
<tr>
<td>Tailoring</td>
<td>68</td>
<td>22.3</td>
<td>1</td>
</tr>
<tr>
<td>Rural Artisans</td>
<td>57</td>
<td>18.7</td>
<td>8</td>
</tr>
<tr>
<td>Other services</td>
<td>31</td>
<td>10.2</td>
<td>23</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>305</td>
<td>100.00</td>
<td>56</td>
</tr>
<tr>
<td><strong>Coastal zone</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manufacturing and Repair</td>
<td>4</td>
<td>2.9</td>
<td>5</td>
</tr>
<tr>
<td>Trade Hotel and Business</td>
<td>93</td>
<td>67.9</td>
<td>15</td>
</tr>
<tr>
<td>Tailoring</td>
<td>12</td>
<td>8.8</td>
<td>4</td>
</tr>
<tr>
<td>Rural Artisans</td>
<td>9</td>
<td>6.6</td>
<td>0</td>
</tr>
<tr>
<td>Other Services</td>
<td>19</td>
<td>13.9</td>
<td>11</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>137</td>
<td>100.00</td>
<td>35</td>
</tr>
<tr>
<td><strong>All</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manufacturing and Repair</td>
<td>13</td>
<td>2.9</td>
<td>11</td>
</tr>
<tr>
<td>Trade Hotel and Business</td>
<td>233</td>
<td>52.7</td>
<td>33</td>
</tr>
<tr>
<td>Tailoring</td>
<td>80</td>
<td>18.1</td>
<td>5</td>
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<tr>
<td>Rural Artisans</td>
<td>66</td>
<td>14.9</td>
<td>8</td>
</tr>
<tr>
<td>Other services</td>
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<td>11.3</td>
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<tr>
<td><strong>Total</strong></td>
<td>442</td>
<td>100.00</td>
<td>91</td>
</tr>
</tbody>
</table>

Source: Primary Survey.
7.5. CONCLUSIONS

It has been observed from the forgoing description that a majority of main workers were involved in the rural non-agricultural self-employment in the study region as a whole. Going by social groups, it was awfully lower in the case of SCs/STs as compared to Others. This can be attributed to limited access to skill/knowledge, experience, capital and also to social exclusion in the countryside. Human capital discrimination continued to exist against SCs/STs in favour of Others.

The proportion of workers having access to casual wage employment in the rural non-agricultural sector was found to be significantly higher in the case of SCs/STs as compared to Others. The proportion of workers in the casual wage employment in rural non-agriculture sector was found to be higher for males as compared to that of females in arid zone. However, interestingly in the case of coastal zone a opposite trend was observed that, the proportion of workers in the casual wage employment in the rural non-agriculture sector was found to be much higher for females as compared to that of males, because beedi rolling is a major casual wage employment in rural non-agriculture sector for females in coastal zone.

The proportion of workers engaged in regular salaried/wage employment in the non-agricultural sector was estimated to be 13.7 per cent of total main workers. Across social groups; it has been observed that the proportion of workers was significantly higher in the case of Others as compared to SCs/STs.

Going by activities and social groups, it has been observed that, the case of self-employment in non-agriculture, the proportion of workers was found to be quite higher in trade, hotel and business followed by tailoring, rural artisans, other services and manufacturing and repair in all the social groups viz., SCs/STs and Others. While in the case of casual wage employment in non-agriculture the proportion of workers was found to be quite significant in beedi rolling flowed by construction, other services, trade, hotel, and business, rural artisans and manufacturing and repair in all the social groups viz., SCs/STs and Others.
Others. Further in the case of regular salaried/wage employment the proportion of workers was found to be quite higher in private sector as compared to public sector in all the social groups viz., SCs/STs and Others.

It has been observed that the proportion of workers involved in SERNA tended to decrease with increasing size of the land holdings. This implies that the workers who are landless or with lower size of landholdings are more likely to take up jobs in the rural non-agricultural sector as compared to the workers with large size of landholdings. Across different activities the proportion of workers involved in trade, hotel and business activities was found to be quite higher in all the categories of farmers.

The proportion of workers participating in CWERNA tends to come down with increasing size of landholdings indicating the fact that a great majority of workers from the categories of landless and small sized landholdings. It has also been found out that the proportion of workers without land is quite significant in CWERNA as compared to other categories of farmers, both in arid and coastal zones and more so in coastal zone.

It has been observed that the CWERNA across different activities, in the case of arid zone the proportion of workers involved in construction and other services was found to be quite higher as compared to other activities. While in the case of coastal zone, the proportion of workers involved in beedi rolling, other services and construction was found to be quite higher as compared to other activities.

The proportion of workers engaged in regular salaried employment (RSE) that tends to increase with decreasing size of land holdings. Across sector the proportion of workers engaged in public sector was found to be quite higher in large and medium farmer categories as compared to landless, marginal and small farmers. While the proportion of workers engaged in private sector was found to be quite significant in landless followed by marginal and small farmers as compared to medium and large farmers.

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