

EMPLOYMENT SITUATION IN JHARKHAND

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There has been a reduction in worker population ratio (WPR) as shown in the latest quinquennial round (66 th) of NSS. This is a reverse trend as compared to the results of previous rounds. The state having maximum decline in WPR between the year 2004-05 to 2009-2010 is Jharkhand. Lowest level of overall (urban & rural) WPR is also noticed in this state. Along with this, highest levels of unemployment and under employment are marked in the Eastern Indian states like W.B, Bihar and Jharkhand. With this backdrop this paper intends to study the changes in employment situation in Jharkhand over years since it has been separated from Bihar. Data mainly from various Quinquennial rounds of NSS are used for this study.

The desegregated categories of workers show that there are reduction of workers in Self employment consisting both agriculture and non-agriculture. A shift in agriculture labour to other labour is marked. Labour force participation rate (LFPR) in case of female has reduced almost half. It has come down from 49.1 to 23.5 per cent during the year 2004-05 and 2009-10. The WPR for female both in rural and urban has been decreased markedly. The age specific WPR reveals that reduction in rural male workforce is mainly in the age group 15-24. An explanation to this reduction may be due increase in the percentage of higher educational attainment. This reduction is seen in every age group of female. According to industry classification the share of rural employment skewed toward agriculture, though there is sizable reduction both for male and female workforce. This declination is mainly offset by construction, Hotel and trade. Rural female work force is rising in manufacturing.

Most striking feature for urban female force is hike in service and public administration, has risen from 2.64 to 45.7 per cent.

Key Words: *Unemployment, Worker Population Ratio (WPR)*

INTRODUCTION

Separated from Bihar, Jharkhand had established its independent statehood in the year 2000. The new state would face many challenges to ensure an adequate and prosperous growth path of the economy. The growth path of a state economy largely depends on the gainful employment accrued by its labour force. Jharkhand is the second largest mineral wealth producer and comprises of well known industrial belts. So it is expected, these sectors would provide a healthy opportunity of employment for the labour force in this state. But a reversal trend is found in this state along with the highest levels of unemployment and under employment as marked in the other Eastern Indian states like W.B, Bihar. Actually there has been a huge reduction in worker population ratio (WPR) at national level as shown in the latest quinquennial round (66 th) of NSS. This is a different picture compared to the results of previous rounds. The state having maximum decline in WPR between the years 2004-05 to 2009-2010 is Jharkhand. Lowest level of overall (urban & rural) WPR is also noticed in this here. It is therefore, essential to have an understanding of the broad employment scenario as it prevails today in this state for future development. Keeping in view the present relevance, this paper intends to study the changes in employment situation in Jharkhand over years since it has been separated from Bihar.

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Data

The data are obtained from different quinquennial surveys on ‘Employment and Unemployment’ conducted by NSS. Reports of the 55th, 61st and 66th are mainly followed.

The activity pattern of the population, particularly in the unorganized sector, is such that a person might be pursuing more than one activity during a week and sometimes during a day. NSSO categorizes three types of activity status of a person in this regard

Usual Principal Status

This status relates to the activity status of a person during the reference period of 365 days preceding the date of survey. The activity status on which a person spent relatively more time (major time criterion) during 365 days preceding the date of survey is considered the principal activity status of the person.

Current Weekly Status

It is the activity status obtaining for a person during a reference period of 7- days preceding the date of survey.

Current Daily Status

This status is determined on the basis of his/her activity status on each day of the reference week using a priority–cum major time criterion (day-to-day labour time disposition). This definition has been used throughout the text.

Table 1 : Worker Population Ratio of Usually Employed Person in Three Years

	Rural		Urban	
	Male	Female	Male	Female
1999-2000				
Jharkhand+ Bihar	49.2	17.3	43.2	7.5
India	53.1	29.9	51.8	13.9
2004-05				
Jharkhand	53.5	31.3	47.2	13.4
India	54.6	32.7	54.9	16.6
2009-10				
Jharkhand	49.1	12.5	48.6	8.5
India	54.7	26.1	54.3	13.8

Source: NSS

The term used here are

LFPR- Labour Force Participation Rate

WFPR- Worker Population Ratio

UPS-Usual Principal Status

UPSS- Usual Principal +Subsidiary Status

CDS-Current Daily Status

MNREGS- Mahatma Gandhi National Rural Guarantee Scheme.

FINDINGS

As the study is based on data, fully rely on secondary source has some constraint to give adequate information. From the table 1 it is found that after division(in the year 2004-05) the state had an upward trend in worker population ratio(WPR) for the urban male. For the rural male after increase there is a reduction during the latest round. Also the reduction as obtained from the recent survey result is mainly for the female population both in case of urban and rural. The result mirrored the same feature of WPR at national level. The huge reduction of female force in Jharkhand with an increase in female participation in the immediate past survey needs to be investigated for proximate reason.

Table 2 : Worker Population Ratio According to Current Daily Status in Two Years

	Rural		Urban	
	Male	Female	Male	Female
2004-05				
Jharkhand	46.4	17.7	45.6	10.7
India	48.8	27.6	51.9	13.3
2009-10				
Jharkhand	46.2	11.3	46.6	7.0
India	50.1	18.2	52.2	11.7

Source: NSS

The reduction of labour force differs notably in the status of employment. The introduction of National Rural Employment Guarantee Scheme (NREGS) has some relationship in this regard. This scheme has been providing jobs to both rural male and women and expected that it would be a contributory factor to the employment growth of the country. But it has not been reflected in the usual principal status of the individual rather prominent reduction in female WPR (18.8 percentage) since 66th round is noted. Since the guaranteed scheme is not providing jobs to the individual for a long period of time(more than 30 days) throughout the year, in that case this job status will not be included in the enduring usual principal or subsidiary status of any worker. However if we consider the daily status of an individual it shows a lesser decline. The decrease is about 6 per cent in case of rural female and less than one percentage point for the male(table 2). In the previous round of NSS the activity status of any casual worker coded 41 or 51 was taken in the category principal as well as in the subsidiary work. But in the recent round (66th) a new code 42 was introduced to take into

account of the workers working in MNREGS and marked as daily status activity. Thus in the daily status of an individual has not decreased to that extent. So the working force which is reported as 42 has not been translated in to the usual status may be a cause of huge reduction as reflected in the workforce under usual status.

Table 3 : Percentage of Persons by Household Type

	Rural									
	Self employed				Agriculture lab hh		Other labour hh		others	
	Agr		Non-agr							
	2004-05	2009-10	2004-05	2009-10	2004-05	2009-10	2004-05	2009-10	2004-05	2009-10
Jharkhand	45.7	41.2	18.3	17.4	9.4	3.8	16.6	27.7	10	9.8
India	39.8	35.5	16.7	16.6	24.1	23.8	10.6	14.8	8.8	9.4
	Urban									
	Self employed		Regular sal/wage		Casual labour		Others			
	2004-05	2009-10	2004-05	2009-10	2004-05	2009-10	2004-05	2009-10		
Jharkhand	37	34.8	37	37.9	12.6	20.9	12.3	5.7		
India	43.3	40.6	39.6	38.5	11.8	14.2	5.2	6.6		

Source: NSS

NSS provides a division of households according to their occupational livelihood. A close picture of the standard of living or acquired welfare of the people can be understood through this grouping. The table 3 gives the percentage of person distributed according to types of house hold they belong to. An occupational shifting of the members of household, away from agriculture has been clearly exhibited. The rural households whether engaged in self employment or worked as agriculture laborers have diverted their occupation to other labour categories. Self employment and other employment have also reduced in urban. This reduction has been offset mainly by casual labour in urban Jharkhand. The workers from urban sector of regular salaried or wage category remain in satisfactory level. Since regular salaried/wage is taken as an approximation to organized employment (Ranagarajan 2008), it is noted that in urban sector nearly forty per cent people are from steady income household.

Table 4 : Percentage of Usually Employed Person by Category of Employment

In the state Jharkhand	Rural				Urban			
	Male		Female		Male		Female	
	2004-05	2009-10	2004-05	2009-10	2004-05	2009-10	2004-05	2009-10
Self employed	66.7	60.1	78.8	77.5	44.5	38.0	45.2	28.3
Regular sal/wage	5.5	5.7	1.9	3.3	39.0	38.1	29.6	42.8
Casual labour	27.8	34.3	19.4	19.2	16.6	23.9	25.2	28.3

Source: NSS

It is noticed from the table 4 that there is a withdrawal of workforce from the self employment category for male and female workers both in rural and urban set up. The short fall is highest in case of urban female workers, reduced by more than 17 per cent point. On the other hand urban female participation has enhanced in regular salaried/ waged worker and as casual worker. This result also supported from the previous table an increased in households category belonging to regular wage/ salary. By occupational division most of the rural workers of Jharkhand are engaged in elementary works or skilled agriculture and fishery works. The urban workers are mostly found in craft and related trade works (Key indicators of employment and unemployment in India 2009-10).

Table 5 : Age Specific Worker Population Ratio(WPR)

Age group	Rural				Urban			
	Male		Female		Male		Female	
	2004-05	2009-10	2004-05	2009-10	2004-05	2009-10	2004-05	2009-10
- 14	4.2	2.2	5.1	0.5	4.2	1.0	2.8	0.0
15-19	43.3	26.4	17.9	4.5	15.8	12.3	7.3	10.0
20-24	83.6	63.0	36.9	16.4	35.1	48.9	10.6	7.6
25-29	93.8	92.9	38.9	23.2	78.8	75.1	7.3	8.8
30-34	98.0	99.0	47.2	16.5	88.7	93.1	22.2	19.7
35-39	99.5	97.9	41.9	25.6	91.6	97.5	20.00	17.1
40-44	98.3	99.7	48.1	27.0	97.7	99.7	25.9	16.1
45-49	99.0	98.9	44.7	36.9	94.9	98.8	12.6	14.4
50-54	98.6	98.0	38.4	22.6	88.7	94.6	23.0	17.0
55-59	95.5	91.9	42.9	6.8	91.0	82.4	23.4	3.8
all	52.9	48.5	23.8	12.5	46.4	48.6	11.2	7.5

Source: NSS

The WPR gives a broad indicator of people's engagement in relative activities, but it does not take into account the age composition of the workforce. The table 5 shows the age specific WPR of usually employed workers. A steady decline is seen in every age group of female work force both in urban and rural. This declination is clearly different from that of male workforce distribution. The rural male workforce is reduced mainly in the age group 15-24. On the other hand there has been an increase in male workforce in urban sector in this age group. Reduction in workforce in the group below 14 indicates the reduction in child labour and as well as more school enrolment. The shortfall in the male employment can be explained as a positive effect by their rising participation and more involvement in educational attendance but such explanation cannot be put forward solely in case of female as their declination is identified in every age group. Many other inherent factors may be attributed to this decline. Entire decline in the labour force has been compensated by the domestic activities of the women. The share of attending school for the younger age group has increased but education does not prepare this educated female to participate in the labour force rather increase the probability of encouraging them to be in domestic activities(Abraham, 2013). This is the picture of whole India and may be reflected in the state of Jharkhand also.

Table 6 : Showing WPR For The State Jharkhand According to The Educational Attainment

Educational Attainment	Rural				Urban			
	Male		Female		Male		Female	
	2004-05	2009-10	2004-05	2009-10	2004-05	2009-10	2004-05	2009-10
Not literate	92.9	88.3	54.2	22.7	77.4	75.2	24.2	18.9
Primary	89.8	87.1	35.1	16.8	68.8	76.2	18.3	6.1
Middle	74.4	68.7	35.1	10.7	67.3	70.1	17.9	2.9
Secondary	78.2	69.4	27.1	12	60	48.3	16.9	7
Higher-sec	71.3	42.7	46.5	19.8	50.5	59.1	2.3	8.7
Diploma holder	97.5	81.7	60.6	0	68.1	26.8	2	33.5
Graduate	81.7	71.9	43.3	55.4	76.8	84.9	19.7	12.7
Post graduate		61.3		7.5		96.9		18
All worker	86	77.5	49.1	19.9	66.6	69	18.5	11.3

Source: NSS

Though it is said that education is the key tool to enhance one's agency and power to equipped himself/herself to enter the labour market the data do not support here that one's years of education would entail him/her's entry in the labour market. From the table 6 it is seen that WPR is much high in case of not literate male workers either belongs to rural or to urban workforce. The incentive for the educated person for entering the labour market shows a different trend. The diploma/ technical possessors have absorbed in larger share than ordinary graduate or high educated postgraduate degree holders. The creditable increase of urban female participation is noticed having any diploma or training.

Table 7 : Distribution of The Usually Employed Person by Broad Industry Division

Broad industry division	Rural				Urban			
	Male		Female		Male		Female	
	2004-05	2009-10	2004-05	2009-10	2004-05	2009-10	2004-05	2009-10
Agriculture	61.5	49.5	85.3	72.8	6.7	4.4	18.1	13.9
Mining & Quarrying	1.7	1.9	0.3	0.6	8.2	6.5	0.2	0.3
Manufacturing	7.9	6.5	8.1	10.9	15.3	9.5	28.2	27.9
Electricity, water etc	0.1	0.1	0	0	1.5	1.1	0.2	0.4
Construction	14.5	25.2	0	9.2	8.9	19	3.8	4.7
Hotel & trade	6.7	9.3	1.3	0.9	27.8	27.2	12.2	12.1
Trans port	3.5	4	0.2	0.6	9.9	9.7	1.4	1.4
Fin & Business	0.7	0.02	0	0	5.3	6.9	3.2	4.7
Service/public adm	3.3	3.2	2	0.5	16.5	15.6	32.7	34.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: NSS

The notable feature in the distribution by broad industry group is that the share of rural male and female has declined more than 12 percentage points in agriculture. This commendable decline (table 7) otherwise has compensated by the growth of workforce in construction, hotel and trade and finance and public administration. This is a real shift of workforce away from agriculture to other occupations.

Table 8 : Distribution of House Hold Having MGNREGA Job Card and Average Number of Days got Work During Last 365 days in Jharkhand and all India

	Number of households having MGNREGA job card per 1000 hhds	By status of getting MGNREGA work						Average number of days worked in MGNREGA by hdds. got MGNREGA works	
		Got work							
							sought but did not get MGNREGA work	did not seek MGNREGA Work	
Jharkhand	303	10.5	4.5	1.4	0	16.3	27.5	40.9	23
India	347	10.3	7.6	6.2	2	24.2	19.3	53.8	37

Source: NSS

The diversification of occupations from rural agriculture toward casual labours perhaps an outcome of MRNREGS, the guaranteed public work offering to the rural people. However the average number of days the household got work in MREGS is 23 in Jharkhand which is enough lower than the National level(37). This number of days is far less to meet the expectation, can be explained by the fact that this offering is determined by supply of jobs rather the demand needed.

Table 9 : Per thousand Unemployment Rate For The Year 2004-05 and 2009-10

	Rural		Urban	
	2004-05	2009-10	2004-05	2009-10
Male				
All workers	20	46	75	53
Educated workers	37	108	81	68
Female				
All workers	1	12	23	121
Educated workers	16	0	73	277

Source: NSS

The Unemployment rate has increased significantly in Jharkhand along with Assam, Bihar and Madhya Pradesh (Srivastav and Mukesh, 2013). From the above table, Unemployment rate shows that it has been increased among the male as well as the female. Educated people are remained more unemployed. The WPR classified by education as shown earlier, that diploma holder are absorbing in jobs more than the individuals acquired so called university or degree course. Explanation to this fact is that the higher education not relating to vocational/technical/diploma is not coping up with the employment opportunity at the desired level. University or college education does not as such prepare any individual's employability.

Table 10 : Age Specific Unemployment Rate For The Year 2004-05 and 2009-10

	Rural				Urban			
	Male		Female		Male		Female	
Age group	2004-05	2009-10	2004-05	2009-10	2004-05	2009-10	2004-05	2009-10
15-19	114	199	0	194	197	266	14	485
20-24	70	220	8	36	315	156	197	268
25-29	20	55	10	0	137	122	6	132
15-29	62	147	9	35	211	155	76	306

Source: NSS

The age specific unemployment rate is mainly seen in the age group 20 to 24 and has enhanced significantly during the latest round. The youths in age cohort, are driven either completing higher education from university or having any other endowment to fulfill the job requirements. In the next higher age group the rate has been dropped in a larger share among rural people than the urban one. It may be attributable to the fact that the rural people have the option to keep themselves involved in agricultural activities and recently offered MNREGA works that hide the prevalent unemployment. Unemployment is more alarming situation for the educated urban female in Jharkhand as comparing with the previous table. The female possessing higher education remained unemployed probably not willing to engage themselves as underemployed. A similar results has seen also in Kerala, the female work participation rate is significantly lower among the high educated female in urban (L. Devi, 2002, Eapen 2005). Some social taboos and restrictions hindered the educated female out of work. Swaminathan (2008) had shown that the participation rate are worsening with even higher levels of education in Tamil Nadu. Arguably, the incentive for females to undergo education for entering the labour market seems to be declining as seen in the labour participation rates, yet more share of females are undergoing education, at least till school level (Abraham 2013).

The wage received by the workers in different categories has provided in the above table. A sharp gender inequality in wages is prominent in each of the categories. Though the RSW (Regular salary/wage) can be proximate to the organized work the high male- female wage difference prevailed here. But the average wage received by the workers of Jharkhand is higher than the average wage offered to the workers at national level. Some data are not available still it is observed that the wages are more rewarding in the casual works (41) or other public work (51) comparing to the MNREGA provided by the Government. It may be the cause of high percentage of rural people (for Jharkhand 41 per cent and for India 53 per cent) not seeking for the MNREGA work

Table 11 : Showing Average Wage Received in The Following Categories of Workers of Age 15-59 in the year 2009-10

Categories of workers	Rural		Urban	
	Male	Female	Male	Female
RSW(code 31,71,72)				
Jharkhand	272.67	163.57	491.94	215.50
All India	249.15	155.87	377.16	308.79
casual group(code 41)				
Jharkhand	119.2	84.72	na	na
All India	98.3	86.11	na	na
MNREGA(code(42)				
Jharkhand	96.05		dna	dna
All India	90.93	87.20	dna	dna
Other public work (51)				
Jharkhand	103.61	82.17	108.53	74.41
All India	101.53	68.94	131.90	76.73

Source: NSS

CONCLUSION

Having a sound mineral rich background and industrial setup the employment situation of the state Jharkhand still enduring a distressed employment situation. The study shows resent employment situation in this state, faced the highest reduction in the employment as compared to the other states. Withdrawal of workforce mainly occurs in self employment either in agriculture or non agriculture sectors. The result of previous survey shows a huge growth in employment particularly there was high female workforce in self employment. According to NSS 66th round at all India level the drop of rural unpaid female workers is the most significant contributor to the total reduction in the labour force. Now this sudden fluctuation may be due to the drop of unpaid workers which are concealed within the self employment category consists of unpaid family labour mostly comprised of female and children. In Jharkhand the reduction of unpaid rural male/female has been partially balanced the growth in casual workers and MNREGS workers and reduction for urban male/female has offset by the growth in casual works and regular wage /salaried employment. But MNREGS do not provides adequate amount of works as per demand. Growth in the regular wage/salary is in the line of substantial growth in GDP which is also an optimistic reality in spite of massive declination in the workforce. Education plays a key role in making inroads in the job market but the survey results suggests the educational pursuits be to more technical or job oriented. So called degree of university or colleges failed to meet up proper employment problem. Though female participation in quality job has improved still gender inequality in wages undoubtedly exposed.

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