

# MODE OF EMPLOYMENT IN RURAL- URBAN INDIA: AN INTER-STATE ANALYSIS

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*Expansion and creation of employment opportunities have been the unstated objectives of economic reforms in India. Although Indian economy is mainly agro-based economy but the economy has moved towards the path of progress. The share of industrial and service sector in GDP has increased. At the outset it is worth mentioning that the part of 'development' is often associated with the expansion of employment opportunities as a means to encourage economic growth and also enhance well being at the individual and household level. Hence, Labour intensive growth is often regarded as a means for both poverty alleviation and economic growth. In fact, labour is the source of all wealth and the backbone of the nation. It is distinctly observe that mode of employment has been expectedly changing during the post reform period in rural as well as urban India. In this context, labour can be classified into three categories- self-employment, regular salaried and casual labour.*

*In this paper an attempt has been made to study the changes in the mode of employment across the constituent states in India by sex and location during 1993/94 – 2011/12. The extent of casualisation of employment structure among Indian states has also been examined with help of casualisation index during the period under study.*

*In India it is observed that in rural India the percentage of self-employment has increased in case of female workers whereas it has declined in case of male counterpart. At the same time the opposite trend is observed in urban self-employment in most of the constituent states in India. On the other hand, the percentage of female regular salaried employment has increased rural-urban India while the percentage of male regular salaried employment has declined in urban India. Percentage of casual labour has also declined in urban India irrespective of sex indicating job security. It is also observed that during the post reform period the extent of casualisation has also declined irrespective of sex in most of the constituent states of rural-urban India.*

**Keywords:** *Self-employment, Regular salaried, Casualisation of labor, Extent of casualisation*

## INTRODUCTION

Since the inception of economic reforms in India, the employment structure of organised sector has undergone substantial changes with the steep rise in the use of contract workers in place of permanent workers. This process has led to increased wage inequality, discrimination as well as the mean an increasing 'casualisation' of workforce. The major challenge of 12<sup>th</sup> five year plan is how to increase the share of formal sector employment opportunities. Movements and transformation of employment from informal sector to formal sector needs to be analysed. Incentives have to be given for expanding organized sector employment. Another aspect of employment trends and structure is the distribution of workers by employment category in terms of self-employed, regular wage and salaried workers and casual wage earners. It is distinctly observe that mode of employment has been expectedly changing during the post reform period in rural as well as urban India. During the post reform period there has occurred a significant change so far as far extent of casualisation of employment is concerned in most of the constituent states in India irrespective of sex.

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Self employed persons are those who operate their own farm or non-farm enterprises. Autonomy and economic independence in respect of choice of market, scale of operation and finance are the essential features of self-employment. Regular salaried persons are those who work in others' farm and non-farm enterprises and in return receive a salary on a regular basis. Casual labour is a person who is casually engaged in others' farm and non-farm enterprises and in return receives wages according to the terms of the daily or periodic work contract.

## LITERATURE REVIEW

Reddy (2012) in his paper has studied that the liberalisation and privatisation process of the 1990s has brought about accelerated growth in India's GDP, but in case of the growth of employment it has decelerated which is described as "jobless growth." The quality of employment has also suffered because of an increasing tendency towards informalisation. The employment status of a majority of workers is characterised by a high degree of vulnerability. Most of the employment, even in 2009-10, was self-employment (51%) or casual (33%). Regular employment increased marginally from 14% in 2004-05 to 15.5% in 2009-10, and half of them are also without any social protection.

Papola in his paper has opined that with shift of workers from agriculture to non agricultural activities and from footloose to enterprise based employment, there will be an increase in the proportion of workers employed on a regular wage and salary basis. There has been a decline, albeit slow, in the share of self-employed, from 61% in 1972-1973 to 53 per cent in 1999-2000. The share of regular wage-salaried workers has, however, stagnated at around 14%, while that of casual workers has increased from 23% to 33%. This situation indicates an increasing 'casualisation' of workforce.

Papola (2012) in his another paper has observed that trends in the post-reforms period such as increasing casualisation and informalisation and use of contract labour suggest a general deterioration in the overall quality of employment. Some recent trends, such as the reversal of the direction of change in employment in the organised sector since 2004, an increase in share of 'regular' workers during 2004-05/2009-10 and a faster increase in real earnings of workers including these in the casual labour category and in the unorganised sector, on the other hand, give positive signs in the direction of an improvement in the overall quality of employment.

Srivastava (2012) in his paper analysed that around 60 % regular salaried workers in India in 2004-05 are still in the organized sector and principally in non-agriculture. In the organized non-agricultural sector, regular workers have formed 74.3% of total employment. Regular employment has expanded at an annual rate of 2.53% during 2000-2005. He has also observed that over the years, there has occurred a gradual decline in self-employment along with increased casualisation. This has become more prominent in rural areas and for males. However the 2004-05 survey round has shown a change in this trend. The share of self-employed has increased for both males and females and in both rural and urban areas. The increase in share of female rural self-employed workers is found as the highest one.

## OBJECTIVES

In this paper an attempt has been made to study the nature of mode of employment across the states in rural-urban India irrespective of sex during 1993/94 -2011/12. Section I deals with the changing pattern of mode of employment across the major constituent states in rural-urban India irrespective of sex during 1993/94 -2011/12. In Section II the extent of casualisation in rural- urban India has been discussed by using the casualisation index during 1993/94-2011/12. Concluding remarks are drawn in section III.

Here for analyzing the above mentioned objectives the secondary data are compiled from various rounds of NSSO reports, Govt. of India.

## MODE OF EMPLOYMENT: RURAL-URBAN INDIA

Labour is employed in different types of activities. Labour is classified into three categories-self-employed, regular salaried and casual labour. It is observed that mode of employment in India has been changing during 1993/94- 2011/12. We are to examine the changing scenario of the mode of employment in rural-urban India by sex during 1993/94 – 2011/12.

### Rural Area

**Table 1: Percentage Distribution of Rural Male in Indian States during 1993/94-2011/12**

States	1993-94			2004-05			2009-10			2011-12		
	SE	RS	CL									
AP	48.6	8.2	43.2	48.1	9.7	42.2	41.8	9.4	48.8	48.4	11.9	39.7
Assam	58.3	14	27.7	70.7	9.6	19.7	71.5	9.2	19.3	70.9	10.4	18.7
Bihar	54.9	4.8	40.3	61.8	3	35.2	51.9	3.3	44.8	52.6	3.8	43.6
Chhattisgarh				52.6	6	41.4	37.8	7.2	55	57.9	5.6	36.5
Gujarat	46.9	9.7	43.4	49.2	10.3	40.5	52.6	8.9	38.5	56.4	12.5	31.1
Haryana	61.6	14	24.4	57.4	20.3	22.3	54.3	20.4	25.3	58.1	16.7	25.2
HP	71.2	14.1	14.7	59.1	19.5	21.4	54.3	21.6	24.1	54.2	22.3	23.5
J & K	71	16.8	12.2	68.8	17.2	14	60.6	20.9	18.5	49.1	20.4	30.5
Jharkhand				66.4	5.6	28	59.8	5.7	34.5	62.9	4.8	32.3
Karnataka	56.8	6.7	36.5	49.4	6.4	44.2	48	6.9	45.1	53	13.4	33.6
Kerala	39.2	12.8	48	40.8	15.3	43.9	38	18	44	37.8	16	46.2
MP	61.7	6.1	32.2	61.2	6.5	32.3	55.2	6	38.8	61.1	5.7	33.2
Maharashtra	48.3	12.2	39.5	50.3	12.4	37.3	47.9	10.4	41.7	53.6	12.5	33.9
Orissa	55.7	6.4	37.9	55.8	7.6	36.6	55.8	7.2	37	60.6	8.2	31.2
Punjab	54.3	13.3	32.4	48.7	17.6	33.7	48	13.7	38.3	45.7	20.3	34
Rajasthan	71.2	7.6	21.2	69.9	8.6	21.5	67.5	8.5	24	61.8	9.6	28.6
Sikkim	54.2	28.7	17.1	61.5	30.1	8.4	58.4	28.7	12.9	70.9	22.6	6.5
TN	40.7	12.8	46.5	39.8	13.3	46.9	33.3	12.2	54.5	31.2	16.9	51.9
Uttarakhand				69	12.6	18.4	62.3	13.8	23.9	60.8	17.1	22.1
UP	71.7	5.9	22.4	71.6	7.3	21.1	65.7	5.5	28.8	61.6	7	31.4
WB	53.3	10.7	36	53.1	7.4	39.5	45	8.5	46.5	42.7	8.4	48.9
All India	56.7	8.7	34.6	57.6	9.1	33.3	53	8.7	38.3	54.1	10.2	35.7
Mean	56.64	11.38	31.98	57.39	11.73	30.88	52.84	11.71	35.44	54.79	12.56	32.65
S.D.	10.07	5.61	11.16	9.76	6.44	11.27	10.15	6.63	12.18	9.69	5.80	10.17
C.V.(%)	17.78	49.28	34.89	17.01	54.94	36.48	19.21	56.57	34.37	17.68	46.14	31.15

Source: Various Rounds of NSSO Reports, Note: C.V: Coefficient of Variation.

In rural India the pattern of mode of employment has varied among the states irrespective of sex during the period under study. Estimates (Table 1) reveal that at the all India level the share of male self-employment has shown a fluctuating level. It has risen from 56.7% in 1993/94 to 57.6% in 2004/05 and thereafter decreased to 54.1% in 2011/12. The exceptional states where the male self employment has increased during this time period are Assam (from 58.3% in 1993/94 to 70.9% in 2011/12), Gujarat (from 46.9% to 56.4%), Maharashtra (from 48.3% to 53.6%), Orissa (from 55.7% to 60.6%) and Sikkim (from 54.2% to 70.9%). On the other hand, the states where the percentage of self-employment has declined are Andhra Pradesh (from 48.6% in 1993/94 to 48.1% in 2004/05), Haryana (from 61.6% to 57.4%), Himachal Pradesh (from 71.2% to 59.1%), Jammu & Kashmir (from 71% to 68.8%), Karnataka (from 56.8% to 49.4%), Madhya Pradesh (from 61.7% to 61.2%), Punjab (from 54.3% to 48.7%), Rajasthan (from 71.2% to 69.9%), Tamil Nadu (from 40.7% to 39.8%), Uttar Pradesh (from 71.7% to 71.6%) and West Bengal (from 53.3% to 53.1%). Again, the states where the percentage of self-employment has increased in 2009/10 are Assam (from 58.3% to 71.5%), Gujarat (from 46.9% to 52.6%), Orissa (from 55.7% to 55.8%) and Sikkim (from 54.2% to 58.4%) as compared to previous periods.

In case of regular salaried employment it is observed that at the all India level it has increased from 8.7% in 1993/94 to 9.1% in 2004/05 but again declined to the same percentage (8.7%) in 2009/10. It has increased to 10.2% in 2011/12 (Table 1). Male regular salaried employment has varied among the states during this period under study. In most of the states it has increased excepting Assam (from 14% in 1993/94 to 10.4% in 2011/12), Bihar (from 4.8% to 3.8%), Madhya Pradesh (from 6.1% to 5.7%), Sikkim (from 28.7% to 22.6%), Uttar Pradesh (from 5.9% to 5.5%) and West Bengal (from 10.7% to 8.5%).

On the other hand, at the all India level male casual labour has increased from 34.6% in 1993/94 to 35.7% in 2011/12 at the cost of self-employment. Only in 2004/05, the percentage of casual labour has declined from 34.6% in 1993/94 to 33.3% in 2004/05 and thereafter it has increased to 38.3% in 2009/10. In 2011/12 it has slightly declined to 35.7% as compared to 2009/10. Casual labour has varied among the states in India during the period under study. There are some states where the percentage of casual labour has decreased are Andhra Pradesh, Assam, Gujarat, Karnataka, Kerala, Maharashtra, Orissa and Sikkim during the period under study.

Thus we observe from the above analysis that over the period the percentage of self-employment in rural area has declined while that of regular salaried employment and casual labour employment has increased though the self-employment share has highest among the three types of mode of employment.

Indian states have exhibited wide variation in the context of mode of employment during the period under study. The extent of variation is measured with the help Coefficient of Variation (C.V.). During the period under study maximum variation is observed in case of regular salaried employment and minimum in self-employment. In 1993/94 the percentage of regular salaried employment has varied from 4.8% in Bihar to 28.7% in Sikkim. It has varied from 3% in Bihar to 30.1% in Sikkim in 2004/05, from 3.3% in Bihar to 28.7% in Sikkim in 2009/10 and from 3.8% in Bihar to 22.6% in Sikkim in 2011/12. Thus the extent of variation among the states has increased from 49.28% in 1993/94 to 54.94% in 2004/05 and to 56.57% in 2009/10. And thereafter it has decreased to 46.14% in 2011/12.

In 1993/94 the percentage of self employment has varied from 39.2% in Kerala to 71.7% in Uttar Pradesh, from 39.8% in Tamil Nadu to 70.7% in Assam in 2004/05, from 33.3% in Tamil Nadu to 71.5% in Assam and from 31.2% in Tamil Nadu to 70.9% in Assam in 2011/12. Our estimates

reveal that over the period the extent of variation remains almost same (around 17-18%) in this context. In case of casual labour employment there has also occurred wide variation during the period under study although the extent of variation has declined from 34.89% in 1993/94 to 31.15% in 2011/12. In 1993/94, it has varied from 12.2% in Jammu & Kashmir to 46.5% in Tamil Nadu. It has varied from 14% in Jammu & Kashmir to 46.9% in Tamil Nadu, from 12.9% in Sikkim to 48.8% in Andhra Pradesh and from 22.1% in Uttarakhand to 51.9% in Tamil Nadu in 2011/12.

**Table 2: Percentage Distribution of Rural Female in Indian States during 1993/94-2011/12**

States	1993-94			2004-05			2009-10			2011-12		
	SE	RS	CL	SE	RS	CL	SE	RS	CL	SE	RS	CL
AP	43.5	1.9	54.6	45.4	4.2	50.4	38.8	3.9	57.3	46.3	3	50.7
Assam	17.4	33.7	48.9	50.2	15.2	34.6	59	13.3	27.7	49.4	24.7	25.9
Bihar	38.9	1.5	59.6	50.2	2.3	47.5	41.2	4	54.8	34.4	9.4	56.2
Chhattisgarh				52.3	1.5	46.2	39.8	1.1	59.1	53.8	2.2	44
Gujarat	44.5	2	53.5	51.8	3.7	44.5	57.1	2.9	40	51.9	6.1	42
Haryana	62.5	5.4	32.1	80.9	6	13.1	73.2	13	13.8	54.8	11.3	33.9
HP	95.6	2.5	1.9	91.4	6.6	2	88.7	7.2	4.1	88.3	6.7	5
J & K	88.5	8.3	3.2	80.4	11.6	8	74.5	21.4	4.1	45.2	33.3	21.5
Jharkhand				74.5	2.3	23.2	75	4.2	20.8	72.6	5.3	22.1
Karnataka	48	3.1	48.9	44.5	3.2	52.3	41.5	5.8	52.7	47.8	8.8	43.4
Kerala	34.6	15	50.4	40.8	25.7	33.5	34.1	28.5	37.4	29.8	29.8	40.4
MP	55.8	1.7	42.5	58.6	3.1	38.3	48.6	1.8	49.6	56.7	3.2	40.1
Maharashtra	44.3	2.8	52.9	49.2	2.7	48.1	46.5	2	51.5	48.5	3.9	47.6
Orissa	46.6	1.9	51.5	52.4	3.2	44.4	46.8	5.5	47.7	57.2	5.8	37
Punjab	42.1	18.4	39.5	35.4	32.3	32.3	27.8	38.8	33.4	43.8	35.4	20.8
Rajasthan	86.3	1.3	12.4	87.3	2.1	10.6	78.9	2.9	18.2	77.9	3.8	18.3
Sikkim	58.4	26.2	15.4	79.5	15.8	4.7	66.5	23.3	10.2	90.9	6.8	2.3
TN	38	6.2	55.8	45	6.8	48.2	33.8	6.5	59.7	32.3	11.7	56
Uttarakhand				90.4	2.4	7.2	92.9	3	4.1	92.3	4.8	2.9
UP	74.2	1.5	24.3	77.9	3.1	19	71	4.9	24.1	73.6	8	19.4
WB	38.2	15.8	46	46.9	13.7	39.4	43.7	13.6	42.7	43.9	16.8	39.3
All India	51.3	3.4	45.3	56.4	4.3	39.3	50.3	5.5	44.2	53.5	7.6	38.9
Mean	53.19	8.29	38.52	61.19	7.98	30.83	56.16	9.89	33.95	56.59	11.29	32.17
S.D.	20.91	9.64	18.91	18.31	8.36	17.32	19.28	10.15	19.61	18.33	10.13	16.28
C.V.(%)	39.31	116.28	49.09	18.31	104.81	56.16	34.33	102.72	57.77	32.39	89.76	50.62

Let us now examine the changing scenario of rural female employment in India and its

constituent states during 1993/94 -2011/12. Table 2 represents the changing scenario of rural female employment. Like male counterpart, in case of female self employment there has occurred a periodic fluctuation during the period under study. More specifically, at the all India level the percentage of female self-employment has increased from 51.3% in 1993/94 to 56.4% in 2004/05 and again declined to 50.3% in 2009/10. During the period under study the percentage of rural female self-employment has achieved the highest level in 2004/05. State wise analysis represents that the exceptional states where the percentage of self-employment has declined during the period under study are Bihar, Haryana, Himachal Pradesh, Jammu & Kashmir, Karnataka, Kerala, Tamil Nadu and Uttar Pradesh.

On the other hand, the percentage of female regular salaried employment has increased gradually during 1993/94 – 2011/12 at the all India level. But state wise analysis indicates a fluctuating trend. The percentage of female regular salaried employment has declined in Assam, Maharashtra, Sikkim and West Bengal during 1993/94 -2004/05 and this situation has become worse in 2009/10. In 1993/94, the highest and lowest percentages of female regular salaried employment are found in Assam (33.7%) and Rajasthan (1.3%) respectively. In 2011/12, Punjab has attained the top position (35.4%) and Chhattisgarh has reached at the bottom one(2.2%).

In case of female casual labour the percentage has declined from 45.3% in 1993/94 to 39.3% in 2004/05 and again increased to 44.2% in 2009/10. So once again there has observed a periodic fluctuation during the period under study. In 2011/12 it has declined to 38.9%. State wise analysis reveals that the percentage of female casual labour has increased in the states of Haryana (from 32.1% in 1993/94 to 33.9% in 2011/12), Himachal Pradesh (from 1.9% to 5%), Jammu & Kashmir (from 3.2% to 21.5%), Rajasthan (from 12.4% to 18.3%) and Tamil Nadu (from 55.8% to 56%).

So, it is clear that Indian states have exhibited a wide variation in respect of mode of employment irrespective of sex during the period under study. Maximum variation is witnessed in case of female regular salaried employment (116.28% in 1993/94, 104.81% in 2004/05, 102.72% in 2009/10 and 89.76% in 2011/12) although the variation has been declining during the period under study. On the other hand, in case of female casual labour variation has increased during 1993/94-2009/10 and thereafter it has declined in 2011/12.

Let us now compare between rural male and female employment in India during the period under study. In rural India male labour is more associated with self-employment and regular salaried employment as compared to their female counterpart in India and its most of the states. The exceptional states where the percentage of female self-employment is more than their male counterpart are Haryana, Himachal Pradesh, Jammu & Kashmir, Rajasthan, Sikkim, and Uttar Pradesh. On the other hand, in the states like Assam, Kerala, Punjab & West Bengal the percentage of regular salaried employment is more in case of female as compared to male one.

Again, sex wise analysis reveals that at the all India level casualisation of female labour is more than that of male labour during the period under study. On the other hand, state wise analysis indicates that in most of the states casualisation of female labour is more as compared to their male counterpart excepting the states like Himachal Pradesh, Jammu & Kashmir, Jharkhand, Kerala, Punjab, Rajasthan, Sikkim, Uttarakhand, Uttar Pradesh and West Bengal.

## Urban Areas

**Table 3: Percentage Distribution of Urban Male in Indian States during 1993/94-2011/12**

States	1993-94			2004-05			2009-10			2011-12		
	SE	RS	CL									
AP	38	40.4	21.6	42.7	38.6	18.7	34.8	48.2	17	35.6	49.5	14.9
Assam	47.3	42.8	9.9	44.5	44.1	11.4	48.6	45.4	6	54.5	35.5	10
Bihar	47.9	37.2	14.9	60.7	23.2	16.1	62.5	21.6	15.9	60.4	22	17.6
Chattishgarh				38.1	45.9	16	37	40.5	22.5	35.4	37	27.6
Gujarat	36.7	45.5	17.8	41.4	48.1	10.5	44.5	41.7	13.8	40.3	52.1	7.6
Haryana	41.5	45.6	12.9	47.7	44.8	7.5	35.3	52	12.7	42.4	46.5	11.1
HP	32.1	59	8.9	30.6	38.7	30.7	37.7	51.5	10.8	28.2	61.1	10.7
J & K	43.6	52.5	3.9	55.5	32.9	11.6	45.8	42.9	11.3	49.2	39.5	11.3
Jharkhand				43.6	39.6	16.8	37.9	38.2	23.9	44.6	37.6	17.8
Karnataka	39.1	41.2	19.7	41.5	39.1	19.4	39.5	39.3	21.2	41.9	42.8	15.3
Kerala	36.3	27.4	36.3	39.6	26.1	34.3	33.4	29.3	37.3	36.3	32	31.7
MP	40.1	42.7	17.2	50.2	35.4	14.4	46	34.4	19.6	48.1	34.9	17
Maharashtra	36.4	53	10.6	38.5	47.4	14.1	32.4	55.7	11.9	36.7	54.9	8.4
Orissa	36.9	48.9	14.2	45.9	36	18.1	40.5	38.9	20.6	49.6	36.4	14
Punjab	48.5	40	11.5	48.5	43	8.5	41.3	42.2	16.5	45.2	46.5	8.3
Rajasthan	46.8	43.8	9.4	50.4	37.5	12.1	46.6	37.3	16.1	41.8	41.8	16.4
Sikkim	49.1	43.6	7.3	40.9	56.1	3	46	54	0	35	59.9	5.1
TN	34.2	40.5	25.3	38.1	45.1	16.8	31.1	42.1	26.8	32.4	43.7	23.9
Uttarakhand				51.8	41	7.2	45	35.8	19.2	50.8	39.6	9.6
UP	56.8	31.8	11.4	56.9	31.6	11.5	51.5	31	17.5	51.6	30.4	18
WB	36.6	48.5	14.9	44.6	37.6	17.8	47	37.4	15.6	44.3	37.7	18
All India	41.2	42.8	16	44.6	40.8	14.6	40.9	42	17.1	41.6	43.6	14.8
Mean	41.55	43.58	14.87	45.32	39.61	15.07	42.11	40.92	16.96	43.00	42.05	14.96
S.D.	6.56	7.46	7.53	7.22	7.54	7.24	7.46	8.43	7.64	7.84	9.49	6.54
C.V.(%)	15.78	17.13	50.65	15.93	19.04	48.03	17.71	20.59	45.06	18.24	22.56	43.75

Source: Same as Table 1

Like the rural India the mode of employment in urban areas has also been changing during the post reform period. Our estimates (Table 3 & 4) reveal that the percentage of employment has varied irrespective of states over time in urban areas so far as gender differential is concerned. Our estimates (Table 3) represent the changing pattern of mode of employment in case of male labour during the period under study. At the all India level the percentage of urban male self employment has shown a fluctuating trend. It has increased from 41.2% in 1993/94 to 44.6% in 2004/05 and again declined to 40.9% in 2009/10. It has reached at 41.6% in 2011/12. State-wise analysis shows that during 1993/94 -2011/12 in most of the states the percentage of urban male self-employment has increased excepting the states like Andhra Pradesh, Himachal Pradesh, Punjab, Rajasthan, Sikkim, Tamil Nadu & Uttar Pradesh. The highest percentage of self-employment is observed in Uttar Pradesh (56.8% in 1993/94 & 51.6% in 2011/12) and it persisted throughout the period under study. On the other hand, the lowest percentage of self-employment is observed in Himachal Pradesh (32%

in 1993/94 & 28.2% in 2011/12) during the period under study. But over the period the percentage of self-employment has deteriorated for urban male in this state.

**Table 4: Percentage Distribution of Urban Female in Indian States during 1993/94-2011/12**

States	1993-94			2004-05			2009-10			2011-12		
	SE	RS	CL									
AP	42	20.1	37.9	47.6	30.9	21.5	39.9	36.3	23.8	44.4	38.8	16.8
Assam	17.9	57.7	24.4	12.4	71.3	16.3	47.6	36.8	15.6	42.9	47.6	9.5
Bihar	35.8	32.1	32.1	45.5	20	34.5	47.8	39.1	13.1	39.3	46.4	14.3
Chattishgarh				22.7	34.8	42.5	28.9	35	36.1	30	37.4	32.6
Gujarat	31.6	34.7	33.7	36.6	37.4	26	30.6	44.6	24.8	42.1	43	14.9
Haryana	27.1	44.3	28.6	35.9	55.8	8.3	33.4	55.6	11	20	76.5	3.5
HP	43.8	50	6.2	34.9	39	26.1	36.8	44.8	18.4	28.7	66.5	4.8
J & K	22.2	71.6	6.2	57.6	38.1	4.3	33.3	58.8	7.9	17.3	72.8	9.9
Jharkhand				35.3	35.3	29.4	26.3	47.4	26.3	20.8	52.8	26.4
Karnataka	37.8	31.5	30.7	41	39.3	19.7	33.2	40.5	26.3	28.5	54.4	17.1
Kerala	32.2	35.5	32.3	29.9	47.9	22.2	26.6	53.8	19.6	28.6	53.4	18
MP	41.3	28.1	30.6	44	38.4	17.6	40.8	37.9	21.3	46.5	40.4	13.1
Maharashtra	29.2	46	24.8	30.6	48.5	20.9	29.9	56.5	13.6	28.1	59.6	12.3
Orissa	33.9	38.3	27.8	34.4	41.6	24	38	27.4	34.6	54.1	31.1	14.8
Punjab	25.4	64.4	10.2	21.5	72.9	5.6	23.6	65.6	10.8	20	74.7	5.3
Rajasthan	54.2	28.4	17.4	63.5	27.8	8.7	44.2	45.8	10	46.3	40	13.7
Sikkim	19.2	77.6	3.2	36.4	61.4	2.2	35.7	64.3	0	46.5	53.5	0
TN	34.7	33.7	31.6	42	43.3	14.7	35.4	33.9	30.7	37.4	44.2	18.4
Uttarakhand				36.6	55.4	8	32.4	51.6	16	41.5	55.4	3.1
UP	55.1	29	15.9	63.2	27.9	8.9	52	36.6	11.4	58.9	28.8	12.3
WB	27.2	52.4	20.4	39.4	50.2	10.4	41.7	45.8	12.5	34.7	51.6	13.7
All India	36.7	35.8	27.5	40.4	42.2	17.4	35.4	44.4	20.2	36	64	0
Mean	33.92	43.08	23.00	38.62	43.68	17.70	36.10	45.62	18.28	36.03	51.50	12.48
S.D.	10.58	16.23	10.75	12.64	13.81	10.57	7.62	10.50	9.25	11.41	13.47	7.95
C.V.(%)	31.18	37.67	46.75	32.73	31.63	59.69	21.10	23.01	50.62	31.67	26.16	63.74

Source: Same as Table 1

In case of regular salaried employment the percentage of urban male has increased from 42.8% in 1993/94 to 43.6% in 2011/12 at the all India level. State-wise analysis reveals that in most of the constituent states of India the percentage of regular salaried employment has increased during the period under study. But there exists some exceptional states where the reverse situation prevails.

These states are Assam (from 42.8% in 1993/94 to 35.5% in 2011/12), Bihar (from 37.2% to 22%), Jammu & Kashmir (from 52.5% to 39.5%), Madhya Pradesh (from 42.7% to 34.9%), Orissa (from 48.9% to 36.4%), Rajasthan (from 43.8% to 41.8%), Uttar Pradesh (from 31.8% to 30.4%) and West Bengal (from 48.5% to 37.7%). In fact, if all the periods are observed individually, then it can be noticed that in some states a fluctuating trend has been observed in case of urban male regular salaried employment.

On the other hand, it is observed that over the period the percentage of male casual labour employment has declined in urban India. At the all India level the percentage of casual labour has declined from 16% in 1993/94 to 14.8% in 2011/12. State-wise analysis indicates that the percentage of male casual labour has increased in the states of Assam, Bihar, Himachal Pradesh, Jammu & Kashmir, Rajasthan, Uttar Pradesh and West Bengal. But in all other states the percentage of male casual labour has decreased during the period under study. The decline in the percentage of male casual labour indicates that people are either getting salaried employment on regular basis or becoming self employed more and more over the period and hence their jobs have become more secured than before. In this way, they are getting the opportunity to improve their standard of living.

Our estimates also reveal that each and every mode of employment has been extensively varied across the constituent states in India during the period under study. Over the period the extent of variation has increased in case of male self employment (from 15.78% in 1993/94 to 18.24% in 2011/12) and regular salaried employment (from 17.13% to 22.56%) whereas for the casual labour employment it has declined from 50.65% to 43.75%. In this connection it must be mentioned that although the extent of variation has declined for casual labour employment the maximum variation has been observed in this particular mode of employment during the period under study.

Let us now examine the pattern of urban female employment in India during the period under study. At the all India level the percentage of female self-employment has marginally declined from 36.7% in 1993/94 to 36% in 2011/12. The states where opposite situation has been observed are Andhra Pradesh, Assam, Bihar, Gujarat, Madhya Pradesh, Orissa, Sikkim, Tamil Nadu, Uttar Pradesh and West Bengal during the period under study.

In case of regular salaried employment a remarkably improved situation has been observed for urban female workers at the all India level. At the all India level, the percentage of female regular salaried employment has increased from 35.8% to 64% during the period under study. There are few exceptional states in this context. These exceptional states are Assam, Orissa, Sikkim, Uttar Pradesh and West Bengal.

A very interesting and noticeable scenario is found in case of percentage of female casual labour. The percentage of female casual labour has consistently declined from 27.5% in 1993/94 to nil in 2011/12 at the all India level. This indicates that over the period female workers are absorbed either in self-employment or in regular salaried employment in urban India. State wise analysis reveals that in almost all the same situation prevails as in all India level. But Jammu & Kashmir is the only one exceptional state where the opposite situation prevails. Here, the percentage of female casual labour has increased from 6.2% in 1993/94 to 9.9% in 2011/12.

Mode of employment in case of urban female has been widely varied across the states during the period under study. Over the period the variation has increased in case of self-employment and casual labour employment where as opposite trend is realized in case of regular salaried employment. Maximum variation is observed in case of female casual labour employment (46.75% in 1993/94 & 63.74% in 2011/12) and over the period the highest increase in the variation is also observed.

Sex wise analysis indicates that the opposite scenario has been found in urban India so far as the percentage of casual labour is concerned. Although over the period the percentage of casual labour

has declined in case of both male and female but the extent of decline is more in case of female one than their male counterpart during the period under study. It is also observed that over the period the percentage of female casual labour has become zero in urban India which implies that female workers are mostly absorbed in self-employment and regular salaried employment. This, in turn, indicates their job security. State wise analysis also represents that in most of the states there has occurred a continuous decline in case of percentage of female casual labour during 1993/94- 2011/12.

## EXTENT OF CASUALISATION OF WORKERS: RURAL-URBAN INDIA

In section I we have discussed the nature of the mode of employment in Indian states irrespective of sex during 1993/94-2011/12. We have observed a fluctuating trend of casual labour irrespective of sex in rural-urban India and its constituent states during the period under study. Let us examine the extent of casualisation by using the Index of Casualisation (IC) which is defined as:

$$IC = (CL/RE) * 100,$$

Where, CL: Casual Labour, RE: Regular Salaried employment.

We have estimated the IC in rural-urban India irrespective of sex during 1993/94-2011/12.

**Table 5: Sex wise Index of Casualisation of Rural India during 1993/94- 2011/12**

States	M				F			
	1993/94	2004/05	2009/10	2011/12	1993/94	2004/05	2009/10	2011/12
AP	526.83	435.05	519.15	333.61	2873.68	1200.00	1469.23	1690.00
Assam	197.86	205.21	209.78	179.81	145.10	227.63	208.27	104.86
Bihar	839.58	1173.33	1357.58	1147.37	3973.33	2065.22	1370.00	597.87
Chattishgarh		690.00	763.89	651.79		3080.00	5372.73	2000.00
Gujarat	447.42	393.20	432.58	248.80	2675.00	1202.70	1379.31	688.52
Haryana	174.29	109.85	124.02	150.90	594.44	218.33	106.15	300.00
HP	104.26	109.74	111.57	105.38	76.00	30.30	56.94	74.63
J & K	72.62	81.40	88.52	149.51	38.55	68.97	19.16	64.56
Jharkhand		500.00	605.26	672.92		1008.70	495.24	416.98
Karnataka	544.78	690.63	653.62	250.75	1577.42	1634.38	908.62	493.18
Kerala	375.00	286.93	244.44	288.75	336.00	130.35	131.23	135.57
MP	527.87	496.92	646.67	582.46	2500.00	1235.48	2755.56	1253.13
Maharashtra	323.77	300.81	400.96	271.20	1889.29	1781.48	2575.00	1220.51
Orissa	592.19	481.58	513.89	380.49	2710.53	1387.50	867.27	637.93
Punjab	243.61	191.48	279.56	167.49	214.67	100.00	86.08	58.76
Rajasthan	278.95	250.00	282.35	297.92	953.85	504.76	627.59	481.58
Sikkim	59.58	27.91	44.95	28.76	58.78	29.75	43.78	33.82
TN	363.28	352.63	446.72	307.10	900.00	708.82	918.46	478.63
Uttarakhand		146.03	173.19	129.24		300.00	136.67	60.42
UP	379.66	289.04	523.64	448.57	1620.00	612.90	491.84	242.50
WB	336.45	533.78	547.06	582.14	291.14	287.59	313.97	233.93
All India	397.70	365.93	440.23	350.00	1332.35	913.95	803.64	511.84

Note: Index of Casualisation = CL/RE\*100,

Where, RS=> Regular Salaried Employment

CL=> Casual Labour

Our estimates (Table 5) reveal that the index of casualisation has varied across the constituent states in rural India during 1993/94 – 2011/12 irrespective of sex. At the all India level the index of casualisation has declined during the period under study irrespective of sex. The extent of decline is higher in case of female workers as compared to their male counterpart. In case of male workers there has occurred a fluctuating trend in the context of casualisation of works. On the other hand, the female casualisation has declined consistently during the period under study. This situation indicates that over the period female workers are involved in self-employment and regular salaried employment at a larger extent. In 1993/94, the index of casualisation for female has been greater than the male one (397.7 for male and 1332.35 for female) and that has persisted throughout the period under study.

State wise analysis depicts that in almost all the states the index has declined during the post reform period irrespective of sex. There are some exceptional states where the casualisation index has increased during the period under study. Those exceptional states for male workers are Bihar (from 839.58 in 1993/94 to 1147.37 in 2011/12), Himachal Pradesh (from 104.26 to 105.38), Jammu & Kashmir (from 72.62 to 149.51), Madhya Pradesh (from 527.87 to 582.46), Rajasthan (from 278.95 to 297.92), Uttar Pradesh (from 379.66 to 448.57) and West Bengal (from 336.45 to 582.14). In case of female workers the only exceptional state is Jammu & Kashmir (from 38.55 in 1993/94 to 64.56 in 2011/12).

In 1993/94, among the states the extent of casualisation is highest in Bihar (839.58 for male and 3973.33 for female). In 2004/05 and 2009/10 the extent of casualisation has increased for male workers consistently whereas the reverse trend is found in case of female workers. In these two periods for male workers the maximum casualisation is observed in Bihar while for female workers Chhattisgarh has reached the top most position. On the other hand, the extent of casualisation has declined in 2011/12 irrespective of sex so far as these particular states like Bihar and Chhattisgarh are concerned although they are holding the highest position in the context of casualisation of labour.

Again in the year 1993/94, the extent of casualisation is lowest in Sikkim (59.58) followed by Jammu & Kashmir (72.62) for male. In case of female one the lowest index of casualisation is also observed in Sikkim (58.78) followed by Himachal Pradesh (76). In 2004/05, the situation has improved as the extent of casualisation has fallen in Sikkim (27.91 for male & 29.75 for female) irrespective of sex. In 2009/10 it has slightly increased and again in 2011/12 it has declined. This implies that in Sikkim people are more engaged in regular salaried employment as compared to casual labour employment during the period under study.

On the other hand, another estimate (Table 6) represents the extent of casualisation of workers during the post reform period in urban India and its constituent states irrespective of sex. Like rural India it is also observed that during the period under study the extent of casualisation has declined irrespective of sex across the major constituent states in urban India. At the all India level the index of casualisation for male workers has declined from 37.38 in 1993/94 to 33.94 in 2011/12 and for female one it has declined from 76.82 in 1993/94 to zero (0) in 2011/12.

It is clear that at the all India level, although in 1993/94 the extent of casualisation for female has observed more as compared to their male counterpart but over the period the scenario has changed drastically. More specifically, in 2011/12 the extent of casualisation has declined significantly for

male but male casual labour still exists whereas for female one all of them are involved either in self employment or regular salaried employment at the all India level. That is , the index of casualisation for female has become nil which means no casual labour in 2011/12.

**Table 6: Sex wise Index of Casualisation of Urban India during 1993/94- 2011/12**

STATES	M				F			
	1993/94	2004/05	2009/10	2011/12	1993/94	2004/05	2009/10	2011/12
AP	53.47	48.45	35.27	30.10	188.56	69.58	65.56	43.30
Assam	23.13	25.85	13.22	28.17	42.29	22.86	42.39	19.96
Bihar	40.05	69.40	73.61	80.00	100.00	172.50	33.50	30.82
Chattishgarh		34.86	55.56	74.59		122.13	103.14	87.17
Gujarat	39.12	21.83	33.09	14.59	97.12	69.52	55.61	34.65
Haryana	28.29	16.74	24.42	23.87	64.56	14.87	19.78	4.58
HP	15.08	79.33	20.97	17.51	12.40	66.92	41.07	7.22
J & K	7.43	35.26	26.34	28.61	8.66	11.29	13.44	13.60
Jharkhand		42.42	62.57	47.34		83.29	55.49	50.00
Karnataka	47.82	49.62	53.94	35.75	97.46	50.13	64.94	31.43
Kerala	132.48	131.42	127.30	99.06	90.99	46.35	36.43	33.71
MP	40.28	40.68	56.98	48.71	108.90	45.83	56.20	32.43
Maharashtra	20.00	29.75	21.36	15.30	53.91	43.09	24.07	20.64
Orissa	29.04	50.28	52.96	38.46	72.58	57.69	126.28	47.59
Punjab	28.75	19.77	39.10	17.85	15.84	7.68	16.46	7.10
Rajasthan	21.46	32.27	43.16	39.23	61.27	31.29	21.83	34.25
Sikkim	16.74	5.35	0.00	8.51	4.12	3.58	0.00	0.00
TN	62.47	37.25	63.66	54.69	93.77	33.95	90.56	41.63
Uttarakhand		17.56	53.63	24.24		14.44	31.01	5.60
UP	35.85	36.39	56.45	59.21	54.83	31.90	31.15	42.71
WB	30.72	47.34	41.71	47.75	38.93	20.72	27.29	26.55
All India	37.38	35.78	40.71	33.94	76.82	41.23	45.50	0.00

Note: Same as Table 5

State wise analysis indicates that in almost all the constituent states the extent of casualisation has declined during the period under study irrespective of sex. There are few exceptional states where index of casualisation for male workers has increased during 1993/94 – 2011/12. Those exceptional states are Assam, Bihar, Himachal Pradesh, Jammu & Kashmir, Madhya Pradesh, Orissa, Rajasthan, Uttar Pradesh and West Bengal. The status of women in this context is more satisfactory as compared to their male counterpart. In 1993/94, the extent of casualisation has varied from Jammu & Kashmir (7.83) to Kerala (132.48) for male workers. Thus we have observed that male workers of Jammu

& Kashmir are more involved in regular salaried employment and in Kerala there exists a large number of male casual labour. But over the period massive changes have occurred. The index of casualisation in Kerala for male workers has declined to 99.06 and that of Jammu & Kashmir has increased to 28.61 in 2011/12.

In 2011/12, the highest index of casualisation is observed in Kerala while the lowest one is found in Sikkim which is 8.51 for urban male workers. But most remarkable situation in Sikkim is realised in 2009/10 where the extent of casualisation has become zero for male which indicates that all of them are secured in terms of their job as they are engaged in regular salaried employment.

Again state wise analysis reveals that in most of the states a fluctuating trend is observed in case of index of casualisation for male although in most of the states ultimately the index of casualisation has declined for male workers in 2011/12. Only in Andhra Pradesh and Kerala the index of casualisation has declined consistently for male workers.

On the other hand, for female workers it is observed that in 1993/94 the index of casualisation is quite high in almost all the states excepting Sikkim (4.12). Extent of casualisation has varied from 4.12 in Sikkim to 188.56 in Andhra Pradesh. Over the period the variation has fallen. In 2011/12, the highest index of casualisation is observed in Chhattisgarh (87.17) and lowest in Sikkim (0.00). This represents that during the period under study the situation has improved remarkably so far as their mode of employment is concerned. It is found that in recent years the female workers are more involved in regular salaried employment. In fact, during post reform period there has occurred a significant shift from casual labour employment to regular salaried employment irrespective of sex.

## CONCLUSIONS

Being a populous country, India had faced the perennial problem of labour and employment. Providing employment to the millions of job seekers has been a major challenge for our planners since the inception of India's economic planning. The Post-Reforms period has witnessed the structural changes in the labour and employment issues. The structure of the labour market has played an important role in shaping development patterns and outcomes. GDP growth rate has been particularly rapid since the post reform period of the 1990s. This high growth rate has contributed to important changes in employment conditions in the country.

In India the pattern of mode of employment has been changing rapidly during post reform period. In rural India the percentage of self employment has declined in case of male workers where as it has increased for female one. On the other hand, the reverse scenario is found in urban India in case of self-employment.

Again the percentage of regular salaried employment has increased in rural India irrespective of sex during the period under study. In urban India surprisingly the percentage of regular salaried employment has declined in case of male counterpart. At the same time, like rural India the percentage of urban female regular salaried employment has increased during the period under study. This implies that female workers have become socially and economically more secured during the period under study both in rural as well as urban India.

Again the percentage of casual labour has declined in urban India irrespective of sex during post reform period. This indicates the increased job security of urban workers which will lead to improve the standard of living of urban masses. In case of rural India the percentage of female casual labour has also declined where as in case of male counterpart it has increased during the period under study.

During the post reform period the extent of casualisation has been changing significantly irrespective of sex. Both in rural and urban India the condition of female workers has improved in term of job security and social security during the period under study as compared to male one. Although male casual labour employment has declined during the post reform period but the extent of casualisation has declined more in case of female workers than their male counterpart in most of the constituent states in India. Our estimates reveal that in 1993/94 the index of casualisation is found to exist very high in case of female in both rural and urban India as compared to male one. But over the period the scenario has been changing in the context of casualisation of labour. There has occurred a sharp fall in case of casualisation index irrespective of sex. The extent of casualisation is more in rural India as compared to the urban India irrespective of sex during the period under study. This is so because in rural areas people are mostly involved as cultivators and agricultural labourers. On the other hand, education and other required training facility is comparatively less in the rural India. But over the period the situation has changed in this context and extent of casualisation has declined.

State wise data also indicates that the extent of fall in case of casualisation index is more in case of female labour during 1993/94 – 2011/12. This represents that female workers are getting regular salaried employment at a larger scale during the period under study. Hence they have become more secured in terms of their financial condition which will ensure women empowerment through decision making power in their family eventually. Expansion of education system in India has played a vital role in this context both in rural and urban India. It is generally observed that education has positive effect on earning and bargaining power. Hence Government should take initiative and implement relevant schemes which will help rural male to become self employed more and reduce the casualisation of labour in near future. At the same time some policies should be introduced which will enable casual workers to convert to permanent workers.

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