

CHAPTER 32

LABOUR AND EMPLOYMENT

The key strategy for achieving inclusive growth in the Eleventh Plan has been generation of productive and gainful employment, with decent working conditions, on a sufficient scale to absorb the growing labour force. The Eleventh Plan aims at generation of 58 million work opportunities in twenty-one high growth sectors so that the unemployment rate falls to 4.83 per cent by the end of the Plan. The 64th round (2007-08) of NSSO survey on employment –unemployment indicates creation of 4 million work opportunities between 2004-05 and 2007-08.

During 1999-2000 to 2004-05, about 47 million work opportunities were created compared to only 24 million in the period between 1993-94 and 1999-2000 and employment growth accelerated from 1.25 per cent per annum to 2.62 per cent per annum. However, since the labour force grew at a faster rate of 2.84 per cent than the workforce, unemployment also rose. Several poverty–alleviation and employment generation programmes are being implemented by the Government of India. Some of them are Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS):

The MGNREGS aims at enhancing livelihood security of households in rural areas of the country by providing at least one hundred days of guaranteed wage employment in a financial year to every household whose adult members volunteer to do unskilled manual work. It also mandates 33 percent participation for women. The primary objective of the Scheme is to augment wage employment. This to be done while also focusing on strengthening natural resource management through works that address causes of chronic poverty like drought, deforestation, and soil erosion and thus encourage sustainable development. The MGNREG Act was notified in 200 districts in the first phase with effect from 2 February 2006 and then extended to an additional 130 districts in the financial year 2007-08. The Act has been notified throughout the country with effect from 1 April 2008. About 4.10 crore households have been provided employment during 2010-11 till December 2010. Out of the 145 crores person days created under the scheme during this period, 23 per cent and 17 per cent were accounted for by SC and ST population respectively and 50 per cent by women. Many initiatives are being taken for better and more effective implementation of the MGNREGS.

Swarna Jayanti Gram Swarajgar Yojana (SGSY)

The SGSY is a major ongoing scheme launched in April 1999 to help poor rural families cross the poverty line by assisting them to take up income-generating economic activities through a mix of bank credit and government subsidy. The scheme involves selection of key activities, planning of activity clusters, organisation of the poor into self-help groups (SHGs) and building of their capacities through training and skill development, creation of infrastructure, and technological and marketing support. The SGSY specially focuses on vulnerable sections among the rural poor with SCs/STs to account for at least

50 per cent and women 40 per cent of the swarozgaris. The share of minorities and disabled persons will be 15 per cent and 3 per cent respectively. Also, 15 per cent of the SGSY allocation is set apart for special projects that are implemented with different models of self-employment generation and to enhance the income-generating capacity of the rural poor. Since its inception, up to December 2010, 40.04 lakh SHGs have been formed under the SGSY, with women SHGs accounting for about 68 per cent of the total. During the period, a total of about 154.87 lakh swarozgaris have been assisted with bank credit and subsidy. The total investment under the SGSY is Rs.37,927 crore, including Rs.25,743.29 crore credit and Rs.12,183.58 crore subsidy. Under the Special Project component of the SGSY, a placement-linked skill development programme has been taken up with the objective of helping a specific number of BPL families cross the poverty line through regular wage employment. About 9.00 lakh rural BPL beneficiaries are to be covered through 116 projects sanctioned/approved so far with an outlay of about Rs.1200 crore. About 2.25 lakh youth have already been trained/are under training and 1.75 lakh placed so far. A new initiative has also been taken up for setting up a rural Self Employment Training Institute(RSETI) in each district of the country for basic and skill development training of rural BPL youth to enable them to undertake micro-enterprises and wage employment.

Swarna Jayanti Shahari Rojgar Yojana (SJSRY)

The SJSRY launched by the Government of India in December 1997 has been revamped with effect from April 2009. The scheme provides gainful employment to the urban unemployed and underemployed through encouraging the setting up of self-employment ventures or provision of wage employment. The revamped scheme has the following five components : i) Urban Self employment Programme(USEP) ii) Urban Women Self-help Programmed (UWSP) iii) Skill Training for Employment Promotion amongst Urban Poor(STEPUP) iv) Urban Wage Employment Programme(UWEP) and v) Urban Community Development Network(UCDN). A total of 6,80,325 beneficiaries have been benefited upto 31st December, 2010

This Chapter presents data in respect of Employment, wages and earnings, Industrial departments, Industrial injuries and Labour Training. Attempts have been made to cover statistics regarding employment under the public and private sectors and information have been collected by various sources. The concepts and definitions of the terms used in this Chapter are examined below:

Employed (or workers): Persons who were engaged in any economic activity or who, despite their attachment to economic activity, abstained from work for various reasons like illness, injury, etc. Unpaid helpers who assisted in the operation of an economic activity in the household farm or non-farm activities were also considered as workers. Workers were further categorized as self-employed, regular salaried/wage employee, and casual wage labour.

- **Self-employed:** Persons who operated their own farm or non-farm enterprises or were engaged independently in a profession or trade on own-account or with one or a few partners were deemed to be self-employed in household enterprises.
- **Regular salaried/wage employee:** These were persons who worked in others' farm or non- farm enterprises (household and non-household) and, in return, received salary or wages on a regular basis (i.e. not on the basis of daily or periodic renewal of work contract). This category included not only persons getting time wage but also persons receiving piece wage or salary and paid apprentices, both full time and part-time.
- **Casual wage labour:** A person who was casually engaged in others' farm or non-farm enterprises (household and non- household) and, in return, received wages according to the terms of the daily or periodic work contract, was a casual wage labour.

Unemployed (or seeking or available for work): Persons, who owing to lack of work, had not worked but either sought work through employment exchanges, intermediaries, friends or relatives or by making applications to prospective employers or expressed their willingness or availability for work under the prevailing conditions of work and remuneration, were considered as those who were 'seeking or available for work' (or unemployed).

Labour force: Persons who were either 'working' (or employed) or 'seeking or available for work' (or unemployed) constituted the labour force.

Not in labour force: Persons who were neither 'working' nor 'seeking or available for work' for various reasons during the reference period were considered as 'not in labour force'. Persons under this category are students, those engaged in domestic duties, rentiers, pensioners, recipients of remittances, those living on alms, infirm or disabled persons, too young persons, prostitutes, etc. and casual labourers not working due to sickness.

Highlights:

- The estimated employment in organized sector marginally increased from 27.80 million in 2000-01 to 28.01 million in 2008-09. The estimated employment in public sector decreased from 19.14 million to 17.79 million, whereas, estimated employment in private sector increased from 8.65 million to 10.31 million during the same period.
- Out of the total employment of the organized sector during 2008-09, 9.46% pertained to Central Government and 25.76% pertained to State Governments. However, 20.72% and 7.36% of the employment belonged to Quasi Government and Local Bodies. 36.65% of the employment belonged to private sector.
- The employment in railway decreased from 1.55 million in 2000-01 to 1.30 million in 2009-10. Out of the total employment in railway during 2009-10, more than 95% employees were engaged in various zones, whereas, only 3.52% and 1.32% of the

employees were engaged in 'production units' and 'railway board and other railway offices' respectively.

- The total number of employment in factories increased from 4.23 million in 2000 to 8.01 million in 2007. The total number of employment in public sector increased from 0.80 million to 1.06 million, whereas, the total number of employment in private sector increased from 3.43 million to 6.96 million during the same period.
- The total number of factories increased from 144.8 thousand in 2000 to 163.304 thousand in 2007, whereas, the average daily employment in these factories rose from 5.7 million to 8.0 million during the same period.
- The estimated employment in mines decreased from 0.64 million 2000 to 0.53 million in 2008. Out of total employees in mines during 2008, more than 70 % were in coal, 8.5% in iron ore and 5.3% were in lime-stone. However, 8.7% employees were engaged in other mines.
- The average daily number of workers in plantations decreased from 2.09 million in 2000 to 1.68 (E) million in 2009. The average daily number of workers in tea plantations increased from 1.21 million to 1.26 million, whereas, average daily number of workers in coffee plantations increased from 0.54 million to 0.59 million during the same period. The average daily number of workers in rubber plantations increased from 0.35 million in 2000 to 0.44 (E) million in 2009.
- The number of shops and commercial establishments decreased from 5.84 million in 2000 to 5.56 (P) million in 2008, whereas, the total number of workers increased from 6.88 million to 10.18 million during same period. The number of shops decreased from 4.78 million in 2000 to 4.19 million in 2008, whereas, the total number of workers increased from 3.14 million to 3.91 million during same period.
- The number of commercial establishments increased from 0.84 million in 2000 to 1.1 million in 2008, whereas, the total number of workers increased from 2.96 million to 5.2 million during same period. The number of 'restaurants, theatres, etc.' increased from 0.22 million in 2000 to 0.28 million in 2008, whereas, the total number of workers increased from 0.78 million to 1.01 million during same period.
- The number of employment exchanges in the country increased from 0.96 million in 2000 to 0.97 million in 2009, whereas, the live registers maintained therein decreased from 41.34 million to 38.15 million during the same period. The registrations done in the employment exchanges decreased from 6.04 million in 2000 to 5.69 million in 2009, whereas the notified vacancies increased from 0.28 million 2000 to 0.42 million during the same period.
- The earnings of workers of the factories submitting the returns increased from ₹ 1.20 billion in 2001 to ₹ 28.65 billion 2009, whereas, annual earnings per worker increased from ₹ 16751 to ₹ 64410 during same period.

- The average per labour weekly earnings of coal mines at all India level for underground and open working increased from ` 1897 and ` 1743 in 2000 to ` 4401 and ` 4142 respectively in 2008.
- The number of industrial injuries in factories decreased from 23976 in 2000 to 15290 in 2007. The number of fatal injuries increased from 486 to 821, whereas, non-fatal injuries decreased from 23490 to 14469 during same period.
- The number of industrial disputes declined from 771 in 2000 to 274 in 2010. The number of workers involved in industrial disputes decreased from 1.42 million to 0.68 million, whereas, the number of mandays lost due to industrial disputes decreased from 28.76 million to 3.10 million during the same period.

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