

## Labour and Employment

10.7 Employment generation to meet the backlog of unemployed and the new additions to the labour force, is a challenging task. The increasing diversification of the economy together with acceleration in economic growth has caused structural changes in the nature of the job market. Higher economic growth in the recent past, if it has been more capital intensive, may have resulted in lower employment intensity. However, there is reason to believe this may be more than compensated by new and expanded opportunities in the services sector, much of which would also be in the unreported unorganised sector.

10.8 The annual growth of employment in the

Year	Public sector	Private sector	Total organised
1991	1.52	1.24	1.44
1992	0.80	2.21	1.21
1993	0.60	0.06	0.44
1994	0.62	0.01	0.73
1995	0.11	1.63	0.55
1996	(-)0.19	5.62	1.51
1997	0.67	2.04	1.09
1998	(-)0.09	1.72	0.46
1999	0.00	0.11	0.04

Source : Planning Commission.

organised sector, both public and private, for the period 1991-99 is presented in Table 10.3. The major contribution in the overall growth of organised employment can be seen to be made by the private sector in the post reform period. Whereas there was hardly any growth of employment in the public sector during 1999, the organised private sector employment grew by 0.11 per cent.

### Child Labour

10.9 The policy of the government is to ban the employment of children below the age of 14 years in factories, mines and hazardous employment and regulate the working conditions

of children in other areas of employment. Under the action plan of the policy, National Child Labour Projects (NCLPs) have been set up in different areas to rehabilitate child labour. Major activities undertaken under the NCLP is the establishment of special schools to provide non-formal education, vocational training, supplementary nutrition, etc. to children withdrawn from employment. So far 94 child labour projects under the NCLP covering 1.8 lakh children have been sanctioned in states where the child labour use is relatively high. However, children's care and the problem of child labour remains an area of concern. According to 1991 census, the number of working children in the country was of the order of 11.28 million. The new census due in 2001 should provide fresh insight about the dimension of the problem of child labour.

### Women in the Labour force

10.10 Women are known to work on farms, in road and housing construction, and of late, in factories manufacturing garments and electronic assembly plants. Skilled women workers also have been working in traditional village industries either as self employed or as paid workers. In hill areas, search for forest products including fuel wood engages a fairly large number of women.

10.11 The majority of women work in the unorganised sector for low wages and at low levels of skills. Though, in absolute terms, the number of women workers during the last four decades has more than doubled from 40 million in 1951 to 90 million in 1991, the per centage of women labour to total work force may have declined marginally.

10.12 The Equal Remuneration Act, 1976 provides for payment of equal remuneration to men and women for the same work or work of a similar nature without any discrimination against women in recruitment as well as in conditions of service such as promotions, training and transfers etc. A Central Advisory Committee has been set up under the Act to advise the government on providing increasing employment opportunities for women and generally reviewing the steps taken for effective implementation of the Act. The state government and UTs have also set up similar

committees. There are various other enactments applicable to women labour governing their working conditions. The Supreme Court of India has also laid down certain guidelines for the prevention of sexual harassment of women employees in their work places. To make the guidelines applicable to employees in the private sector, the Industrial Employment (Standing Orders) Act has been amended.

### Real Wages for Unskilled Agricultural Labour

10.13 Despite marginal declines for the years 1994-95 and 1998-99, the all India average real wages for the unskilled agricultural workers have risen continuously and at an average rate of about 3 per cent per annum during the 8 year span of 1992-2000. However, as shown in Table 10.4 there are wide fluctuations among the various states over the years. These data are consistent with the reduction in poverty that

**TABLE 10.4**  
**Annual Percentage Change in Real Wages for Unskilled Agricultural Labour for Selected States**

State	Percentage Change for agricultural year (July to June) over previous year								
	1993-94	1994-95	1995-96	1996-97	1997-98(P)	1998-99(P)	1999-2000(P)		
Andhra Pradesh	(+) 8.60	(+) 2.71	(-) 1.73	(+) 1.51	(+) 4.33	(-) 3.46	(+) 4.13		
Assam	(-) 6.58	(-) 1.67	(+) 2.68	(+) 1.52	(+) 0.77	(+) 1.18	(-) 1.02		
Bihar	(+) 5.98	(+) 1.69	(-) 2.30	(+) 15.15	(-) 4.70	(-) 5.70	(-) 3.26		
Gujarat	(+) 2.86	(+) 1.27	(+) 2.92	(+) 5.08	(+) 14.43	(+) 7.37	(+) 10.14		
Karnataka	(+) 41.31	(-) 15.60	(-) 8.61	(+) 21.39	(+) 17.05	(-) 2.83	(+) 8.42		
Kerala	(-) 2.84	(+) 5.24	(+) 13.20	(+) 14.54	(+) 15.67	(+) 4.90	(-) 14.53		
Madhya Pradesh	(-) 3.53	(+) 4.93	(+) 1.24	(+) 1.31	(+) 0.83	(+) 0.79	(+) 3.74		
Maharashtra	(+) 25.58	(-) 0.68	(-) 7.89	(+) 8.31	(+) 8.78	(-) 5.41	(-) 10.84		
Orissa	(-) 0.14	(-) 3.52	(+) 0.55	(-) 0.41	(+) 2.39	(+) 0.61	(-) 0.23		
Punjab	(+) 1.51	(-) 1.17	(-) 6.50	(-) 0.42	(+) 0.56	(-) 2.92	(-) 0.74		
Rajasthan	(-) 7.66	(+) 1.05	(+) 10.33	(+) 17.81	(+) 5.12	(-) 16.26	(+) 16.83		
Tamil Nadu	(+) 11.60	(+) 1.03	(+) 3.63	(+) 7.90	(+) 13.39	(+) 2.63	(+) 16.84		
Uttar Pradesh	(-) 6.77	(-) 2.31	(+) 14.78	(-) 6.39	(+) 17.36	(+) 0.38	(-) 5.61		
West Bengal	(-) 6.50	(-) 5.29	(-) 0.28	(+) 11.15	(+) 3.02	(-) 3.14	(+) 0.65		
<b>All India</b>	<b>(+) 5.61</b>	<b>(-) 0.39</b>	<b>(+) 0.72</b>	<b>(+) 6.37</b>	<b>(+) 7.17</b>	<b>(-) 1.56</b>	<b>(+) 1.15</b>		

(P) : Provisional.

Notes: (i) Data on state average wage rates for unskilled agricultural labour in current prices are taken from the Ministry of Agriculture. The same have been converted into real wages by deflating with the State level Consumer Price Index Numbers for Agricultural Labourers (CPIAL) with 1960-61 as base. (CPIAL) has been sourced from Labour Bureau, Shimla). Having estimated real wages for agricultural year percentage change over previous year has been worked out.

(ii) New series of CPIAL with base 1986-87 = 100 were released w.e.f. November 1995. To maintain continuity of old series of CPIAL, the new series have been converted by using the linking factor of each state and then, the average for each state has been worked out on the basis of converted series.

(iii) The real wages for unskilled agricultural labour for each state have been weighted by total agricultural labourers of the state for working out all India average. The weighted average real wages for all India are based on 14 states as reported above. Having estimated weighted average real wages for all India, percentage change over previous year has been worked out.

Source: Ministries of Agriculture and Labour.