

## 1. Details of Module and its structure

Module Detail	
Subject Name	Geography
Course Name	Geography 04 (Class XII, Semester - 2)
Module Name/Title	Composition of Working Population, Work Participation Rate, Occupational Categories – Part 4
Module Id	legy_20104
Pre-requisites	Basic Concept about Population Composition in India on the basis of residence, linguistic characteristics and religion
Objectives	<p>After reading this lesson, learners will be able to:</p> <ol style="list-style-type: none"><li>1. Familiarize with key concepts and terminology of Occupational Structure, Work Participation rate</li><li>2. Acquire knowledge and understanding about the factors for the present occupational structure in India</li><li>3. Analyse how conditions in one place can affect the occupational structure and why it varies from place to place</li><li>4. Understand and analyse the inter-relationship between the physical and socio-economic conditions and the work participation rate</li><li>5. Students will develop competency to analyse, evaluate, interpret and apply the acquired knowledge to determine the different issues related to occupational structure effectively.</li></ol>
Keywords	Occupational Structure, Work Participation Rate, Workers, Marginal Workers, Dependency Ratio, Cultivators, Agricultural Labourers, Household Industrial Workers, Other Workers.

## 2. Development Team

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### **Occupational Structure:**



Fig. No. 1

Source: <https://oshr.nc.gov/work-for-nc>

In a country the working population (i.e. women and men of the age group – 15 to 59), take part in various occupations ranging from agriculture, forestry, fishing, manufacturing construction, commercial transport, services, communication and other unclassified services. Agriculture, forestry, fishing and mining are classified as primary activities, processing of these primary products into finished goods of higher value comes under manufacturing or secondary activities. Services involving trade, transport, communication and others come under tertiary activities and the jobs related to research, information technology and developing ideas are categorised as quaternary activities.

*The proportion of working population engaged in these four sectors is a good indicator of the levels of economic development of a nation.*

A developed economy with industries and better infrastructure have more opportunities, and can employ more workers in the secondary, tertiary and quaternary sectors. An economy, which is still in the primitive stages, would have a larger proportion of people engaged in primary activities as they will be involved in the activities like agriculture, fishing, mining etc. that depend directly on nature.

### **Composition of Working Population:**

In this context, let us get some clear definitions of the following terms::

“**Work** is defined as participation in any economically productive activity with or without compensation, wages or profit. Work involves not only actual work but also includes effective supervision and direction of work. It even includes part time help or unpaid work on farm, family enterprise or in any other economic activity. All persons engaged in ‘work’ as defined above are workers. The main point to note is that the activity should be economically productive”.

*The population of India according to their economic status is divided into three groups, namely; main workers, marginal workers and non-workers.*

### **Standard Census Definition :**

**Main Worker** is a person who works in any economically productive activity for at least 183 days (or six months) in a year.

**Marginal Worker** is a person who works in any economic activity for less than 183 days (or six months) in a year.

It is observed that in India, the proportion of workers (both main and marginal) is only 39.8 per cent (2011) leaving a vast majority of about 60 per cent as non-workers. This indicates an economic status in which there is a larger proportion of **dependent population**, further indicating possible existence of large number of unemployed or under employed people.

From the bar diagram given below, it is clear that the proportion of population in the 15-59 years of age group is increasing and the younger group of children is decreasing gradually over time. This will have a direct impact on the numbers of working population.

### Trends in broad age distribution,1971-2011

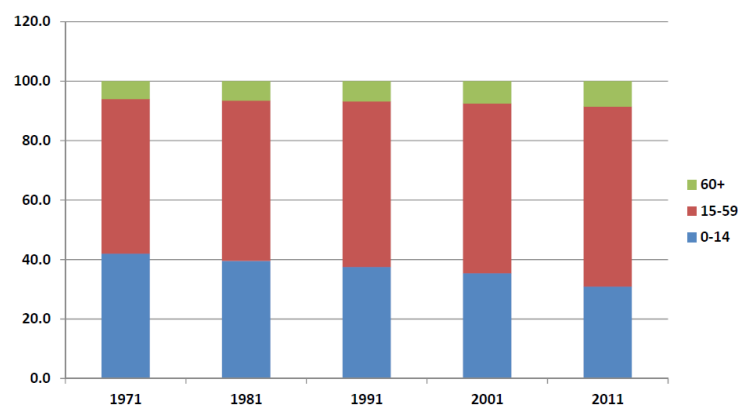


Fig No. 2

Source: *Demographic Transition in India* P.M. Kulkarni CSRD, SSS, J.N. University Office of Registrar General of India

- **Dependency Ratio =**  

$$\frac{\text{No. of persons in age group 0-14 years} + \text{No. of persons in age group 60 years or more}}{\text{No. of persons in age group 15-59 years}}$$
  - Dependency Ratio can be divided in 2 parts:
    - Young dependency ratio
    - Old dependency ratio
  - Dependency Ratio gives the proportion of persons whom the persons in economically active age group need to support
  - Reduction in Dependency Ratio indicates a phase of population transition where a higher percentage of persons in the working age group may translate into higher per capita income for the economy
  - This is also called the phase where a country may benefit from 'Demographic Dividend'
- [www.censusindia.gov.in](http://www.censusindia.gov.in)

### What is work participation rate?

**Work participation rate** is the Percentage of Workers (Main + Marginal) to total population'.

The working population and work participation rate highlights the occupational distribution of population in a region. The following table and graph show the change over time.

The temporal analysis of total workers of India explains that the work participation rate has registered continuous increase in the last four decades. The number of total workers in the country has almost doubled in the 30 years period from 1981 to 2011.

## Workers and Work Participation Rate - India (Persons) : 1981-2011

Census Year	INDIA					
	Workers			Work Participation Rate		
	Total	Rural	Urban	Total	Rural	Urban
1981	244,604,986	197,308,289	47,296,697	36.8	38.9	30.0
1991	314,131,370	249,028,944	65,102,426	37.5	40.0	30.2
2001	402,234,724	309,956,070	92,278,654	39.1	41.7	32.3
2011	481,888,868	348,743,092	133,145,776	39.8	41.8	35.3

Fig. No. 3

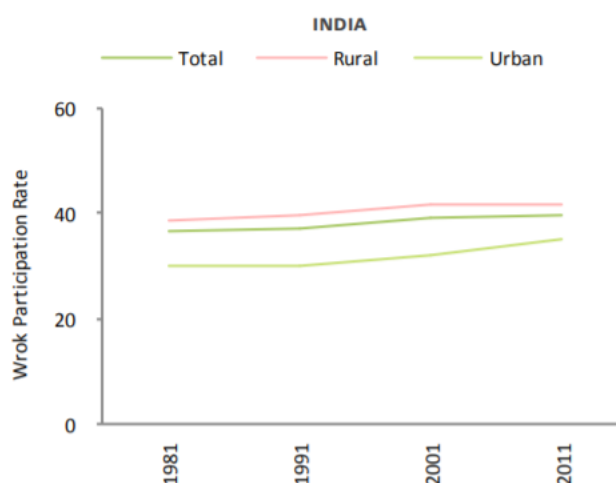


Fig. No. 4

Source: [http://censusmp.nic.in/censusmp/Data/PCA\\_DATA/006%20-%20Chapter%20-%204%20-%20WPR%20.pdf](http://censusmp.nic.in/censusmp/Data/PCA_DATA/006%20-%20Chapter%20-%204%20-%20WPR%20.pdf)

The analysis of 2011 total work participation rate of India shows that:

## Work Participation Rate - Top and bottom five States/Union Territories : 2011

States/Union Territories	Total	States/Union Territories	Rural	States/Union Territories	Urban
Top					
Himachal Pradesh	51.9	Nagaland	54.0	Daman & Diu #	53.6
Sikkim	50.5	Sikkim	53.3	Dadra & Nagar Haveli #	45.5
Daman & Diu #	49.9	Himachal Pradesh	53.3	Sikkim	41.9
Nagaland	49.2	Andhra Pradesh	51.5	Manipur	41.4
Chhattisgarh	47.7	Chhattisgarh	51.3	Mizoram	41.0
Bottom					
Lakshadweep #	29.1	NCT of Delhi #	31.1	Lakshadweep #	28.0
Uttar Pradesh	32.9	Lakshadweep #	32.9	Bihar	28.6
NCT Of Delhi #	33.3	Uttar Pradesh	33.4	Jharkhand	29.3
Bihar	33.4	Bihar	34.0	Uttar Pradesh	31.2
Jammu & Kashmir	34.5	Jammu & Kashmir	34.2	Rajasthan	32.3

# Union Territories

Fig. No. 5

Source: [http://censusmp.nic.in/censusmp/Data/PCA\\_DATA/006%20-%20Chapter%20-%204%20-%20WPR%20.pdf](http://censusmp.nic.in/censusmp/Data/PCA_DATA/006%20-%20Chapter%20-%204%20-%20WPR%20.pdf)

- Himachal Pradesh, Sikkim, Daman and Diu, Nagaland and Chhattisgarh have emerged as the *top five* work participation rate States/Union Territories of India whereas, Lakshadweep, Uttar Pradesh, NCT of Delhi, Bihar and Jammu & Kashmir were among the **bottom five** states/UTs.

*In the country, the highest work participation rate is observed in Himachal Pradesh (51.9%) and lowest in Lakshadweep (29.1%).*

- With regard to rural work participation rate, Nagaland, Sikkim, Himachal Pradesh, Andhra Pradesh and Chhattisgarh have emerged as the top five states/UTs whereas NCT of Delhi, Lakshadweep, Uttar Pradesh, Bihar and Jammu Kashmir are the bottom five states/UTs.
- The highest rural work participation rate is observed in Nagaland (54.0%) and lowest in NCT of Delhi (31.1%).
- Daman & Diu, Dadra & Nagar Haveli, Sikkim, Manipur and Mizoram states/UTs are among the top five in urban work participation rate in India.
- In comparison Lakshadweep, Bihar, Jharkhand, Uttar Pradesh and Rajasthan are among the bottom five states/UTs.
- The highest urban work participation rate is observed in Daman & Diu (53.6%) and lowest in Lakshadweep (28%).

### ***Sectoral composition of workforce in India, 2011***

The occupational composition of India's population (which actually means engagement of an individual in farming, manufacturing, trade, services or any kind of professional activities) show a large proportion of primary sector workers compared to secondary and tertiary sectors.

**Sectoral composition of workforce in India, 2011**

Categories	Population			
	Persons	% to total Workers	Male	Female
Primary	26,30,22,473	54.6	16,54,47,075	9,75,75,398
Secondary	1,83,36,307	3.8	97,75,635	85,60,672
Tertiary	20,03,84,531	41.6	15,66,43,220	4,37,41,311

Fig. No. 6

Source: India People and Economy - NCERT

From the above table it is evident that, about 54.6 per cent of total working population are cultivators and agricultural labourers, whereas only 3.8% of workers are engaged in household industries and 41.6 % are other workers including non household industries, trade, commerce, construction and repair and other services. As far as the occupation of country's male and female population is concerned, male workers out-number female workers in all the three sectors.

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In a developing country like India, the share in agricultural sector to the total GDP has been gradually and steadily declining from about 50% in the 1950s to less than 20% in the 2010s. This indicates the development of the economy from primitive agriculture to other sectors.

***Different Categories of Workers:***

**Occupational Categories:**

The 2011 Census has divided the working population of India into four major categories:

1. Cultivators
2. Agricultural Labourers
3. Household Industrial Workers
4. Other Workers.

***Note:***

***Cultivators*** : For purposes of the Census, a person is classified as cultivator if he or she is engaged in cultivation of land owned or from government or from private persons or institutions for payment in money, kind or share. Cultivation also includes effective supervision or Cultivation does not include the plantation crops like– tea, coffee, rubber, coconut and betel nuts (areca).

***Agricultural labourers*** : A person who works on another person's land for wages in cash or kind or share. She/he has no risk in the cultivation, but merely works on another person's land for wages. An agricultural labourer has no right of lease or contract on land on which she/he works.

***Workers in household industry:******Cultivators*** : For purposes of the Census, a person is classified as cultivator if he or she is engaged in cultivation of land owned or from government or from private persons or institutions for payment in money, kind or share. Cultivation a***Cultivators*** : For purposes of the Census, a person is classified as cultivator if he or she is engaged in cultivation of land owned or from government or from private persons or institutions for payment in money, kind or share. Cultivation also includes effective supervision or Cultivation does not include the plantation crops like– tea, coffee, rubber, coconut and betel nuts (areca).

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***Workers in household industry:*** Household industry is defined as an industry conducted by one or more members of the household at home or within the village in rural areas and only within the precincts of the house where the household lives in urban areas. The larger percentage of workers in household industry should consist of members of the household.

The activity relate to production, processing, servicing, repairing or making and selling of goods.

**Other workers:** A person, who has been engaged in some economic activity but not as a cultivator or agricultural labourer or worker in Household Industry. The type of workers that come under this category include all government servants, municipal employees, teachers, factory workers, plantation workers, those engaged in trade, commerce, business, transport, banking, mining, construction, political or social work, priests, entertainment artists, etc. In fact, all those workers other than cultivators or agricultural labourers or household industry workers are 'Other Workers'.

### Workers and Percentage of different categories of Workers: 2001 and 2011

The time series data on work force distribution by category of workers like cultivators, agricultural labourers, workers in Household industries, etc. also presents a picture of structural change occurring in the economy.

Census Year	INDIA				
	Workers	Percentage			
		Cultivators	Agricultural Labourers	Workers in Household Industry	Other Workers
2001	275,014,476	31.1	20.8	3.2	44.9
2011	331,939,875	24.9	24.9	2.9	47.2

Fig. No. 7

Source: [http://censusmp.nic.in/censusmp/Data/PCA\\_DATA/006%20-%20Chapter%20-%204%20-%20WPR%20.pdf](http://censusmp.nic.in/censusmp/Data/PCA_DATA/006%20-%20Chapter%20-%204%20-%20WPR%20.pdf)

The major occupation of the Indian population is agriculture and allied activities. The analysis of total workers and percentage of different categories of workers in India explains that cultivators and household industry workers are decreasing and percentage of agricultural labourers and other workers are increasing in 2001 and 2011 period in India.

The decrease in cultivators is larger than increase in agricultural labourers. The household industries sector accounts for very small percentage both in 2001 and 2011 in India. The other categories of economic activities employed a higher percentage of people in both the census years.

At all India level in the year 2001, the percentage of male cultivators to total male workers was 31.1 which decreased to 24.9 percent in 2011.

Regarding male agricultural labourers at all India level in the year 2001, the percentage of male agricultural labourers to total male workers was 20.8 which increased to 24.9 percent in 2011.

The overall low status of agricultural labourers is a good indicator showing to some extent affluence level in farming activities.

Regarding household industry workers (males) at all India level in 2001 the percentage was 3.2 which decreased to 2.9 percent in 2011.

The above information regarding household industry workers reiterates the fact that more initiatives are required to be taken to develop household industry in rural areas.

Regarding other workers (males) at all India level, 44.9 percent workers were engaged in 2001 which enhanced to 47.2 percent in 2011.

### Workers and Percentage of different categories of Workers (Males) : 2001 and 2011

Census Year	INDIA				
	Workers	Percentage			
		Cultivators	Agricultural Labourers	Workers in Household Industry	Other Workers
2001	275,014,476	31.1	20.8	3.2	44.9
2011	331,939,875	24.9	24.9	2.9	47.2

Fig. No. 8

Source: [http://censusmp.nic.in/censusmp/Data/PCA\\_DATA/006%20-%20Chapter%20-%204%20-%20WPR%20.pdf](http://censusmp.nic.in/censusmp/Data/PCA_DATA/006%20-%20Chapter%20-%204%20-%20WPR%20.pdf)

At the all India level in 2001, the percentage of female cultivators to total female workers was 32.9 percent which has decreased to 24.0 percent in 2011.

Regarding agricultural labourers at all India level in 2001, the percentage of female agricultural labourers to total female workers was 38.9 which enhanced to 41.1 percent in 2011.

Concerning female household industry workers at all India level in 2001, the percentage was 6.5 which decreased to 5.7 in 2011.

Regarding other workers at all India level in 2001, 21.7 percent female workers were engaged in other miscellaneous works which increased to 29.2 in 2011.

### Workers and Percentage of different categories of Workers (Females) : 2001 and 2011

Census Year	INDIA				
	Total Workers	Percentage			
		Cultivators	Agricultural Labourers	Workers in Household Industry	Other Workers
2001	127,220,248	32.9	38.9	6.5	21.7
2011	149,948,993	24.0	41.1	5.7	29.2

Fig. No. 9

Source: [http://censusmp.nic.in/censusmp/Data/PCA\\_DATA/006%20-%20Chapter%20-%204%20-%20WPR%20.pdf](http://censusmp.nic.in/censusmp/Data/PCA_DATA/006%20-%20Chapter%20-%204%20-%20WPR%20.pdf)

It is important to know about the rate of participation of males and females in the country to plan and take the appropriate decisions for the future. Though the females are equally contributing to the economy, yet their contribution in the informal sector is hardly recognised. The proportion of working population, of the states and Union Territories show a moderate variation from about 39.6 per cent in Goa to about 49.9 per cent in Daman and Diu. The states with larger percentages of workers are Himachal Pradesh, Sikkim, Chhattisgarh, Andhra Pradesh, Karnataka, Arunachal Pradesh, Nagaland, Manipur and Meghalaya. Among the Union Territories, Dadra and Nagar Haveli and Daman and Diu have higher participation rate. It is understood that, in the context of a country like India, the work



participation rate tends to be higher in the areas of lower levels of economic development since number of manual workers are needed to perform the subsistence or near subsistence economic activities.

### **Promoting Gender Sensitivity through ‘Beti Bachao–Beti Padhao’ Social Campaign**



Fig. No. 10

Source: [https://en.wikipedia.org/wiki/Beti\\_Bachao,\\_Beti\\_Padhao\\_Yojana](https://en.wikipedia.org/wiki/Beti_Bachao,_Beti_Padhao_Yojana)

The division of the society into male, female and transgender is believed to be natural and biological. But, in reality, there are social constructs and roles assigned to individuals which are reinforced by social institutions. Consequently, these biological differences become the basis of social differentiations, discriminations and exclusions. The exclusion of over half of the population becomes a serious handicap to any developing and civilised society. It is a global challenge, which has been acknowledged by the UNDP when it mentioned that, “If development is not engendered it is endangered” (HDR UNDP 1995). Discrimination, in general, and gender discrimination, in particular, is a crime against humanity.

All efforts need to be made to address the denial of opportunities of education, employment, political representation, low wages for similar types of work, disregard to their entitlement to live a dignified life, etc. A society, which fails to acknowledge and take effective measures to remove such discriminations, cannot be treated as a civilised one. The Government of India has duly acknowledged the adverse impacts of these discriminations and launched a nationwide campaign called ‘Beti Bachao – Beti Padhao’.

*The number of female workers is relatively high in primary sector, though in recent years there has been some improvement in work participation of women in secondary and tertiary sectors.*

It is important to note that the proportion of workers in agricultural sector in India has shown a decline over the last few decades (58.2% in 2001 to 54.6% in 2011). Consequently, the participation rate in secondary and tertiary sector has registered an increase. This indicates a shift of dependence of workers from farm based occupations to non-farm based ones, indicating a sectoral shift in the economy of the country.

The spatial variation of work participation rate in different sectors in the country is very wide. For instance, the states like Himachal Pradesh and Nagaland have very large shares of cultivators.

On the other hand, states like Bihar, Andhra Pradesh, Chhattisgarh, Odisha, Jharkhand, West Bengal and Madhya Pradesh have higher proportion of agricultural labourers. The highly urbanised areas like Delhi, Chandigarh and Puducherry have a very large proportion of workers being engaged in other services. This indicates not only availability of limited farming land, but also large scale urbanisation and industrialisation requiring more workers in non-farm sectors.

## States of India – Occupational Structure, 2011

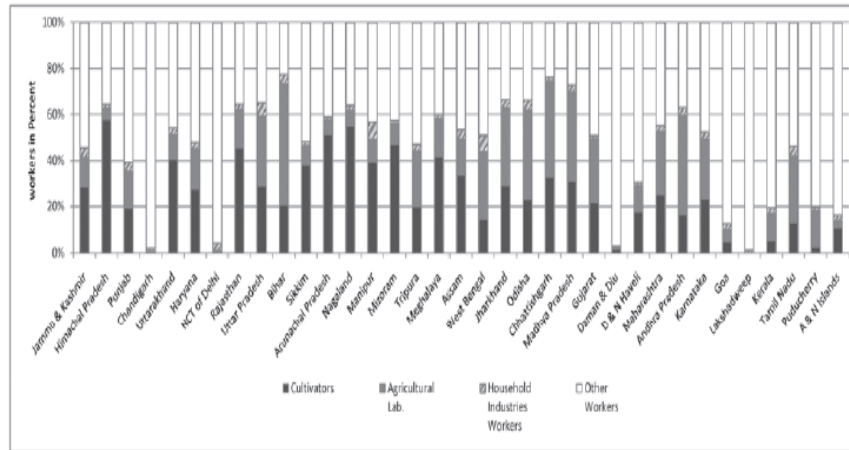


Fig. No. 11

Source: India People and Economy NCERT

## Gender: India better than neighbours

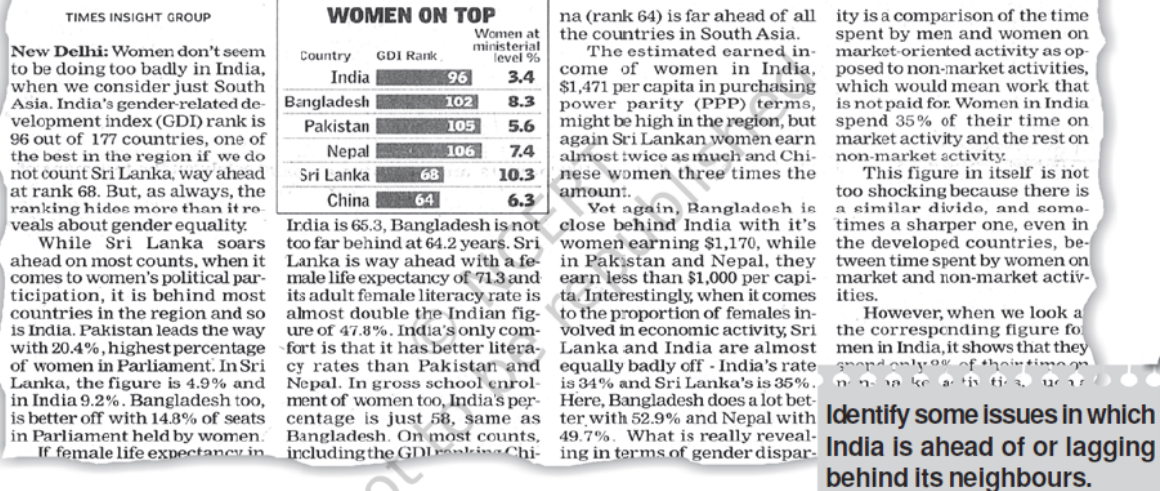


Fig. No. 12

Source: India People and Economy NCERT

Female participation rate in India has declined, and there are wide gender differences in participation rate. There is considerable variation between urban and rural areas. The participation rate of rural women decreased, while the rate for urban women increased over time. The decision and ability for women to participate in the labour force is the outcome of various economic and social factors that interact in a complex fashion at both the household and macro level. Some of the most important factors include educational attainment, fertility rates and the age of marriage, economic growth/cyclical effects, and urbanization. Over the last decade or so, India has made considerable progress in increasing access to education for girls as increasing numbers of women of working age are enrolling in secondary schools. Nonetheless, the nature of economic growth in the country has meant that jobs were not created in large numbers in sectors that could readily absorb women, especially for those in rural areas. Finally, though most women in India work and contribute to the economy in one form or another, much of their work is not documented or accounted for in official statistics, and thus women's work tends to be under-reported

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Women's labour force participation and access to decent work are important and necessary elements of an inclusive and sustainable development process. Women continue to face many barriers to enter labour market and to access decent work and disproportionately face a range of multiple challenges relating to access to employment, choice of work, working conditions, employment security, wage parity, discrimination, and balancing the competing burdens of work and family responsibilities

Considering these insights, policy makers in India should take a comprehensive approach to improving access to and relevance of education and training programs, skills development, access to child care, maternity protection, and provision of safe and accessible transport, along with the promotion of a pattern of growth that creates job opportunities. A policy framework encouraging and enabling women's participation should be constructed with active awareness of the "gender-specific" constraints that face most women.

**Important Points:**

According to *economic status*, population in India is divided into:

- (a) Main workers: a person who works for at least 183 days in a year.
- (b) Marginal workers: who works for less than 183 days or 6 months in a year.
- (c) Non workers: Do not work

Workers are only 39.8% of the population. Thus 60% remain as non-workers - thereby leading to an increase of dependent population.

**Spatial Variation:**

The work participation rate is higher in the areas of lower economic development since more labour is required to do primary subsistence activities. The states with larger percentage of workers are Himachal Pradesh, Sikkim, Chattisgarh, Andhra Pradesh, Arunachal Pradesh and other North Eastern states.

**Occupational Composition:**

It shows a large proportions of primary sector workers compared to secondary and tertiary sectors.

About 55% - cultivators and agricultural labourers,

3.8% - in household industries

41.6% - other workers non household industries, trade, commerce, construction and repair etc.

The male workers out number females in all the three sectors. Number of females are relatively more in primary activities - though it is changing.

Proportion of workers in agricultural sector has shown a decline over the years- 55% in 2011 - with a corresponding increase in the other two sectors- giving rise to a sectoral shift in the economy from farm based activities to non farm based activities.

**Spatial variation of work participation rate:**

- It is very wide in the country in different sectors.
- Himachal Pradesh and Nagaland have large share of cultivators.
- Bihar, Andhra Pradesh, Odisha, Jharkhand, West Bengal – have higher proportions of agricultural labourers.



- Union Territories of Chandigarh, Puducherry, NCT Delhi have more of people in services – reflecting upon
- (a) lesser availability of farming land and also (b) Large scale urbanization and industrialization.

### Cultivators & Agricultural Labourers



Fig. No. 13

Source: The Hindu



Fig. No. 14



Fig. No.15