



EMPLOYMENT PATTERNS IN RURAL INDIA

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ABSTRACT

The basic objective of this paper to discuss the employment patterns in Rural India and across major states using NSSO data for the period 1999 -2000 to 2017-2018.The similar trend is seen across major state as well, though the pattern varied widely. In this whole paper secondary data have been used. The main focused of this paper has revealed that the proportion of self-employed workers among the rural males ranged from the low of 31.5% in Tamilnadu to a high of 71.1% in Assam against the all India average of 54.5 % during 2011-2012.The share of RE workers is low at 10 % at the national level and it is the lowest at 3.9 % in Bihar and the highest at 22.1% in Himachal Pradesh While it is 16.5 % in Haryana. The percentage of CL is more than 40% in some states and it is the highest in Tamilnadu with 57.5 % and the lowest at 18.5 % in Assam, while the all India average stood at 35.5 % among the rural males.

Keywords: Employment, Pattern, Trend, Rural, Worker

Introduction:-

Employment of the laborers is also introduced in terms of their nature like regular employed, self-employed, and casual labour. Where there is a basic move from farming to industry. It is likewise expected that the portion of casual labour would be declined while that of regular employed would increase since the industrial sector provides more of enterprise based employment. There has been a decrease in the level of self-employed from 61% in 1972-1973 to 52.2% in 2011-2012.The portion of regular labours has gone up from 14 % to 18% through the extent of casual labour has moved from 23% to 30% in the similar period. Although in all categories of employment there are both gender and regional inequalities.

The quicker rise in the proportion of casual labour is named as casualization of the workforce. It assesses the percentage of casual labour for each 100 regular employed. Rising portion of casual employment is along these lines, the consequences of basic movement occurring in the economy. This is affected by both push and pull factors. Landless labourer's as well as small and marginal farmers, who did not get employment on regular basis in agriculture or their concerned rural area, those people migrate to the urban areas to get a job in the non-agriculture sector. These people called distress employment.

On the other side, the prosperous non – agriculture sector and the urban area also attract educated and skilled labour from the agriculture sector and rural areas. Although the increasing share of casual labour is a matter of concern, as it leads to decay in the quality of employment in terms of lack of medical facility, job contract, minimum wages, allowances related to the job, leave the facility. The main drawback is the low rate of wages for the casual labour which makes them unemployed and they can be fixed at any time.

Review of Literature

Sundari.S (2020) focused on his study Structural changes and quality of Women's Labour in India. The main target of this study is to take a gander at the patterns and example of changes in Women business structure over year (1983-2018) ensuing upon the primary changes in the Indian economy .The study also analysis the quality of women labour in terms of select boundaries'. The study found that there is neither quantitative nor subjective improvement in women's work over the long period because of primary changes in the economy. There is no 'U' bend of female work supply in reaction to GDP development and extension of female education, suggesting that monetary development has note created satisfactory positions foe ladies. It also signifies that ladies passage or exit of work market is impacted by non-financial factor too. Further said that in this study, Agriculture is the main area in women's business. In the end the study suggested that an business arranged advancement system in assembling area is expected to animate development in female workplace cooperation rate in India and furthermore to support monetary development over the long run.

Bhatt's et al (2020) examined the Regional Patterns and determinates of commuting between Rural and Urban India .The study discuss the significance of urban altering in India. According to guesses from periodic labour force survey 2018-2019an expected 18.8 million people living in rustic are working in metropolitan India and the portion of profit from metropolitan altogether non ranch rustic profit in 19.3%.Among every single countryspecialist,7.3% are rustic metropolitan suburbanites while just 2.1% of metropolitan laborers are metropolitan provincial workers

Gammage, Sarab et al (2014) in his study entitled," Poverty inequality and employment in Chile. "This study discusses the relationship between social arrangement, labor market organization, and disparity in chili from the mid-1990 to the late 2000s. The study concluded that the labor market and institution affected the distribution of primary and secondary income over time .the study shows the indirect relationship between income inequality and poverty. According to this study income inequality and wages are mainly concentrated on social policy but not concentrated in labor market policy. In the end, the study focused that the role of poverty and inequality has been remained constant and the education of most people has declined in the labor market.

Khalid Samra and Shahid Uzma (2014) analyzed on his study Maternal Employment and Poverty: a case study of district Lahore. The study discusses the job of maternal employment in handling poverty and raising social portability Area Lahore, Pakistan. This is essential for our financial reorganization and achieving ladies in participation in salary gaining activities. This study again discusses the total household in saving and income is not equivalent in terms of working and non-working mothers which shows that maternal employment has a solid impact on family pay. The study analysis that more income and capacity to buy for children.

Research Methodology

To achieve the objectives of the study secondary data has been used. The secondary data have collected with the help of research papers, journals, articles, district census abstracts of Haryana, Economic political weekly, employment and unemployment reports of NSSO, Government of India, an, etc better insight of topic. The collected data from various sources will be tabulated and systematically analyzed with the help of appropriate tools.

Objective of the study: - The purpose of the present study is to examine the pattern of employment in rural India. The main objective of this study is:-

- To analysis the pattern of employment in Rural India

Data Discussion:-

TABLE: - 3.1. Gender-wise Workforce among Major States in Rural India, 2011-2012

| States | Rural | | |
|------------------|-------------|-------------|-------------|
| | Male | Female | Persons |
| Andhra Pradesh | 82.7 | 62.2 | 72.2 |
| Assam | 81.8 | 17.8 | 50.7 |
| Bihar | 77.4 | 8.5 | 44.4 |
| Gujarat | 87.3 | 40.3 | 64.7 |
| Haryana | 76.5 | 23.4 | 51.6 |
| Himachal Pradesh | 77.8 | 69.6 | 73.5 |
| Jammu & Kashmir | 76.1 | 37.5 | 57.5 |
| Karnataka | 83.6 | 40.6 | 62.4 |
| Kerala | 79.7 | 30.8 | 53.1 |
| Madhya Pradesh | 84.2 | 38.0 | 62.1 |
| Maharashtra | 81.1 | 56.5 | 69.3 |
| Odisha | 88.2 | 36.1 | 61.4 |
| Punjab | 81.1 | 32.9 | 57.6 |
| Rajasthan | 78.3 | 53.0 | 65.7 |
| Tamil Nadu | 83.2 | 51.9 | 67.1 |
| Uttar Pradesh | 81.6 | 28.1 | 54.8 |
| West Bengal | 85.7 | 27.9 | 57.0 |
| All-India | 82.0 | 37.2 | 59.8 |

Note: Figures in percentages and pertaining to the 15-59 age group.

Source: Govt. of India, "Employment and Unemployment Situation in India, 2001-12" 68th Round, NSSO, 2013.

This study shows the gender wise workforce among the major state in Rural India 2011-2012 is examined here and the relevant data is presented in table.

It is noticed that in the most of the major states, the extent of workforce among rural males is above 80% with the exception of Haryana, Bihar, Rajasthan, Jammu and Kashmir and Himachal Pradesh. In the case of rural females, workforce rate varies substantial as it ranges from 69.6% in Himachal Pradesh to 8.5% in Bihar against the all India average of 37.2% and it is 23.4% in Haryana. Thus, overall rural workforce rate fluctuates considerably from 44.4% in Bihar to 73.5 % in Himachal Pradesh, which the all India average is 59.8 % and it is 51.6 % in Haryana.

This shows that in the rural sectors, the workforce participation rate and among the male and female workers differs considerably.

TABLE: - 3.2. Gender-wise Employment Status among Major States of Rural India, 2011-12

| STATES | MALE | | | | FEMALE | | | |
|------------------|-------------|-------------|-------------|--------------|-------------|------------|-------------|--------------|
| | SE | RE | CL | TOTAL | SE | RE | CL | TOTAL |
| Andhra-Pradesh | 48.4 | 11.8 | 39.8 | 100.0 | 44.7 | 3.2 | 52.1 | 100.0 |
| Assam | 71.1 | 10.4 | 18.5 | 100.0 | 64.3 | 17.5 | 18.2 | 100.0 |
| Bihar | 52.9 | 3.9 | 43.2 | 100.0 | 41.7 | 6.6 | 51.7 | 100.0 |
| Gujarat | 56.5 | 12.4 | 31.1 | 100.0 | 58.3 | 5.2 | 36.5 | 100.0 |
| Haryana | 58.2 | 16.5 | 25.3 | 100.0 | 75.2 | 4.2 | 20.6 | 100.0 |
| Himachal Pradesh | 54.7 | 22.1 | 23.2 | 100.0 | 87.9 | 6.0 | 6.1 | 100.0 |
| Jammu & Kashmir | 51.0 | 19.5 | 29.5 | 100.0 | 90.3 | 5.7 | 4.0 | 100.0 |
| Karnataka | 53.0 | 13.4 | 33.6 | 100.0 | 49.6 | 8.2 | 42.2 | 100.0 |
| Kerala | 38.9 | 15.5 | 45.6 | 100.0 | 36.4 | 23.0 | 40.6 | 100.0 |
| Madhya Pradesh | 61.0 | 5.8 | 33.2 | 100.0 | 57.6 | 2.7 | 39.7 | 100.0 |
| Maharashtra | 53.8 | 12.3 | 33.9 | 100.0 | 53.5 | 3.1 | 43.4 | 100.0 |
| Odisha | 60.6 | 8.2 | 31.2 | 100.0 | 66.1 | 3.4 | 30.5 | 100.0 |
| Punjab | 46.0 | 20.1 | 33.9 | 100.0 | 77.8 | 8.6 | 13.6 | 100.0 |
| Rajasthan | 61.7 | 9.6 | 28.7 | 100.0 | 76.5 | 2.6 | 20.9 | 100.0 |
| Tamil Nadu | 31.5 | 17.0 | 51.5 | 100.0 | 27.8 | 9.5 | 62.7 | 100.0 |
| Uttar Pradesh | 62.4 | 6.7 | 30.9 | 100.0 | 80.7 | 3.8 | 15.5 | 100.0 |
| West Bengal | 43.1 | 8.2 | 48.7 | 100.0 | 57.5 | 10.3 | 32.2 | 100.0 |
| All-India | 54.5 | 10.0 | 35.5 | 100.0 | 59.3 | 5.6 | 35.1 | 100.0 |

Note: Figures in percentages and pertaining to the 15-59 age group.

Source: Govt. of India, "Employment and Unemployment Situation in India, 2001-12" 68th Round, NSSO, 2013.

This table shows the gender wise employment status among major states of rural India with the help of secondary data. It is noticed from the table that the proportion of self-employed workers among the rural males ranged from the low of 31.5% in Tamilnadu to a high of 71.1% in Assam against the all India average of 54.5 % during 2011-2012. The share of RE workers is low at 10 % at the national level and it is the lowest at 3.9 % in Bihar and the highest at 22.1% in Himachal Pradesh While it is 16.5 % in Haryana. The percentage of CL is more than 40% in some states and it is the highest in Tamilnadu with 57.5 % and the lowest at 18.5 % in Assam, while the all India average stood at 35.5 % among the rural males.

Among the rural females the share of SE is marginally higher than that of their male counterparts at 59.3 % at the all India level while it ranges from 27.8% in Tamilnadu to 90.3 % in Jammu and Kashmir.

Among rural females the share of RE is quite low at 5.6 % at the all India level and lower than 5% in many states, while it is 23 % in Kerala and stands at 4.2 % in Haryana.

Among the rural females the % of CL is only marginally less than males at the all India level stands at 35.1 % during 2011-2012, while it ranges from a low of 4 % in Jammu and Kashmir a high of 62.7% in Tamilnadu, while Haryana is stands up 20.6 %.

This show that in the rural sectors of the major states the share of RE worker is quite low, while that of SE workers is more than 50 %.

TABLE: - 3.3. Gender-wise and Sector-wise Sectoral Employment in Major States of Rural India, 2011-12

| STATES | MALE | | | | FEMALE | | | |
|------------------|-------------|-------------|-------------|--------------|-------------|------------|-------------|--------------|
| | SE | RE | CL | ALL | SE | RE | CL | ALL |
| Andhra Pradesh | 48.4 | 11.8 | 39.8 | 100.0 | 44.7 | 3.2 | 52.1 | 100.0 |
| Assam | 71.1 | 10.4 | 18.5 | 100.0 | 64.3 | 17.5 | 18.2 | 100.0 |
| Bihar | 52.9 | 3.9 | 43.2 | 100.0 | 41.7 | 6.6 | 51.7 | 100.0 |
| Gujarat | 56.5 | 12.4 | 31.1 | 100.0 | 58.2 | 5.2 | 36.5 | 100.0 |
| Haryana | 58.2 | 16.5 | 25.3 | 100.0 | 75.2 | 4.2 | 20.6 | 100.0 |
| Himachal Pradesh | 54.7 | 22.1 | 23.2 | 100.0 | 87.9 | 6.0 | 6.1 | 100.0 |
| Jammu & Kashmir | 51.0 | 19.5 | 29.5 | 100.0 | 90.3 | 5.7 | 4.0 | 100.0 |
| Karnataka | 53.0 | 13.4 | 33.6 | 100.0 | 49.6 | 8.2 | 42.2 | 100.0 |
| Kerala | 38.9 | 15.5 | 45.6 | 100.0 | 36.4 | 23.0 | 40.6 | 100.0 |
| Madhya Pradesh | 61.0 | 5.8 | 33.2 | 100.0 | 57.6 | 2.7 | 39.7 | 100.0 |
| Maharashtra | 53.8 | 12.3 | 33.9 | 100.0 | 53.5 | 3.1 | 43.4 | 100.0 |
| Odisha | 60.6 | 8.2 | 31.2 | 100.0 | 66.1 | 3.4 | 30.5 | 100.0 |
| Punjab | 46.0 | 20.1 | 33.9 | 100.0 | 77.8 | 8.6 | 13.6 | 100.0 |
| Rajasthan | 61.7 | 9.6 | 28.7 | 100.0 | 76.5 | 2.6 | 20.9 | 100.0 |
| Tamil Nadu | 31.5 | 17.0 | 51.5 | 100.0 | 27.8 | 9.5 | 62.7 | 100.0 |
| Uttar Pradesh | 62.4 | 6.7 | 30.9 | 100.0 | 80.7 | 3.8 | 15.5 | 100.0 |
| West Bengal | 43.1 | 8.2 | 48.7 | 100.0 | 57.5 | 10.3 | 32.2 | 100.0 |
| All-India | 54.1 | 10.0 | 35.5 | 100.0 | 59.3 | 5.6 | 35.1 | 100.0 |

Note: Figures in percentages. SE – Self-employed; RE – Regular Employed; CL – Casual Labour.

Source: Govt. of India, “Employment and Unemployment Situation in India, 2001-12” 68th Round, NSSO, 2013.

This table shows the gender and sector wise sectoral employment in major state of rural India. This table shows that among rural males during 2011-2012 the share of primary sector employment at the all India level stands at 59.4 % which ranges from a low of 28.2 % in Kerla to a high of 69.9 % in Gujarat, while in Haryana it stands at 50.5 %. At the all India level the share of secondary sector stands at 21.4 % which ranges from a minimum of 10.8 % in Assam to a maximum of 33.9 % in Himachal Pradesh and in the case of Haryana, its share among rural males is 26.0 %.

Among the rural males the share of tertiary sector is the least since at the national level. It distributes 19.2 % of the total workforce which is the least in Madhya Pradesh with 14.3% and the highest in 40.6 % in Kerla and in the case of Haryana it is 23.5 %.

Among the rural females the share of primary sector employment is even higher obviously as it is 75 % at the all India level, with a low of 38.7 % in Kerala and a high of 89.1 % in Maharashtra, while in Haryana, it is 86.0 % the share of secondary sector employment is quite low since the all India average stands at 13.7 % which ranges from a minimum of 4.7 % in Maharashtra and a maximum of 39.6 % in west Bengal and in Haryana it is 5.4 %.

Among the rural females the all India level of tertiary sector employment is the least with 11.3 % during 2011-2012 and it is as high, as 33.4 % in Kerala and in Rajasthan, it is 2.3 % while it is 8.6 % in Haryana.

TABLE: - 3.4. Educational Level, Gender and Sector-wise Average Daily Wage/Salary, Rural India, 2011-12

| Sector | EDUCATIONAL LEVEL | | | | | | | | | | | |
|--------------------------------|-------------------|--------|---------------|--------|--------|--------|--------------------------------|--------|-------------------|--------|--------|--------|
| | NOT LITERATE | | UP TO PRIMARY | | MIDDLE | | SECONDARY AND HIGHER SECONDARY | | DIPLOMA & GRADUAT | | ALL | |
| | M | F | M | F | M | F | M | F | M | F | M | F |
| Agriculture | 92.63 | 71.63 | 101.39 | 65.02 | 143 | 134.15 | 168.14 | 151.43 | 301.7 | 221.43 | 106.52 | 71.11 |
| Mining & Quarrying | 223.12 | 119.85 | 242.99 | 147.4 | 313.01 | 168.84 | 497.14 | - | 171.52 | - | 246.21 | 208.66 |
| Manufacturing | 149.89 | 71.55 | 139.74 | 89.53 | 185.27 | 119.31 | 254.32 | 61.14 | 364.57 | 61.14 | 183.66 | 105.99 |
| Electricity, Gas And Water | 382.41 | 142.86 | 373.46 | 217.9 | 362.96 | 337.17 | 372.96 | 336.89 | 582.62 | 336.89 | 396.55 | 212.66 |
| Construction | 194.12 | 147.85 | 160.86 | 101.41 | 189.05 | 178.39 | 685.88 | 357.14 | 479.29 | 357.14 | 224.14 | 160.86 |
| Trade | 94.71 | 33.77 | 104.28 | 74.49 | 136.7 | 61.08 | 170.3 | 69.56 | 173.94 | 69.56 | 123.00 | 68.51 |
| Transport & Storage Etc. | 139.16 | 130.22 | 161.25 | 143.41 | 222.99 | 133.44 | 340.32 | 144.72 | 262.41 | 214.72 | 190.16 | 183.65 |
| Services | 213.38 | 66.09 | 249.66 | 84.38 | 370.94 | 159.76 | 407.3 | 310.82 | 441.03 | 310.82 | 379.04 | 190.72 |
| Private Hhs. With Emp. Persons | 84.52 | 55.35 | 194.39 | 75.37 | 163.68 | 82.79 | 101.7 | - | 64.05 | - | 151.53 | 63.84 |
| All | 135.72 | 65.47 | 160.04 | 80.32 | 267.14 | 151.54 | 355.48 | 291.01 | 403.05 | 291.01 | 249.15 | 155.87 |

Note: Figures in percentage.

Source: Govt. of India, "Employment and Unemployment Situation in India, 2011-12" 68th Round, NSSO, 2013

Wage earned by a person in the outcome of his /her level of education and possession of skill. These two factor determine the sector in which he/she is employed through region in which one resides and the ability to move outside also influence the level of earning.

This section analysis the average wage earned by the people in the rural and urban India among different sectors of the economy on the basis of their level of education, separately for males and females. Thus it is possible to compare intra and inter section variations in wage levels and its intra and inter- region.

This table shows the educational level, gender and sector wise average daily wage in rural India.

It is shows that among both males and females the average daily wage rate of those who are illiterate is the least in all sectors. For instance, in the agriculture sector, the rural male wage rate for the illiterate is Rs 92.63 which goes up consistently along with the level of education and stands at Rs 301.70 for the diploma or graduate holders, while in the case of the rural females, the daily wage rate goes up from Rs 71.63 in the case of illiterates to Rs 221.43 among the diploma graduate holders.

This shows that higher levels of education enables the people to earn more ,while there is gender disparity all levels of education and the overall male wage rate stands at Rs 106.52 against the female wage rate of 71.11.

This table again show that in the agriculture sector the average daily wage is the second lowest and it is only higher than the private households with employed persons sector.

It is also clear that gender disparity exist in all sectors and the positive relationship between educational levels and wage rate also exist in all sectors.

Among the male illiterate, the all sector educational level wise average daily wage rate stands at Rs 135.72 while in the case of female illiterates it is Rs. 65.47 which goes up to Rs 160.04 and Rs 80.32 for the males and females respectively in the case of those with up to primary level of education Rs 267.14 and Rs 151.54 among those with middle level of education and Rs 403.05 and 291.01 for the males and females respectively in the case of those with diploma / graduate degree holder.

Table 3.5:-Gender-wise Labour Force in Rural India, 1999-2000 to 2017-18

| YEAR | RURAL | | |
|-----------|-------|--------|---------|
| | MALE | FEMALE | PERSONS |
| 1999-2000 | 54.0 | 30.2 | 42.3 |
| 2004-2005 | 55.5 | 33.3 | 44.6 |
| 2009-2010 | 55.6 | 26.5 | 41.4 |
| 2011-2012 | 55.3 | 25.3 | 40.6 |
| 2017-2018 | 54.9 | 18.2 | 37.0 |

Note: - Figures in percentage

Source:-Employment and Unemployment reports of NSSO, Govt. of India, various years.

Above table shows that the rate of labour force which also include who are not employed, has increased from 54.0% in 1999-2000 among the rural males to 55.5% in 2004-2005. As per the NSSO reports rural male labour force stood at 54.9% in 2011-2012, however there has been a huge fall in the rural female labour force rate and it has declined from 30.2% in 1999-2000 to 18.2% in 2017-2018. Thus the total labour force rate among the rural persons has come down from 42.3% in 1999-2000 to 37.0% in 2017-2018.

Thus the total labour force among the rural persons has declined from 36.9% in 1999-2000 to 36.8% in 2017-2018.

Table 3.6:-Gender-wise Workforce in Rural India, 1999-2000 to 2017-18

| YEAR | RURAL | | |
|-----------|-------|--------|--------|
| | MALE | FEMALE | PERSON |
| 1999-2000 | 53.1 | 29.9 | 41.7 |
| 2004-2005 | 54.6 | 32.7 | 43.9 |
| 2009-2010 | 54.7 | 26.1 | 40.8 |
| 2011-2012 | 54.3 | 24.8 | 39.9 |
| 2017-2018 | 51.7 | 17.5 | 35.0 |

Note: - Figures in percentage

Source:-Employment and Unemployment reports of NSSO, Govt. of India, various years.

It is noticed that as in the case of Labour force rate there have been similar fluctuation in the case of workforce rate in rural sectors. For instance , in the case of Rural males ,the workforce rate has declined from 53.1% in 1999-2000 to 51.7% in 2017-2018.However ,During the 2000.S,the rural males workforce rate has gone up to 53.1% to 54.3 5 in 2011-2012.Among rural females the workforce rate has decreased from 29.9 % in 1999-2000 to 17.5 % in 2017-2018.

In the case of Urban males the workforce rate has gone up considerably from 51.8% to 53.0 in 2017-2018.In the case of Urban females the workforce rate has increased from 13.9% in 1999-2000 to 14.2 % in 2017-2018.

Table 3.7:- Gender-wise Nature of Employment in India, 1999-2000 to 2017-18

| YEAR | GENDER | RURAL | | | |
|-----------|--------|-------|------|------|-------|
| | | SE | RE | CL | TOTAL |
| 1999-2000 | MALE | 55.0 | 8.8 | 36.2 | 100.0 |
| | FEMALE | 57.3 | 3.1 | 39.6 | 100.0 |
| 2004-2005 | MALE | 58.1 | 9.0 | 32.9 | 100.0 |
| | FEMALE | 63.7 | 3.7 | 32.6 | 100.0 |
| 2009-2010 | MALE | 53.5 | 8.5 | 38.0 | 100.0 |
| | FEMALE | 55.7 | 4.4 | 39.9 | 100.0 |
| 2011-2012 | MALE | 54.5 | 10.0 | 35.5 | 100.0 |
| | FEMALE | 59.3 | 5.6 | 35.1 | 100.0 |
| 2017-2018 | MALE | 57.8 | 14.0 | 28.2 | 100.0 |
| | FEMALE | 57.7 | 10.5 | 31.8 | 100.0 |

Note: - Figures in percentage

Source:-Employment and Unemployment reports of NSSO, Govt. of India, various years.

The nature of employment in which the workers are engaged differs as it includes self-employed (SE), regular employed (RE) and Casual labour (CL).It is important to understand the changes that have taken place in the different nature of employment in the rural sectors and also between males and females.

This table shows gender wise nature of employment in Rural India since 1999-2000 to 2017-2018.

It is noticed from the table that in the case of rural males, the proportion of workers who are engaged as self-employed has increased from 55.0% in 1999-2000 to 57.8% in 2017-2018.

In the case of workers those who are engaged as RE the share among the rural males has increase from 8.8 % in 1999-2000 to 14.0o% in 2017-2018.On the other hand, the share of CL has decreased from 36.2 % in 1999-2000 to 31.8 % in 2017-2018 among the rural males .The share of CL among the rural males has also down up 16.8% in 1999-2000 to 15.1 % in 2017-2018.

In the case of rural females, the share of SE has increase 57.3 % to 57.7% in 2017-2018.After that the share of SE has also increase 57.3% to 63.7% after that decrease.

The share of RE has continues increased from 8.8% in 1999-2000 to 10.5 % in 2017-2018.

In the case of rural sector the share of CL has decreased from 39.6 % in 1999-2000 to 31.8 % in 2017-2018.In 2009-2010the share of CL has increased after that decreased.

Conclusion:-

To sum up the study these are findings of the paper.

Findings

- The study found that in the most of the major states, the extent of workforce among rural males is above 80% with the exception of Haryana, Bihar, Rajasthan, Jammu and Kashmir and Himachal Pradesh.
- The study noticed that in the case of rural females, workforce rate varies substantial as it ranges from 69.6% in Himachal Pradesh to 8.5% in Bihar against the all India average of 37.2% and it is 23.4% in Haryana. Thus, overall rural workforce rate fluctuates considerably from 44.4% in Bihar to 73.5 % in Himachal Pradesh, which the all India average is 59.8 % and it is 51.6 % in Haryana.
- The study shows that the proportion of self-employed workers among the rural males ranged from the low of 31.5% in Tamilnadu to a high of 71.1% in Assam against the all India average of 54.5 % during 2011-2012. The share of RE workers is low at 10 % at the national level and it is the lowest at 3.9 % in Bihar and the highest at 22.1% in Himachal Pradesh While it is 16.5 % in Haryana. The percentage of CL is more than 40% in some states and it is the highest in Tamilnadu with 57.5 % and the lowest at 18.5 % in Assam, while the all India average stood at 35.5 % among the rural males.
- It showed that among the rural females the share of SE is marginally higher than that of their male counterparts at 59.3 % at the all India level while it ranges from 27.8% in Tamilnadu to 90.3 % in Jammu and Kashmir.
- The study discussed that Among rural females the share of RE is quite low at 5.6 % at the all India level and lower than 5% in many states, while it is 23 % in Kerala and stands at 4.2 % in Haryana.
- The study revealed that among the rural females the % of CL is only marginally less than males at the all India level stands at 35.1 % during 2011-2012, while it ranges from a low of 4 % in Jammu and Kashmir a high of 62.7% in Tamilnadu, while Haryana is stands up 20.6 %.
- This study analyzed that among rural males during 2011-2012 the share of primary sector employment at the all India level stands at 59.4 % which ranges from a low of 28.2 % in Kerla to a high of 69.9 % in Gujarat, while in Haryana it stands at 50.5 % . At the all India level the share of secondary sector stands at 21.4 % which ranges from a minimum of 10.8 % in Assam to a maximum of 33.9 % in Himachal Pradesh and in the case of Haryana, its share among rural males is 26.0 %.
- The study showed that among the rural males the share of tertiary sector is the least since at the national level. It distributes 19.2 % of the total workforce which is the least in Madhya Pradesh with 14.3% and the highest in 40.6 % in Kerla and in the case of Haryana it is 23.5 %.
- The study found that Among the rural females the share of primary sector employment is even higher obviously as it is 75 % at the all India level ,with a low of 38.7 % in Kerala and a high of 89.1 % in Maharastra, while in Haryana ,it is 86.0 % .the share of secondary sector employment is quite low since the all India average stands at 13.7 % which ranges from a minimum of 4.7 % in Maharashtra and a maximum of 39.6 % in west Bengal and in Haryana it is 5.4 %.
- The study noticed that the rural females the all India level of tertiary sector employment is the least with 11.3 % during 2011-2012 and it is as high, as 33.4 % in Kerala and in Rajasthan, it is 2.3 % while it is 8.6 % in Haryana.
- It is shows that among both males and females the average daily wage rate of those who are illiterate is the least in all sectors. for instance, in the agriculture sector, the rural male wage rate for the illiterate is Rs 92.63 which goes up consistently along with the level of education and stands at Rs 301.70 for the diploma or graduate holders, while in the case of the rural females, the daily wage rate goes up from Rs 71.63 in the case of illiterates to Rs 221.43 among the diploma graduate holders.
- The study found that higher levels of education enables the people to earn more ,while there is gender disparity all levels of education and the overall male wage rate stands at rs 106.52 against the female wage rate of 71.11.
- The study discussed that in the agriculture sector the average daily wage is the second lowest and it is only higher than that private households with employed persons sector.
- The study analyzed that gender disparity exist in all sectors and the positive relationship between educational levels and wage rate also exist in all sectors.

- The study found that among the male illiterate, the all sector educational level wise average daily wage rate stands at rs 135.72 while in the case of female illiterates it is rs. 65.47 which goes up to rs 160.04 and rs 80.32 for the males and females respectively in the case of those with up to primary level of education rs 267.14 and rs 151.54 among those with middle level of education and rs 403.05 and 291.01 for the males and females respectively in the case of those with diploma / graduate degree holder.
- The study noticed that total labour force among the rural persons has declined from 36.9% in 1999-2000 to 36.8% in 2017-2018.
- The study discussed that the rural males workforce rate has gone up to 53.1% to 54.3 5 in 2011-2012. Among rural females the workforce rate has decreased from 29.9 % in 1999-2000 to 17.5 % in 2017-2018.
- The study noticed that in the case of rural males, the proportion of workers who are engaged as self-employed has increased from 55.0% in 1999-2000 to 57.8% in 2017-2018.
- The study found that the share of CL among the rural males has also down up 16.8% in 1999-2000 to 15.1 % in 2017-2018.
- The study analyzed that In the case of rural sector the share of CL has decreased from 39.6 % in 1999-2000 to 31.8 % in 2017-2018. In 2009-2010 the share of CL has increased after that decreased.

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