

CHAPTER V

MAGNITUDE OF INTERRUPTED EMPLOYMENT

5.1 INTRODUCTION

In the previous chapter the unemployment situation was described in great detail. Various measures used to study the unemployment situation in the global level till the study area Mumbai were analysed. It also explained the limitations of NSSO dataset, if the unemployed were selected using the 'usual principal activity' criteria. Hence, in this chapter the focus was given to the particular group of the unemployed whose employment was interrupted (those who ever worked). Among the unemployed who have ever worked, some section might have voluntarily withdrawn from their jobs and another section might have lost the jobs against their choice. The focus of this study is with the later section of unemployed, i.e., those who were involuntarily unemployed. In economics and literatures this group of unemployed are mentioned as involuntary unemployed. They are termed as 'employment interrupted persons' or 'ex-workers' in the following sections of this chapter.

The causes for unemployment in general and interrupted employment in particular were discussed in detail in Chapter one. In the recent years, with the growing liberalization and integration of emerging markets with the global economy has widened the inequalities in some countries (WHO, 2002). Contrary to the expectation, the globalisation process hurts the poor badly, and poor countries and poor people were becoming increasingly marginalized (UNCTAD, 2004). The competition and innovation have shortened the typical life cycle of products, leading to faster renewal, as the pace of economic change has accelerated. This has led to changes in the labour market too, where employees need to refresh their skills more frequently and the concept of a job-for-life no longer holds (HM Treasury, 2004). The delayed labour market recovery aggravate tremendous human costs of the recession, by reducing lifetime earnings and employability potential, along with broader health and social effects. According to the ILO, "Given the potential for these effects to linger, affecting

the current generation of workers and threatening the human capital potential of both current and future generation, it is essential to forge a recovery that is job rich and sustainable” (ILO, 2011).

5.2 MAGNITUDE OF INTERRUPTED EMPLOYMENT

Unlike employment and unemployment, there are not many sources to collect the information on interrupted employment in director manner. Using the available information the magnitude of interrupted employment is presented at the global level to the study area.

5.2.1 AT GLOBAL LEVEL

In 1930s, due to the persistent unemployment in America caused by the ‘Great Depression’, millions of jobs were lost. Again in the late 1950s and early 1960s ‘automation crisis’ led to many job loss. In early 1990s another recession resulted in yet another job-shortage in America. Between 2000 and 2003, manufacturing employment dropped by nearly 2.8 million (Brink, 2004). Throughout the 20th century, manufacturing jobs provided economic stability to communities in North Carolina. After the implementation of General Agreement on Tariffs and Trade (GATT) and the North American Free Trade Agreement (NAFTA), thousands of North Carolina rural workers were displaced. Between 1994 and 2000, the job loss in North Carolina was more than 100,000 (Hosfeld *et al*, 2004).

In 2001, Argentina, suffered severe economic crisis closing thousands of factories and leaving millions jobless. The unemployment rate reached 12 percent. Thousands of displaced industrial workers, many well educated turned into *cartoneros*²⁵. They as men, women and children in groups come into the city, Buenos Aires at night with handmade canvas carts, two-wheeled carts outfitted with large canvas bags to collect cardboard, paper, metal, plastic, glass and other matter with a resale value in the

²⁵ Loosly termed as ‘scavengers’ (Babine, 2007) or we can state them as the counter parts of Indian rag pickers. Nearly half the ‘*cartonero*’ population are children who were working in the night and unable to focus in school. Ironically, the Government recognised the economic and environmental benefit of informal recycling and a 25 percent reduction in the city’s solid waste going to landfills, legalised their work and the *cartoneros* received a small subsidy for child care (Hill, 2006).

recycling market from the trash – each for 10-15 pesos, about the cost of a big pizza (Babline, 2007; Hill, 2006).

In 1994-95, the economic crisis in Mexico affected not only the Mexican economy, but also the lives of Mexican population (Fuchs, 2001). Manufacturing job losses in Taiwan (China) were significant throughout 2009. Lakhs of working population of the G-7 countries were on the streets demanding the restoration of lost jobs and increased social insurance benefits. In Russia the market economy has affected the developed economic institutions without any alternative employment opportunities. In Latin America, Africa and South Asia, where the employment in organised sector is already small has dwindled the employment.

In 2009, job losses around the world have clearly intensified. Due to the significant volatility and uncertainty in economic growth forecasts, precise estimates of the increase in global and regional unemployment were not possible. The current global jobs crisis represents a clear, adverse break in the historical unemployment series for many countries, the lowest unemployment scenario, obtained by applying the historical relationship between GDP growth and unemployment was no longer realistic (ILO, 2009). With credit markets frozen and with loss of consumer confidence, developed economies like USA and Europe have seen larger and rapid decline in real estate and equity prices, which led to sharp reduction in consumer spending as household attempted to rebuild savings and reduce their outstanding loans. Large scale job losses in financial, automotive, manufacturing and construction industries have set off a vicious circle of reduced consumption and production (ILO, 2009).

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the vulnerable employment, that is, sum of own account workers and contributing family workers (ILO, 2009).

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5.2.2 AT NATIONAL LEVEL

Indian economy can be divided into three parts, pre-colonial, colonial and post colonial. In the pre-colonial days, Indian economy was dominated by agriculture and self sufficient village economy. Besides agriculture the chief industry spread over the country was textile and handicrafts industry (Datta and Sundaram, 1982). During colonial rule, the East India Company in India depleted the resources of India. It used to buy raw materials from India at cheaper rates and finished goods were sold in India at higher than normal price in Indian markets. During this period, India's share of world income declined from 22.3 percent in 1700 AD to 3.8 percent in 1952 (mapsofindia.com). After India got independence from this colonial rule in 1947, the process of rebuilding the economy started. For this various policies and schemes were formulated. First five year plan for the development of Indian economy came into implementation in 1952. These Five Year Plans, started by Indian government, focused on the needs of Indian economy. The industrial sector was developed at a fast pace to provide employment opportunities to the growing population and to keep pace with the developments in the world. Indian Government's adoption to global economy since 1991 has resulted into several changes in the Indian economy. The Indian labour market is started to see a lot of changes.

5.2.2.1 How Did India Enter the Global Economy?

In 1991, India faced a crisis in Foreign exchange reserves. Under pressure, the then Prime Minister P.V. Narasimha Rao decided to reform the socialist economy. The then finance Minister, Dr. Manmohan Singh launched India's free market reforms that

brought the nearly bankrupt nation back from edge. It was the beginning of privatization and liberalization in India. Modernisation of Indian industries was a major highlight of the Eighth plan (1992-1997). India became a member of the World Trade Organisation on 1st January 1995, which opened up entry into global economy. The Indian government accepted conditions set by the World Bank and its affiliates and adopted a set of economic reforms. During the Ninth plan (1997-2002), the growth rate of GDP was 5.4 percent, lower than the expected target GDP growth of 6.5 percent.

An important impact of economic reforms and trade liberalisation is favouring increased import of capital goods, which resulted in deceleration of employment, more specifically in manufacturing (Datta *et al*, 2007b). Government's effort into globalising the Indian economy has opened up the entry of foreign products into local markets with lesser price tags. The industries/companies that cannot withstand the competition/pressure from these multinationals/private entrepreneurs forcing the existing working factories, either to close down or sell their investments to these foreign/private companies. Also globalization prompted reduction of the customs duties on foreign imports; many drugs (medicines) manufactured in India have become costly compared to the foreign goods in the Indian market. As a result, the owner of these factories are closing down their units and throwing the workers out of employment. Economic reform process reduced the demand for local labour as the result of importing cheaper goods and recessing in industrial sector. Firms increasing tendency for off-loading or sub-contracting and preference for cheaper forms of contract labour.

5.2.3 AT REGIONAL LEVEL

In cities like Mumbai, Ahmedabad, Calcutta, Kanpur and Coimbatore, most of India's large-scale mechanised industries were concentrated. These cities witnessed industrialisation from the later part of the 19th century and early 20th century which contributed to making of these cities. The organised industries which played significant role in making these cities, started to decline since 1980s, and it accelerated during 1990s leading to major closures (Ramdas, 2006). Development of a city attracts more and more people into the city, which in turn increase the land value. High rocketing land value, increasing labour cost, industrial sicknesses, changing the pattern of production and labour exploitation techniques were some factors which resulted into industrial closures leading to loss of employment.

Table 5.1: State-wise Number of Companies Registered and Closed, and the percentage closed in India, 2006

States/UTs	Total No. of Registered Companies	Total No. of Closed Companies	% Closed @	Position as on
Andhra Pradesh	50967	3,702	7.3	31.10.06
Assam	4731	10	0.2	16.11.06
Bihar	9225	306	3.3	30.10.06
Jharkhand	3466	155	4.5	30.10.06
Gujarat	49,494	6,017	12.2	31.10.06
Haryana	36,455	2,232	6.1	21.11.06
Himachal Pradesh	2493	479	19.2	27.11.06
Jammu & Kashmir	2089	271	13	17.11.06
Karnataka	35,254	7,953	22.6	30.10.06
Kerala	16,122	2,773	17.2	31.10.06
Madhya Pradesh*	15321	4,004	26.1	31.10.06
Maharashtra	165,316	34,102	20.6	31.10.06
Manipur	185	1	0.5	16.11.06
Meghalaya	530	1	0.2	16.11.06
Nagaland	268	3	1.1	16.11.06
Orissa	8,970	1,001	11.2	16.11.06
Punjab	16,912	4,842	28.6	27.11.06
Rajasthan	23,275	1,502	6.5	21.11.06
Tamil Nadu	74,703	11,170	15	20.11.06
Tripura	118	0	0	16.11.06
Uttar Pradesh**	32,730	1,646	5	20.11.06
West Bengal	93,049	6,658	7.2	20.11.06
Arunachal Pradesh	269	4	1.5	16.11.06
Delhi	155,652	16,031	10.3	21.11.06
Goa	4865	660	13.6	31.10.06
Mizoram	40	1	2.5	16.11.06
Pondicherry	2007	755	37.6	16.11.06
India	804,506	106,279	13.2	

Notes: @ Percentage of companies closed per 100 registered companies. States included *Chhattisgarh; **Uttranchal
Source : Rajya Sabha Unstarred Question No. 587, dated 28.11.2006 (Accessed from Indiatat.com)

The number of units closed and the number of workers affected during 1997 to 2000 for India as well as for all the states presented in Appendix I. 5. During the years 1997-98, 1998-99 and 1999-2000, the total units permanently closed in India were, 164, 156 and 168 respectively. With the result of it, 12.9 thousand workers in 1997-98, 11.9 thousand workers in 1998-99 and 16.5 thousand workers in 1999-2000 were affected. The maximum workers affected during 1999-2000 due to permanent closure were Punjab, Karnataka and Madhya Pradesh. During this period no information was available for

Maharashtra. State-wise number of companies registered and closed in India during 31 October, 2006 is presented in Table 5.1.

According to Table 5.1, in 2006 more than 106 thousand registered units were closed in India. Among all the states of India, the magnitude of the closed companies was the highest in Maharashtra, more than 34 thousand. Besides, Maharashtra, the magnitude of closed down industries were very high in Delhi (> 16 thousand), Tamil Nadu (> 11 thousand), Karnataka (> 7 thousand), West Bengal (> 6 thousand) and Gujarat (> 6 thousand). The percentage of closed down companies to the total registered companies shows, that 13.2 percent of the registered companies were closed at the all India level in 2006. The percentage of closed companies to the total registered companies was high in Punjab (28.6%) followed by Madhya Pradesh (26.6%), Karnataka (22.6 %), and Maharashtra (20.6%), where the study city is selected (Table 5.1).

Table 5.2: Number of Industries Closed Down and Workers Affected in Maharashtra (1998-99 to 2002-03)

Year	Small Scale Industries (SSI)		Medium & Large Scale Industries		Total (Small + Medium + Large)	
	Closed Down	Workers Affected	Closed Down	Workers Affected	Closed Down	Workers Affected
1998-99	9274	47,166	245	13,602	9519	60,768
1999-00	941	2,891	95	1,526	1036	4,417
2000-01	4952	25,209	333	52,907	5285	78,116
2001-02	5726	30,769	203	27,807	5929	58,576
2002-03 *	6249	28,996	339	45,509	6588	74,505

Note: *Up to the end of December

Sources : Indiatat.com (Economic Survey of Maharashtra 2002-03 (Directorate of Economics & Statistics, Planning Department, Govt. of Maharashtra Accessed from Indiatat.com)

Table 5.2 presents the number of small, medium and large scale industries closed down in Maharashtra and the number of workers affected during 1998- 2003. According to the table, many of the Small Scale Industries (SSI) closed and higher number of workers was affected during 1998-99, 2001-02 and 2002-03. Majority of the medium and large scale industries were closed in 2000-01. However, the maximum number of total industries (Small, medium and large scale) closed in Maharashtra was during 1998-99 (> 9 thousand industries). However, the workers affected due to the closure off all the industries were highest during 2000-01, i.e., more than 78 thousand workers

were affected. A major chunk of workers affected was due to medium and large scale industrial closures (Table 5.2).

5.2.4 INTERRUPTED EMPLOYMENT AT THE STUDY AREA, MUMBAI

In the study area also, industrial workers were affected due to its closures. In Chapter 4, the declining manufacturing employment in Mumbai was discussed.

Textile industry was a major industrial sector and was the one which accelerated the development and growth of the city Mumbai. But this textile industry has witnessed various changes since 1980s. In the early 1980s the textile industries in Mumbai have faced a huge amount of job losses. The major reasons stated for this were workers unrest, strike and technological changes. After the textile worker's strike during 1982-83, many textile industries have closed or retrenched a huge number of workers involved in the strike, stating different reasons (AILS, 2001). The recent phenomenon for textile industrial closures could be different. In early 2000, there were 25 National Textile Corporations (NTC) mills were functioning in Mumbai and by 2010 only 5 of these mills were functioning - India United No.1 and No.5, Podar mill, Digvijay mill and Tata mill. Remaining all are closed making more than 34 thousand workers out of employment in Mumbai (see, Appendix I.6).

The Pharmaceutical sector was worst affected. In late 1990s in Mumbai – Thane region, around 30,000 workers have lost their jobs in the pharmaceutical industry (Dubey, 1999). The reduction of work force in pharmaceutical industry, 1995-97 in Mumbai-Thane region, of Maharashtra is presented in Appendix I.7. A huge number of pharmaceutical industries either closed down or retrenched huge number of workers. For example, 1995-97, pharmaceutical companies such as, Knoll Pharma (Boots) (600 workers), Abbott, Unichem, Roche (320 workers), Boehringer Mannheim (335), and Park Davis (650 workers) closed down leaving all the workers jobless. More than 5000 workers were retrenched by existing pharmaceutical companies (Appendix I.7).

These information on the 'closed down units' could not provide a holistic view on the workers affected. NSSO provides ample opportunity to study the employment affected or employment interrupted persons in some of their survey. National Sample Survey during some of its surveys collected information on the reasons for a person's break in

employment. Hence it was decided to use the NSSO data set to explore the level and trend of interrupted employment.

5.3 INTERRUPTED EMPLOYMENT AS PER NSSO DATA

To differentiate the ever employed jobseekers from first-time job seekers, NSSO in some of its selected surveys of 'Employment and Unemployment situation' have asked questions on 'Reasons for break in the employment' and 'Reasons for quitting the jobs' to those ever employed²⁶. The question was asked to those who were unemployed on all the seven days in the reference week but had more or less regular work at least for some time in the past. In the NSSO 50th (1993-94), 55th (1999-2000) and 61st (2004-05) rounds of survey these question were asked. Utilising the information, on the response to 'reasons for break in employment' , the interrupted employment persons were captured – those who stated reasons such as 'loss of earlier job', 'layoff without pay', 'unit closed', 'lack of work in the enterprise' and 'lack of work in the area' were grouped as employment interrupted persons.

5.3.1 Interrupted employment at Urban India

Table 5.3 presents the percent distribution of unemployed in the age group 15-59 by the reasons stated for the break in their employment. The reasons for break in employment such as, loss of earlier job, quit earlier job, lay-off without pay, unit closed and lack of work in the enterprise or in that area were enquired during some of the NSSO survey (see, chapter 3).

During the survey periods, (1993-94), (1999-2000) and (2004-05), majority of the unemployed stated 'lack of work in the area' for break in their employment for both male and females in urban India (Table 5.3). Other than that, the next reason stated by female was 'quit earlier job' and 'lack of work in the enterprise' by male. Employment interrupted persons, were captured by clubbing the reasons given by the respondents (loss of earlier job + layoff without pay + unit closed + lack of work in the enterprise + lack of work in the area). According to this selection, in 2004-05 among the ever worked unemployed persons, more than 60 percent of the male were involuntarily became unemployed in urban India. On this period among female, this proportion was

²⁶ Those persons who had more or less regular work atleast for some time in the past were considered as ever employed (NSSO)

47 percent. Interrupted employment in urban India was declining between the survey periods (1993-94, 1999-2000 and 2004-05), for both men and women (Table 5.3).

Table 5.3: Percent distribution of unemployed (15 to 59 years) who ever worked by reason for break in their employment, Urban India, 1993-2005

Reason for break in Employment	India (urban)					
	Male			Female		
	(2004-05)	(1999-2000)	(1993-94)	(2004-05)	(1999-2000)	(1993-94)
Loss of earlier job	12.1	8.3	11.8	3.4	8.0	5.7
Quit earlier job	16.0	13.5	11.4	23.2	18.7	21.2
Lay-off without pay	1.7	1.6	1.2	2.9	1.0	1.2
Unit closed	9.0	14.4	9.4	5.2	4.4	14.1
Lack of work in the enterprise	14.9	16.0	13.0	11.4	5.0	4.4
Lack of work in the area	23.9	22.5	30.9	24.1	30.0	28.2
Others	22.3	23.2	22.1	29.8	31.4	25.2
Total**	100	100	100	100	100	100
Interrupted employment	61.6	62.8	66.3	47.0	48.4	53.6

Notes: * Calculated from raw data of 50th round; **Total includes No Response

Sources: NSSO, 2001 (Report no. 458: Employment and Unemployment situation in India, 1999-2000: p. 137); NSSO, 2006 (Report no. 520: Employment and unemployment situation in India, 2004-05, Part I: p. 181).

5.3.2 INTERRUPTED EMPLOYMENT IN MUMBAI, NSSO

The unit level NSSO data of Mumbai district in the 61st round (2004-05) was used to study the interrupted employment in Mumbai. The same pathway was used as mentioned in the above section, to choose persons with interrupted employment from the NSSO data. The percent distribution of unemployed persons (age 15-59), who have ever worked were presented in Table 5.4 by their reasons for break in employment. Among male, lack of work in the area (21.9%), loss of earlier job (19.9%), quit earlier job (17.3%) and unit closed (14%) were stated as reasons for break in their employment (Table 5.4). Among females the proportion in this group, those who ever worked and unemployed at the time of survey was very low. Hence their proportion is not discussed here. The employment interrupted persons in Mumbai as per the reasons stated was 62.4 percent – 63 percent among male and 42.9 percent among females in 2004-05.

Table 5.4: Percent distribution of unemployed who ever worked (15-59 years) by reason for break in employment in Mumbai region (2004-05)

Reason for break in employment	Unemployed persons who worked in the past*		
	Male (M)	Female (F)	All (M+F)
Loss of earlier job	19.9	-	18.6
Quit earlier job	17.3	(57.1)	18.5
Lay-off without pay	2.1	-	2.0
Unit closed	14.0	(14.3)	14.5
Lack of work in the enterprise	5.1	-	4.8
Lack of work in the area	21.9	(14.3)	22.5
Others	19.7	(14.3)	19.2
Total (including no response)	100	100	100
Sample (N)	60	7	67
Estimated (N)	1475	103	1578
Interrupted employment	63.0	42.9	62.4

Notes: Calculated (weighted figures).
 Figures in parenthesis are unweighted cases below sample 10.
 Unit level data on follow-up questions for persons unemployed on all the 7 days of the week.
 *The questions on reasons for break in employment, used to select interrupted employment persons were asked to those unemployed persons who have stated that they worked in the past
 Source: NSSO, 61st round (2004-05)

5.3.2.1 Characteristics of Persons with Interrupted Employment

The demographic and socioeconomic characteristics of the interrupted employment ex-workers are presented in Table 5.5. Most of the persons with interrupted employment in Mumbai as per NSSO (2004-05) were men (94.5%). More than two third of these interrupted employed are in the prime working age group of 25-59 years. About 48 percent of the interrupted employment persons were head of the households. Majority of the employment interrupted persons were married; around 3 percent of the interrupted employment persons were 'spouse' of the household (as per the response to the NSSO question, relationship to the head); and most of the ex-workers had education up to or less than primary and middle school (Table 5.5).

Monthly Per Capita Expenditure (MPCE) was calculated for the whole sample of Mumbai by dividing all the households of Mumbai into three groups viz., lowest 40 percent (Up to ₹ 1060), middle 40 percent (₹ 1060 to ₹ 2085), and top 20 percent (> ₹ 2085). According to this scale, 57.6 percent of the employment interrupted workers live in the households which fall in the lowest 40 percent of the MPCE, that is, around ₹

1060 expenditure per person for every month. It can be inferred from Table 5.5 that majority of the interrupted employment persons were in the 25-59 age group, married, had primary and middle level of education, and live in poorest households of Mumbai.

Table 5.5: Percent distribution of persons with interrupted employment (15-59 years) by their demographic and socio-economic characteristics, 2004-05

Background Characteristics	Employment interrupted workers
Sex	
Male	94.5
Female	5.5
Age	
Youth (15-24)	20.2
Prime working age group (25-59)	79.8
Marital status	
Never Married	30.7
Married	61.3
Divorced/Widowhood/Separated	7.9
Education	
No education	13.6
Up to Primary and middle	59.4
Secondary and higher secondary	15.2
Diploma/Certificate	9.4
Graduate and above	2.4
Relationship to head	
Head	47.6
Spouse	3.2
Married child	13.9
Unmarried child	28.3
Others	7.0
Household MPCE*	
Lowest 40% (Up to ₹ 1060)	57.6
Middle 40% (₹ 1060 to ₹ 2085)	31.7
Highest 20% (> ₹ 2085)	10.7
Total	100
Estimated (N)	989
Note: *MPCE –Monthly per capita expenditure as per the city level	
Source: NSSO, 2006 (Calculated figures with weight)	

5.3.2.2 Description of the Last Employment

NSSO has asked many more information to the unemployed persons who have ever worked, such as details on their last employment, industry they worked, and occupation they were involved in (As the sample of women in this category in Mumbai is very low,

they are not shown in this table separately). Majority of the workers (50.9%) have worked as regular salaried workers before becoming unemployed. National Industrial Classification (NIC) highlights the type of employment the ex-workers have been doing. The description of the last employment is presented in Table 5.6.

Table 5.6 Characteristics of the last employment for those who had break in employment, 2004-05

Characteristics of last employment	Persons with Interrupted employment
	Total
Type of Employment	
Own account worker	14.5
Worked as regular salaried	50.9
In other type of jobs	34.5
By National Industrial Classification (NIC)	
Manufacturing	46.8
Construction	6.8
Trade, hotel and restaurant	16.8
Transport and storage	8.1
Service	11.1
Private households with employed persons	10.4
Last employment by National Classification of Occupation (NCO)	
Professional and technical workers	11.2
Clerical work	1.1
Sales worker	9.7
Service worker	7.7
Production & transport related worker	68.8
NA	1.5
Total (%)	100
Estimated Total (N)	989
Note: NIC (Appendix-II) and NCO (Appendix-III)	
Source: NSSO, 2006 (Calculated)	

The finding shows that nearly 46.8 percent of the interrupted workers were involved in the manufacturing sector employments. This was followed by trade, hotel and restaurant industry. Only 10.4 percent were working in private households with employed persons (see Appendix-II). National Classification of occupation (NCO) of these interrupted employment worker's last occupation shows that majority of these workers (68.8%) were involved in production and transport related occupation. Nearly 11.2 percent of these interrupted workers were involved in professional and technical type of occupation before job loss (Table 5.6).

5.3.2.3 Comparison of the Family Members in the general and employment interrupted person's household

Using the 'relationship to the head of the household' criteria, all the family members were linked to the head of the household, i.e., spouses, married sons and daughters, unmarried sons and daughter and others. Then the ex-workers family was separated from the dataset and analysed separately to compare with the general households in Mumbai in that period.

Table 5.7: Characteristics of wives, elders, and unmarried children from all the families and families of interrupted employment persons in Mumbai, 2004-05

Background characteristics	Wife		Unmarried				Elders	
			Daughters		Sons			
	AHM*	EIPHM**	AHM*	EIPHM**	AHM*	EIPHM**	AHM*	EIPHM**
Age Group								
<15	-	-	56.1	42.4	48.0	20.9	-	-
15-24	5.1	-	37.2	42.7	41.5	68.3	-	-
25-59	87.8	87.8	6.7	15.0	10.5	10.8	-	-
>60	7.1	12.2	-	-	-	-	100	100
Educational level								
Illiterate	19.9	33.8	13.1	2.4	13.0	3.2	27.8	33.4
Literate up to Middle	39.2	38.5	60.9	82.8	57.0	83.7	34.1	33.1
Secondary	23.7	17.5	17.2	2.0	22.5	13.1	21.3	13.1
Diploma/certificate	1.1	0.2	0.2	8.7	1.8	-	0.8	-
Graduate and above	16.1	9.9	8.4	4.2	5.8	-	15.9	20.4
Usual principal activity								
Workers	17.0	28.8	13.1	8.7	26.6	38.8	15.5	0.6
Seeking for employment	0.1	-	4.4	15.1	5.2	20.2	-	-
Student	-	-	55.7	44.1	56.4	36.9	-	-
Domestic duties	81.5	69.7	13.9	29.6	-	-	36.7	39.0
Renters / Pensioners	0.3	-	-	-	-	-	22.5	30.3
Other / Children < age 4	1.1	1.5	11.9	2.4	11.9	4.2	25.2	30.1
Whether in subsidiary								
Yes	5.1	15.2	3.5	19.2	3.5	12.9	3.2	-
Total	100	100	100	100	100	100	100	100
Sample (N)	822	23	759	22	949	42	438	21
Estimated (N)	17459	694	16527	536	21349	1074	7745	358

Notes: Calculated figures with weight

* AHM-All Households in Mumbai

**EIPHM-Employment Interrupted Persons Households in Mumbai

Source: NSSO 61st round (2004-05)

Table 5.7 presents the comparative profile of the wives, unmarried children (by gender) and elders in the general households of with the employment interrupted person's households. The family members, wife, unmarried sons and daughters and elders from both the households were compared by age, educational level, usual principal activity (major part of the time in the 365 days prior to the survey) and their involvement in subsidiary activity (some activity for the lesser duration in the reference period of less than 365 days).

The following section presents the comparative figures for wives, unmarried sons and daughters and elders in both the general and affected households of Mumbai.

Wives: The spouses of the employment interrupted worker's families were older and illiterate (33.8%) than general family. The work participation was higher among the wives in the interrupted workers family (28.8%) than among the wives from general family (17%). Also the nearly one third of the wives from the interrupted family (15.2%) are involved in subsidiary activity, where as this share in general family was 5.1 percent only.

Unmarried children: By usual principal activity status (activity for the major part of the reference period 365 days), the proportion of unmarried children attending educational institution is lesser in the interrupted employment ex-worker's household, that is, among general Mumbai households majority of the boys (56.4%) and girls (55.7%) were attending educational institution, where as, this proportion in employment interrupted person's household was, 36.9 percent and 44.1 percent respectively. This is further compounded with high proportion of unmarried children seeking for employment. Also by this usual activity status, the proportion of unmarried sons working was high in employment interrupted person's households than in the general households, 38.8 percent and 26.6 percent respectively. However work participation among unmarried daughters from the employment interrupted person's household, that is, 8.7 percent and 13.1 percent respectively. The unmarried daughters neither studying nor working was more than double in the employment interrupted person's household than from general household. The unemployment among unmarried sons and daughters from the employment interrupted person's household was much higher than the general

households, nearly four times higher between daughters and more than four times higher between sons of these two households.

Elders (60+ years): The elders are not categorised by gender. The educational level was high for the elders in the city. That is, the proportion of graduates is higher among the elders. The proportion elders working were least in the families of interrupted employment worker. The reason for this could be that more than one-fourth (30.3%) of the elders living in the households of employment interrupted person were receiving pension or rent. None of the elders from the interrupted employment ex-workers family were involved in any subsidiary activities.

It can be concluded from the Table 5.7 that work participation of spouses and unmarried sons were high in the employment interrupted person's than in the general households of Mumbai. Nowhere girls (neither in school nor working) were higher in the employment interrupted person's households than in the general households. Involvement in subsidiary activity was much higher in the interrupted employment ex-workers household than general household for all members in the family except the elders.

5.3.2.4 Comparison of Working Wives and Unmarried Children in general and employment interrupted person's household

In the earlier section, it was noticed that the work participation of spouses and unmarried sons were high in the employment interrupted person's than in the general households of Mumbai. It was decided to explore further to check in what kind of activities they were involved in. Hence the characteristics of the working spouses and working unmarried children from the two types of households were described in the Table 5.8.

The sample size of unmarried daughters working was very small. So the table presents the comparative profile of spouses and unmarried sons from the employment interrupted person's household and general households in Mumbai.

Little less than two-third of the working wives in the employment-interrupted person's household were in regular salaried employment. The proportion involved in other kind

of casual work also high among the wives from these households. According to the NIC categorization, majority (61.4%) of these working wives from the employment-interrupted person's household were involved in service sector activities. Working wives by occupational category (NCO) showed that nearly half of them from employment-interrupted person's household were working as service workers.

Table 5.8: Characteristics of working wives, and unmarried sons in all the families and families of interrupted employment persons in Mumbai, 2004-05

Work characteristics	Working Wife		Working Unmarried Son	
	AHM*	EIPHM**	AHM*	EIPHM**
Nature of employment				
Self employed	26.6	12.7	14.7	4.6
Unpaid family work	6.7	-	15.5	5.5
Regular salaried	65.1	71.6	60.7	88.5
Other work	1.6	15.7	9.7	1.4
Employment by NIC*				
Manufacturing	37.1	12.7	30.8	30.2
Construction	1.7	-	10.4	1.1
Transport and storage	3.7	-	11.2	42.7
Trade hotel and restaurant	6.5	15.7	26.7	5.5
Service	40.3	61.4	18.9	8.2
Private household with employed persons	20.3	10.2	1.6	12.3
Occupation by NCO**				
Professional technical	14.2	0.7	7.1	-
Administrative	12.5	23.4	9.4	-
Clerical	21.5	-	14.5	19.6
Sales workers	3.3	-	18.1	5.5
Service workers	4.9	47.5	7.7	31.6
Production, transportation related	19.7	28.4	41.9	43.3
Total	100	100	100	100
Sample (N)	144	8	235	17
Estimated (N)	2967	200	5686	416

Notes: Calculated figures with weight ; * AHM-All Households in Mumbai; **EIPHM-Employment Interrupted Persons Households in Mumbai

Source: NSSO 61st round (2004-05)

While comparing the unmarried sons in the employment-interrupted person's household with the general household, it is observed that most of the unmarried sons from employment-interrupted person's household were working as regular salaried workers (88.5%). The share of unmarried sons working in transport and storage kind of industry as per NIC (see, Appendix-II) was much higher among employment-interrupted person's household than from general household, 42.7 percent and 11.2

percent respectively. The proportion working in private household with employed person was high among unmarried sons (12.3%) from employment-interrupted person's household than their counterparts from general households (1.6%). By occupational category of NCO (see, Appendix-III), majority of the sons were involved in service kind of occupations. The share of unmarried sons involved in service level occupation from general households of Mumbai was 7.7 percent whereas, this proportion was 31.6 percent in the employment interrupted persons household.

5.4 SUMMARY

There was economic crisis at global level which resulted in to closures of industries or job losses in many countries. Manufacturing sector employments were on the decline. At the Indian level also there were many affected workers due to industrial closures. In many states of India, thousands of registered industries have closed affecting many of the workers. In the study area, Mumbai, also this phenomenon was observed.

Using the NSSO datasets of Mumbai, the unemployed persons who have ever worked were identified. They were mentioned as employment-interrupted persons or ex-worker in this chapter. These affected workers were analysed in detail by their background characteristics, details on their last employment were discussed. Also the members of the employment-interrupted person's households were compared with the members of general households of Mumbai.

The findings showed that the employment interrupted persons were mostly male (94.5%); in prime working age group (79.8%); married (61.3%); with middle level of education (56.5%); head of the households (46.7%); and majority of them were from lowest 40 percent of MPCE expenditure households (57.6%) of Mumbai.

In the employment interrupted person's household, the higher proportion of unmarried daughters were in the educational system than sons. One reason for this could be the policy of 'free education for girls' in the city which might have left the daughters pursuing education whereas most of the sons were working. Majority of the elders in the family of employment interrupted person's household were either retirees or pensioners. This could be one coping mechanism the employment interrupted person might have used.

Finding of the analysis using NSSO data indicates that the families of the employment interrupted persons were affected. However, the NSSO data suffers from some limitations inherent with other large-scale sample surveys. Being a large scale national sample survey, it does not go into the details of the economic and social impact of interrupted labour on the families of the ex-worker. Also the sample size of NSSO in the study area is very small to obtain a clear inference. Hence a primary survey was conducted in Mumbai. The study area, Mumbai was explored in various angles as an industrial city and presented in the next chapter, followed by results of primary data analysis.