

ANALYSIS OF THE STRUCTURE AND QUANTUM OF NON-AGRICULTURAL EMPLOYMENT IN INDIA

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This is an exercise carried out essentially with the census and organised sector data on workforce in order to know how it has grown over the years and what is its pattern of distribution in different sectors of the economy in general and in manufacturing sector in particular. The workers engaged in different sectors of the economy could be classified in two ways, i.e. by industry and by occupation. In this note we propose to analyse the workers by both, the nature of the industry in which they are employed and the particular occupation they are engaged in. In other words, we propose to examine the change both in the trend and nature of employment over the years. Further, we also propose to analyse the cross classification of workers into industry and occupation in order to know the types of occupations prevalent and growing in different industrial categories. In a planned economy it is not enough to study the quantum of employment changes that take place in different industries over the period of time, it is equally important to make continuing study of changes that occur in the occupational pattern of employees as the economy develops. This helps in ensuring the availability of required number of workers with requisite skill and training at the right time.

The sources which give relevant information in this regard are Census of India, and the Employment Review, published by the Directorate General of Employment and Training, Ministry of Labour, Government of India. We have used only 1961 and 1971 Censuses data for our comparison because beyond 1961 the data on workers and non-workers in earlier censuses were not given in as much detail and thus building up a comparable continuous series with such sets of information becomes very complicated. We, however, feel that the analysis of this two-point data, i.e. 1961 and 1971 Censuses do bring about some interesting results useful from the point of employment planning and policy purposes. The entire population is divided into workers and non-workers and the break-up of the workers is distributed into nine industrial categories. Amongst these industrial categories we are concerned here with the workers engaged in all the activities other than cultivation; in other words, we are concerned here with the workers engaged in non-agricultural sector particularly. The Census