

Levels and Differentials in Work Participation and Employment pattern in Early Reform Period (ERP) and Late Reform Period in Urban India

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Paper to be presented at the 18th European Conference in Modern South Asian Studies, Lund University, 6-9 July 2004

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Abstract: This paper has the twin objective of assessing the levels, trends and differential in work participation rate in urban India, particularly on the eve of economic liberalization in 1990s, i.e., Early Reform Period (ERP) and Late Reform Period (LRP) and the occupational pattern and differential (with respect to sex, caste and religion) of labor force in late reform period. The analysis has been focused on Urban India with emphasis on large city, small cities and town. The data of National Family and Health Survey (NFHS) 1 and 2 is used in the analysis. While the NFHS 1 is referred as Early Reform Period as it was conducted in 1992-93 the NFHS 2 is referred as Late Reform Period as it was carried out during 1998-99.

The preliminary analysis had shown that the work participation rate (WPR) had declined during the period. The largest decline in WPR is observed in the age group of 45 and above. On the other hand the female work participation rate had increased in prime working age group in urban India. It is found that the mostly practiced employment in urban India is skilled manual which is equally high irrespective of city size. It is 11.2 percent in capital/ large cities, 14 percent in small cities and 12.7 percent in towns. The second most practiced employment is merchants, shopkeepers, wholesale and retail trade which is almost of similar proportion in all the places. The proportion of clerical and related worker are higher in large cities as compared to smaller cities of India. The skilled manual constitutes 10.3 percent of the workforce followed by workers and labourers. Among other main occupations, 6.5 percent are in administrative, executive and managerial and 2.1 percent are medical professionals. The architect and engineering constitute about 1.3 percent of total working population while that of agriculture and allied activities are less than 1 percent in metropolis of India.

However, the occupational differential by sex, caste and religion is quite distinct. In large cities of India the widely practiced employment among females is domestic workers followed by clerical, and related workers. Moreover the work participation among females is more among household belonging to low standard of living. There is differential in occupational pattern by caste and religion. A large proportion of working population among Schedule Tribe are engaged in low paid jobs as compared to others. On the otherhand, it is found that in particular profession like skilled manual merchants, shopkeepers and trade the proportions of Muslims are higher as compared to Hindus irrespective of type of urban locality while the reverse is true in case of administrative, executive, managerial, teachers and clerical and related jobs.

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A. Introduction:

Indian economy had experienced major policy changes in early 1990s. The new economic reform, popularly known as, Liberalization, Privatization and Globalization (LPG model) aimed at making the Indian economy as fastest growing economy and globally competitive. The series of reforms undertaken with respect to industrial sector, trade as well as financial sector aimed at making the economy more efficient. All these measures said to have positive impact on the growth of the economy. The Indian economy had experienced about 6 percent growth rate in GDP in 1990s and become one of the tenth fastest growing economy in recent years. The foreign exchange reserve had exceeded 100 billion US dollar and inflation was under control. The tenth five year plan aimed at 8 percent growth rate in GDP.

On the social front, there is a marked improvement in female literacy, from 52 percent in 1991 to 65 percent in 2001, reduction in poverty ratio from 39 percent in 1993-94 to 26 percent in 1999-2000 on 30 days recall basis. However the Infant Mortality rate remained a plateau, hovering around 70, despite major thrust on RCH programme. In the same time with the current schedule of fertility and mortality about 16 million population are adding annually. However there is a growing feeling that Indian economy is experiencing economic growth without growth of employment. The growth rate of employment in organized sector is very minimal. The real pressing challenges for the country is growing unemployment. Also it is said that there is more marginalisation of female employment which might have increased the female work participation in recent years. The critics are of the view that Indian economy is experiencing job less or job lost growth. Studies have also shown that as the economy grows in 1990s the interstate disparities had widen (Ahluwalia 2000). Using the data of 1991-97, Acharya et al (2004) found that Gujarat and Maharashtra were the fastest growing states and enjoyed the growth rates comparable

to the East Asian countries while Assam experienced negative growth rate during the post reform period.

In this context this paper attempts to examine the occupational pattern of labor force in urban India, particularly on the eve of post reform period. The analysis has also focused to find out the occupational differential by sex within the urban locality, namely, for large city, small city and town separately for India and selected states. The employment pattern by social groups such as caste and religion is also examined.

The main rational of selecting the study on urban India are as follows.

1. The non agricultural activities are mainly limited in urban areas. According to 2001 census more than two third of labour force in rural India are still working on agriculture.
2. The process of liberalization is first said to set in urban areas and slowly percolate to rural areas.
3. The pattern of employment even expected to vary by type of urban locality, namely, large city/capital city, small city and other towns. The urban areas, particularly, the metropolis of India receive large influx of unskilled migration from rural areas for the sake of employment. The pattern is similar in most of the South Asian countries. As a result the metropolis are not only experiencing highest growth rate of population but also the growth of slums, heavy pressure on basic services such as transport, health as well as causing environmental pollution.
4. The variation in employment pattern by social group such as caste and religion in urban India is least explored.

B. Objectives:

The broad objective of this paper is to examine the impact of economic reform on work participation and employment pattern in urban India. However the specific objectives are as follows

- (i) to assess the work participation rate in early and late reform period in urban India
- (ii) to examine the differential in work participation rate by sex, type of urban locality and states
- (iii) to examine the differentials in employment pattern by social groups such as scheduled caste, schedule tribe and others
- (iv) to examine the differential in employment pattern by religious groups.

C. DATA AND METHODS

The data of National Family and Health Survey is used for the analysis. The two round of national family health surveys, NFHS 1 conducted during 1992-93, and NFHS 2 conducted during 1998-99 are two large scale sample surveys, recently conducted in the country under rigorous conditions of scientific sampling design, training of investigators and high quality data collection and edit procedures. The NFHS-1 is close to economic reform period and so may be termed as early reform period (ERP) while the NFHS 2 was conducted about 7-8 years after initiation of economic reform and so may referred as late reform period (LRP) for our analysis. The NFHS 1 collected data on a representative sample of 88,562 households in the country covering most of the states and NFHS-2 covered a sample of 92,486 households. These surveys collected a detailed household questionnaire on age, sex, occupation, educational level of each member in the households. The information was collected from the head of the households or any adult member present in the household. Further the data on city size, namely, large/capital city, small city and town, caste and religion of each household was also collected during the survey. These data are used in the analysis.

It may be mentioned that the work status of an individual is derived from the occupation of the individuals. In NFHS 1 the occupation of labour force was classified into 17

categories such as professional and technical, high level, professional and technical low level, administrative/executive/managerial, clerical, sales workers, service worker, farming, fishing, hunting etc, production, transport, household duties, students, retired persons, beggars, inmates of institutions, disabled persons, unemployed persons, others and do not know. The categories such as students, retired persons, household duties, inmates of institutions and unemployed persons are classified as not working while the disabled and do not know were excluded from the distribution. All other occupation are taken as working population.

The occupational distribution in NFHS 2 is more detailed and it gives for 98 categories. The group such as none including students, housewives are classified as not working. Similarly those under the classification of unidentifiable and do not know (a very small proportion) are excluded from the analysis. The member file in both the survey is used in the analysis.

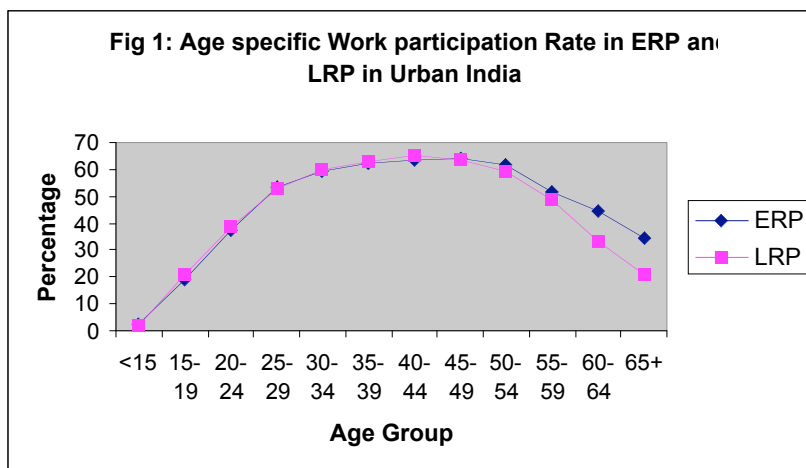
D. Analysis:

The analysis is grouped in to two sections. In first section the work participation by broad age group and sex in early and late reform period is discussed. In addition the differential in work participation by type of urban locality is also examined. In second section it is attempted to examine the employment pattern and differential by sex and social groups.

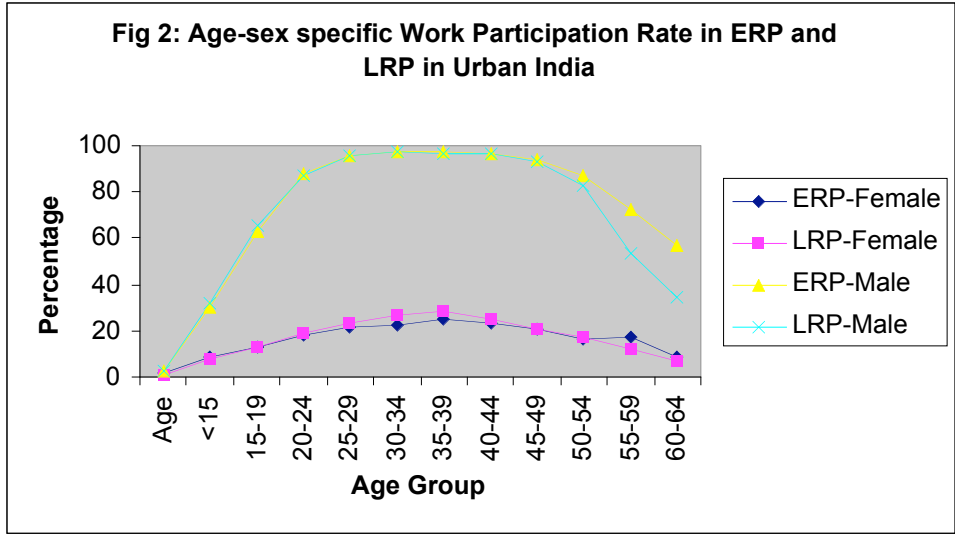
Section I: Work participation in ERP and LRP

At the beginning the employment trend in urban India is examined using the work participation rate (WPR). The overall levels of WPR is examined for the age group 20-59 as the WPR at younger and elder age is likely to be lower. The WPR is derived from the occupation of the labour force. It is found that the WPR in urban India has remained constant at 55 percent at both early reform and late reform period for the population aged 20-59. Both the curves overlap except for higher age group (Fig 1). The WPR by broad age group showed that there is sharp decline in the WPR for the age group 45 and above where as there is no/marginal change for other age group. For the age group 20-24 the WPR has increased from 19.2 to 20.6 percent while it has increased from 37.6 to 38.8 for the age group 25-29 in urban India. But the WPR has remained stagnant at 64 percent for

the age group 40-45, declined from 62 to 59, 51 to 49, 44 to 31 and 35 to 21 for the age group 50-54, 55-59, 60-64 and 65+ respectively. In other words, the Voluntary Retirement Schemes in the wave of privatisation has largely affected the elder age group in urban India. However, the proportion of children working in the age group of below 14 years had declined marginally during the period. This finding partly agrees with the NSSO finding of 55th round on employment and unemployment in India. The NSSO finding revealed that there is decline in overall work participation rate during 1993-94 and 1999-2000 in all the age group where as this finding shows such a decline in elder ages. The NSSO finding reveals that the WPRs had declined from 420 to 395, for both sexes, from 545 to 527 for males, and from 286 to 254 for females per 1000 work force (Sundaram, 2001).



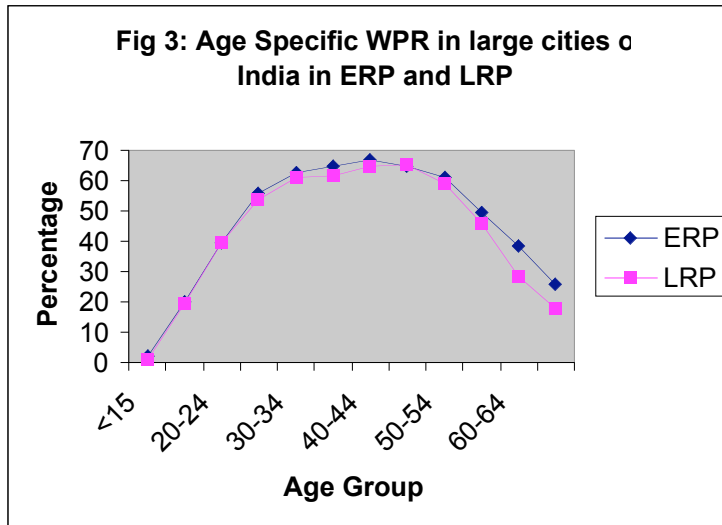
The sex differential in work participation is quite distinct in urban India in both ERP and LRP. While the female work participation rate has increased from 19 percent to 21 percent the male work participation had remained constant at 88 percent during the ERP and LRP for the age group 20-59 years. But the decline in work participation is observed for higher ages irrespective of sex. The female work participation in urban India still remains low. Further it may be noted that the male work participation rate reaches its peak at the age of 30-34 years and the female work participation reaches its peak at the age group 35-39. This is true both in ERP and LRP.



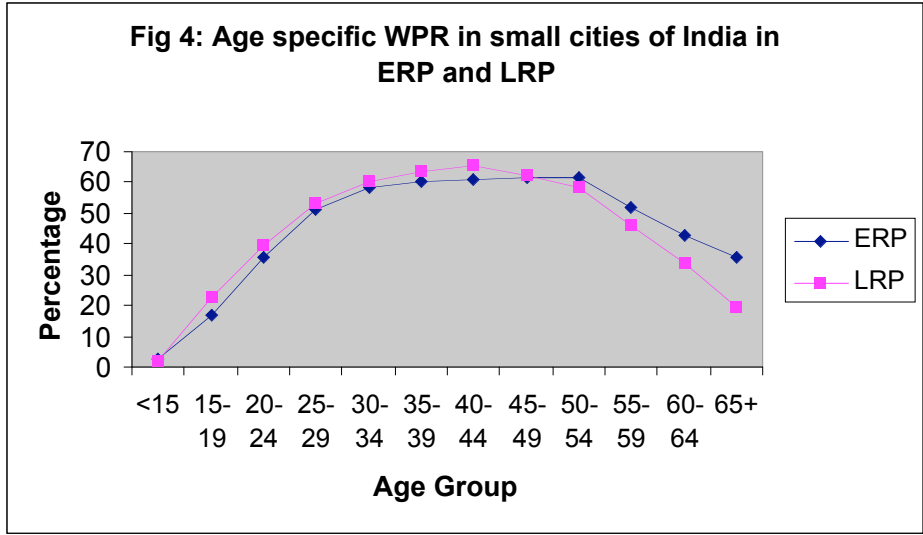
The NSSO finding reveals that the age specific WPRs per 1000 work force on the usual status had declined for all age group in urban India and for both sexes. The usual activity status relates to the activity status of a person during the reference period of 365 days preceding the date of survey. The activity status on which a person spent relatively longer time (i.e., major time criterion) during the 365 days preceding the date of survey is considered as the principal usual activity status. The WPR for urban males by taking the principal and subsidiary status together had declined from 973 to 969, 942 to 935, 856 to 809 and 442 to 402 for the age group 45-49, 50-54, 55-59 and 60+ respectively during the period 1993-94 to 1999-2000 and similar decline is noticed for urban females also (NSSO, 1999-2000). The WPR for urban male was estimated at 518 while for females at 139 for 1999-2000 and for all age group. Sundaram (2001) had cited that the rate of growth of employment over the six year period was lower than the rate of growth of population over the same period resulting in decline in WPR.

The differential in work participation by type of urban locality such as large/capital city, small city and town is shown in table 2. It may be mentioned that the classification of large/capital city is not strictly comparable in NFHS 1 and NFHS 2 but may be taken as approximation. In the prime working age (20-59) the large/capital cities had shown the decline in work participation rate from 57 percent to 55 percent while the small cities has noticed increase from 53 to 55 percent and towns from 54 to 55 percent. In other words

the employment opportunities has marginally increased in small cities as compared to large cities. The age specific work participation rate in large/capital cities has shown decline in most of the age group while it has shown decline for higher age group in case of small cities.



The other point is that the work participation has shown decline for the children below 15 years of age irrespective of type of urban locality. With respect to age group 15-19 and 20-24 the increase in work participation is observed for the small cities while it has almost remained same for large/capital cities (table 2). In case of town it has shown marginal decline in age group 15-19 and remained same for 20-24 age group. The age sex specific work participation rate may vary in urban areas due to various reasons. The age sex specific work participation rate for male and females by type of urban locality that is, large/capital city, small city and town in ERP and LRP is given in table 3 and table 4. During the LRP the WPR for males is about 88 percent irrespective of type of city localities. But during the ERP it was 88 percent in large cities, 87 percent in small cities and 89 percent in towns and in large cities. Thus there is marginal variation in WPR of males by type of urban locality in both ERP and LRP. Probably the differential will be more clear with respect to the occupational pattern of the labour force in these type of urban localities.

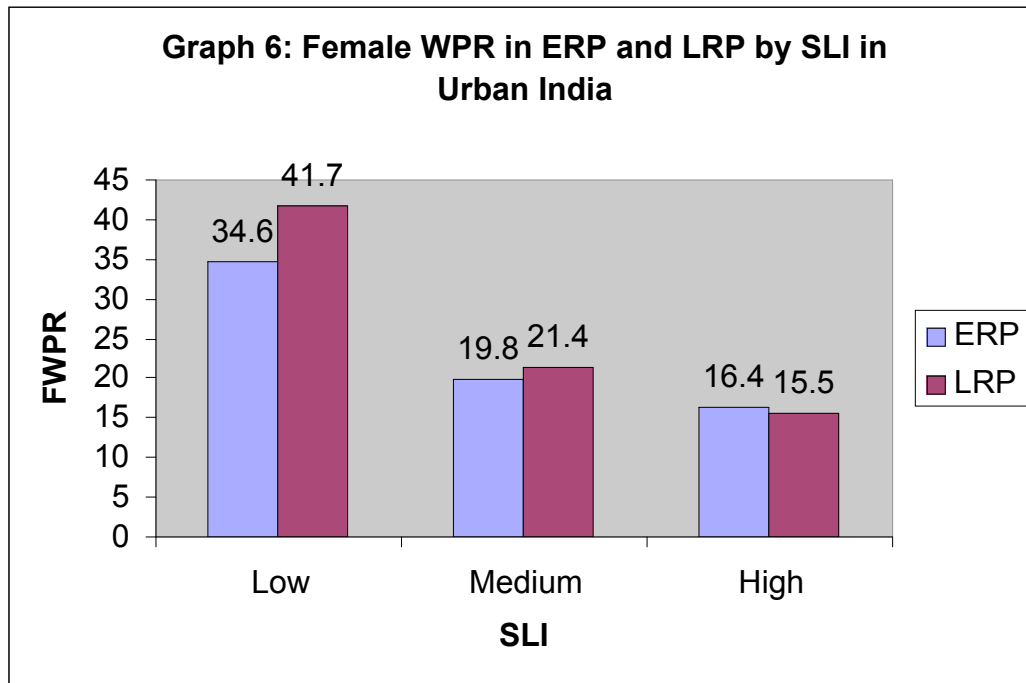
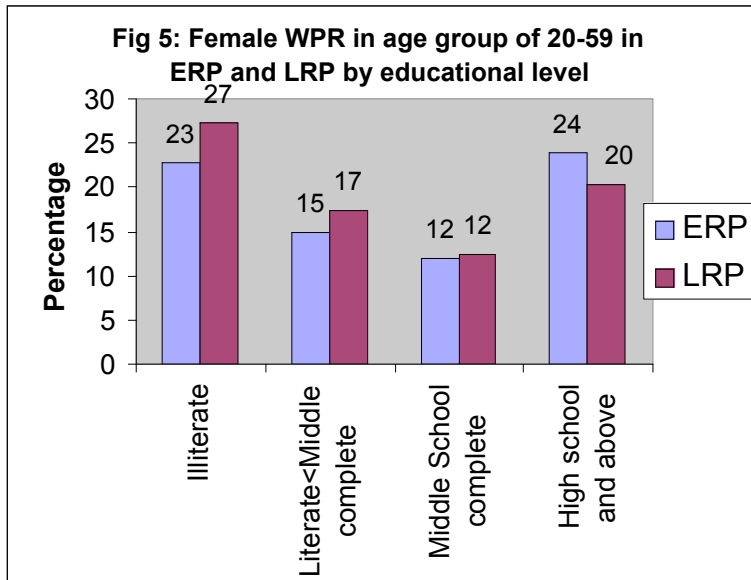


The WPR of females in the age group of 20-59 also shows the similar pattern. First of all the overall WPR is low irrespective of type of urban locality. In LRP the WPR of female in the age group 20-59 is 20 percent in large cities, 20 percent in small cities and 22 percent in towns. In ERP the WPR of females was 22 percent in large cities, 17 percent in small cities and 19 percent in towns. In other words the female WPR has increased in small cities while it has decreased in large cities. Even though the WPR has increases in small cities for younger age group it has declined for the age group 5 and above. Thus, the fact is that the WPR has declined for age group 45 and above irrespective of type of urban locality and sex in India.

Differential in WPR by Educational level and SLI:

The differential in WPR by educational level and SLI for females is given in fig 5 and fig 6. It may be observed that for all urban areas the WPR of females aged 20-59 has increased from 23 to 27 percent for illiterate women, 15 to 17 percent for those who were literate but less than middle complete and remains same at 12 percent for middle school complete and declined from 24 to 20 percent for high school and above. While the increase in WPR is noticed for less educated women it has decline for high school and above. This may be due to the fact that the rate of growth of educated women is more that the rate of growth of employment opportunities for them as well as due to reduction in employment opportunities. On the other hand the increase in WPR of females may be due

to more participation among illiterate and less educated women. Similarly the differential in WPR by SLI for ERP and LRP is shown in table 5. It may be observed that the increase in female WPR during ERP and LRP in urban India is observed for women belonging to low and medium SLI but it has declined among women belonging to high SLI.



SECTION II: LEVELS AND DIFFERENTIAL IN EMPLOYMENT BY SEX, EDUCATIONAL LEVEL AND SOCIAL GROUP

Employment pattern in Late Reform Period:

Occupational pattern of labor force reflects the pattern of employment and is linked to economic growth of a country/state. It is generally believed that with the process of development there used to be occupational mobility of labour force, mainly from agricultural to non agricultural sector. Also the productivity of labour increases and the participation in economically gainfully activities increases. Here we postulate that the pattern of employment in post reform period particularly, on the eve of late reform period will be more for better paid jobs, at least in large cities of India. Accordingly the 98 fold occupational classification of labour force of 1998-99 in the NFHS 2 is regrouped to 19 categories and further classified to five main groups. The distribution is shown only for those who are working and excludes the non working and those seeking jobs. The differential by type of urban locality is also shown. Due to limited information in NFHS 1 we have limited the analysis to NFHS 2 i.e., the LRP. The employment pattern is arranged in ascending order of the occupation of labour force (combined for both sex) in urban India (table 6). From the distribution of all working people (age group 10 and above), it is observed that the mostly practiced employment in urban India is skilled manual which is equally high irrespective of city size. It is 13 percent in urban India where as it is 11 percent in capital/ large cities, 14 percent in small cities and 13 percent in towns. It is the predominant occupation in urban India. The second most practiced employment is merchants, shopkeepers, whole sell and retail trade which is 12 percent in urban areas and almost constant by type of city locality. The third most practiced employment is labourers which is 11 percent in urban India, 7.8 percent in capital /large cities, 12 percent in small cities and 11 percent in towns. On the other hand the clerical and related workers are fourth largest practiced employment in urban India with 10 percent in large/capital cities and 7 percent in small cities / towns. Among other main occupations, 6.5 percent are in administrative, executive and managerial and 2.1 percent are medical professionals. The architect and engineering constitute about 1.3 percent of total working population while that of agriculture and allied activities are less than 1

percent in capital/large cities of India. There is variation in employment pattern in large cities and small cities but no significant variation in small cities and towns.

To understand the distribution, these 19 groups are further regrouped into five broad groups as follows.

Group I: Low paid jobs (workers, laborers, domestic worker, transport worker, service worker, housekeeper and agriculture and allied activities and others)

Group II: Moderately low paid jobs (skilled manual, sales and machinery and electrically skilled worker)

Group III: Average (clerical and related workers, teachers and artist)

Group IV: Moderately well paid group (Merchants, shopkeepers, wholesale and retail trade and manufacturing agents and money lenders)

Group V: Well paid jobs (Administrative, executive, medical professionals, social scientist, architect and engineering)

About 42 percent of employment in urban India are of low paid jobs (Group I) followed by 25 percent in moderately low paid jobs, 13 percent each in average income group and moderately high paid jobs and 8 percent in high paid jobs (Group V). The differential in employment by type of urban locality showed that about 37 percent labour force are working in low paid jobs in large cities, 40 percent in small cities and 46 percent in town. On the other hand the proportion of working people in high paid job is higher in large cities followed by small cities and towns. However the differential is not that large by the type of urban localities.

The differential in employment by sex showed that among all working male in urban India about 14 percent are working as merchant, shopkeeper, whole sell and retail trade followed by 11 percent as skilled manual, 11 percent as labourers and 8 percent each as clerical and related worker as well as workers. On the other hand among all working women in urban India, about 19 percent of them are working as skilled manual, 13 percent as agricultural workers, 12 percent as teachers as well as service workers and 8 percent as clerical and related workers. The differential in employment by sex shows that

among males the merchants, shop keepers, whole sale and retail trade are the most practiced employment followed by skilled manual irrespective of type of urban localities. However the sex differentials in employment pattern is quite clear. In capital cities the most practiced employment among females is domestic worker followed by clerical and related worker, skilled manual and teachers. About one fifth of women in capital/large cities worked as domestic worker as compared to one in seven as teacher. In small cities the most practiced employment among females are skilled manual followed by labourers and teachers where as in towns it is agriculture and related workers, followed by skilled manual and teachers.

The grouping of the occupational pattern helps us to understand the broad differential in employment pattern in urban India. It is found that among male about 40 percent are engaged in Group I activities, 25 percent in Group II activities, 11 percent in Group III activities, 15 percent in Group IV and 8 percent in Group IV activities. In other words more than two third work force among males are engaged in low paid jobs (Group I and Group II). The proportion is even higher among females. Further the differential by type of urban locality showed that the proportion of Group III, Group IV and Group IV jobs are higher in large/capital cities as compared to small cities and towns. Moreover the proportion of working population among females is more in low paid jobs irrespective of type of urban locality.

As a particular case the data of 4 metros of India, namely, Delhi, Mumbai, Kolkatta and Chennai are analysed to know the pattern of employment in metropolis (Fig7, table not shown). It is found that about one fourth of female labour force in metropolis of India are working as domestic worker as compared to 2.9 percent among males. The second most practiced job among females in metropolis are clerical and related (14.6 percent) followed by teachers (11.7 percent). As compared to males the proportion of female representation is higher in domestic workers, teaching, clerical and related workers, medical professions, housekeeping, artist and agriculture and related work. In all other profession the male proportion is higher as compared to females. This is an indication that the increased in female work participation is more on unorganized sectors of the economy.

Fig 6: Occupational Distribution of Labour force in Urban India, 1998-99

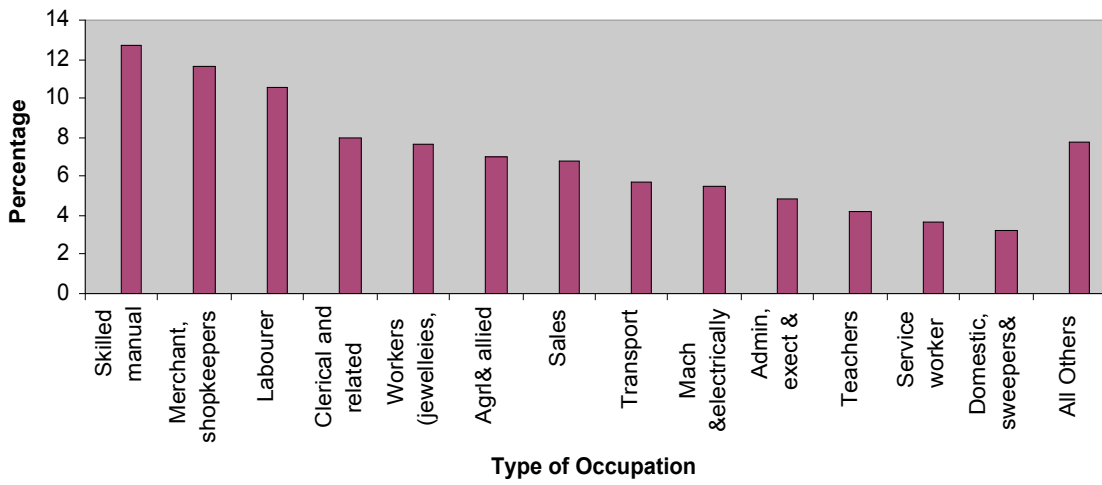
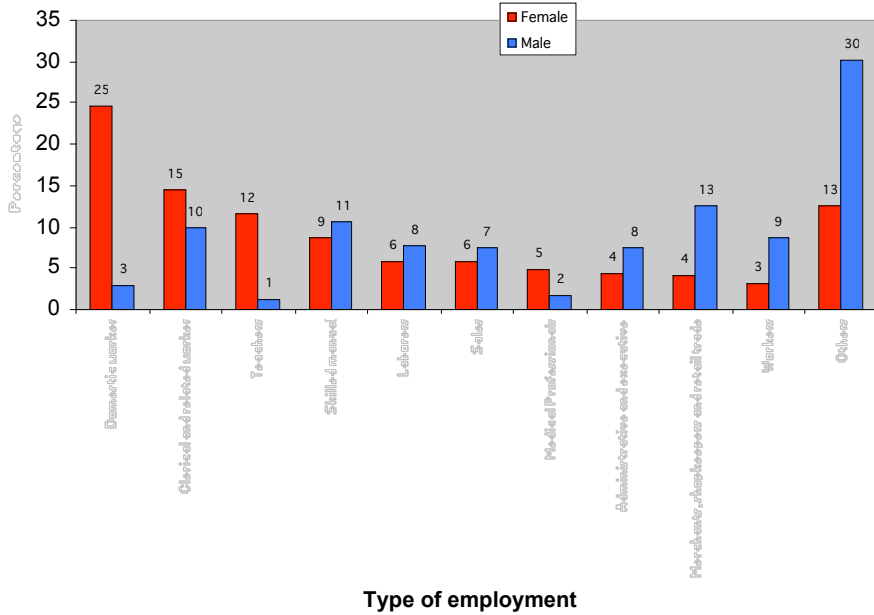
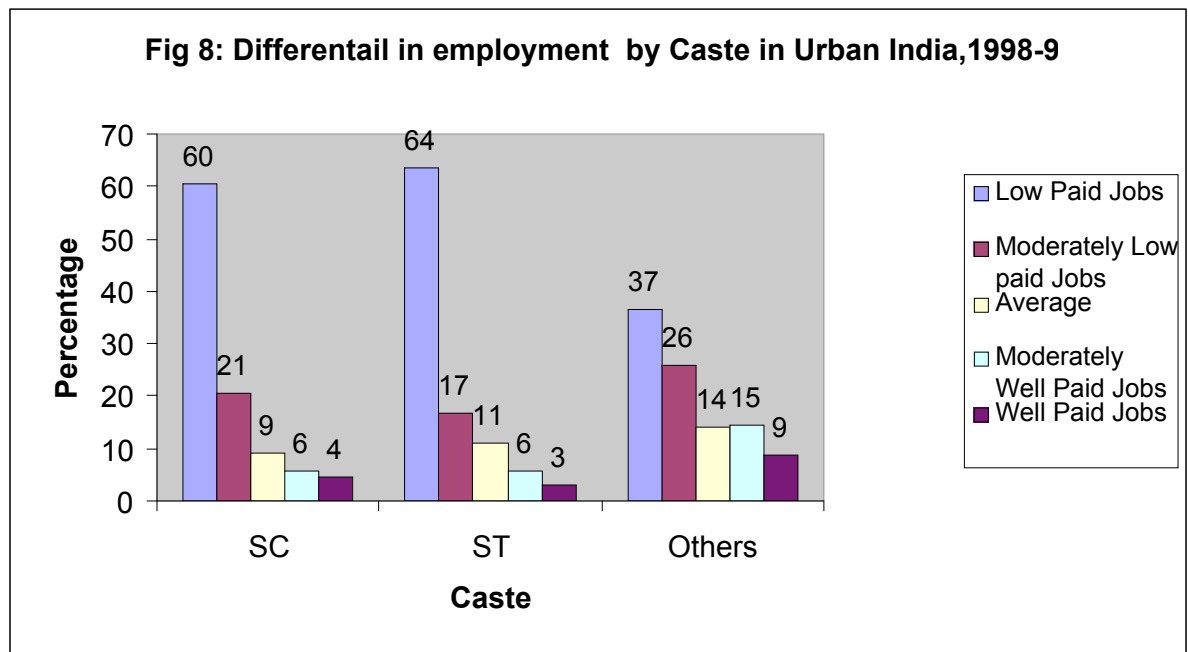


Fig 7: Type of employment by sex in Metroplis of India, 1998-99



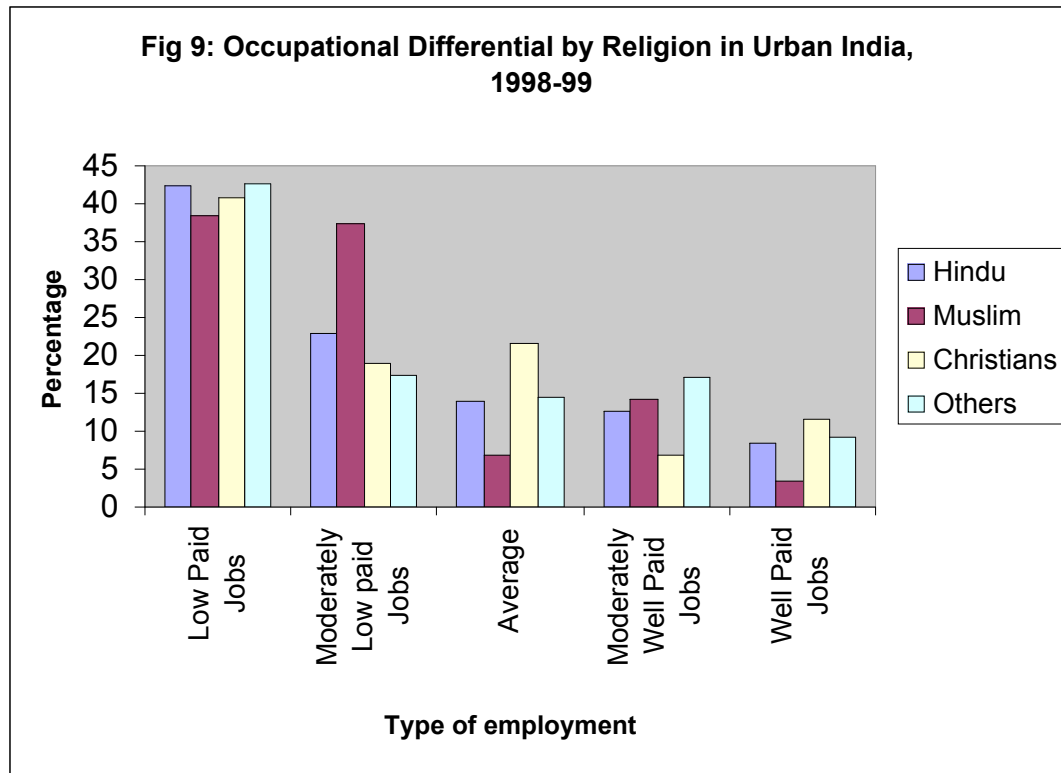
Differential in Employment by Caste and Religion:

In this part the differentials in occupational pattern by social groups such as caste and religion is discussed. While the caste differential is limited to the Scheduled caste, Scheduled Tribe and other the religion differential is limited to Hindus, Muslims and others. It is generally said that the SC and ST populations are disadvantages groups in Indian society. Any policy and programme of the government focus on their upliftment. Accordingly the occupational pattern in urban India by caste is given in table 8 and Figure 8. It is found that there is still substantial variation in employment type by caste group. About 64 percentage working population among ST are engaged in low paid jobs as compared to 60 percent among SC and 37 percent among others. On the other hand only 9 percent working population among ST are engaged in well paid/moderately well paid jobs (Group IV and V) as compared to 10 percent among SC and 23 percent among others. The implication is that the social inequality with respect to caste in occupation is prevalent in Urban India. The similar variation in occupational pattern is also observed by type of urban locality.



The employment pattern suggest that a large proportion of STs are engaged as labourers followed by agricultural and allied workers whereas as it is labourers followed by workers among SCs. Among others a higher proportion are engaged in merchant, shopkeepers, whole sellers etc followed by skilled professionals. In general the representation of others in well to do professions are higher as compared to SCs and Sts.

The religion differential in employment in urban India is given in table 10 and table 11. It may be seen that there is variation in employment pattern by religious groups. In general it is found that among all working population of Hindus about 42 percent are in low paid jobs as compared to 38 percent among Muslims, 41 percent among Christians and 43 percent among others in urban India. On the other hand about 13 percent Christians are in well paid jobs as compared to 8 percent among Hindus, 4 percent among Muslims, and 9 percent among others. The differential by type of employment showed that among Hindus as well as Muslims a large proportion are engaged in skilled manual and as merchants, shopkeepers and retail trade followed by labourers. Among Christians a higher proportion are engaged in clerical and related workers followed by labourers where as among others a higher proportion are engaged as Merchants, shopkeepers and retail trade.



Conclusion:

From the analysis it revealed that there is decline in WPR among elder age group (45 and above) in late reform period irrespective of type of urban locality i.e., capital/large city, small city or towns and sex. However the same is not true for younger age group. The differential in WPR by type of urban localities showed that while it has marginally declined/ remained constant in large /capital cities the overall WPR had notices small increase in small cities and town. The female WPR has increased in both ERP and LRP but it is more among illiterate and less educated women. The similar differential is observed with respect to standard of living index of the households. About two fifth of labour force in Urban India re engaged in low paid job as compared to less than 10 percent in high paid job. However the proportion of labour force engaged in low paid job is relatively lower in large/capital cities as compared to small cities and towns. Further the sex differential in employment by type of urban localities showed that a higher proportion of working women in metropolis are domestic worker. The most practiced employment among females re skilled manual followed by teachers. The differential in

occupational pattern by caste group showed that there is substantial variation in employment by caste group. While a larger proportion of ST and SCs are engaged in low paid jobs as compared to others. Similarly the religion differential in occupation pattern is found in Urban India.

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Table 1: Age and sex specific work participation rate in Early Reform Period (ERP) and Late Reform Period (LRP)

Age Group	Male				Female				Combined sex			
	ERP Percent age	Number	LRP Percent age	Number	ERP Percent age	Number	LRP Percent age	Number	ERP Percent age	Number	LRP Percent age	Number
Less than 15	3.0	23797	2.4	22558	1.8	22212	1.0	20810	2.4	46014	1.7	43368
15-19	30.2	6979	32.2	7757	8.5	7131	8.0	7174	19.2	14110	20.6	14931
20-24	63.3	6709	65.3	6896	13.1	7018	13.0	7062	37.6	13729	38.8	13958
25-29	87.8	6006	87.4	6063	18.2	5932	18.9	6148	53.3	11938	52.9	12211
30-34	96.1	5117	95.9	5086	21.2	4874	23.4	5000	59.5	9991	59.9	10085
35-39	97.2	4783	97.7	4920	22.2	4201	26.9	4747	62.1	8985	62.9	9667
40-44	97.0	3833	96.8	4019	25.4	3326	28.8	3464	63.7	7159	65.3	7483
45-49	96.2	3201	96.7	3548	22.9	2517	24.9	3050	64.0	5717	63.5	6598
50-54	94.2	2467	93.3	2534	20.7	1969	20.8	2226	61.6	4435	59.4	4760
55-59	87.1	1893	82.7	1959	16.8	1949	16.9	2097	51.4	3842	48.7	4056
60-64	72.5	1434]	53.5	1788	16.9	1489	12.1	1737	44.2	2921	33.1	3526
65+	57.0	1991	34.7	3186	8.4	1684	6.6	3210	34.7	3674	20.6	6396
20-59	87.8	34010	87.9	35024	19.3	31785	21.0	33793	54.7	65798	55.1	68818

Table 2: Age specific work participation rate by type of urban locality

Age Group	Large/capital city				Small city				Town			
	ERP		LRP		ERP		LRP		ERP		LRP	
	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number
Less than 15	2.2	13615	1.3	10316	2.6	15779	2.1	12985	2.5	16622	1.7	20068
15-19	19.9	4175	19.4	3812	16.6	5198	22.7	4362	21.4	4736	19.9	6756
20-24	39.4	4517	39.5	3753	35.8	4799	39.4	4186	37.9	4414	38.0	6020
25-29	55.9	4136	53.7	3325	51.2	4177	53.2	3648	52.6	3625	52.1	5238
30-34	62.6	3530	60.9	2732	58.6	3330	60.2	3002	57.0	3133	59.1	4351
35-39	64.7	3078	61.8	2565	60.3	3034	63.5	2928	61.3	2873	63.2	4174
40-44	66.6	2372	64.8	2076	60.9	2511	65.6	2150	63.9	2278	65.5	3256
45-49	64.8	1847	65.2	1788	61.4	2139	62.4	1895	66.3	1731	63.2	2915
50-54	60.9	1564	58.8	1284	61.3	1544	58.1	1390	62.8	1329	60.5	2086
55-59	49.4	1282	46.0	1085	52.0	1315	46.3	1228	52.9	1246	52.1	1744
60-64	38.3	921	28.6	926	42.6	984	34.0	1093	51.0	1017	35.2	1506
65+	25.9	1230	17.7	1681	35.9	1255	19.6	2000	42.6	1189	23.1	2714
20-59	56.7	22325	55.3	18607	53.0	22846	55.0	20426	54.4	20628	55.0	29784

Table 3: Age specific work participation rate of males by type of urban locality

Age Group	Large/capital city				Small city				Town			
	ERP		LRP		ERP		LRP		ERP		LRP	
	Percent age	Number	Percent age	Number	Percent age	Number	Percent age	Number	Percent age	Number	Percent age	Number
Less than 15	2.8	6962	1.6	5376	3.1	8148	3.1	6818	3.2	8686	2.4	10364
15-19	30.8	2089	31.1	2004	26.2	2572	37.3	2278	34.0	2318	29.5	3474
20-24	64.3	2243	64.7	1911	60.2	2364	67.4	2102	65.8	2102	64.1	2883
25-29	88.7	2133	89.7	1677	85.4	2116	88.2	1836	89.8	1758	85.2	2551
30-34	96.2	1876	96.6	1442	95.2	1701	96.1	1531	96.8	1541	95.2	2112
35-39	97.6	1681	97.2	1301	97.3	1568	97.7	1494	96.7	1535	98.1	2125
40-44	96.4	1326	97.3	1106	97.3	1309	95.9	1170	97.3	1198	97.1	1743
45-49	94.2	1058	95.8	1016	96.8	1171	96.5	1000	97.6	972	97.4	1532
50-54	92.6	864	91.9	688	95.1	870	93.3	728	95.0	733	94.1	1118
55-59	83.7	624	79.1	517	87.0	682	82.1	563	90.8	587	85.2	879
60-64	62.6	463	47.5	448	71.5	456	53.4	560	82.3	515	57.1	779
65+	43.3	649	28.9	873	60.1	680	34.0	989	67.1	662	39.1	1323
20-59	87.9	11805	87.9	9657	86.6	11779	88.2	10425	89.0	10426	87.7	14942

Table 4: Age specific work participation rate of females by type of urban locality

Age Group	Large/capital city				Small city				Town			
	ERP		LRP		ERP		LRP		ERP		LRP	
	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number
Less than 15	1.5	6649	0.8	4940	2.1	7629	1.1	6167	1.7	7933	1.1	9704
15-19	9.0	2085	6.5	1808	7.2	2627	6.8	2084	9.4	2419	9.7	3282
20-24	14.8	2272	13.2	1843	12.1	2434	11.3	2083	12.5	2312	13.9	3136
25-29	21.0	2003	17.1	1649	16.1	2062	17.9	1813	17.7	1867	20.7	2687
30-34	24.5	1654	21.0	1290	20.3	1629	22.9	1471	18.5	1592	25.1	2239
35-39	25.0	1398	25.5	1264	20.8	1465	27.8	1433	20.6	1337	27.0	2049
40-44	28.9	1046	27.8	970	21.1	1201	29.3	980	26.8	1079	29.2	1514
45-49	25.2	789	25.0	772	18.5	969	24.2	895	26.2	759	25.2	1383
50-54	21.7	700	20.6	596	17.7	673	19.5	661	23.0	595	21.8	968
55-59	16.9	658	15.8	568	14.2	632	16.1	665	19.1	659	18.4	865
60-64	13.9	459	10.9	478	17.6	528	13.7	533	18.9	502	11.7	726
65+	6.5	581	5.7	808	7.5	577	5.4	1010	11.6	526	8.0	1391
20-59	21.6	10519	20.0	8950	17.2	11065	20.3	10001	19.0	10202	22.0	14841

Table 5: Female Work Participation Rate by educational level and standard of living in ERP and LRP

Educational Level	Large city		Small city		Town		All Urban area	
	ERP	LRP	ERP	LRP	ERP	LRP	ERP	LRP
Illiterate								
Lit<Middle complete	26.4	23.5	22.1	27.7	23.3	28.8	22.8	27.4
Middle school compl	15.8	16.4	13.4	17.3	12.7	17.8	14.9	17.3
High school and above	12.9	13.5	8.6	10.2	8.4	13.2	12.0	12.4
	24.4	21.6	18.0	18.7	20.7	20.6	23.8	20.4
Standard of living								
Low	40.9	38.5	36.6	44.0	32.8	41.0	34.6	41.7
Medium	21.1	22.4	18.8	20.7	16.1	21.5	19.8	21.4
High	18.3	17.2	11.8	14.2	12.5	14.9	16.4	15.5

Table 6: Occupational pattern of labour force on late reform period in Urban India (1998-99)

Type of employment	Type of urban areas			All urban India
	Capital /Large city	Small city	Town	
1.Skilled manual	11.2	14.0	12.7	12.7
2.Merchant, shop keepers, whole sale and retail trade	11.8	11.9	11.5	11.7
3.Labourer	7.8	12.0	11.2	10.5
4.Clerical and related worker	10.3	7.3	7.1	8.0
5.Workers	7.7	9.0	6.8	7.7
6.Agriculture and allied worker	1.5	3.9	12.7	7.1
7.Sales	7.7	8.0	5.3	6.8
8.Transport	6.3	5.3	5.7	5.7
9 Machinery and electrically skilled worker	5.7	6.0	5.0	5.5
10 Administrative, executive and managerial	6.5	4.6	3.9	4.8
11 Teachers	3.4	4.0	4.9	4.2
12 Service workers	4.7	3.0	3.3	3.6
13 Domestic workers/sweepers/cleaners	5.0	2.8	2.6	3.3
14 Others (unidentifiable / seeking work)	2.3	2.3	1.8	2.1
15 Medical professionals	1.9	1.5	1.5	1.6
16 Housekeepers/hotel keepers	1.6	1.4	1.5	1.5
17 Architect /engineering	1.7	1.0	1.1	1.2
18 Manufacturing agent and money lenders	1.9	1.2	0.6	1.2
19. Artist	1.0	0.9	0.6	0.8
Group I (3, 5,6 ,8,12,13,14, 16)	36.9	39.7	45.6	41.5
Group II (1, 7,9)	24.6	28.0	23.0	25.0
Group III (4, 11, 19)	14.7	12.2	12.6	13.0
Group IV (2, 18)	13.7	13.1	12.1	12.9
Group V (10, 15, 17)	10.1	7.1	6.5	7.6
N (Total working population)	11718	13263	19225	44206

Table 7: Occupational pattern by sex and urban locality in India

Type of employment	Capital/large city		Small city		Town		All urban India	
	Male	Female	Male	Female	Male	Female	Male	Female
1.Skilled manual	10.9	12.9	12.4	21.4	10.9	20.1	11.3	18.7
2.Merchant, shop keepers, whole sale and retail trade	13.4	4.1	13.7	3.6	13.4	4.0	13.5	3.9
3.Labourer	8.0	6.8	11.6	14.0	11.4	10.4	10.5	10.6
4.Clerical and related worker	9.7	13.1	7.5	6.3	7.5	5.6	8.1	7.6
5.Workers	8.6	3.2	9.6	6.3	7.5	3.9	8.4	4.4
6.Agriculture and allied worker	1.4	1.5	3.2	6.9	10.0	23.2	5.6	13.2
7.Sales	7.9	7.1	8.7	5.1	5.7	3.8	7.2	5.0
8.Transport	7.5	0.5	6.3	0.4	7.0	0.3	7.0	0.4
9.Machinery and electrically skilled worker	6.7	0.9	7.2	0.3	6.2	0.3	6.7	0.5
10.Administrative, executive and managerial	7.0	4.1	5.3	1.9	4.6	1.5	5.4	2.3
11.Teachers	1.4	12.8	2.0	12.8	3.2	11.7	2.3	12.3
12.Service workers	5.0	3.1	3.3	2.1	3.7	1.8	4.0	2.2
13.Domestic workers/sweepers/cleaners	2.1	18.7	0.9	11.2	1.1	8.1	1.3	11.6
14.Others (unidentifiable and seeking work	2.3	2.1	2.4	2.0	2.0	1.2	2.2	1.6
15.Medical professionals	1.4	4.3	1.3	2.6	1.3	2.2	1.3	2.8
16.Housekeepers/hotel keepers	1.4	2.6	1.2	2.3	1.6	1.4	1.4	1.9
17.Architect/engineering	2.0	0.7	1.2		1.3	0.1	1.4	0.2
18.Manufacturing agent and money lenders	2.1	0.6	1.4	0.3	1.0	0.2	1.4	0.3
19.Artist	1.1	0.7	0.9	0.7	0.7	0.2	0.9	0.4
Group I (3, 5,6 ,8,12,13,14, 16)	36.3	38.5	38.5	45.2	44.3	50.3	40.4	45.9
Group II (1, 7,9)	25.5	20.9	28.3	26.8	22.8	24.2	25.2	24.2
Group III (4, 11, 19)	12.2	26.6	10.4	19.8	11.4	17.5	11.3	20.3
Group IV (2, 18)	15.5	4.7	15.1	3.9	14.4	4.2	14.9	4.2
Group V (10, 15, 17)	10.4	9.1	7.8	4.5	7.2	3.8	8.1	5.3

Table 8: Occupational pattern by sex and urban locality in India

Percentage distribution on occupational pattern by sex and type of urban locality, 1998-99

Type of employment	Large city			Small city			Town			All Urban areas		
	SC	ST	Others	SC	ST	Others	SC	ST	Others	SC	ST	Others
1. Skilled manual	10.7	9.7	11.5	11.0	11.5	13.5	10.5	4.9	13.6	11.3	13.0	13.6
2. Merchant, shop keeper, whole sale and retail trade	7.1	5.1	12.4	4.4	4.4	13.7	4.6	4.9	13.1	11.3	11.9	11.2
3. Labourer	14.8	10.3	6.4	22.0	23.3	9.2	20.2	20.5	8.3	7.8	11.6	10.9
4. Clerical and related worker	9.7	8.2	10.7	4.6	7.1	8.1	6.0	7.4	7.6	10.4	7.5	7.3
5. Workers	8.3	9.0	7.7	15.7	10.8	7.6	8.9	5.1	6.6	7.8	9.0	6.9
6. Agriculture and allied worker	1.0	9.0	1.3	7.8	7.6	3.2	16.6	22.3	11.4	1.5	4.1	12.9
7. Sales	5.7	9.5	8.2	7.2	4.1	8.7	4.2	5.0	5.6	7.8	8.3	5.3
8. Transport	5.9	9.0	6.2	5.4	7.1	5.3	6.4	7.7	5.1	6.3	5.4	5.5
9. Machinery and electrically skilled worker	4.7	4.4	5.8	3.9	2.5	6.5	4.3	2.8	5.2	5.6	6.0	5.0
10. Administrative, executive and managerial	2.9	3.1	7.5	2.2	1.2	5.4	2.0	1.6	4.6	6.6	4.8	4.0
11. Teachers	1.4	2.8	3.7	1.4	2.5	4.7	2.8	3.1	5.7	3.3	4.2	5.0
12. Service workers	5.6	2.7	4.6	3.7	3.5	3.1	3.5	5.8	3.3	4.9	3.2	3.4
13. Domestic Workers/sweepers/cleaners	12.4	6.7	3.5	5.5	5.3	2.2	4.4	5.6	2.0	4.9	2.8	2.6
14. Others (unidentifiable work), seeking work	2.5	1.0	2.2	1.9	3.5	2.3	1.7	0.6	1.9	2.2	2.3	1.8
15. Medical professionals	2.6	1.0	1.9	1.2	1.2	1.6	1.3	0.9	1.6	2.0	1.6	1.5
16. House keepers/hotel keepers	1.8	1.3	1.6	1.3	0.9	1.5	1.2	1.3	1.6	1.6	1.5	1.5
17. Architect/engineering	0.8	0.5	1.9	0.3	0.2	1.2	0.5	0.3	1.3	1.7	1.0	1.1
18. Manufacturing agent and money lenders	1.3	1.8	2.0	0.3	0.9	1.4	0.5	-	0.9	1.9	1.2	0.8
19. Artist	0.9	0.5	1.0	0.3	2.3	0.8	0.5	0.1	0.7	1.0	0.8	0.6
Group I (3, 5, 6, 8, 12, 13, 14, 16)	52.3	49.0	33.5	63.3	62.0	34.4	62.9	68.9	40.2	37.0	39.9	45.5
Group II (1,7,9)	21.1	23.6	25.5	22.1	18.1	28.7	19.0	12.7	24.4	24.7	27.3	23.9
Group III (4, 11, 19)	12.0	11.5	15.4	6.3	11.9	13.6	9.3	10.6	14.0	14.7	12.5	12.9
Group IV (2, 18)	8.4	6.9	14.4	4.7	5.3	15.1	5.1	4.9	14.0	13.2	13.1	12.0
Group V (10, 15, 17)	6.3	4.6	11.3	3.7	2.6	8.2	3.8	2.8	7.5	10.3	7.4	6.6

Table 9 : Occupational distribution by religion , 1998-99

Type of employment	Urban India			
	Hindu	Muslim	Christians	Others
1.Skilled manual	11.5	21.2	6.8	5.2
2.Merchant, shop keepers, whole sale and retail trade	11.5	12.6	6.4	15.2
3.Labourer	10.7	10.8	8.2	9.5
4.Clerical and related worker	8.8	3.2	12.4	9.3
5.Workers	7.7	7.5	7.4	8.6
6.Agriculture and allied worker	7.6	5.0	7.7	5.5
7.Sales	6.7	7.5	5.6	6.5
8.Transport	5.1	8.0	6.3	6.6
9.Machinery and electrically skilled worker	4.7	8.6	6.5	5.8
10.Administrative, executive and managerial	5.3	2.2	6.0	6.1
11.Teachers	4.4	2.5	8.3	4.1
12.Service workers	3.9	2.1	3.5	4.5
13.Domestic workers/sweepers/cleaners	3.5	1.8	5.4	4.1
14.Others (unidentifiable work), seeking work	2.1	2.3	0.8	2.3
15.Medical professionals	1.6	0.9	3.4	2.0
16.Housekeepers/hotel and restaurant worker	1.7	0.9	1.5	1.5
17.Architect/engineering	1.4	0.4	2.2	1.2
18.Manufacturing agent and money lenders	1.1	1.5	0.5	1.8
19 Artist	0.7	1.2	0.9	1.1
Group I (3, 5,6 ,8,12,13,14, 16)	42.3	38.4	40.8	42.6
Group II (1, 7,9)	22.9	37.3	18.9	17.5
Group III (4, 11, 19)	13.9	6.9	21.6	14.5
Group IV (2, 18)	12.6	14.1	6.9	17.0
Group V (10, 15, 17)	8.3	3.4	11.6	9.3
Total percentage	100	100	99.8	100.9
Total	33419	7407	1584	1764

Table 10 : occupational distribution by religion
Percentage distribution of population on occupation pattern by religion and type of urban locality, India, 1998-99

Type of employment	Large/Capital city				Small city				Town			
	Hindu	Muslim	Christians	Others	Hindu	Muslim	Christians	Others	Hindu	Muslim	Christians	Others
1.Skilled manual	9.8	21.5	7.1	4.7	11.9	26.0	5.9	4.6	12.3	17.2	7.1	6.3
2.Merchant, shop keepers, whole sale and retail trade	11.6	13.0	6.1	14.4	12.0	12.2	7.1	11.8	11.3	12.6	6.5	19.8
3.Labourer	8.4	5.9	4.9	6.3	11.8	11.6	12.2	17.5	11.2	13.1	8.2	5.5
4.Clerical and related worker	11.2	4.3	16.9	11.6	8.4	2.8	7.1	6.3	7.5	3.0	12.4	9.4
5.Workers	7.5	9.3	5.4	7.2	8.8	8.3	6.8	16.2	7.0	5.8	8.6	2.5
6.Agriculture and allied worker	1.5	1.4	1.2	1.3	4.3	2.0	9.3	1.8	13.4	9.4	10.4	14.9
7.Sales	7.8	7.9	5.4	7.6	8.0	8.8	6.2	7.2	5.1	6.3	5.5	4.4
8.Transport	6.0	7.9	5.9	6.0	5.0	5.8	7.6	5.9	4.7	9.8	5.8	8.0
9.Machinery and electrically skilled worker	4.9	9.2	5.4	6.9	5.1	9.7	7.1	4.2	4.4	7.4	6.8	5.9
10.Administrative, executive and managerial	7.0	2.7	8.3	9.4	5.5	2.0	3.1	2.2				
11.Teachers	3.4	2.6	7.6	3.3	4.2	1.9	8.5	5.0	4.2	2.1	6.1	5.5
12.Service workers	5.0	2.5	4.9	6.6	4.3	1.6	3.7	3.1				
13.Domestic workers/sweepers/cleaners	5.5	2.4	5.9	5.0	2.7	1.6	6.8	6.1	5.2	2.8	8.8	4.2
14.Others (unidentifiable work), seeking work	2.3	2.4	1.7	1.7	2.5	1.9	0.3	2.4	3.6	2.2	2.8	3.1
15.Medical professionals	1.9	1.2	6.6	1.9	1.6	0.7	1.7	2.0	2.7	1.6	4.6	0.8
16.Housekeepers/hotel keepers	1.8	1.1	2.4	0.9	1.6	0.4	0.6	1.5				
17.Architect/engineering	1.9	0.5	3.4	1.4	1.2	0.3	2.5	0.6	1.7	2.5	0.6	2.9
18.Manufacturing agent and money lenders	1.7	2.5	0.7	2.6	1.2	1.5		0.4				
20 Artist	0.9	1.8	0.2	1.3	0.7	1.2	3.4	1.1	1.5	0.7	2.4	2.3
Group I (3, 5,6 ,8,12,13,14, 16)	38.0	32.9	32.3	35.0	41.0	33.2	47.3	54.5	45.9	45.7	42.3	37.9
Group II (1, 7,9)	22.5	38.6	17.9	19.2	25.0	44.5	19.2	16.0	21.8	30.9	19.4	16.6
Group III (4, 11, 19)	15.5	8.7	24.7	16.2	13.3	5.9	19.0	12.4	13.3	6.7	21.2	14.4
Group IV (2, 18)	13.3	15.5	6.8	17.0	13.2	13.7	7.1	12.2	12.0	13.6	7.1	21.9
Group V (10, 15, 17)	10.8	4.4	18.3	12.7	8.3	3.0	7.3	4.8	6.8	3.2	10.0	9.3
Total percentage	100.1	100.0	100.0	100.0	101.0	100.3	99.9	99.9	99.8	100.1	100.0	100.1
Total	8740	1855	409	699	9932	2431	353	542	14746	3117	821	524