

# 4

## Employment

Chapter 2 noted tremendous inequality in the economic well-being of households and observed that much of this inequality is associated with sources of livelihoods. Households that rely only on agriculture are considerably poorer than those in which some members have a steady salaried job. Chapter 3 amplified this theme by documenting low average agricultural incomes for farmers. In this chapter, we focus on employment and examine the characteristics of workers who are able to obtain non-farm jobs and the nature of their work.

A focus on employment is particularly important in the context of rapid changes in the Indian economy in which rewards to formal sector work have rapidly outstripped rewards to other activities. For a barely literate manual worker, a monthly salaried job as a waiter in a roadside restaurant is far more remunerative, on an average, than seasonal agricultural work. However, if the same worker is able to find a job as a waiter in a government run canteen or café, his salary will most likely outstrip his earnings in a privately owned café. Two forces are at work here. First, movements from agricultural work to non-farm regular employment increase income by reducing underemployment. Second, employment in government or the public sector further boosts salaries. This chapter will explore some of these processes.

Another important theme of this chapter is gender differences in employment. Women are less likely to participate in the work force than men. When women work, they are largely concentrated in agriculture and the care of the livestock. Even when they engage in wage work, they work fewer days per year and at a considerably lower pay than men. Even education fails to bridge the gender gap in labour

force participation. Educated women seem to be *less* likely to be employed than their less educated sisters. The progressive decline in labour force participation with higher levels of education stops only at college graduation. However, college graduates form a very small segment of the female population.

Finally, regional inequalities in employment are pervasive. Both employment opportunities and wage rates vary dramatically by state. In some cases, state variations in employment mirror state development levels. There are informative exceptions in the hill states for rural non-farm work that demonstrate the potential for combining agricultural and non-agricultural employment. And the vast state-wise variations in gender inequalities in employment are not at all related to state levels of development.

### MEASURING EMPLOYMENT

This chapter exploits several special features of the IHDS. As already noted, the IHDS is one of the rare surveys in India to collect information on income as well as employment. The survey questions began by asking about different sources of household income. They then immediately asked which household members participated in each of those work activities and the level of their participation. For example, the IHDS asked whether the household owned any animals and, if so, who took care of these animals. Whether the household engaged in farming or gardening in the past year and, if so, who worked on these farms, and how many days and hours they worked. Whether any members of the household worked for payment, in cash or kind, and details about the work. Whether the household owned or operated a

small or large business, and if so, the names of the household members who participated and the days and hours of work in the past year. Interviewers were specially trained to ask about the participation of women and children as well as adult men in each of these activities. This combination of information from different streams of activity draws a holistic picture of the work undertaken by all individuals in the household in the preceding year.

The IHDS line of questioning provides results that are broadly similar, although not identical, to the work participation rates given by the 'usual status' employment questions used by the NSS or Census. The most important exception is that the IHDS questions on caring for livestock yield higher rates of rural female labour force participation. A second definitional difference is how the IHDS and NSS exclude work undertaken for fewer than thirty days. Under the IHDS definition, those working two hours per day would have to work 120 days in a year to be considered employed, while those working four hours per day would need to work sixty days. This definitional difference leads to a slight reduction in work participation rates using the IHDS definition.<sup>1</sup>

### WORK FORCE PARTICIPATION

People are considered working if they were engaged for at least 240 hours during the preceding year in one or more gainful activities. Those working in household farms or businesses, or for a wage or salary are considered as workers. Additionally, persons who usually take care of animals are counted as workers. Tables A.4.1a and A.4.1b present these employment rates for different population groups and states.

The most striking differences in employment are those by age and sex (see Figure 4.1).

For both men and women, employment rates increase with age in the early part of the life cycle, although they increase somewhat later in urban areas, where an increasing number of adolescents stay in school. After age sixty employment rates decline for all groups, with the largest decline for urban men, who often face compulsory retirement from formal sector jobs between the ages of fifty-five and sixty. Nevertheless, work participation rates between ages sixty to sixty-four are high, at nearly 77 per cent among rural men, a theme explored in more detail in Chapter 9. Child labour is discussed in greater detail in Chapter 8.

The striking difference between men and women is also evident in Figure 4.1. Most males work, the exception being boys and young men in school, or just entering the labour

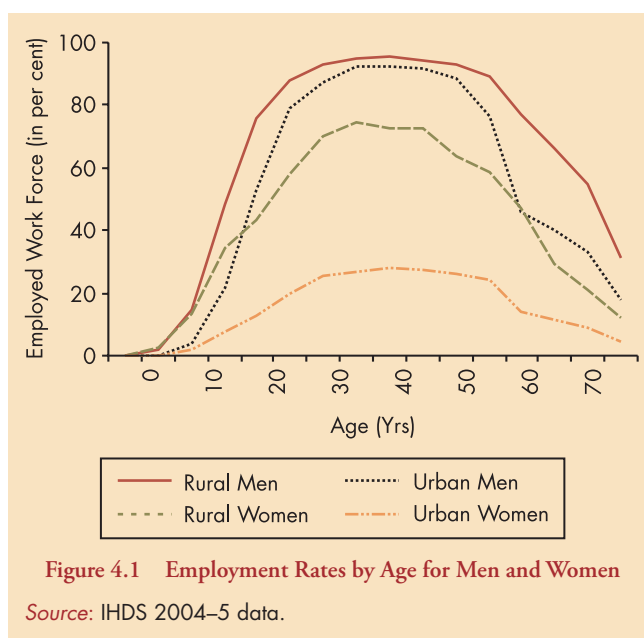


Figure 4.1 Employment Rates by Age for Men and Women

Source: IHDS 2004–5 data.

force, and the elderly, who are slowly withdrawing from the labour force. For men, the important difference among social groups and regions depends on their ability to find year-round work, as discussed in the following section. For women, work participation varies by their social background and place of residence, with urban women being the least likely to participate in the work force.

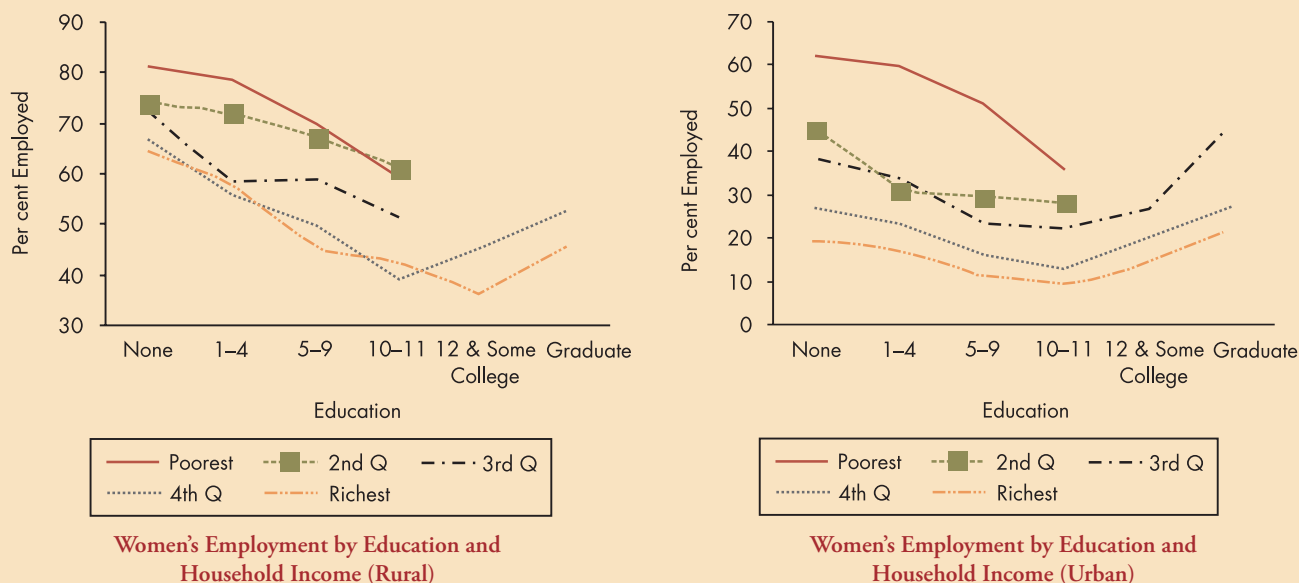
Women's labour force participation is concentrated at the lower end of the socioeconomic distribution (see Table A.4.1a). Women from households in the bottom income quintile are more likely to work than women higher up the income scale. Adivasi women are more likely to work than forward caste or other minority religion women, with Dalit and OBC women falling in the middle. Women in metro cities are the least likely to work, while women living in the least developed villages are the most likely to work. Some of these differences are quite large: for example, only 15 per cent of women in metro cities are employed, compared with 62 per cent in the least developed villages.

Even women's education has a generally negative association with work participation rates despite the incentives provided by higher earnings for the well educated. Women who have finished the 10th standard are less likely to be employed than illiterate women. The negative effect of low to moderate levels of education for women can be seen even when other family income is controlled (see Box 4.1).

State differences in women's work participation rates presented in Table A.4.1b are also interesting. Unlike house-

<sup>1</sup> For males, the IHDS work participation rates are 53.9 and 48.2 in rural and urban areas, respectively, compared with NSS rates of 54.6 and 54.9, respectively. For females, IHDS rates are 38.4 and 14.1 in rural and urban areas, respectively, compared with NSS rates of 32.6 and 16.7 (NSSO 2005a). For those who are employed for cash remuneration (that is, wage or salary), the daily income measured by the IHDS is about Rs 92 per day compared to Rs 96 per day as measured by the NSS.

Box 4.1 Education Does Not Always Lead to Greater Levels of Employment for Women



In general one would expect education to lead to greater opportunities and wages and thereby increase labour force participation for women. However, educated women may also come from higher income families which would reduce the incentive for employment among educated women. Figures in this box plot levels of women's work participation by their own education levels and quintiles of other family income (that is, family income minus the woman's own earnings from wage or salary employment).

Higher levels of other family income show the expected disincentive for women's labour force participation. But regardless of family income, women's work participation declines as their education increases from none to 10th standard.

Only schooling beyond 10th standard has any positive incentive for women's work participation. The absence of skilled work preferred by educated women may be partially responsible for this negative relationship. The increase in employment for women with higher secondary and college education, especially in urban areas, suggests that a greater availability of suitable white-collar and salaried employment could lead to increased female labour force participation.

Source: IHDS 2004–5 data.

hold differences, state differences do not follow state income differences. Some affluent states like Himachal Pradesh have high rates of women's labour force participation while others like Punjab have very low rates. Some poor states like Chhattisgarh have high rates while others like Jharkhand have low rates. Regional differences in women's work participation appear to follow more historical and cultural trajectories than differences in household wealth. Inferring macro-level changes from the cross sectional household differences is especially hazardous, given these state differences.

### LEVEL OF EMPLOYMENT

Most adult men are in the labour force and their well-being is governed by their ability to gain year-round work. Tables A.4.2a and A.4.2b report the number of days worked during the preceding year—whether family farm labour, other farm

labour, non-farm labour, salaried work, or time devoted to family businesses.<sup>2</sup>

The results paint an interesting picture. There is much less employment available in rural India than in urban areas. The average rural man works only 206 days per year, compared with 282 days for the average urban man. The average rural working woman works 106 days per year, compared with 180 days for the average urban working woman.

Table A.4.2a reports differences in days of employment by educational and social characteristics. Although men's employment varies less by population groups than across states, some results are noteworthy. Adivasi men are significantly less likely to be employed (200 days) than other forward castes, Muslims, and other minority groups, who range from 236 days to 265 days. The disadvantages for Adivasis come in part from their rural location, but even in urban populations Adivasi men work fewer days.

<sup>2</sup> Since the IHDS did not collect information on time spent in animal care, this type of labour is omitted from the table. Only people who were employed more than 120 hours in the previous year are reported in Tables A.4.2a and A.4.2b. Days of employment are calculated as full day equivalents, where a full day is assumed to be eight hours of work. Many employees who worked as drivers or domestic servants, or who held two jobs, reported working more than 365 full day equivalents in a year; thus, total days are capped at 365.

Poor states, such as Uttar Pradesh, Bihar, Chattisgarh, and Orissa have the lowest overall days employed by men (about 190–5 days; see Table A.4.2b); wealthier Punjab, Haryana, Delhi, and Maharashtra have the highest number of days employed (about 260–300 days). The state differences for women are also striking, ranging from eighty to eighty six days in Bihar and Jharkhand, to 196 in Maharashtra, and 204 in Delhi. These large differences in days worked are at least partly responsible for the many differences in well-being across the states. Some of these state differences are associated with greater urbanization, but most are based on the availability of work in rural areas. On the whole, differences in rural employment, across state boundaries, are larger than those in urban employment.<sup>3</sup> On an average, employed men in rural Maharashtra work about 235 days per year, compared with only 172 days in Uttar Pradesh. Similarly, large differences in days worked are found for rural women.

The inability to gain year-round work is one of the most important markers of economic vulnerability. Jobs that provide year-round work increase incomes by reducing underemployment. Year-round work is usually associated with salaried employment at monthly wages, non-farm work

in rural areas in sectors such as construction, and increased availability of agricultural work due to multiple cropping seasons in a year.

### TYPES OF EMPLOYMENT

The preceding sections suggest a need to look beyond the simple availability of work to explore the sectors of employment, since this determines the level of underemployment as well as income. In this section, work activities are classified into six categories grouped into farm and non-farm work (see Figure 4.2). Each individual can be employed in more than one of these six types of work. Indeed, this section focuses on who has multiple types of employment.

This figure highlights the differences between men and women, and between urban and rural areas. When employed, rural women are likely to work in farm related activities. Rural men also have access to some non-farm work, such as non-farm casual labour (24 per cent), salaried work (13 per cent), and business (13 per cent). More urban men engage in salaried work and business than do rural men, although non-agricultural wage work as daily labourers remains important for both. Interestingly, even among employed women



<sup>3</sup> The coefficient of variation, which reflects the amount of variation in days worked across states, is twelve for rural and seven for urban male employment.

in urban areas, animal care remains an important activity. Taken in conjunction with the fact that rural women are far more likely to work than urban women, it is not surprising that an overwhelming majority of employed Indian women rely solely on agricultural work.

Table A.4.3a shows how different population groups engage in various types of employment.

Although there is some decline in farming and animal care among women who are college graduates, men and women generally continue to engage in farming and animal husbandry, regardless of their educational level. In contrast, education is associated with substantial declines in the likelihood of working as an agricultural or non-agricultural wage labourer.

As Figure 4.3 shows, social group differences in employment types are striking.

Adivasis are most likely to be cultivators, reflecting their rural residence, followed by OBCs and forward castes. In contrast, Dalits, Muslims, and other religious minorities are the least likely to be cultivators. While lower levels of farming for Muslims and other religious minorities stem from urban residence, those for Dalits are associated with a lower probability of landownership (as documented in Chapter 3). Dalits and Adivasis are far more likely than other

groups to be agricultural wage labourers. Dalits, Adivasis, and Muslims are more likely than other groups to be non-agricultural wage labourers. As shown in Table A.4.3a, social group differences are most visible in salaried work. More than 30 per cent of men from forward castes, and from Christian and other religious minorities are employed in salaried jobs, while only 13 per cent of Adivasi men are so employed. Muslims are the most likely to be in business, particularly in rural areas, with many working as home-based artisans. When we examine social group differences among women, it is particularly striking that among employed women, forward caste and OBC women's agricultural wage labour participation is considerably lower than that for Dalit and Adivasi women (13 per cent and 26 per cent for forward caste and OBC women, respectively, compared to 39 per cent for Dalit women and 45 per cent for Adivasi women).

Differences in economic activity across states are shown in Table A.4.3b. Relatively few individuals in southern states like Andhra Pradesh, Kerala, and Tamil Nadu engage in own account farming, partly reflecting the high urban concentrations in those areas. However, urbanization is only part of the story. Agricultural wage work exceeds own account cultivation in each of these states, pointing to the

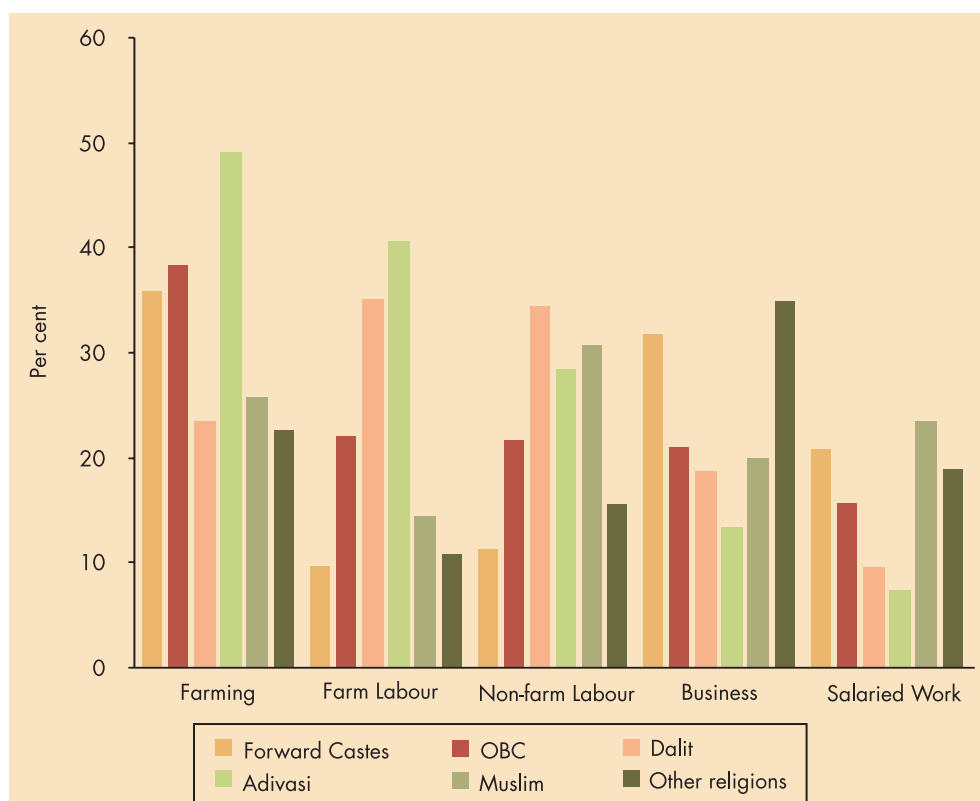


Figure 4.3 Type of Employment for Employed Men by Social Group (Urban and Rural)

Source: IHDS 2004–5 data.

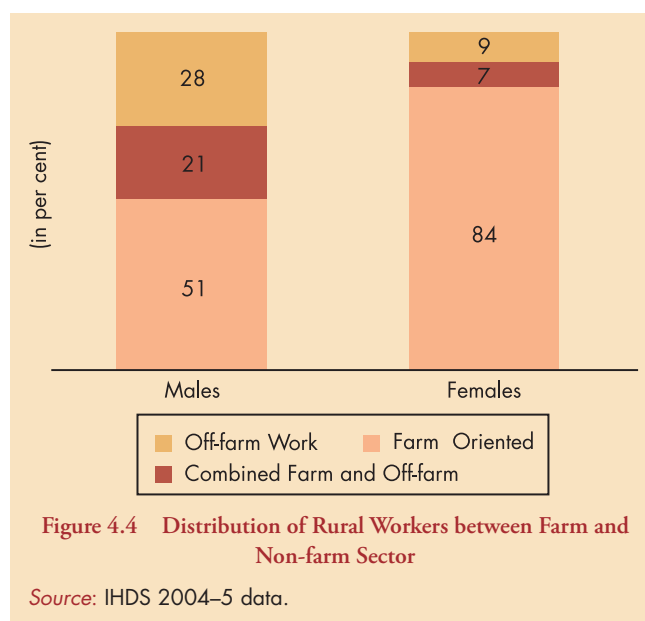
importance of commercial farming there. Not surprisingly, the urban state of Delhi tops the list of states in rates of salaried employment. Other wealthier states with a large prevalence of salaried work include Jammu and Kashmir, Punjab, the North-East, and Tamil Nadu. In contrast, salaried work is least available in the poorer states of Uttar Pradesh, Bihar, Chhattisgarh, Madhya Pradesh, and Orissa.

### Piecing Together a Livelihood: Combining Farm and Non-farm Work

Table A.4.2b suggests that rural workers have difficulty finding year-round work. Without year-round work, rural households are faced with tremendous challenges to make ends meet. The IHDS results suggest that one household strategy may be to take on more than one activity. Chapter 2 documents that more than 50 per cent of the Indian households receive income from multiple sources. Although having different household members specialize such that one member farms, while another works as non-agricultural labourer, and a third takes up a salaried job may be a good way of mitigating risk. It is also interesting that a substantial proportion of rural workers hold more than one job. While farming normally goes hand in hand with animal care and should not be treated as a separate job, a substantial proportion of individuals engage in secondary activities that are diverse. These multiple activities are far more common in villages (34 per cent for men and 22 per cent for women) than in towns (5 per cent for men and 6 per cent for women).

In rural areas, one tends to imagine small and marginal farmers who work as casual wage labourers on other farms when their own farms do not need work. However, only 11 per cent of rural men fall in this category, and they do not represent the majority of multiple job holders in rural areas. Many men combine farm oriented activities with non-farm activities: while they manage their own farms, they also work as non-agricultural labourers. Similarly, casual wage labourers work in both the agriculture and non-agricultural sectors. When agricultural work is available—for example, during the harvesting period—they may work in agriculture. During the off season, they may work as construction or transportation workers.

Stagnating agricultural productivity heightens our interest in the nature of multiple activities in rural areas. Although the existence of the non-farm sector, even in rural areas, has been recognized for some time, estimates of non-farm work continue to underestimate its importance by ignoring the fact that many individuals combine farm and non-farm work. Figure 4.4 shows that 51 per cent of employed rural men engage solely in farm oriented activities,



including own account cultivation, animal care, and farm labour; 28 per cent engage solely in off-farm work, including non-agricultural labour, salaried employment, and own business, and 21 per cent engage in both.

There has been some debate among researchers<sup>4</sup> about whether non-farm employment for rural residents reflects the pull of better paying jobs, or whether it reflects a push away from the poorly paid farm sector. Table A.4.4a suggests that individuals who rely solely on non-farm employment are located in the more privileged sectors of society. They tend to live in more developed villages, have higher education, and live in households that are at the upper end of the income distribution.

In contrast, combining farm and non-farm activities has little relationship with individuals' own characteristics and depends far more on agricultural productivity. Table A.4.4b indicates that the combination of farm and non-farm activities is most common in states like Himachal Pradesh and Uttarakhand, where the weather restricts year round cultivation, or in states like Uttar Pradesh, Bihar, Chhattisgarh, Madhya Pradesh, and Orissa, where agricultural productivity is low.

In contrast, in the agriculturally prosperous states of Punjab, Haryana, and Gujarat, few working men combine farm and off-farm activities. Similarly, a combination of farm and off-farm work is most common in less developed villages. In more developed villages, most individuals engage either solely in farm oriented activities, or solely in non-farm activities. It is also important to note that since Adivasis are far more likely to live in less developed villages and in states with low agricultural productivity like Chhattisgarh, it is

<sup>4</sup> For recent work in this area, see Lanjouw and Murgai (2009).

not surprising that Table A.4.4a indicates that Adivasis are the most likely to engage in the combination of activities, and the least likely to concentrate solely on non-agricultural work.

These observations point to the diversity within the rural non-farm sector. The non-farm sector involves regular salaried work, family business, and casual wage work at a daily rate. Salaried work requires a far longer and more stable time commitment than casual wage work and is difficult to combine with farm demands. In contrast, non-agricultural wage work at a daily rate, often in construction, is easier to combine with agricultural demands. However, as we will show in the following section, salaried work is far more remunerative than daily wage work.

### *Salaried Work*

In keeping with the conventional definition, the IHDS defines salaried workers as those who are paid monthly rather than daily.<sup>5</sup> The IHDS asked whether the employer is in the government/public sector or is a private employer, and whether employment arrangements were permanent or casual. Salaried workers in India represent a small portion of the workforce. Tables A.4.3a and A.4.3b indicate that 22 per cent of employed men and 9 per cent of employed women are salaried workers. Nevertheless, salaried work is the most remunerative and deserves a more detailed analysis.

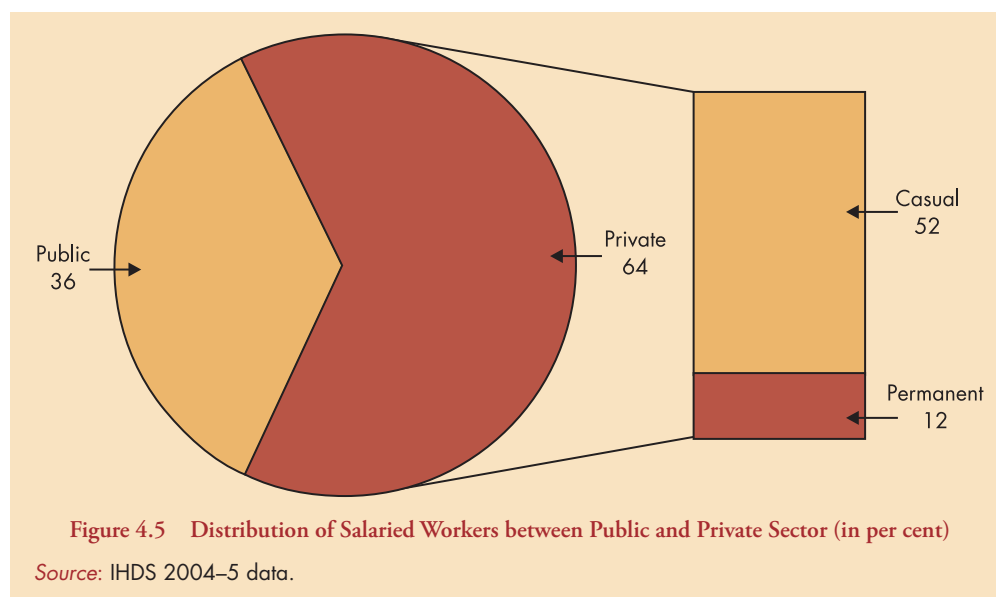
Figure 4.5 shows that 36 per cent of salaried workers are employed in the public sector, while the remaining 64 per cent are in the private sector.

Among private sector salaried workers, most are employed as casual workers, and relatively few classify themselves as permanent employees (52 versus 12 per cent). Many of these casual workers are employed as drivers, domestic servants, salespersons in small shops, and similar occupations, in which they are unlikely to benefit from labour legislation.

Actual salary differences among these sectors conflict with a common belief that private sector salaries are soaring and that the public sector is unable to keep pace. The average salary for casual workers is Rs 2,303 per month in the private sector; Rs 4,640 for permanent workers in the private sector; and Rs 6,974 for public sector employees.<sup>6</sup>

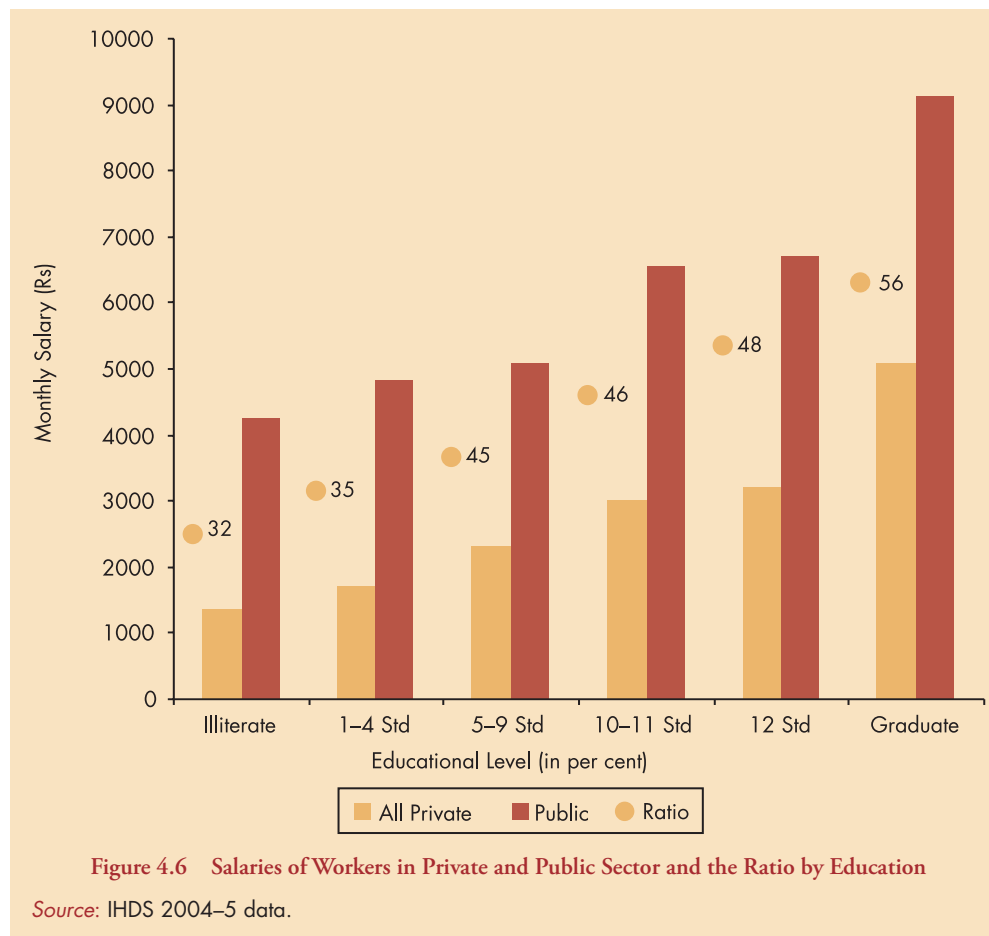
Figure 4.6 presents private and public sector salaries by education as well as the ratio between them.

At each level, private sector salaries are below public sector salaries, with the public sector benefit being the greatest at the lowest educational levels. These advantages for public sector workers are not inconsistent with extremely high salaries in the private sector for a few highly skilled workers, but the results suggest that the small number of well paid MBAs or technical workers fail to counterbalance the overall disparities between public and private sector salaries. The results also demonstrate the importance of public sector employment for individuals with low levels of education. Due to a guaranteed minimum salary in government service, a cleaning worker in a government office is likely to earn far more than a domestic servant doing the same work in a private home or business.



<sup>5</sup> Less than 1 per cent of workers receiving annual remuneration are also classified as being salaried workers. Note also that the IHDS contains employee-level data, in contrast to the enterprise statistics often presented in national data that are limited to enterprises of ten workers or more.

<sup>6</sup> In calculating monthly salary, we have included bonuses as well as imputed values for housing and meals. This imputed value for housing is assumed to be 10 per cent of the salary for rural areas and 15 per cent for urban areas. The value of meals is assumed to be Rs 5 per day for rural areas and Rs 10 per day for urban areas.



Government or public sector employment also serves as a moderating influence on other forms of social inequalities. While women earn lower salaries in both the public and private sector, the ratio of female to male salaries is considerably higher in the public sector (0.73) than in the private sector (0.53). Similarly, salary inequalities among various social groups are larger in the private sector than in the public sector. Regardless of the sector, forward castes and other minority religions have higher salaries than OBCs, Dalits, Adivasis, and Muslims. As Chapter 6 on education points out, these groups have higher educational attainment, so they should be expected to be in the upper rungs of the bureaucracy and have higher salaries. But it is also interesting to note that the disadvantages of caste, tribe, and religion are moderated in public sector salaries, partly because of better government salaries for low skill workers. Even for higher skill levels, however, differences in government salaries by social background are lower than those in the private sector.

#### *Wage Work*

Wage workers are paid at a daily rate. Their income depends on both the amount of work they are able to find and the

prevailing wage rate. The average all India agricultural wage rate recorded by the IHDS was Rs 50 per day for men and Rs 33 for women (see Table A.4.5a). The average non-agricultural wage rate was Rs 76 for men and Rs 43 for women.

Beyond gender, there is little individual variation in the agricultural wage rates by education or social background. The main differences are geographic. Less developed villages have lower agricultural wages than more developed ones. In wealthier states, such as Himachal Pradesh, Punjab, Haryana, and Kerala, agricultural labourers average Rs 75 per day or more. In poorer states, such as Chhattisgarh, Madhya Pradesh, and Orissa, the daily agricultural wages are less than Rs 40 (see Table A.4.5b). Some of the social differences we observe result from these geographic differences. Thus, Adivasis, who are located more often in the least developed villages in poor states, receive lower wages.

In contrast, non-agricultural wages vary more widely by age, level of education, and social background and somewhat less by location. Dalits and Adivasis are particularly disadvantaged in non-agricultural wages. Increased returns to education are not especially noticeable until secondary school for both men and women.



These agricultural and non-agricultural wage rates must be viewed in conjunction with the rampant underemployment discussed earlier. With only 206 days of average work available to rural men compared to 282 days for urban men, a rural agricultural wage labourer can expect to earn about Rs 10,242 per year, while the urban non-agricultural labourer can expect to earn about Rs 22,395. All of these wages are a far cry from the average annual earnings of over Rs 50,000 per year for an illiterate male working in a salaried government job. Thus, it is not surprising that salaried jobs in the government sector are so coveted.

An earlier section in this chapter identified that a substantial proportion of individuals, about 20 per cent of male workers in rural areas, engage in both farm and off-farm activities. These workers are more disadvantaged than their brothers who engage in only one type of work. For agricultural wages, rural men who work only in the farm oriented sector receive Rs 50 per day, compared with Rs 43 for those who combine farm and non-farm activities. On the other hand, for non-agricultural work, men who undertake only non-agricultural work receive Rs 83 per day, compared to Rs 63 per day for those who engage in both farm and non-farm work. This suggests that the phenomenon of combining work in different sectors may be due more to a lack of other options than to a preference by individuals.

## EARNINGS

Differences in total earnings<sup>7</sup> result from a combination of better jobs (especially salaried work), more work days, and a higher wage rate. These advantages accumulate across educational level, age, social group, gender, and especially, urban location. Thus, employed rural women earn an average of Rs 42 per day, that is, Rs 4,491 earnings per year. Rural men work more days and at a higher average rate (Rs 79) and, thus, earn 3.6 times as much (Rs 16,216) as rural women in a year. Employed urban women work about as many days as rural men but at a much higher average rate (Rs 118), and so they earn more in a year (Rs 21,263) than rural men or women. Finally, urban men work the most days and at a higher rate (Rs 173), and so they have the highest annual earnings (Rs 48,848).

These daily wage rates are strongly affected by investments in human capital, especially education. Figure 4.7 shows returns to years of schooling, separately for men and women in urban and rural areas.

Urban wage rates are higher than rural wage rates at every educational level and men's wage rates are higher than women's for every educational level except urban secondary school completion, for which there is little difference. Only a small proportion of urban women work. It may be that

among the high education category, only women who can obtain high salaries work, reducing the difference between males and females for this select category. The educational differences, at least for secondary school and beyond, are larger than even the gender or rural–urban differences. However, there appear to be negligible economic returns to primary school. Primary school graduates earn little more than illiterates.

Other group differences are smaller than the underlying educational, rural–urban location, and gender differences, and are, in part, attributable to these underlying differences (see Table A.4.5a). For example, Dalits and rural Adivasis have low wages and annual earnings, while forward castes and other minority religions have higher wages and earnings. These earnings differences mirror the educational differences among these social groups reported in Chapter 6. State variations are again substantial.

## DISCUSSION

This chapter has examined the broad shape of employment in India. Chapter 2 identified the inequalities in economic well-being along the lines of caste, educational status, and region. This chapter has focused on employment as the key mechanism through which these inequalities emerge. Lack of access to an adequate quantity of work, coupled with inequalities in remuneration, based on occupation and industry, as well as individual characteristics generate the inequalities in income recorded earlier. Several dimensions of this phenomenon deserve attention. Access to employment remains limited for many sectors of society. Female labour force participation rates are low and when employed, women

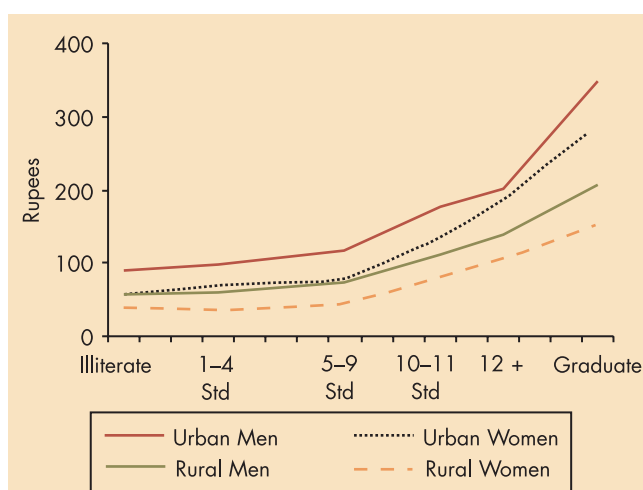


Figure 4.7 Daily Income (Wage/Salary) by Education for Men and Women (Urban and Rural)

Source: IHDS 2004–5 data.

<sup>7</sup> Daily earnings here include monthly salaries divided by 22, and daily wages for labourers.

consistently earn less than men in both agricultural wage work and salaried employment. While male work participation rates are high, the vast majority of the men do not have year-round employment and often struggle to make ends meet by working multiple jobs, often combining agricultural and non-agricultural activities. Access to a sufficient income seems closely tied to access to government and public sector jobs, since salaried work pays considerably more than daily wage work, and public sector jobs pay far more than private sector jobs. Government and public sector jobs are particularly important to less educated workers and workers who may experience more discrimination in the private sector based on gender, caste, ethnicity, or religion.

The importance of government employment goes far beyond the income it provides. Stability of income and job security offered by government employment is unparalleled in private sector work. As noted, only one in five salaried workers in private sector see themselves as permanent workers. Job security is an important dimension of individual well-being. Moreover, social prestige associated with government work and growth in social networks has a substantial impact on the long term well-being of families, and must be recognized as an important marker of human development. Consequently, it is not surprising that access to public sector jobs has emerged as one of the key areas of contestation around which a variety of groups jockey for job quotas and reservations.

Gender differences in work and remuneration patterns deserve particular attention. While deeper probing by the IHDS on animal care and agricultural work has increased the enumeration of women's work, gender differences in the quantity and quality of work remain stark. Women are far less likely to participate in the labour force than men, with the differences being particularly stark in urban areas. When women do work, their work is largely limited to labour on family farms, the care of the animals and, to a lesser extent, daily agricultural labour. Their participation in non-farm work remains limited, especially in towns and cities. Their wage rate for agricultural labour is only 66 paise for each rupee earned by a man. In non-agricultural labour, it dips to 57 paise. Even when women are able to get a salaried job, their income remains significantly lower than men's. The only silver lining is that gender differences in salaries are lower in government jobs than in the private sector; but even here, women's salaries are only 73 per cent of men's salaries. Some of these disparities may be attributable to gender inequalities in educational attainment, which we document in Chapter 6. However, although higher education may lead to better incomes by women, their labour force participation seems to decline with education—even when income of other family members is taken into account—and this decline reverses itself only at the college graduate level.

#### HIGHLIGHTS

- Work participation rates for men and women rise with age and decline after age 60. However, nearly 77 per cent of rural men and 47 per cent of rural women continue to work at ages 60–4.
- While most men work, women's labour force participation rates are considerably lower, reaching their peak around age 30–4 at about 70 per cent for rural women and 25 per cent for urban women.
- Workers who receive monthly salaries are better paid than those who work at daily wages.
- The average monthly salary is Rs 2,303 per month for casual workers in the private sector; Rs 4,640 for permanent workers in the private sector; and Rs 6,974 for government or public sector employees.
- For each rupee earned by men, rural women earn only 54 paise and urban women earn 68 paise.

Table A.4.1a Work Participation Rates for Men and Women Aged 15–59 Years

|                           | Rural              |                      | Urban              |                      | Total              |                      |
|---------------------------|--------------------|----------------------|--------------------|----------------------|--------------------|----------------------|
|                           | Male<br>(per cent) | Female<br>(per cent) | Male<br>(per cent) | Female<br>(per cent) | Male<br>(per cent) | Female<br>(per cent) |
| All India                 | 82                 | 58                   | 71                 | 20                   | 79                 | 47                   |
| <b>Age</b>                |                    |                      |                    |                      |                    |                      |
| 15–19                     | 49                 | 34                   | 22                 | 8                    | 41                 | 27                   |
| 20–9                      | 81                 | 50                   | 65                 | 16                   | 77                 | 40                   |
| 30–9                      | 94                 | 72                   | 90                 | 26                   | 93                 | 59                   |
| 40–59                     | 94                 | 68                   | 89                 | 27                   | 92                 | 56                   |
| <b>Education</b>          |                    |                      |                    |                      |                    |                      |
| None                      | 91                 | 69                   | 82                 | 33                   | 90                 | 63                   |
| 1–4 Std                   | 88                 | 59                   | 84                 | 27                   | 87                 | 51                   |
| 5–9 Std                   | 80                 | 47                   | 71                 | 16                   | 78                 | 37                   |
| 10–11 Std                 | 76                 | 37                   | 66                 | 11                   | 72                 | 25                   |
| 12 Std/Some college       | 71                 | 35                   | 58                 | 13                   | 66                 | 23                   |
| Graduate/Diploma          | 75                 | 38                   | 76                 | 23                   | 76                 | 27                   |
| <b>Place of Residence</b> |                    |                      |                    |                      |                    |                      |
| Metro city                |                    |                      | 71                 | 15                   | 71                 | 15                   |
| Other urban               |                    |                      | 71                 | 22                   | 71                 | 22                   |
| Developed village         | 80                 | 54                   |                    |                      | 80                 | 54                   |
| Less developed village    | 84                 | 62                   |                    |                      | 84                 | 62                   |
| <b>Income</b>             |                    |                      |                    |                      |                    |                      |
| Lowest Quintile           | 82                 | 64                   | 60                 | 30                   | 80                 | 61                   |
| 2nd Quintile              | 85                 | 63                   | 73                 | 25                   | 83                 | 57                   |
| 3rd Quintile              | 85                 | 60                   | 75                 | 25                   | 83                 | 52                   |
| 4th Quintile              | 81                 | 53                   | 73                 | 21                   | 78                 | 42                   |
| Highest Quintile          | 78                 | 46                   | 70                 | 16                   | 74                 | 30                   |
| <b>Social Group</b>       |                    |                      |                    |                      |                    |                      |
| Forward Castes            | 81                 | 52                   | 70                 | 15                   | 77                 | 37                   |
| OBC                       | 83                 | 60                   | 72                 | 24                   | 80                 | 51                   |
| Dalit                     | 82                 | 59                   | 72                 | 25                   | 80                 | 51                   |
| Adivasi                   | 87                 | 72                   | 72                 | 32                   | 85                 | 68                   |
| Muslim                    | 79                 | 46                   | 71                 | 17                   | 76                 | 36                   |
| Other religion            | 69                 | 39                   | 70                 | 18                   | 70                 | 30                   |

Source: IHDS 2004–5 data.

Table A.4.1b Statewise Work Participation Rates for Men and Women Aged 15–59 Years

|                        | Rural              |                      | Urban              |                      | Total              |                      |
|------------------------|--------------------|----------------------|--------------------|----------------------|--------------------|----------------------|
|                        | Male<br>(per cent) | Female<br>(per cent) | Male<br>(per cent) | Female<br>(per cent) | Male<br>(per cent) | Female<br>(per cent) |
| All India              | 82                 | 58                   | 71                 | 20                   | 79                 | 47                   |
| States                 |                    |                      |                    |                      |                    |                      |
| Jammu and Kashmir      | 72                 | 60                   | 61                 | 21                   | 70                 | 53                   |
| Himachal Pradesh       | 86                 | 84                   | 75                 | 37                   | 85                 | 79                   |
| Uttarakhand            | 82                 | 74                   | 70                 | 18                   | 79                 | 63                   |
| Punjab                 | 71                 | 36                   | 63                 | 9                    | 68                 | 26                   |
| Haryana                | 79                 | 57                   | 73                 | 15                   | 77                 | 47                   |
| Delhi                  | 71                 | 29                   | 66                 | 11                   | 66                 | 11                   |
| Uttar Pradesh          | 87                 | 57                   | 74                 | 19                   | 84                 | 49                   |
| Bihar                  | 83                 | 48                   | 67                 | 17                   | 81                 | 45                   |
| Jharkhand              | 80                 | 41                   | 65                 | 17                   | 77                 | 37                   |
| Rajasthan              | 82                 | 63                   | 74                 | 27                   | 80                 | 55                   |
| Chhattisgarh           | 92                 | 82                   | 75                 | 29                   | 88                 | 71                   |
| Madhya Pradesh         | 87                 | 72                   | 73                 | 24                   | 83                 | 59                   |
| North-East             | 69                 | 43                   | 65                 | 25                   | 68                 | 39                   |
| Assam                  | 76                 | 39                   | 55                 | 12                   | 71                 | 33                   |
| West Bengal            | 83                 | 51                   | 72                 | 14                   | 80                 | 40                   |
| Orissa                 | 83                 | 57                   | 69                 | 18                   | 80                 | 52                   |
| Gujarat, Daman, Dadra  | 88                 | 69                   | 74                 | 16                   | 83                 | 49                   |
| Maharashtra/Goa        | 83                 | 67                   | 70                 | 20                   | 77                 | 46                   |
| Andhra Pradesh         | 82                 | 66                   | 74                 | 27                   | 80                 | 56                   |
| Karnataka              | 83                 | 64                   | 75                 | 28                   | 81                 | 52                   |
| Kerala                 | 68                 | 33                   | 66                 | 14                   | 68                 | 28                   |
| Tamil Nadu/Pondicherry | 73                 | 51                   | 73                 | 28                   | 73                 | 41                   |

Source: IHDS 2004–5 data.

Table A.4.2a: Number of Days Worked for Employed Men and Women Aged 15–59 Years

|                           | Rural |        | Urban |        | Total |        |
|---------------------------|-------|--------|-------|--------|-------|--------|
|                           | Male  | Female | Male  | Female | Male  | Female |
| All India                 | 206   | 106    | 282   | 180    | 226   | 115    |
| <b>Age</b>                |       |        |       |        |       |        |
| 15–19                     | 132   | 71     | 216   | 146    | 144   | 77     |
| 20–9                      | 205   | 106    | 272   | 179    | 222   | 115    |
| 30–9                      | 230   | 119    | 293   | 186    | 248   | 128    |
| 40–59                     | 213   | 104    | 289   | 181    | 234   | 115    |
| <b>Education</b>          |       |        |       |        |       |        |
| None                      | 209   | 109    | 269   | 161    | 217   | 113    |
| 1–4 Std                   | 207   | 110    | 269   | 163    | 218   | 117    |
| 5–9 Std                   | 200   | 94     | 278   | 165    | 219   | 104    |
| 10–11 Std                 | 212   | 99     | 293   | 192    | 239   | 118    |
| 12 Std/Some college       | 208   | 110    | 282   | 222    | 236   | 144    |
| Graduate/Diploma          | 220   | 164    | 293   | 245    | 262   | 214    |
| <b>Place of Residence</b> |       |        |       |        |       |        |
| Metro city                | NA    | NA     | 299   | 226    | 299   | 226    |
| Other urban               | NA    | NA     | 276   | 169    | 276   | 169    |
| Developed village         | 219   | 119    | NA    | NA     | 219   | 119    |
| Less developed village    | 195   | 94     | NA    | NA     | 195   | 94     |
| <b>Income</b>             |       |        |       |        |       |        |
| Lowest Quintile           | 162   | 94     | 209   | 150    | 165   | 96     |
| 2nd Quintile              | 203   | 113    | 249   | 147    | 208   | 115    |
| 3rd Quintile              | 212   | 114    | 280   | 155    | 227   | 119    |
| 4th Quintile              | 224   | 111    | 284   | 184    | 243   | 123    |
| Highest Quintile          | 232   | 96     | 294   | 211    | 263   | 127    |
| <b>Social Group</b>       |       |        |       |        |       |        |
| Forward Castes            | 204   | 101    | 292   | 205    | 238   | 118    |
| OBC                       | 202   | 107    | 279   | 172    | 219   | 114    |
| Dalit                     | 214   | 111    | 273   | 177    | 227   | 118    |
| Adivasi                   | 194   | 129    | 262   | 170    | 200   | 131    |
| Muslim                    | 213   | 67     | 279   | 154    | 236   | 83     |
| Other religion            | 236   | 84     | 303   | 229    | 265   | 122    |

Note: NA—not available due to possible measurement errors and/or small sample sizes.

Source: IHDS 2004–5 data.

Table A.4.2b: Statewise Number of Days Worked for Employed Men and Women Aged 15–59 Years

|                        | Rural |        | Urban |        | Total |        |
|------------------------|-------|--------|-------|--------|-------|--------|
|                        | Male  | Female | Male  | Female | Male  | Female |
| All India              | 206   | 106    | 282   | 180    | 226   | 115    |
| States                 |       |        |       |        |       |        |
| Jammu and Kashmir      | 194   | 61     | 297   | 133    | 212   | 67     |
| Himachal Pradesh       | 223   | 67     | 275   | 102    | 228   | 69     |
| Uttarakhand            | 210   | 70     | 291   | 209    | 226   | 78     |
| Punjab                 | 282   | 57     | 309   | 186    | 292   | 73     |
| Haryana                | 242   | 86     | 298   | 194    | 254   | 93     |
| Delhi                  | 246   | 29     | 304   | 222    | 302   | 204    |
| Uttar Pradesh          | 172   | 42     | 268   | 111    | 191   | 47     |
| Bihar                  | 190   | 83     | 247   | 103    | 196   | 84     |
| Jharkhand              | 191   | 82     | 266   | 125    | 201   | 86     |
| Rajasthan              | 205   | 74     | 276   | 145    | 221   | 82     |
| Chhattisgarh           | 185   | 131    | 260   | 116    | 198   | 130    |
| Madhya Pradesh         | 191   | 128    | 273   | 180    | 210   | 133    |
| North-East             | 219   | 110    | 289   | 231    | 234   | 129    |
| Assam                  | 230   | 81     | 236   | 216    | 231   | 91     |
| West Bengal            | 216   | 65     | 277   | 147    | 232   | 73     |
| Orissa                 | 178   | 62     | 267   | 138    | 190   | 66     |
| Gujarat, Daman, Dadra  | 210   | 119    | 282   | 163    | 233   | 125    |
| Maharashtra/Goa        | 235   | 190    | 302   | 221    | 262   | 196    |
| Andhra Pradesh         | 235   | 172    | 303   | 235    | 252   | 180    |
| Karnataka              | 214   | 157    | 278   | 201    | 234   | 166    |
| Kerala                 | 227   | 106    | 256   | 172    | 235   | 115    |
| Tamil Nadu/Pondicherry | 216   | 143    | 277   | 188    | 242   | 157    |

Source: IHDS 2004–5 data.

Table A.4.3a: Type of Employment for Employed Men and Women Aged 15–59 Years (Urban and Rural)

|                                                 | Males (Per cent) |                      |                             |                                |                  |               | Females (Per cent) |                      |                             |                                |                  |               |
|-------------------------------------------------|------------------|----------------------|-----------------------------|--------------------------------|------------------|---------------|--------------------|----------------------|-----------------------------|--------------------------------|------------------|---------------|
|                                                 | Culti-<br>vation | Livestock<br>Rearing | Agri-<br>cultural<br>Labour | Non-<br>Agricultural<br>Labour | Salaried<br>Work | Busi-<br>ness | Culti-<br>vation   | Livestock<br>Rearing | Agri-<br>cultural<br>Labour | Non-<br>Agricultural<br>Labour | Salaried<br>Work | Busi-<br>ness |
| All India                                       | 34               | 31                   | 23                          | 24                             | 22               | 16            | 38                 | 56                   | 27                          | 9                              | 9                | 6             |
| <b>Age</b>                                      |                  |                      |                             |                                |                  |               |                    |                      |                             |                                |                  |               |
| 15–19                                           | 33               | 40                   | 23                          | 22                             | 10               | 10            | 32                 | 57                   | 25                          | 8                              | 4                | 4             |
| 20–9                                            | 33               | 27                   | 22                          | 28                             | 20               | 15            | 37                 | 50                   | 26                          | 10                             | 10               | 6             |
| 30–9                                            | 32               | 28                   | 24                          | 25                             | 24               | 18            | 38                 | 55                   | 30                          | 10                             | 10               | 6             |
| 40–59                                           | 35               | 33                   | 23                          | 21                             | 26               | 16            | 40                 | 59                   | 26                          | 7                              | 8                | 6             |
| <b>Education</b>                                |                  |                      |                             |                                |                  |               |                    |                      |                             |                                |                  |               |
| None                                            | 35               | 36                   | 42                          | 34                             | 9                | 9             | 40                 | 58                   | 35                          | 10                             | 4                | 4             |
| 1–4 Std                                         | 38               | 34                   | 35                          | 29                             | 11               | 13            | 42                 | 54                   | 26                          | 8                              | 7                | 7             |
| 5–9 Std                                         | 37               | 32                   | 20                          | 27                             | 18               | 16            | 38                 | 57                   | 17                          | 7                              | 8                | 8             |
| 10–11 Std                                       | 31               | 26                   | 11                          | 15                             | 34               | 19            | 32                 | 51                   | 8                           | 6                              | 19               | 11            |
| 12 Std/<br>Some college                         | 31               | 26                   | 7                           | 10                             | 36               | 24            | 23                 | 44                   | 7                           | 3                              | 34               | 13            |
| Graduate/<br>Diploma                            | 18               | 16                   | 2                           | 4                              | 60               | 22            | 8                  | 17                   | 1                           | 1                              | 70               | 11            |
| <b>Maximum Adult Education in the Household</b> |                  |                      |                             |                                |                  |               |                    |                      |                             |                                |                  |               |
| None                                            | 33               | 35                   | 44                          | 36                             | 8                | 8             | 33                 | 53                   | 43                          | 13                             | 5                | 4             |
| 1–4 Std                                         | 37               | 36                   | 39                          | 32                             | 10               | 11            | 37                 | 54                   | 39                          | 12                             | 4                | 4             |
| 5–9 Std                                         | 37               | 33                   | 23                          | 29                             | 16               | 15            | 42                 | 59                   | 24                          | 9                              | 7                | 6             |
| 10–11 Std                                       | 33               | 28                   | 13                          | 18                             | 28               | 18            | 41                 | 58                   | 16                          | 6                              | 8                | 8             |
| 12 Std/<br>Some college                         | 35               | 28                   | 10                          | 13                             | 31               | 22            | 43                 | 58                   | 13                          | 4                              | 11               | 10            |
| Graduate/<br>Diploma                            | 24               | 21                   | 4                           | 6                              | 50               | 22            | 30                 | 46                   | 6                           | 3                              | 30               | 8             |
| <b>Place of Residence</b>                       |                  |                      |                             |                                |                  |               |                    |                      |                             |                                |                  |               |
| Metro city                                      | 1                | 1                    | 2                           | 16                             | 61               | 21            | 2                  | 7                    | 1                           | 11                             | 63               | 19            |
| Other urban                                     | 4                | 6                    | 4                           | 25                             | 42               | 27            | 7                  | 25                   | 10                          | 17                             | 34               | 18            |
| Developed village                               | 37               | 32                   | 29                          | 22                             | 16               | 14            | 38                 | 54                   | 32                          | 7                              | 6                | 6             |
| Less developed<br>village                       | 51               | 47                   | 30                          | 26                             | 11               | 11            | 46                 | 66                   | 28                          | 8                              | 3                | 3             |
| <b>Income</b>                                   |                  |                      |                             |                                |                  |               |                    |                      |                             |                                |                  |               |
| Lowest Quintile                                 | 49               | 44                   | 40                          | 24                             | 6                | 8             | 42                 | 58                   | 34                          | 7                              | 4                | 4             |
| 2nd Quintile                                    | 36               | 36                   | 39                          | 34                             | 9                | 10            | 36                 | 54                   | 40                          | 11                             | 5                | 5             |
| 3rd Quintile                                    | 34               | 31                   | 27                          | 31                             | 15               | 15            | 36                 | 55                   | 31                          | 12                             | 7                | 6             |
| 4th Quintile                                    | 28               | 26                   | 16                          | 24                             | 27               | 19            | 35                 | 54                   | 20                          | 9                              | 11               | 8             |
| Highest Quintile                                | 25               | 20                   | 4                           | 10                             | 46               | 23            | 34                 | 54                   | 6                           | 4                              | 21               | 9             |

(contd)

(Table A.4.3a contd)

|                     | Males (Per cent) |                      |                             |                                |                  |               | Females (Per cent) |                      |                             |                                |                  |               |
|---------------------|------------------|----------------------|-----------------------------|--------------------------------|------------------|---------------|--------------------|----------------------|-----------------------------|--------------------------------|------------------|---------------|
|                     | Culti-<br>vation | Livestock<br>Rearing | Agri-<br>cultural<br>Labour | Non-<br>Agricultural<br>Labour | Salaried<br>Work | Busi-<br>ness | Culti-<br>vation   | Livestock<br>Rearing | Agri-<br>cultural<br>Labour | Non-<br>Agricultural<br>Labour | Salaried<br>Work | Busi-<br>ness |
| <b>Social Group</b> |                  |                      |                             |                                |                  |               |                    |                      |                             |                                |                  |               |
| Forward Castes      | 36               | 28                   | 10                          | 11                             | 32               | 21            | 42                 | 58                   | 13                          | 3                              | 13               | 7             |
| OBC                 | 38               | 36                   | 22                          | 22                             | 21               | 16            | 43                 | 56                   | 26                          | 7                              | 8                | 7             |
| Dalit               | 24               | 25                   | 35                          | 34                             | 19               | 10            | 25                 | 53                   | 39                          | 12                             | 8                | 4             |
| Adivasi             | 49               | 44                   | 41                          | 29                             | 13               | 7             | 56                 | 49                   | 45                          | 13                             | 5                | 3             |
| Muslim              | 26               | 22                   | 15                          | 31                             | 20               | 24            | 24                 | 64                   | 9                           | 12                             | 8                | 8             |
| Other religions     | 23               | 12                   | 11                          | 16                             | 35               | 19            | 16                 | 55                   | 7                           | 5                              | 23               | 9             |

*Note:* Distribution of workers across categories is not exclusive to only one category. For example, a person might be engaged in cultivation as well in animal care at different times in a day, or on different days. This person would then get classified as worker in the cultivation as well as animal care category. Consequently, the row totals for both male and female categories will not add up to 100 per cent.

*Source:* IHDS 2004–5 data.



Table A.4.3b: Statewise Distribution of Type of Employment for Employed Men and Women Aged 15–59 Years

|                            | Males (Per cent) |                      |                             |                                |                  |               | Females (Per cent) |                      |                             |                                |                  |               |
|----------------------------|------------------|----------------------|-----------------------------|--------------------------------|------------------|---------------|--------------------|----------------------|-----------------------------|--------------------------------|------------------|---------------|
|                            | Culti-<br>vation | Livestock<br>Rearing | Agri-<br>cultural<br>Labour | Non-<br>Agricultural<br>Labour | Salaried<br>Work | Busi-<br>ness | Culti-<br>vation   | Livestock<br>Rearing | Agri-<br>cultural<br>Labour | Non-<br>Agricultural<br>Labour | Salaried<br>Work | Busi-<br>ness |
| All India                  | 34               | 31                   | 23                          | 24                             | 22               | 16            | 38                 | 56                   | 27                          | 9                              | 9                | 6             |
| Jammu and Kashmir          | 45               | 30                   | 3                           | 17                             | 40               | 11            | 51                 | 78                   | 0                           | 3                              | 6                | 2             |
| Himachal Pradesh           | 58               | 54                   | 12                          | 22                             | 31               | 14            | 69                 | 87                   | 1                           | 1                              | 4                | 3             |
| Uttarakhand                | 38               | 43                   | 7                           | 39                             | 20               | 15            | 61                 | 84                   | 4                           | 9                              | 6                | 1             |
| Punjab                     | 22               | 16                   | 15                          | 18                             | 32               | 17            | 14                 | 83                   | 3                           | 2                              | 12               | 4             |
| Haryana                    | 31               | 28                   | 12                          | 17                             | 26               | 14            | 33                 | 81                   | 7                           | 5                              | 5                | 3             |
| Delhi                      | 1                | 2                    | 1                           | 15                             | 65               | 17            | 1                  | 19                   | 0                           | 16                             | 53               | 14            |
| Uttar Pradesh              | 40               | 53                   | 16                          | 31                             | 14               | 18            | 30                 | 85                   | 10                          | 3                              | 4                | 5             |
| Bihar                      | 39               | 40                   | 32                          | 21                             | 13               | 21            | 45                 | 59                   | 27                          | 4                              | 3                | 7             |
| Jharkhand                  | 37               | 31                   | 7                           | 37                             | 20               | 18            | 60                 | 57                   | 12                          | 19                             | 6                | 3             |
| Rajasthan                  | 44               | 22                   | 7                           | 34                             | 19               | 15            | 45                 | 78                   | 6                           | 10                             | 5                | 4             |
| Chhattisgarh               | 57               | 55                   | 46                          | 31                             | 15               | 10            | 62                 | 54                   | 56                          | 19                             | 3                | 4             |
| Madhya Pradesh             | 44               | 44                   | 33                          | 23                             | 14               | 13            | 50                 | 39                   | 46                          | 15                             | 4                | 6             |
| North-East                 | 27               | 24                   | 11                          | 11                             | 41               | 20            | 39                 | 43                   | 7                           | 4                              | 21               | 10            |
| Assam                      | 46               | 29                   | 2                           | 29                             | 20               | 13            | 59                 | 73                   | 1                           | 5                              | 6                | 4             |
| West Bengal                | 28               | 25                   | 27                          | 22                             | 24               | 20            | 9                  | 73                   | 12                          | 10                             | 14               | 5             |
| Orissa                     | 49               | 40                   | 26                          | 26                             | 17               | 17            | 31                 | 70                   | 26                          | 7                              | 5                | 5             |
| Gujarat, Daman,<br>Dadra   | 36               | 20                   | 28                          | 14                             | 24               | 16            | 46                 | 54                   | 37                          | 4                              | 7                | 5             |
| Maharashtra/Goa            | 32               | 28                   | 22                          | 13                             | 30               | 18            | 52                 | 30                   | 40                          | 6                              | 12               | 9             |
| Andhra Pradesh             | 19               | 15                   | 41                          | 19                             | 24               | 11            | 21                 | 23                   | 54                          | 11                             | 14               | 8             |
| Karnataka                  | 37               | 27                   | 30                          | 17                             | 20               | 15            | 42                 | 32                   | 41                          | 9                              | 9                | 9             |
| Kerala                     | 14               | 5                    | 20                          | 39                             | 22               | 11            | 17                 | 47                   | 14                          | 11                             | 17               | 8             |
| Tamil Nadu/<br>Pondicherry | 9                | 14                   | 24                          | 27                             | 34               | 9             | 16                 | 34                   | 36                          | 16                             | 18               | 10            |

Note: As in Table A.4.3a.

Source: IHDS 2004–5 data.

Table A.4.4a: Distribution of Rural Workers between Farm and Non-farm Sector

|                           | Males (Per cent) |                         |               | Females (Per cent) |                         |               |
|---------------------------|------------------|-------------------------|---------------|--------------------|-------------------------|---------------|
|                           | Farm Oriented    | Combine Farm & Non-Farm | Non-Farm Work | Farm Oriented      | Combine Farm & Non-Farm | Non-Farm Work |
| All India                 | 51               | 21                      | 28            | 84                 | 7                       | 9             |
| <b>Age</b>                |                  |                         |               |                    |                         |               |
| 15–19                     | 66               | 13                      | 21            | 88                 | 4                       | 7             |
| 20–9                      | 49               | 20                      | 31            | 82                 | 7                       | 11            |
| 30–9                      | 46               | 25                      | 29            | 82                 | 9                       | 9             |
| 40–59                     | 52               | 22                      | 26            | 86                 | 7                       | 7             |
| <b>Education</b>          |                  |                         |               |                    |                         |               |
| None                      | 55               | 24                      | 21            | 85                 | 8                       | 6             |
| 1–4 Std                   | 57               | 21                      | 22            | 85                 | 7                       | 8             |
| 5–9 Std                   | 51               | 21                      | 28            | 85                 | 5                       | 10            |
| 10–11 Std                 | 48               | 17                      | 35            | 78                 | 5                       | 17            |
| 12 Std/Some college       | 46               | 18                      | 36            | 67                 | 7                       | 26            |
| Graduate/Diploma          | 33               | 22                      | 46            | 42                 | 6                       | 52            |
| <b>Place of Residence</b> |                  |                         |               |                    |                         |               |
| Developed village         | 50               | 17                      | 34            | 82                 | 6                       | 12            |
| Less developed village    | 52               | 26                      | 22            | 85                 | 9                       | 6             |
| <b>Income</b>             |                  |                         |               |                    |                         |               |
| Lowest Quintile           | 66               | 20                      | 14            | 88                 | 6                       | 6             |
| 2nd Quintile              | 53               | 25                      | 22            | 82                 | 10                      | 8             |
| 3rd Quintile              | 49               | 22                      | 29            | 82                 | 9                       | 10            |
| 4th Quintile              | 43               | 21                      | 36            | 82                 | 7                       | 12            |
| Highest Quintile          | 41               | 20                      | 39            | 85                 | 5                       | 10            |
| <b>Social Group</b>       |                  |                         |               |                    |                         |               |
| Forward Castes            | 57               | 17                      | 26            | 88                 | 4                       | 7             |
| OBC                       | 54               | 21                      | 26            | 86                 | 6                       | 8             |
| Dalit                     | 46               | 25                      | 29            | 82                 | 9                       | 10            |
| Adivasi                   | 55               | 26                      | 19            | 81                 | 13                      | 6             |
| Muslim                    | 39               | 21                      | 40            | 82                 | 7                       | 12            |
| Other religions           | 50               | 8                       | 42            | 81                 | 4                       | 15            |

Source: IHDS 2004–5 data.

Table A.4.4b: Statewise Distribution of Rural Workers between Farm and Non-farm Sector

|                        | Males (Per cent) |                         |               | Females (Per cent) |                         |               |
|------------------------|------------------|-------------------------|---------------|--------------------|-------------------------|---------------|
|                        | Farm Oriented    | Combine Farm & Non-Farm | Non-Farm Work | Farm Oriented      | Combine Farm & Non-farm | Non-Farm Work |
| All India              | 51               | 21                      | 28            | 84                 | 7                       | 9             |
| States                 |                  |                         |               |                    |                         |               |
| Jammu and Kashmir      | 40               | 27                      | 34            | 93                 | 3                       | 4             |
| Himachal Pradesh       | 38               | 45                      | 18            | 93                 | 4                       | 2             |
| Uttarakhand            | 36               | 35                      | 29            | 89                 | 9                       | 2             |
| Punjab                 | 51               | 9                       | 40            | 92                 | 3                       | 6             |
| Haryana                | 51               | 13                      | 37            | 91                 | 5                       | 4             |
| Delhi                  | 23               | 13                      | 64            | 90                 | 3                       | 7             |
| Uttar Pradesh          | 47               | 34                      | 20            | 92                 | 5                       | 3             |
| Bihar                  | 52               | 26                      | 22            | 87                 | 7                       | 6             |
| Jharkhand              | 29               | 24                      | 47            | 75                 | 13                      | 12            |
| Rajasthan              | 41               | 26                      | 33            | 86                 | 9                       | 5             |
| Chhattisgarh           | 53               | 38                      | 9             | 77                 | 21                      | 2             |
| Madhya Pradesh         | 63               | 23                      | 14            | 81                 | 12                      | 7             |
| North-East             | 39               | 19                      | 42            | 76                 | 7                       | 16            |
| Assam                  | 43               | 11                      | 46            | 90                 | 2                       | 8             |
| West Bengal            | 47               | 22                      | 31            | 77                 | 9                       | 14            |
| Orissa                 | 48               | 28                      | 24            | 86                 | 7                       | 7             |
| Gujarat, Daman, Dadra  | 69               | 10                      | 22            | 92                 | 2                       | 6             |
| Maharashtra/Goa        | 64               | 16                      | 21            | 87                 | 6                       | 7             |
| Andhra Pradesh         | 61               | 12                      | 27            | 77                 | 7                       | 17            |
| Karnataka              | 69               | 11                      | 20            | 86                 | 4                       | 10            |
| Kerala                 | 33               | 8                       | 59            | 71                 | 3                       | 26            |
| Tamil Nadu/Pondicherry | 44               | 9                       | 47            | 67                 | 10                      | 23            |

Source: IHDS 2004–5 data.

Table A.4.5a: Daily Income for Wage and Salary Workers Aged 15–59 Years

|                           | Daily Income in Rupees (Wage work or Salary) |        |       |        | Daily Wages for Labourers (Rs) |        |                  |        |
|---------------------------|----------------------------------------------|--------|-------|--------|--------------------------------|--------|------------------|--------|
|                           | Rural                                        |        | Urban |        | Agricultural                   |        | Non-Agricultural |        |
|                           | Male                                         | Female | Male  | Female | Male                           | Female | Male             | Female |
| All India                 | 79                                           | 42     | 173   | 118    | 50                             | 33     | 76               | 43     |
| <b>Age</b>                |                                              |        |       |        |                                |        |                  |        |
| 15–19                     | 51                                           | 38     | 65    | 59     | 43                             | 33     | 59               | 36     |
| 20–9                      | 66                                           | 40     | 115   | 105    | 48                             | 33     | 73               | 43     |
| 30–9                      | 79                                           | 42     | 165   | 113    | 51                             | 33     | 80               | 42     |
| 40–59                     | 95                                           | 46     | 228   | 141    | 51                             | 34     | 80               | 47     |
| <b>Education</b>          |                                              |        |       |        |                                |        |                  |        |
| None                      | 57                                           | 38     | 91    | 58     | 48                             | 33     | 68               | 42     |
| 1–4 Std                   | 60                                           | 37     | 98    | 72     | 48                             | 33     | 70               | 38     |
| 5–9 Std                   | 73                                           | 43     | 117   | 78     | 52                             | 34     | 78               | 43     |
| 10–11 Std                 | 111                                          | 80     | 177   | 133    | 55                             | 35     | 92               | 56     |
| 12 Std/Some college       | 139                                          | 104    | 202   | 184    | 51                             | 44     | 95               | 58     |
| Graduate/Diploma          | 206                                          | 153    | 347   | 290    | 48                             | 40     | 102              | 94     |
| <b>Place of Residence</b> |                                              |        |       |        |                                |        |                  |        |
| Metro city                |                                              |        | 216   | 167    | 74                             | 69     | 109              | 71     |
| Other urban               |                                              |        | 157   | 104    | 70                             | 33     | 91               | 47     |
| Developed village         | 87                                           | 46     |       |        | 55                             | 34     | 80               | 43     |
| Less developed village    | 71                                           | 39     |       |        | 44                             | 32     | 63               | 40     |
| <b>Income</b>             |                                              |        |       |        |                                |        |                  |        |
| Lowest Quintile           | 47                                           | 33     | 57    | 39     | 42                             | 29     | 51               | 32     |
| 2nd Quintile              | 54                                           | 35     | 67    | 41     | 46                             | 31     | 61               | 36     |
| 3rd Quintile              | 62                                           | 39     | 81    | 48     | 51                             | 35     | 72               | 41     |
| 4th Quintile              | 89                                           | 51     | 116   | 75     | 61                             | 40     | 93               | 58     |
| Highest Quintile          | 198                                          | 114    | 282   | 236    | 72                             | 42     | 123              | 67     |
| <b>Social Group</b>       |                                              |        |       |        |                                |        |                  |        |
| Forward Castes            | 112                                          | 56     | 243   | 192    | 55                             | 34     | 89               | 49     |
| OBC                       | 77                                           | 40     | 154   | 93     | 49                             | 33     | 79               | 44     |
| Dalit                     | 69                                           | 41     | 142   | 81     | 52                             | 35     | 71               | 42     |
| Adivasi                   | 62                                           | 40     | 180   | 174    | 39                             | 30     | 58               | 42     |
| Muslim                    | 86                                           | 45     | 114   | 76     | 53                             | 32     | 77               | 39     |
| Other religions           | 147                                          | 104    | 228   | 208    | 105                            | 77     | 141              | 66     |

Source: IHDS 2004–5 data.

Table A.4.5b: Statewise Daily Income for Wage and Salary Workers Aged 15–59 Years

|                        | Daily Income in Rupees (Wage work or Salary) |        |       |        | Daily Wages for Labourers (Rs) |        |                  |        |
|------------------------|----------------------------------------------|--------|-------|--------|--------------------------------|--------|------------------|--------|
|                        | Rural                                        |        | Urban |        | Agricultural                   |        | Non-Agricultural |        |
|                        | Male                                         | Female | Male  | Female | Male                           | Female | Male             | Female |
| All India              | 79                                           | 42     | 173   | 118    | 50                             | 33     | 76               | 43     |
| States                 |                                              |        |       |        |                                |        |                  |        |
| Jammu and Kashmir      | 170                                          | 112    | 97    | 188    | 99                             | 0      | 115              | 62     |
| Himachal Pradesh       | 135                                          | 121    | 251   | 215    | 78                             | 77     | 85               | 76     |
| Uttarakhand            | 92                                           | 68     | 176   | 124    | 81                             | 48     | 80               | 56     |
| Punjab                 | 105                                          | 68     | 193   | 205    | 75                             | 52     | 103              | 73     |
| Haryana                | 116                                          | 72     | 213   | 272    | 82                             | 63     | 94               | 71     |
| Delhi                  | 228                                          | 124    | 222   | 219    | 80                             | 0      | 126              | 76     |
| Uttar Pradesh          | 67                                           | 38     | 145   | 101    | 45                             | 32     | 63               | 40     |
| Bihar                  | 71                                           | 48     | 159   | 156    | 51                             | 41     | 76               | 53     |
| Jharkhand              | 89                                           | 55     | 243   | 183    | 48                             | 33     | 60               | 39     |
| Rajasthan              | 81                                           | 50     | 147   | 127    | 60                             | 41     | 72               | 46     |
| Chhattisgarh           | 49                                           | 33     | 218   | 112    | 30                             | 27     | 56               | 44     |
| Madhya Pradesh         | 51                                           | 32     | 130   | 58     | 37                             | 31     | 54               | 35     |
| North-East             | 201                                          | 169    | 336   | 338    | 77                             | 59     | 136              | 58     |
| Assam                  | 126                                          | 73     | 198   | 149    | 56                             | 44     | 70               | 47     |
| West Bengal            | 73                                           | 51     | 209   | 149    | 48                             | 45     | 66               | 33     |
| Orissa                 | 63                                           | 36     | 162   | 134    | 39                             | 29     | 57               | 35     |
| Gujarat, Daman, Dadra  | 63                                           | 46     | 182   | 145    | 41                             | 37     | 72               | 52     |
| Maharashtra/Goa        | 74                                           | 32     | 180   | 137    | 48                             | 28     | 79               | 39     |
| Andhra Pradesh         | 64                                           | 38     | 164   | 70     | 51                             | 34     | 84               | 43     |
| Karnataka              | 69                                           | 34     | 168   | 102    | 47                             | 28     | 92               | 45     |
| Kerala                 | 155                                          | 123    | 159   | 137    | 123                            | 88     | 149              | 85     |
| Tamil Nadu/Pondicherry | 88                                           | 45     | 132   | 82     | 68                             | 34     | 89               | 38     |

Source: IHDS 2004–5 data.