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## **Social category and gender wise employment and unemployment analysis of all India and Telangana**

**Bhaskar Yempelli**

PhD. Economics

University of Hyderabad

**Abstract:** This paper discusses the employment situation of persons aged 15 and above in rural India and Telangana in particular. It is evident that India and Telangana faces a challenge to create enough employment in the state. The rural areas plays an important role in creating employment for the people. Most of the landless households opted to work in non-farm sector. Land concentration is the reason for declining labour absorption in agriculture. Construction sector has observed more workers than any other sector. Below primary educated male joining the agriculture labour and informal sector jobs. Because of that the unemployment rate is very less among low educated and illiterates. Due to lack of jobs in formal sector, skilled labour who are studied diploma, graduated and postgraduates are not getting opportunity to work anywhere. Despite education levels has increased, the unemployment in youth is still a big challenge to the country. In urban areas the situation is more verse than the rural. The educated unemployment is very high in rural areas of Telangana and all India level. Clear inequalities in Indian labour market are exist in work force participation rates of men and women. Looking at gender, the workforce participation rate female lower than the male; gender gap persists. Further, women workers are ending up in marginal employment. Rural labors are taking up multiple jobs. Marginal and small farmers are also taking up farm and non-farm wage work. At the macro level women work force has declined in rural areas.

**Keywords:** Telangana, Labour force participation, Employment, Non-farm sector, Education, Social Category

### **1.Introduction:**

The labour force participation rate among all social groups dropped between 2004-05 and 2011-12 (Andres, Dasgupta, Joseph, Abraham, & Correia, 2017). The rural area plays an important role in magnifying other socioeconomic and demographic deterrents (Andres, Dasgupta, Joseph, Abraham, & Correia, 2017). Productive, decent and secure employment is what people wants. One of the major challenges of the economy today is employment generation. While agriculture is the main sector in rural areas the jobs seekers and opportunities in agriculture has increased (Saha & Verick, 2016). This paper has focused on employment of the persons aged 15 and above. Most of the landless households opted to work in non-farm sector. Land concentration and fragmentation of land is the reason for declining labor absorption in agriculture. Lack of access to land is also one reason for increase in non-farm activities in rural side. And the lack of land access is high among the lower castes (Saha & Verick, 2016). Majority of the work force in India are in informal sector. Construction sector has observed more workers than any other sector in India (Organisation, 2016). The rural transformation in India is different than that of southeast Asian countries. Informal jobs in non-farm sector played greater role in Indian rural transformation. Most of the non-agricultural jobs are created in construction jobs (Organisation, 2016).

In Telangana 31 percent of the working population is daily wage labour. Agriculture labour and self-employed in agriculture are 23 and 11 percent respectively. Beedi workers and drivers together constitute of 4 and 3 percent respectively. Migrated labor and small business are 2 percent each. Seven percent of the working age people are not participating in any labour. Most of the working population, almost 34 percent, in Telangana are illiterates. At the same time only 18 percent of the working age people are graduation and above educated. There is a huge gap in the skill and unskilled labour. Required skilled labour is 29.1 but only 2 percent are available in the labour market. Further, the required unskilled labour are 10 percent but available are 26.8 percent. So, there is a need to improve the skilled labour in Telangana (Satyanarayana, 2018).

**2.Population details:**

**Table1:** Census population as on 1<sup>st</sup> March 2011, percentage decadal change in population of aged 15 years and above between census 2001 and 2011 and projected population as on March 1<sup>st</sup>, 2014 in rural areas for Telangana and All-India

Particulars		Telangana		All-India	
		Male	Female	Male	Female
Population	Rural	78.76	79.72	2838.98	2733.39
	Urban	51.70	50.54	1426.48	1340.36
Decadal Change (in percent)	Rural	10.0	11.7	19.8	20.1
	Urban	40.9	46.0	37.0	43.4
Projected Population	Rural	81.05	82.41	2996.95	2887.62
	Urban	57.30	56.62	1567.62	1493.50

Source: Report on youth employment - unemployment scenario, 2013-14, Volume-2, Ministry of labour and employment, Labour Bureau, Chandigarh, Government of India.

Rural male population of Telangana is 78.76 lakh and the female population is 79.72 lakh. Urban population in Telangana is much lower than the rural. Urban male population is 51.70 lakh and female population is 50.54 lakh. There is almost 40 percent increase in urban male population and 46 percent in the urban female population in the decade. Rural side the population growth is only 10 percent and 11 percent for male and female respectively. Urban population growth in Telangana is higher than the All India population growth. However, rural population growth is much lower than that of the all India.

**Household distribution:**

**Table2:** Distribution of Households by Social Group for Telangana and All-India in Percentage

Particulars	Telangana			India		
	Rural	Urban	Both	Rural	Urban	Both
SC	23.5	12.4	19.3	21.3	13.0	18.8
ST	09.1	03.0	0.68	11.8	0.45	0.96
OBC	56.4	44.7	52.0	41.6	40.0	41.1
Others	11.0	39.9	21.9	25.3	42.4	30.4
Total	100	100	100	100	100	100

Source: Report on youth employment - unemployment scenario, 2013-14, Volume-2, Ministry of labour and employment, Labour Bureau, Chandigarh, Government of India.

In Telangana SC households consists of 19.3 percent. Rural SC households are much higher than the urban, that is 23.5 and 12.4 percent respectively. Overall ST households in Telangana are just 0.68 percent as they stay only in the rural areas. However, the rural ST households are 9.1 percent of the total households. More than half of the households, 52 percent, in Telangana are

OBC's. It is much higher than the all India OBC households, 41.1 percent of the total households. Households of 'Others' category comprises of 21.9 percent of the total Telangana households. Other household category is 40 percent in the urban households and only 11 percent in the rural area. Their urban presence is much higher than the rural households. In all-India level 'other' household category dominates in the urban areas.

**Level of education and labour force participation:**

**Table3:** Distribution for persons aged 15 years and above by main activity and education classification according to UPS Approach for rural (Male)

Particulars		Employed				Unemployed				Not in labor force			
		SC	ST	OB C	Othe rs	SC	ST	OB C	Othe rs	SC	ST	OB C	Othe rs
1.Not literate	Telanga na	88. 5	90.5	89. 4	83.8	0.1	-	0.3	-	11. 4	9.5	10. 2	16.2
	All- India	73. 1	86.5	71. 1	73.6	0.8	0.8	0.8	0.4	26. 1	12. 7	28. 1	26.0
2.Below Primary	Telanga na	93. 4	95.2	96. 8	81.4	-	-	-	-	6.6	4.8	3.2	18.6
	All- India	86. 1	91.5	83. 8	80.3	1.1	0.9	0.9	0.5	12. 8	7.6	15. 4	19.2
3.Primary	Telanga na	95. 9	100. 0	93. 1	85.2	-	-	-	-	4.1	-	6.9	14.8
	All- India	87. 8	89.1	87. 9	85.7	1.3	2.2	0.9	1.0	10. 9	8.7	11. 3	13.3
4.Middle, Secondary & Higher Secondary	Telanga na	68. 9	65.4	77. 7	85.3	0.1	-	1.3	-	31. 0	34. 6	21. 5	14.7
	All- India	63. 3	66.4	65. 5	66.5	3.4	4.6	3.2	2.9	33. 4	29. 0	31. 3	30.6
7.Diploma/Certif icate	Telanga na	62. 1	44.0	37. 1	77.0	12. 4	-	6.9	-	25. 5	56. 0	56. 0	23.0
	All- India	46. 9	50.1	50. 7	46.5	10. 4	8.6	7.9	10.6	42. 6	41. 4	41. 3	43.0
8.Graduate & Above	Telanga na	68. 7	75.8	61. 6	78.0	8.5	7.0	11. 2	6.0	22. 8	20. 7	27. 2	16.0
	All- India	69. 2	73.0	72. 3	72.2	11. 2	11. 5	10. 2	10.5	19. 7	15. 5	17. 6	17.3
10.Overall	Telanga na	80. 4	81.6	80. 9	82.9	0.9	0.4	1.6	1.3	18. 7	18. 0	17. 4	15.8
	All- India	71. 5	78.1	70. 6	70.5	2.9	3.2	3.0	3.3	25. 6	18. 7	26. 3	26.2

Source: Report on education, skill development and labour force, 2013-14, Volume-3, Ministry of labour and employment, Labour Bureau, Chandigarh, Government of India.

In Telangana 88.5 percent of the SC illiterates are employed. Only 0.1 percent of the SC illiterates are unemployed, and the remaining 11.4 percent are not there in the labour force. At all India level SC's who are not in the labour force are much higher than Telangana, 26.1 and 11.4 percent respectively. In all the social categories more than 80 percent of the people who studied till primary level had employed. Moreover, the unemployment rate is very less, 0 to 1 percent.

People who are educated above primary levels, i.e., secondary, higher secondary, diploma, graduate and above are employed up to 60 percent only. The unemployment rate and not in labour force rate is high among the high educated people than the below primary educated

male. Among SC male diploma educated people are unemployed most, 12.4 percent of them did not get any work to do. At all India level SC male, it is graduate and above educated people who are unemployed the most, 11.2 percent. Among ST male lowest employed are diploma students, 44 percent. More than Fifty percent (56 percent) of the diploma educated male in Telangana did not join the labour force. All the diploma studied male across all the social category are employed very less and most of them not in the labour force. They must be opting for higher education. Graduate and above educated male in Telangana and India are the most unemployed people in all the social categories. Below primary educated male must be joining the agriculture labour and informal sector jobs. Because of that the unemployment rate is very less among low educated and illiterates. Due to lack of jobs in formal sector, skilled labour who are studied diploma, graduated and postgraduates are not getting opportunity to work anywhere.

The illiterate workers in the rural non-farm sector. Most of the illiterate workers are employed in a casual wage with little or no job security at all (Saha & Verick, 2016). This is a big challenge to create good job opportunities. In rural areas poor and illiterates had lower reservation wages and were likely to incline towards non-farm sector (Saha & Verick, 2016). Other caste people who are well educated chose not to continue in agriculture and opted for non-farm activities. Illiterate SC, ST's got low end non-farm activities, while upper castes (Others) accessed the remunerative non-farm opportunity. Across all the social groups there is an increase in employment of rural non-farm sector (Saha & Verick, 2016). Most of the SC workers moved into non-farm sector, especially construction work. Despite education levels has increased, the unemployment in youth is still a big challenge to the country. In urban areas the situation is more verse than the rural (Organisation, 2016). The educated unemployment is very high in rural areas of Telangana and all India level (Revathi & Aneesh).

**Table4:** Distribution for persons aged 15 years and above by main activity and education classification according to UPS Approach for rural (Female)

Particulars		Employed				Unemployed				Not in labor force			
		SC	ST	OBC	Other s	SC	ST	OBC	Other s	SC	ST	OBC	Other s
1.Not literate	Telangana	83.6	85.8	77.1	66.3	-	0	0.3	-	16.4	14.2	22.6	33.7
	All-India	36.3	48.7	34.9	21.9	1.0	1.2	0.8	0.3	62.7	50.1	64.3	77.8
2.Below Primary	Telangana	90.8	48.6	85.0	86.4	-	-	-	-	9.2	51.4	15.0	13.6
	All-India	29.7	40.7	28.9	21.5	0.9	1.1	0.6	0.3	69.4	58.2	70.4	78.2
3.Primary	Telangana	98.2	96.0	84.7	61.7	-	-	-	-	1.8	4.0	15.3	38.3
	All-India	31.9	41.5	30.9	21.4	0.6	1.9	0.9	0.2	67.5	56.6	68.2	78.4
4.Middle/Secondary/Higher Secondary	Telangana	43.7	37.7	46.0	41.5	1.0	5.2	1.0	-	55.2	62.3	53.1	58.5
	All-India	20.6	25.8	20.2	15.4	2.8	3.9	2.4	1.8	76.6	70.4	77.5	82.8
7.Diploma/Certificate	Telangana	77.4	-	24.3	45.8	-	-	1.4	-	22.6	84.5	74.4	54.2
	All-India	18.7	19.2	18.2	20.8	5.1	3.7	9.1	8.7	76.2	77.1	72.7	70.5
8.Graduate & Above	Telangana	34.2	43.0	40.3	42.4	4.5	-	8.5	18.0	61.0	57.0	51.2	39.7
	All-India	29.4	36.4	30.2	28.7	15.6	13.4	16.0	16.0	55.0	50.3	53.8	55.2
10.Overall	Telangana	73.4	74.6	66.9	56.4	0.5	0.3	1.1	0.3	26.1	25.1	31.9	40.1

	All-India	29.3	39.3	27.9	19.1	1.8	2.1	1.9	1.7	69.0	58.5	70.2	79.2
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Source: Report on education, skill development and labour force, 2013-14, Volume-3, Ministry of labour and employment, Labour Bureau, Chandigarh, Government of India.

In female employment Telangana is far ahead to all India female employment. In Telangana women who are not literate but employed is almost 80 percent for all the social group. But in all India level the women employment percentage for not iterated is nearly 30 percent for all the groups. There is huge difference in illiterate women employment in Telangana and all India. Female employment for all the social groups and all the levels of education is averaged to 30 percent for all the social groups in all India. Women in 'Other' social category are employed lesser than the other social categories. And the women who are not in labour force is high for 'Other' social category. Very less SC women who are educated above graduation are employed, 34.2 percent. SC and ST women who are educated below primary are employed more than the OBC and Other category women. Women who are educated below primary and not in labour force are high in among OBC and 'Others' comparatively with SC and ST women.

Unemployment rate is also high for higher educated women than below primary educated women. Among women who are higher educated, OBC and 'Others' are more employed than the SC and ST women. As the education level increases the OBC and Other women participate more in labour force. Percentage of women who do not participate in labour force equal for all the categories for higher educated. Chances of OBC and Other category women who do not join the labour force high when they are less educated. OBC and other women labor participation increases as their education increases. For SC and ST women this work in the inverse as they more educate their labour participation decreases. At the end labor participation women for higher education becomes equal for all the categories. Almost 50 percent of the women who are educated secondary, graduation and above are not participating in labour force.

Clear inequalities in Indian labour market are exist in work force participation rates of men and women (Organisation, 2016). Looking at gender, the workforce participation rate female lower than the male; gender gap persists. Further, women workers are ending up in marginal employment.

**Social groups and labour force participation:**

**Table5:** Distribution of households by number of employed persons aged 15 years & above for Telangana and All-India

Particulars		None		1 Person		2 Person		3 Person		4 Person & Above	
		Telangana	India	Telangana	India	Telangana	India	Telangana	India	Telangana	India
SC	Rural	2.1	3.6	13.7	42.7	55.2	34.6	16.1	12.5	13.0	6.6
	Urban	4.6	4.0	55.5	54.6	27.4	27.3	10.0	9.8	2.5	4.3
ST	Rural	2.0	3.3	16.7	32.6	49.5	39.4	16.4	14.0	15.4	10.6
	Urban	2.8	4.1	55.8	52.2	37.9	28.7	2.4	11.0	1.1	4.0
OBC	Rural	4.9	3.9	16.1	42.3	48.9	33.4	15.8	13.3	14.4	7.2
	Urban	6.3	5.4	52.0	53.6	31.9	28.1	6.2	9.5	3.6	3.5
Others	Rural	6.1	5.1	16.6	47.9	45.2	29.5	11.7	11.2	20.3	6.3
	Urban	6.6	6.7	65.8	56.4	20.3	25.9	5.4	8.3	1.9	2.8

Source: Report on employment in informal sector and conditions of informal employment, 2013-14, Volume-4, Ministry of labour and employment, Labour Bureau, Chandigarh, Government of India.

Above table shows that for all the categories households who have more than two persons employed are high in rural area. In urban all the households have one person employed in a family. In rural areas for all the social categories two persons are employed in a family. in Rural side there are very less households for SC and ST who are not at all employed. Households with no employment is high in OBC and others than the SC and ST households. Almost 20 percent of the Other category households are employed with more than four persons in rural side. For SC, ST and OBC households are employed more than four persons is same, 13, 15.4 and 14.4 percent respectively. In the urban area there are very smaller number of households have more than four persons employment.

**Table6:** Labor force parameters for persons aged 15 years & above according to UPISA for Rural

	Labor Force Participation Ratio				Working Population Ratio				Unemployment Rate				Proportionately Unemployed			
	Telangana		India		Telangana		India		Telangana		India		Telangana		India	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SC	82.5	74.4	74.4	31.0	81.6	74.0	71.5	29.3	1.1	0.5	3.9	5.7	0.9	0.4	2.9	1.8
ST	82.0	77.0	81.3	41.5	81.6	76.7	78.1	39.3	0.5	0.4	4.0	5.1	0.4	0.3	3.2	2.1
OBC	83.6	68.9	73.7	29.8	82.1	67.8	70.6	27.9	1.7	1.6	4.1	6.4	1.5	1.1	3.0	1.9
Others	85.1	62.3	73.8	20.8	83.8	58.8	70.5	19.1	1.4	5.6	4.5	8.3	1.2	3.5	3.3	1.7
Overall	83.4	70.0	74.7	29.1	82.2	68.9	71.6	27.2	1.4	1.6	4.2	6.4	1.2	1.2	3.1	1.9

Source: Report on employment and unemployment scenario among different social groups, 2013-14, Volume-5, Ministry of labour and employment, Labour Bureau, Chandigarh, Government of India.

In Telangna 82.5 percent of the male who are above the age15 are participating in the labour force. Even female SC labour participation ratio is high for Telangana, 74.4 percent which is much higher than the all India, 31 percent. ST, OBC and Other population labour participation trends very much similar to that of SC's for Telangana as well as all India. Unemployment rate is much lower Telangana than the all-India level. Overall unemployment in Telangana is 1.4 and 1.6 percent for male and female respectively. In all India the unemployment rate is 4.2 and 6.4 for male and female population above age 15. Unemployment rate of among Others category female, 5.6 percent, is much higher than any social category female workforce. In Telangana proportionate unemployment is higher among the OBC and Other category then SC and ST labour force.



**Table7:** Percentage distribution of workers aged 15 years and above by social group available for 12 months but actually worked according to Usual Principal & Subsidiary Status Approach for Telangana and All India for rural

Particulars		12 Months		6-11months		1-5months		Did not get any work	
		Telangana	India	Telangana	India	Telangana	India	Telangana	India
SC	Male	40.4	48.3	58.4	47.6	-	1.2	1.2	2.9
	Female	35.6	42.3	63.7	51.9	-	2.1	0.7	3.7
ST	Male	48.5	46.5	51.4	49.6	-	1.9	0.1	2
	Female	44.2	40.4	55.7	54.3	-	3.1	0	2.2
OBC	Male	40.6	56	57.1	39.8	0.2	1.3	2.1	2.9
	Female	28.4	44.2	69.9	49.2	-	1.9	1.8	4.8
Others	Male	63	63.3	34.9	32.4	0.1	1.1	2	3.2
	Female	53.7	56.2	38.3	35.7	-	1.3	8	6.8

Source: Report on employment in informal sector and conditions of informal employment, 2013-14, Volume-4, Ministry of labour and employment, Labour Bureau, Chandigarh, Government of India.

The above table shows that workers who gets 12 months’ work in Telangana are higher in the social category ‘Others’, 63 percent. Even in all India level the number is almost same for Other category workers. Among female workforce also Other category workers are getting more work under the 12 months category. OBC women gets more work between 6-11 months, 70 percent. Comparing with any other social category OBC female workers gets very less work for 12 months.

**Conclusion:**

The surplus labour located in informal sector and this surplus labor is need not be fully unemployed. In India economic deprivation is most pronounced in SC and ST’s (Saha & Verick, 2016). The jobs created in formal sector are also informal in its nature because they cannot access to any benefits or social security (Organisation, 2016). In India still a large force of workers dependent on agriculture sector, 48.9 percent in 2011-12. The share workers in unorganized sector has decreased and the informal jobs organized sector has increased (Organisation, 2016). Women participation is high in Telangana but not at satisfactory level. Women participation in rural and urban is declining (Revathi & Aneesh). Non-farm sector dominating the rural employment. However, farm sector providing major employment in the rural side. Rural labors are taking up multiple jobs. Marginal and small farmers are also taking up farm and non-farm wage work. At the macro level women work force has declined in rural areas (ICRISAT, 2014).

In Telangana proportionate unemployment is higher among the OBC and Other category then SC and ST labour force. Unemployment rate is also high for higher educated women than below primary educated women. Among women who are higher educated, OBC and ‘Others’ are more employed than the SC and ST women. As the education level increases the OBC and Other women participate more in labour force.

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