Implications and Gradual Changes of Employment Opportunities in Various Sectors in Indian Economy

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ABSTRACT

A restricted focus on development rate evidently leaves out the issues relating to gradual and structural changes. These changes take place in the development process in a relatively long term perspective. But their composition and pace can be significantly affected even in the short-term by major policy-induced developments. Thus while the structural transformation of an economy from agriculture to non-agriculture is a longer term secular phenomenon, its speed could be faster in an open than in a closed economy. And whether the shift takes place towards industry or services would also very much depend on domestic policies and external economic environment during the period under reference. Economic, growth is accompanied by structural change and changes in the structure of an economy have their own implications for the rate and sustainability of economic growth.

The problem of unemployment arises when an adequate response by way of a change in the composition of labour supply is presented either by lack of access to training and education or by an attempt to protect the employment of low demand categories of labour by inappropriate forms of intervention. We attempt in this paper to discern important features of the data and to summarize what we have learnt so far, while delineating directions for further research. It is important to stress that it is almost impossible to ascribe causality to relations that describe changes that have occurred since the start of the reform process and to note that the reforms are still in progress. The process of rationalization and liberalization dominating the government's new economic policy (NEP) is an inevitable part of India's need to exist and grow with dignity in the emerging global economy. While this implies freedom and flexibility for industry, this has also led to incidence of labour redundancy, unemployment and casualization.

Keywords: Globalization, Employment, Government policies, Human resources.

INTRODUCTION

The creation of employment opportunities as has been an important objective of development planning in India. The relative higher growth of population and labour force has lead to an increase in the volume of unemployment and under employment from the plan period to another. The biggest challenge facing the country in the coming years is to provide employment for our growing work force and to eradicate poverty and other forms of deprivation.

In the area of unemployment, planning has generally proceeded on the assumption that economic growth would result in increase employment opportunities and that accelerated rate of economic growth would be able to meet substantially the employment requirements of growing labour forces. The actual results, however, did not validate this assumption. So far as the period of economic reforms is concerned, the large part of growth today is technology driven. No doubt, better and higher technology reduces cost of production and generates surplus which can be reinvested for further growth. But most of the technological advances are of such nature that manual work is being eliminated. Hence the elasticity of job creation to economic growth is declining, i.e. job creation takes place in ever declining proportion to growth.

Government introduces certain economic reforms including privatization, liberalization, globalization, marketization from June 1999 and even now the reforms are being continued. According to Dr. Manmohan Singh, the then finance minister of India, “we are creating a macroeconomic environment in which industry speeds are ahead with growth rate of 12% or more generate jobs and more jobs and higher level of wages and incomes through increased periodicity". In order to achieve these objectives, series of outward- oriented policy changes; Industrial, fiscal monetary and trade policies were introduced for attracting more foreign capital and direct investment by multinationals as well as for the reduction of fiscal deficit, the food and fertilizer subsidies were cut down and the public expenditure was also cut down conceder ably. In short, the new policies have shown a strong preference for market- oriented economy for solving the various problems of the economy.

The purpose of this paper is to highlight the implication and structural changes of employment opportunities in Indian economy. It is of immense interest to understand as to what happened to the process of employment structure in India. Although the reform process resulted in an acceleration of GDP growth, It was not accompanied by a commensurate increase in employment the growth rate of employment in the economy, which was of the order of 2.0% per year during the ten year period 1983 to 1993-94, as per NSS data, sharply decreased to less than 1% in the period 1993-94 to 1999-2000.

STRUCTURE OF EMPLOYMENT

The structure of employment can be followed by examining the following:

1. Sectoral distribution of employment
2. Employment in organized and unorganized sectors.
3. The relative share of self employment, regular salaried employment and casual labour.

1. Sectoral Distribution of Employment

The higher number of Indian workers is engaged in agriculture and allied activities. With economic development, agriculture is expected to decline in importance in terms of its share in employment and output. Table 1 shows that proportion of agriculture in total employment has declined over the years: from 74 per cent in 1972-73 to 68 per cent in 1983, 60 per cent in 1993-94 and to 57 per cent in 2004- 05. It has declined further to 51 per cent in 2009-11.

It is shown in Table 2, that the decline in the employment share of agriculture has been much slower than the share of gross domestic product (GDP) from agriculture. Thus, while share of agriculture in GDP declined from 41 per cent in 1972-73 to 15 per cent in 2009-10, in employment declined from 74 per cent to 51 per cent. And rate of decline in GDP share has been faster during 1993-94 to 2009-10, from 30 to 15 per cent; while the rate of decline in employment share has been relatively slow, from 64 per cent to 51per cent.

Table 1: Sectoral Share in GDP (%)

	Sectoral share in GDP (constant at 1999-2000 prices)							
Sector	*1972-73*	*1977-78*	*1983*	*1987-88*	*1993-94*	*1999-00*	*2004-05*	*2009-10*
1	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*
Primary Sector	**40.92**	**40.41**	**37.15**	**31.72**	**30.01**	**24.99**	**20.20**	**15.23**
Mining & Quarrying	1.83	1.86	2.25	2.39	2.51	2.33	2.20	1.74
Manufacturing	13.45	13.60	14.52	14.87	14.46	14.78	15.12	15.41
Utilities	1.27	1.45	1.71	2.08	2.43	2.49	2.29	2.10
Construction	6.77	6.76	5.81	5.88	5.76	5.71	6.62	6.67
Secondary Sector	**23.32**	**23.67**	**24.30**	**25.23**	**25.15**	**25.31**	**26.24**	**25.92**
Trade, Hotelling etc.	10.39	11.11	11.51	12.26	12.18	14.23	15.54	15.53
Transport & Communication etc.	5.05	5.40	5.99	6.64	6.62	7.47	10.25	14.00
Financing, Insurance, Real estate & business services	7.35	7.28	8.31	9.94	12.17	13.07	13.53	15.64
Community, social and personal services	12.97	12.13	12.75	14.21	13.86	14.93	14.25	13.67
Tertiary Sector	**35.75**	**35.92**	**38.56**	**43.05**	**44.84**	**49.69**	**53.56**	**58.84**
All Non-Agricultural	59.08	59.59	62.85	68.28	69.99	75.01	79.80	84.77
Total	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**

The decline in employment share of agriculture was mostly being compensated by an increase in the share of secondary sector in the pre-reform period, but since the economic reforms the tertiary sector has been the main gainer of the shift in employment. Yet increase in its employment share has not been commensurate with the increase in its share of GDP during 1993-4/2009-10. The share of secondary sector in employment has increased at a relatively faster rate while its share in GDP has remained constant at about one-fourth of the total. Within the secondary sector construction has sharply increased its share in employment particularly since 1999-2000, but its share in GDP has stagnated throughout the period under-reference, pre- and post-reform. Manufacturing increased its share both in employment and GDP, but rather slowly. In the tertiary sector, trade experienced a fast increase in its share in employment, and a significant though somewhat smaller increases in its share in GDP in the post-reform period but saw only a small increase in its employment share.

Financial services registered a fast increase both in its employment and GDP share, though its share in employment is small (2.25) about one-seventh of its share in GDP (15.64%). Community social and personal services which used to be the largest activity in the tertiary sector, both in terms of employment and GDP, in the pre-reform period, saw a marginal decline in their share both in employment and GDP and is now the smallest in regard to GDP, though it continues to be the second largest, after trade, in terms of employment.

The asymmetry in the rate of change in employment and GDP shares of different sectors and divisions, particularly between decline in employment shares of agriculture and correspondingly between rate of increase in GDP and employment in non-agricultural part of the economy, has serious implications in terms of differences in earnings and income between different sectors. Let us first look at the changes in the shares of agriculture and non-agricultural sectors in GDP and employment. In 1972-73, agriculture employed 74 per cent workers, but it also produced 41per cent of GDP. Per worker productivity and income in agriculture was significantly lower than in non-agricultural activities even then; the ratio being 1:3.6. In 2004-05 the share of agriculture was much lower at 20.2 per cent, but it was still employing 56.5 per cent of workers. The ratio between agricultural and non-agricultural productivity in that year works out to 1:5.9. In 2009-10 the ratio has gone up to 1:6. Thus there has been a large decline in the relative earnings of agricultural workers.

That is partly because agricultural growth has been consistently much lower than that in the non-agricultural sectors, but, mainly, because a shift of ~ 38 ~ workers from agricultural to non-agricultural activities as expected in the process of economic development has not taken place. Agriculture has grown at an average rate of 2 to 3 per cent per annum as against 5 to 6.5 per cent growth in the nonagricultural sector during the period under consideration. It is not generally realistic to expect a much higher growth rate in agriculture. But even if it grew at a rate of about 4 per cent per annum, as envisaged in the Eleventh Plan, it cannot employ many more persons productively. In fact, productivity per worker in agriculture is so low that even with a higher growth rate, it would need to reduce its workforce so as to provide a reasonable level of income to those engaged in it. It is precisely for this reason that the Planning Commission projected no increase in the number of workers in agriculture during the Eleventh Plan.

In other words, new jobs that are required to be created are not likely to be in agriculture, they have to come from the non-agricultural sectors. In a 25 to 30 years perspective, employment structure must be envisioned as consisting of about 30-35 per cent in agriculture and 70-75 per cent in non-agricultural activities as against of 51 per cent in agriculture and 49 per cent in non-agriculture in 2004-05. It would imply that all the new employment opportunities will be located in nonagricultural activities in the coming years.

2. Employment in Organized and Unorganized Sector

Organised or formal sector is defined to consist of the entire public sector and the private sector enterprises employing 10 or more workers. It accounted for only about 14 per cent of total employment in 1999-2000 as also in 2004-05. The proportion is found to have slightly increased to 16 per cent in 2009-10. Still that leaves 84 per cent of workers in the 'unorganised' or 'informal' sector, with no job security or social security. Even in the formal sector, over half the workers are in 'informal' category, with no secured tenure of employment, nor any protection against the contingent risks during or after employment. What is further distressing ~ 41 ~ to note is that their proportion has been rising: 'informally' employed workers constituted 42 per cent of those employed in the formal sector in 1999-2000, the figure increased to 47 per cent in 2004-05 and stood at 51 per cent in 2009-10. A small proportion (about half a per cent) of those employed in the informal sector enjoyed a measure of job security and social security.

Thus of all the workers in the formal and informal sectors together, 92 per cent were in 'informal' employment. Only 8 per cent were in employment with secured job tenure and with social security against contingent risks of work and life. Their proportion has remained more or less constant during the decade 1999-2000/2009-10.

Table 2: Percentage distribution of workers in formal/informal sectors/Employment

Year	Informal Workers			
	Informal Sector	Formal Sector	Total	
1	2	3	4	
1999-00	93.6	6.4	100	(362.75)
2004-05	93.1	6.9	100	(422.61)
2009-10	91.2	8.8	100	(423.17)
Formal Workers				
1999-00	5.3	94.7	100	(33.64)
2004-05	4.1	95.9	100	(34.85)
2009-10	4.5	95.5	100	(37.25)
Total Workers				
1999-00	86.2	13.8	100	(396.39)
2004-05	86.3	13.7	100	(457.47)
2009-10	84.2	15.8	100	(460.42)

A near constant share of the informal/unorganised sector in total employment is obviously due to the lack of a faster growth of employment in the informal than in the formal sector. In fact, the organised sector employment saw a continuous decline for a number of years since mid-1990s. After continuously increasing and reaching the highest figure of 283 lakhs in 1997, it recorded a continuous decline since then till 2005, but has shown some increase since 2005. It stood at 275 lakhs in the year 2008 the latest year for which data are available (Table 4). It should be noted that the earlier decline has been mainly in public sector employment which has continued to decline even in post-2004 period. So far as private sector is concerned it showed a small decline during 2001-2004, but has increased to an all time high at 98.75 lakhs in 2008, leading to an increase of about 11 lakhs in total organised sector employment despite a decline in public sector employment, during 2004-2008. And decline in public sector employment has been in all division of activity namely, manufacturing, construction, transport as well as community, social and personal services as a part of the policy to downsize the government, reduction in overstaffing of public enterprises and withdrawal from commercial activities. Mining is the only sector where some increase has taken place in public sector employment in recent years.

Table 3: Employment in Organized Sector

Year	Public Sector	Private Sector	Total
1	2	3	4
1981	154.84	65.00	219.84
1991	190.58	76.77	267.35
1997	195.59	87.48	283.07
2000	193.14	86.46	279.60
2005	180.07	84.52	264.59
2006	181.88	88.05	269.93
2007	180.02	92.40	272.42
2008	176.74	98.38	275.12

Table 4:Employment in Various Organized Sector

	1981	1991	1997	2000	2004	2008
1	2	3	4	5	6	7
Agriculture	4.63	5.56	5.33	5.14	4.93	4.71
Mining	8.18	9.99	9.78	9.24	10.30	11.21
Manufacturing	15.02	18.52	16.61	15.31	11.09	10.44
Electricity, Gas & Water	6.83	9.05	9.56	9.46	8.74	7.96
Construction	10.89	11.49	11.34	10.92	9.32	8.52
Trade	1.17	1.50	1.64	1.63	1.81	1.65
Transport	27.09	30.26	30.92	30.77	28.15	26.34
Finance, Insurance & Real Estate	7.48	11.94	12.94	19.95	14.08	13.47
Community, Social & Personal Services	73.55	92.27	97.87	97.71	92.76	88.54
Total	154.84	190.58	195.59	193.14	181.97	172.84

Employment in organised private sector saw an increase till 1997 and after hovering around the figure of 87 lakhs for some years, saw a decline during 2000- 2004. It has registered a significant increase since then reaching a figure of 98 lakhs in 2008, about 13 per cent higher than in 1997 (Table 5). Manufacturing is the main activity accounting for over half the total organised private sector employment. It has seen a decline of about 8 per cent over the period 1997-2008. The next most ~ 43 ~ important activity, namely, community, social and personal services, has registered a continuous increase in employment. Financial services have shown a much faster increase, of about three and half times in its employment during 1997-2008. All other activities have also shown an increase in employment during this period.

Table 5: Employment in Organized private Sector

Industry	1991	1997	2000	2004	2008
1	2	3	4	5	6
Agriculture	8.91	9.12	9.04	9.17	9.92
Mining	1.00	0.92	0.81	0.65	1.11
Manufacturing	44.80	53.89	50.85	44.89	49.70
Electricity Gas & Water	0.40	0.41	0.41	40.47	0.51
Construction	0.73	0.54	0.57	0.45	0.69
Trade	3.00	3.17	3.30	3.51	2.72
Transport	0.53	0.63	0.70	0.81	1.04
Finance, Insurance & Real Estate	2.54	3.22	3.58	4.58	10.96
Community, Social & Personal Services	14.8	16.44	17.23	17.92	21.73
Total	**76.77**	**86.86**	**86.46**	**82.46**	**98.38**

It is important to keep these variations between the public and private sector, on the one hand, and among different activity divisions on the other, in mind, while discussing the trends and potential of employment in the organised sector. Not much is gained by questioning declining aggregate employment in the organised sector: a decline in public sector employment is a policy-induced phenomenon propelled by the reforms towards economic liberalisation. Private sector has been a minor contributor to the decline in aggregate employment. Employment in all activity segments of the private sector except manufacturing has continuously risen since 1991, and even in manufacturing the trend appears to have reversed with an increase since 2004. Looked from this perspective, it is not unrealistic to expect better employment performance of the organised private sector in future and not to expect the public sector to generate new jobs to any significant extent.

3. The Relative Share of Self Employment, Regular Salaried Employment and Casual Labour

The concept of employment is commonly understood to mean a job with a wage or salary. In India, major part of employment, however, consists of selfemployment. Even though the share of this category in total employment has been declining, as is expected in the process of modern economic development, it still accounts for majority of workers. In 2009-10, the self-employed accounted for 50.6 per cent of the total employed persons. It has declined continuously from 61.4 per cent in 1972-73 to 52.6 per cent in 1999-2000, but showed an increase to 56.5 per cent in 2004-05. Estimates based on NSSO survey for 2009-10, however, shows a resumption of the long-term declining trend.

Table 6: Distribution of UPSS workers by category of employment (%)

Year	*Self-Employed*	*Regular Employees*	*Casual Labour*
1	2	3	4
1972-73	61.37	15.37	23.26
1977-78	58.89	13.94	27.18
1983	57.31	13.82	28.87
1987-88	55.98	14.44	29.58
1993-94	54.70	13.53	31.77
1999-00	52.61	14.65	32.75
2004-05	56.38	15.35	28.27
2009-10	50.58	16.63	32.79

In terms of quality of employment, work for regular wage or salary is found to have the best score. It generally provides regularity and stability of employment, relatively better earnings and job and social security. Casual labour category is the worst in these terms. Self-employment is a mixed bag: includes work in own large farms and enterprises, with high income as well as own account work in tiny farms and enterprises often resulting in earnings even lower than the poverty line income. In 2004-05, 32 per cent of those working as casual labour were earning less than a poverty line income, the corresponding figure for the self-employed was 17.5 per cent and for regular employees 11 per cent. The self-employed seem to be in a relatively better position in rural areas than in urban areas: among the urban self-employed 23 per cent are poor, among the rural self-employed their proportion is lower at 16 percent . In rural areas, most self-employed are cultivators, in urban areas many of them failing to secure a wage/salaried job for which they aspire, resort to petty production and sale of goods and services to survive.

There was an increase in the proportion of the self-employed and decline in that of the casual labour during 2000-2005. Does it imply that there was an upsurge in remunerative self-employment opportunities to which workers working as casual labour shifted? Does this shift suggest that more employment opportunities in future will be in the category of the self-employed? Or, is it a result of shrinkage of job opportunities as wage labour and thus inability of those belonging to households engaged in on-account farming or small businesses to move out to alternative jobs? There is no evidence to suggest that new self-employment opportunities with high earnings emerged during this period. If anything, there is evidence to the contrary. It is observed that a large number of on-account enterprises in the unorganised manufacturing sector closed down resulting in loss of 1.4 million jobs, mostly in the self-employment category during 2000-2005. appears that the increase in the proportion of self-employed was primarily a result of the inability of workers getting added to farming households to find wage labour in agriculture or move out to nonagricultural wage employment. They may not have necessarily been needed to work on their farms but were not able to get productive employment elsewhere. Plausibility of this explanation is established by the fact that the increase in self-employment category was mainly accounted for by agriculture. It increased from 58 per cent in 1999-2000 to 64 per cent in 2004-2005 in agriculture while increase in self-employment was from 45 to 46 per cent only in the non-agricultural activities.

Estimates based on the data from the 66th round (2009-10) of NSSO Survey suggest that the picture emerging from the survey for 2004-05 was an aberration in the long term trend in the changes in workforce structure by employment categories. They show a resumption of the trend of a decline in the share of the self-employed and an increase in that of the casual labour. In other words, deterioration in the quality of employment in aggregate continues. Even a different trend during 1999-2000/2004-05 did not necessarily reflect any improvement as argued above. But the continuation of an increase in the share of casual labour directly testifies to the deterioration. It is, however, to be noted that a gradual increase in the share of regular employees in the post-reform period promises to deter this trend to howsoever small an extent.

Long-Term Growth and Structural Changes

Economic growth in post-Independence India has certainly seen several turns and twists. Accordingly, several phases with distinctive features in terms of rates of growth and structural changes can be identified. It is, however, not very meaningful to highlight short-term fluctuations in an analysis of the growth and structural changes of an economy over a long period of about six decades. At the same time, it is also of neither factually realistic nor analytically meaningful to divide the entire period just in two parts, pre and post-reforms, as is often done in most of the recent studies and analysis of India's economic growth. The year 1991, when economic reforms were introduced, is seen as the sole turnings point, providing a break from the low growth to high growth and dividing the post-Independence economic history into two clear phases: the pre-reform 'dark' phase and the post reform 'bright' phase.

Life Insurance in India: New Economic Reforms

- Insurance Regulatory and Development Authority finally came out with guidelines on initial public offersduring the year. According to the guidelines issued by the IrDA, life insurance companies which have beenin business for over 10 years would be eligible to come out with IPOs.
- IRDA is expected to change the investment norms it prescribes for insurance companies. Under the currentregulations, a firm can invest up to 50% of its fund in government securities, 15% in infrastructure bonds,and 35% in corporate paper and equities. The finance ministry has been talking to IRDA to increaseinvestment limits in infrastructure.
- IRDA has interpreted its role to be totally consumer oriented. The once-popular Unit Linked InvestmentPlan (ULIP), where the cash value of the policy varies based on the net value of the underlying investments,has run out of steam because IRDA reduced distributor commissions to one-third of their earlier levels.

- For pension products, IRDA have asked companies to give a guarantee. IRDA has made things better for the consumers.
- Death of ULIP products and an emergence of traditional products in the life insurance business. Lifeinsurance had to be sold by insurers with assured returns.
- The draft guidelines for bancassurance have suggested that banks continue to tie up with one insurancecompany in the life, non-life and health insurance spaces but only in a specified number of states. Underthis, insurance companies will be allowed to partner with different banks and NBFCs in different states forselling their products.
- The government decided to move ahead with its proposal to hike foreign investment ceiling inthe insurance sector to 49 per cent from the present 26 per cent." The benefit of this amendment will go tothe private sector insurance companies which require huge amount of capital.

CONCLUSIONS

Indian economy has been undergoing structural changes that generally accompany economic development over a longer period since independence; acceleration in growth rate gave an impetus to these changes during the 1980's, and they have taken place at a 25 faster rate in the post-reforms period. The major characteristics of growth over the last three decades which distinguishes it from the experience of the earlier three decades, consist not only a significantly higher rate, but also few other important departures from the earlier pattern. Emergence of services as the major contributor to growth in GDP and eventually as the predominant sector of the economy is one such feature. Growing importance of the external sector, with rapid growth both of imports and exports is another. Decline in the share of agriculture in GDP which has been taking place in earlier decades as well, took place at a much faster rate and employment content of growth has seen a steep decline during this period.

The past two-to-three years haven't been the happiest of times for the insurance industry. In the life insurance sector, for instance, there has been a slowdown because of the country's economic travails. The saving rate has come down and insurance has been impacted. (In India, insurance is looked upon as a form of savings.) And IRDA's consumer-centric orientation has been adding to the troubles, with so many speed bumps on the path, insurance in India still attractive. All factors are in place for the Indian life insurance industry to blossom into one of the fastest-growing financial services markets in the world. India's life insurance market has grown at more than 40% annually (measured in terms of new business premium) in the past six years. But the ratio of insurance premium to GDP is around 4%. In developed markets, this figure typically ranges from 6% to 9%. Penetration is very low, practically zero in the unbanked segment. In addition to new customers, there will be a move by existing policyholders to increase coverage. For the industry, premium income is likely to go up sharply.

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