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08950



Distr.  
ENGLISH

IL/WG.283/0.  
March 1978

**United Nations Industrial Development Organization**

ENGLISH

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Preparatory Meeting on the Role of Women in  
Industrialization in Developing Countries

Vienna, Austria, 6 - 10 November 1978

EMPLOYMENT SITUATION AND OUTLOOK - WOMEN  
EXCERPT FROM DRAFT FIVE-YEAR PLAN OF INDIA FOR 1978-83 \*

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trend, and in recent surveys, has stuck to about 28 per cent.

4.42. Projections show that since 1971 the female work force has increased by about 11 million to the present level of 86 million, and by 1983 another 9 million women workers may enter the work force. (Table 4.14).

4.43. Chronic unemployment of women is currently estimated to be about 9 lakh, and if present trends continue, it may grow to 1 million by 1983 (Table 4.15). But, as in the case of males, chronic unemployment is an unimportant part of the total female unemployment problem. In fact, the 27th Round of the National Sample Survey revealed that the chronic unemployment rate for females was lower than the rate for males. But the weekly and per day unemployment rates for women (5.9 and 11.4 per cent respectively) were much higher than for men (3.6 and 7.1 per cent).

4.44. The higher rate of unemployment among women has resulted in the disturbing fact that nearly 40 per cent of total unemployment today (8.1 million person-years out of 20.6 million person-years) is accounted for by women. Their share in unemployment (about 40 per cent) is thus higher than their share in the labour force (about 33 per cent).

4.45. In the face of this evidence it must be concluded that the labour market, as it is operating, is not neutral as between men and women.

4.46. A study of the growth of the female work force between 1961 and 1971 shows that in a number of modern urban industries the number of women workers increased six to ten times, as in mining, the manufacture of machinery, electrical appliances and medical and scientific instruments, and in trade and banking.

4.47. But in the same decade the female work force suffered a serious decline in some sectors such as horticulture, livestock breeding, food processing, dairy products and jute textiles.

4.48. On the whole, between 1961 and 1971, the employment of women increased substantially in 115 out of 271 (3 digit) sectors but it declined in 63 sectors.

4.49. More recent data, available only for the organised sector show that, though the share of women in total employment is low, it has been creeping up in recent years. It increased from 11 per cent in 1971 to 12 per cent in 1977. (Table 4.16).

4.50. An important aspect of the analysis of the female employment situation is the identification of industries or activities outside agriculture in which women workers have a high share of total employment. An analysis of the 1971 adjusted work force data given in Table 4.17 shows that in about 23 non-farm sectors women workers constitute half or more of the total work force. Eleven of the most important of these include food processing activities such as grain milling, oil crushing and the manufacture of dairy products, the spinning and weaving of textiles, domestic, laundry and sanitation services, the manufacture of bidi and coir products, and work in tea plantations.

### The Employment Situation and Outlook—Women

4.39. The employment situation confronting women also requires separate discussion. The nation is committed to a steady improvement in the status of women, and one of the most important means of achieving it is to secure for them a fair share of employment opportunities. Recent empirical studies show that just as *laissez faire* in the labour market has discriminated over a long period against scheduled castes, scheduled tribes and other weak sections of the population, it has also discriminated against women in certain parts of the country. They have lost traditional occupations as a result of changes which have transferred productive activity from homes and cottages to factories and machines. Conscious and unconscious biases of employers operate against their recruitment in various occupations. The power structure in traditional families and communities prevents them from seeking and obtaining adequate education and outside employment, and thereby securing an independent income and status. Therefore, special consideration of trends in female economic activity, and of feasible policies to stimulate the growth of women's employment are absolutely necessary.

4.40. The work force participation rate of women had been falling steadily over a long period. It declined from 33.7 per cent in the Census of 1911 to 23.3 per cent in the Census of 1951. In the Census of 1961 it turned out to be higher (28 per cent) owing to more inclusive definition of workers (Table 4.14). The Census of 1971 grossly under-estimated the number of women workers, because of its emphasis on counting "man" or primary workers. If this Census is believed, while the female population increased by 51 million during 1961-71, the female work force declined by 26 million—from 59.5 million to 33.6 million. And the participation rate declined from about 28 per cent to a mere 12.7 per cent. In view of the utter unacceptability of these figures, the Planning Commission has developed adjusted estimates of the work force in 1971 showing that the female work force increased by 15.09 million during the decade 1961-71, and the participation rate remained roughly the same (about 28 per cent) as in 1961.

4.41. Thus, whatever may have been the trends in the past, there is no basis for the view that the overall female participation has been declining since 1961. In ten independent labour force surveys of the National Sample Survey between 1959 and 1973 the female participation rate recorded no significant

4.51. To sum up, the main features of the female employment situation: the female participation rate is not declining, and though the share of women in the organised sector has increased to some extent, they suffer from a higher incidence of weekly and person-day unemployment than males. In addition to the present unemployment of females of the order of 8.14 million personyears, about 9 million women workers are likely to enter the labour force in the next five years. Measures will have to be taken to expand employment opportunities for women, by stimulating the growth of industries and occupations in which women usually have a substantial share in employment and others for which they may be prepared and assisted by special programmes.

### Overall Employment Policy

4.52. An employment policy for the kind of situation described above must have three basic ingredients: (1) a policy to maintain the highest feasible rate of growth; (2) a policy to make the pattern of production more labour-intensive; and (3) a policy to regulate technological change so that the rate of growth of employment is maintained at a satisfactory level.

4.53. In preparing the Plan for the period 1978—83, the Planning Commission has tried to give concrete content to each of these policies.

4.54. The choice of the growth rate—an average of 4.7 per cent per annum—has already been discussed. This is the rate of growth which is not considered feasible given the available resources and constraints. This rate is higher than the average of 3.5 per cent recorded for a long period in the past.

4.55. The modest growth rate of 3.5 per cent has been associated with a very low rate of growth of employment. In the organised sector, for example, the rate of growth of employment has been about half of the rate of growth of production. Thus when large-scale industry grows at the rate of 5 per cent, recorded employment only grows 2.5 per cent a year. But since recorded employment is only 9 per cent of the total labour force, industrial growth of the order of 5 per cent absorbs in the organised sector only 0.225 per cent of the national labour force. The rest of the labour force stays in the informal sectors. In the next five years the rate of growth of large-scale industry is expected to be 6 to 7 per cent a year. Therefore, employment in the organised sector may grow 3 to 3.5 per cent a year. But this growth will annually absorb only 0.3 per cent of the labour force. Therefore, the solution of the employment problem will have to be sought in increasing income and employment in agriculture and allied activities and in small-scale manufacturing and service sectors.

4.56. In other words, in addition to achieving the highest feasible rate of growth, it is important to improve the pattern of growth. The Planning Commission has explicitly determined production targets for the next five years for the different sectors, keeping in view the need to increase employment generation. The basic requirement for increasing labour absorption is that the pattern of demand itself should change in a more labour-intensive direction. So far as private

consumer demand is concerned, Planning Commission calculations show that with the existing income distribution, every million rupees of consumption transferred from the non-poor to the poor will generate 20.2 addition personyears of employment. The consumption of non-poor requires 217.6 personyears of labour per million rupees spent, but the consumption of the poor requires 237.8 personyears per million rupees spent by them. Therefore, the most important way in which the Government can influence private demand in the right direction is to pursue policies which inject massive purchasing power among the poverty groups. To this end, the Planning Commission is recommending a number of specific policy measures. A massive irrigation programme is proposed, with a higher component of minor irrigation, because irrigation can shift income to the rural poor by increasing the productivity of small farmers and by increasing the demand for hired as well as family labour. The need to accelerate land reform is emphasised and the distribution of all farm inputs is intended to be steered more and more in favour of small farms because they absorb more labour per hectare. The supply of essential goods through the public distribution system at reasonable prices is also calculated to increase the real income of low-income households. If these policies are pursued, the ensuing redistribution of private purchasing power should increase the demand for labour-intensive goods.

4.57. Apart from influencing private demand, the Government can also re-shape its own investments and expenditures so as to increase labour absorption. The demand for infrastructure services such as road construction, water supply and social services such as health and education, is not constrained by private purchasing power, because all these are provided almost entirely by the public sector. The construction component of the expansion of these services is very high. This component can create enormous revolving employment. Indirectly the expansion of services also creates a large volume of permanent employment. Thus the construction of roads increases permanent employment in the private transport sector by expanding markets. The extension of electricity stimulates the power pumping of irrigation water in villages and small-scale industrial activity in towns, and thereby creates additional indirect employment.

4.58. In view of these considerations, a substantial proportion of public investment resources is being allocated in the next Plan for the expansion of the infrastructure and social services, particularly in the rural areas. The Revised Minimum Needs Programme alone, covering elementary education, adult education, rural health, rural water supply, rural road construction, rural electrification and housing for rural landless labour households, is expected to create 160 days of employment for about 1 million workers during the next ten years.

4.59. Thus by redirecting private demand through the redistribution of purchasing power, and public demand through a greater expansion of public services, the employment-content of the structure of production is sought to be increased.

4.60. In the field of technology policy the science and technology research system is being induced to

earn out a higher proportion of its capacity for the identification and discovery of appropriate techniques which increase productivity without excessive labour displacement in rural and small scale urban activities. But the research system will yield results only after some time lag. For the immediate future, therefore, the Commission decided to study the economics of alternative techniques in a few sectors in which two or more levels of technology already co-exist and a technology policy needs to be established. Most of the sectors in which large numbers are employed, and a serious problem of the choice of technology exists, are consumer goods sectors. So the sectors selected for study include food processing, edible oil crushing, sugar, textiles, leather, wood-work, ceramics, particularly building materials and light metal fabrication. The Commission has completed studies on two of these sectors (sugar and textiles). The results of these exercises have been kept in view in recommending policies for these sectors, including capacity reservations, in the Chapter on Industrial policy. Recommendations will be made for other sectors on the basis of similar studies in the coming years.

4.61. One of the criteria adopted is that a consumer goods sector, defined to include all subsectors at different levels of technology, should record an employment growth rate which is higher than its output growth rate. If there is no technological change employment in the sector would grow at the same rate as output. But if we want greater labour absorption, employment must be programmed to grow at a faster rate than output.

4.62. The country should also aim at saving capital which is in short supply. Therefore for allocating new capacity in a problem sector, an additional criterion specified is that the investment required should be between the investment required for the most capital-intensive technique and that required for the least capital-intensive technique.

4.63. With these two policy assumptions, if programming is used to minimise the cost of producing the target output, the allocation of new capacity is objectively determined. A policy of reservation or differential excise protection is likely to raise the product price for the consumer to a small extent but if the gain in employment and saving of capital is sufficiently large, the policy of protection may be considered justified. In some cases, it appears that successful technological research, focussed on particular aspects of existing small-scale technology, can eliminate its cost disadvantage altogether; and it may not need any protection.

4.64. The Annex of this Chapter summarises the results of the sugar sector study. It illustrates the methodology adopted.

4.65. To sum up, the Commission has built into the recommended investment pattern the following features to accelerate the growth of employment.

- (i) An overall growth rate of 4.7 per cent is planned.

- (ii) An accelerated implementation of land reform, differential input supply policy favouring small farmers, the minimum needs programme and the public distribution system are expected to redistribute purchasing power and to increase the demand for labour-intensive goods.
- (iii) Public investment in rural infrastructure and social services has been substantially escalated to increase construction employment as well as indirect permanent employment.
- (iv) In selected mass employment consumer goods sectors, an optimum allocation of new capacity between different techniques will be recommended so as to ensure that the growth of employment in each of these sectors is satisfactory.

4.66. In spite of severe data limitations an attempt has been made to calculate approximate employment (in adjusted standard person-years) in each of the 89 sectors of the economy in the base year 1977-78 and the year 1982-83. The results are summarised in the following Table and the details are given in Table 4.18.

Projected Growth of Employment 1977-78/1982-83

Sl. No.	Sector	Employment*		Increase	Annual Growth of Value Added	Annual Growth of Value Added
		1977-78	1982-83			
0	1	2	3	4	5	6
				(Million Personyears)		(Per cent)
1.	Agriculture and Allied Sectors	59.21	121.98	22.77	4.22	2.76
2.	Mining	0.90	1.35	0.45	8.45	9.07
3.	Manufacturing	22.74	31.65	8.91	6.83	4.67
4.	Others (Including Services)	44.22	61.35	17.13	6.77	6.52
	<b>Total</b>	<b>127.07</b>	<b>216.33</b>	<b>49.26</b>	<b>5.30</b>	<b>4.70</b>

\*In adjusted standard person-years.

4.67. If the planned pattern of investment and production materialises it is likely to create 49.3 million additional person-years of employment. Of this 22.8 million will be in agriculture and allied sectors as a result of the planned growth in irrigation capacity (17 million hectares) and in the animal husbandry, fishery and forestry sectors. New labour absorption in mining and manufacturing may be about 9.4 million person-years on account of the high rate of growth projected, particularly in the small industry sector. And the big power programmes, the construction component of the whole plan and the planned expansion of the infrastructure and social services, particularly in the rural areas may absorb about 17.1 million person-years in other sectors including Services. The labour-intensity of the whole structure of production is projected to increase so that while gross domestic product grows 4.7 per cent employment should grow 5.3 per cent a year.

Capital intensity refers to the ratio of investment to output and not the capital-labour ratio.

4.68 An important project in the animal husbandry sector will be the Dairy Operation Flood II which is expected to create 367,000 person-years of additional employment by 1982-83 and 3.95 million person-years of additional employment by 1987-88.

4.69 The village and small-scale industries programme, for which the allocation is being increased by nearly three times, is calculated to create 6.8 million person-years of additional full-time employment (3 million in small-scale industries, 0.3 million in powerlooms, and 3.5 million in handloom). It will also create part-time employment for 6.27 million including 4.89 million in khadi and village industries, 0.58 million in handicrafts and 0.8 million in sericulture.

4.70 The total employment calculated for 1977-78 and 1982-83 (167 and 216 million respectively) is measured in standard person-years of 9 months (or 273 days of 8 hours) per year. These figures cannot be compared to the labour force projections without converting the labour forces also into standard person-years on some assumptions. Excluding children below 15 years and assuming that one female worker equals half a standard person-year, we get adjusted labour force estimates shown in the following Table :

Employment and Adjusted Labour Force & Employment in Standard Person-years 1977-78/1982-83

Sl. No.	Head	1977-78	1982-83
(0)	(1)	(2)	(3)
1.	Adjusted Labour Force (Million)	207.8	231.8
2.	Expected Employment (Million Standard Person-years)	167.1	216.3
3.	Employment Gap (Million Standard Person-years)	40.7	15.5

When the adjusted labour force is compared with employment (in standard person-years) it appears that the employment gap should fall from about 41 million to 15.5 million standard person-years. In other words the proposed pattern of investment and production should reduce the employment gap\* by more than half.

4.71 In addition to production or sector planning, it is proposed that employment opportunities be further increased by means of the preparation and implementation of local full employment plans in 2,000 out of 5,000 blocks in the country in the next five years. Area-oriented schemes, with an allocation of Rs. 2800 crores (including the Hills and Tribal Area allocation) for five years are to be launched for the purpose.

#### Policy for the Educated Unemployed

4.72. As indicated earlier the problem of educated unemployment has to be attacked on the supply side as well as the demand side.

\* This gap should not be compared with the NSS-type estimates of unemployment because in NSS-type estimates, employment and labour force are not standardised.

4.73 On the demand side, the absorption of graduates is generally related to the development of the organised sector. Therefore if the projected rate of industrial growth of the order of 6 to 7 per cent per annum (as compared to an average 5 per cent in the last few years) materialises over the next five years, graduate employment should increase significantly.

4.74 Given the present trends, the projection of additional employment in the next five years is of the order of 19.5 lakh. If the rate of growth in the organised sector improves this may increase to 21 lakh. But the stock of the unemployed may still grow to 5 lakh or more. Therefore incentive schemes to increase the absorption of educated manpower in self-employment will continue to be necessary. The deficiencies in their implementation in the past will have to be remedied. These schemes should be linked to the new strategy of small industry expansion for which the Plan outlay is proposed to be increased from Rs. 510 crores (in the Fifth Plan) to Rs. 1410 crores in the next five years. The educated unemployed can be major beneficiaries of the growth of the small industry sector.

4.75 The expansion of the rural infrastructure and social service sectors under the Revised Minimum Needs Programme will absorb thousands of educated persons in the next five years.

4.76 The new community health workers programme and the nation wide adult education programme should also bring some additional income to the non-matriculates and matriculates segments of the educated unemployed.

4.77 Other agricultural, animal husbandry, forestry, fishery and rural development programmes, and the introduction of full employment planning in 2,000 blocks, are also expected to generate substantial additional demand for educated manpower. At the district level, it is proposed to have planning cells with technical specialists in all districts. Similar smaller cells are also to be set up in each block.

4.78 An important programme in the agricultural sector in the Five Year Plan 1978-83 will be the intensification of the extension system in all States. It is estimated that when this programme covers all States, 20,500 additional village level workers and 4,150 additional graduates and post-graduates will be required. The animal husbandry programme Flood II is expected to create an additional demand for skilled workers at the primary cooperative and higher levels of the order of 142,415 persons by 1982-83.

4.79 It is difficult to quantify the additional employment of matriculate and graduate personnel which other programmes may generate. But the new production targets and investment allocations for these sectors are so much larger than in the past that this additional employment is likely to be quite significant.

4.80 A data system is proposed to be set up for the concurrent monitoring of additional employment created by all programmes. As the system begins to

function, precise information about the employment profile of growth in different sectors will be collected and published.

4.81 Even after credit is taken for all the additional employment that these programmes may generate, it is unlikely that the gap in the educated employment market can be closed without a determined effort to decelerate the out-turn of general arts, science and commerce graduates from the educational system, and to divert the matriculate population increasingly to non-clerical occupations.

4.82 A strong national consensus has already emerged about the major shifts in educational policy required to ease the situation in the educated labour market. These are discussed, in detail, in the Chapter on Education. But it may be useful to recapitulate them briefly as elements of employment policy.

4.83 First, it is proposed to increase the share of primary education and adult education in total educational outlay. This would entail some reduction in the share of colleges and university education.

4.84 Second, it is agreed that universities and colleges will be encouraged in every way to shift their emphasis to non-formal education systems, particularly evening and correspondence education, offering a variety of job-oriented curricula, with greater flexibility in respect of completion time, age of admission and multiple entry. This shift would reduce the load on the formal day-time education system, enable youth and adults to upgrade their knowledge at any time according to their situation and requirements and reduce the cost of subsidy to university education. Evening and correspondence courses have proved to be extremely popular and self-financing.

4.85 Third, it is recommended that the Government of India should immediately appoint a Public Sector Qualifications Commission—similar to the Pay Commission—for rationalizing the whole structure of essential and desirable qualifications for public sector posts. The Commission would reduce the number of job tiers, lay down detailed task-oriented specifications for each job category, and delink the required qualifications completely from general arts, science and commerce degrees. The possession of job specific knowledge and skills on the part of candidates would then be tested by means of open public examinations for which no general educational qualifications may be required. A restructuring of public sector recruitment on these lines will bring down the pressure of demand for general graduate degrees on the formal college system.

4.86 Side by side, similar Boards should be appointed to review recruitment policies and required qualifications in individual industries in the organised private sector, with the cooperation of employers' organisations.

4.87 Fourth, it is essential that the industrial and vocational training system be overhauled. For this purpose secondary school courses are being revised so as to become terminal courses for a majority of school leavers, and the vocational element in second-

ary education is being increased. But the reform needed most urgently is that the training of skilled workers and technicians be completely tailored to suit the needs of the employers, for otherwise trainees holding formal diplomas are not preferred by employers and remain unemployed for long periods of time. The only way to avoid this wastage is that representatives of private and government employers in all important sectors should have a dominant voice in determining in detail the content of training in all training institutions.

4.88 Fifth, even in the reduced formal education system it is essential to establish the principle that subsidised college education is a right only of a limited number of qualified students coming from low-income households. Therefore, a dualistic structure of fees needs to be established. Deserving low-income students' tuition, residence and other expenses can be subsidised or even fully borne by the State subject to an upper limit on the number supported. But middle and upper income students should bear an increasing part of the cost of their college education. To help the middle class households finance the college education of their children, commercial banks should consider setting up an educational loan system.

4.89 Finally, the whole employment information system needs to be revamped with extension of the national employment service to areas uncovered so far. It will have to gather and publicise the most authentic and up-to-date information on employment trends in every region and sector more regularly and through all media. And its operation will have to be modernised so that employers and the unemployed willingly utilize its service to a larger extent.

### Policy for Female Employment

4.90 The foregoing review of the employment situation of women revealed that female unemployment rates are higher than male rates—both on the weekly and the daily status basis. But their chronic unemployment rates are lower. This means that a smaller proportion of the women are in the labour market for regular whole-time employment. The primary need of a majority of women is part-time employment or employment in certain parts of the year.

4.91 This situation can change if expectations about the availability of regular employment change, as in the case of women graduates who are being absorbed in the organised sector in increasing numbers, and in the case of uneducated rural women from the poorest households in areas where work is guaranteed. Thousands of women are known to report even for earth work on Employment Guarantee works in Maharashtra.

4.92 The first major step to be taken to promote female employment is to expand and diversify the education and training opportunities available to women. Often biases are at work to prevent women from joining certain types of courses of education and training in sufficient numbers. It is assumed that women would not be interested in them. And training schemes for women are designed to cover only light and low-paying activities such as garment making, toy

making, the processing of textiles, light handicrafts, etc. These biases have to be eliminated by issuing clear instructions to the effect that special consideration should be given to the admission of women students to all educational and training programmes on a strictly non-discriminatory basis.

4.93 The second important policy to promote female employment is that all those industries and occupations which have been identified as "women-preferred", be specially stimulated by the Government's investment programmes. For a higher growth in these sectors will automatically lead to a higher rate of growth of female employment. In taking investment decisions in the next five years, care will be taken to keep this angle in view. In some of women-preferred occupations in the organised sector, such as all kinds of office work, and work in textiles, chemical and electronic industries, it is recommended that preference be given to qualified women.

4.94 Thirdly, in order to promote self-employment and small-industry employment among women, the most crucial requirement is that in the allocation of cooperative and commercial bank credit and other aid (training, technical assistance, marketing facilities, hire/purchase of machinery, sheds in industrial estates, etc.) a reasonable share is available for potential women entrepreneurs and women cooperatives employing a majority of women workers.

4.95 The experience of the Maharashtra Employment Guarantee Scheme has shown that in low-income households the extra income earned by women is vital for these households to cross the poverty line. Therefore, in all the comprehensive area development plans, manpower budgeting of the female labour force should be a special component and the schemes included in the plans should be carefully designed to offer a variety of training and work opportunities to women.



**Table 4.1 : Labour Force, Work Force and Chronic Unemployment in March 1971, 1973 and 1978 By Sex and Residence**

Sl. Head No.	Rural Males			Rural Females			Urban Males			Urban Females			Total		
	1971	1973	1978	1971	1973	1978	1971	1973	1978	1971	1973	1978	1971	1978	
(0)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
1. Labour Force	124.24	128.66	140.29	68.27	70.97	77.87	30.90	32.86	38.14	7.07	7.63	8.99	230.48	240.13	265.29
2. Work Force	122.83	127.17	138.66	67.95	70.63	77.50	29.45	31.29	36.31	6.64	7.17	8.45	226.87	236.26	260.92
3. Chronic Unemployment	1.41	1.49	1.63	0.32	0.34	0.37	1.45	1.57	1.83	0.43	0.46	0.54	3.61	3.87	4.37

(Million)

- The labour force for 1971 has been estimated by the Planning Commission as the 1971 Census figure was an underestimate.
- The data for 1973 are from the Report "Employment—Unemployment Situation at a glance" of the 27th Round of the National Sample Survey. For 1971 the estimates are based on the sex-age-residence usual status rates of the 27th Round of the National Sample Survey. For 1978 the same sex-residence rates were applied to the recent population projections of the Registrar General.
- Work force estimates are derived by subtracting chronically unemployed from the labour force estimates.

\* In population with age 5 years or more.

Table 4.14 : Female work Force, Labour Force and Participation rates

Sl. No.	Head	Unit	1961	1971 (a)	1971 (b)	1978	1983
(0)	(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Work Force	Million	59.50	33.60	74.59	85.95	95.25
2.	Work Force Participation Rate	Per cent	27.95	12.73	28.25	28.25(c)	28.25(c)
3.	Labour Force	Million	59.63	34.13	75.34	86.86	96.30
4.	Labour Force Participation Rate	Per Cent	28.0	13.0	28.6	28.6(c)	28.6(c)

(a) Original Census data.

(b) Adjusted Planning Commission estimate.

(c) Assumed.

Table 4.15 : Estimated Male and Female Unemployment

Sl. No.	Type of Estimates	1971		1973		1978		1983	
		Unemployment	Rate	Unemployment	Rate	Unemployment	Rate	Unemployment	Rate
(0)	(1)	(2)	(4)	(3)	(4)	(5)	(4)	(6)	(6)
		(Million)	(%)	(Million)	(%)	(Million)	(%)	(Million)	(%)
<b>1. Male</b>									
	Usual status	2.86	1.89	3.07	3.62	3.46	4.33	3.92	4.97
	Weekly status	5.44	3.62	5.81	4.33	6.47	4.33	7.26	4.97
	Daily status	10.53	7.08	11.22	8.34	12.42	8.34	13.84	12.88
<b>2. Female</b>									
	Usual status	0.75	1.01	0.80	0.91	0.91	1.05	1.05	1.05
	Weekly status	4.01	5.90	4.26	5.90	4.72	5.90	5.27	5.27
	Daily status	6.92	11.42	7.35	11.42	8.14	11.42	9.04	9.04
<b>Total</b>									
	Usual status	3.61	1.60	3.87	4.37	4.37	4.97	4.97	4.97
	Weekly status	9.45	4.33	10.07	4.33	11.20	4.33	12.53	4.97
	Daily status	17.45	8.34	18.57	8.34	20.56	8.34	22.88	12.88

Figures of unemployment for 31st March 1971, 1973, 1978 and 1983 have been estimated by applying 1972-73 National Sample Survey 27th Round proportions of labour force and unemployment to projections of population (of age 5 or more) of rural and urban males and females.

Table 4.16 : Employment in the Organised Sector

As on 31st March	Total (Lakh)	Women (Lakh)	Percentage of Women to Total Workers
(1)	(2)	(3)	(4)
1971	174.91	19.24	11.0
1972	179.78	20.15	11.2
1973	188.24	21.35	11.3
1974	192.80	21.88	11.3
1975	196.71	22.31	11.3
1976	202.07	23.97	11.9
1977	207.15	24.92	12.0

Source : Directorate General, Employment & Training, Ministry of Labour

Table 4.17 : Nonfarm Sectors with a High Share of Women in Total Employment, 1971

Sl No.	Share of Woman workers	NIC-1970 Code No.	Description of the Sector	Female Employment (Adjusted) (00)		
(0)	(1)	(2)	(3)	(4)		
1.	40% to 50%	011	Coffee Plantations . . . . .	700		
		121	Manganese ore mining . . . . .	241		
		211	Manufacture of other edible oils and fats, e.g., mustard oil, groundnut oil, til oil . . . . .	1262		
		213	Coffee curing, roasting and grinding . . . . .	57		
		226	Manufacture of bidi . . . . .	5317		
		230	Cotton ginning, cleaning and baling . . . . .	405		
		261	Manufacture of all types of threads, cordage, ropes, nets . . . . .	591		
		262	Embroidery and making of crepes, laces, fringes . . . . .	416		
		960 } 969 }	Domestic service and miscellaneous personal services . . . . .	8921		
		961	Laundry services, cleaning and dyeing plants . . . . .	6661		
2.	50% to 60%	010	Tea Plantations . . . . .	5683		
		023	Rearing of pigs and other animals . . . . .	231		
		024	Rearing of ducks, hens and other birds and production of eggs . . . . .	171		
		025	Rearing of bees, production of honey and wax . . . . .	43		
		204	Manufacture of grain mill products . . . . .	3511		
		235	Weaving and finishing of cotton textiles in handlooms other than khadi . . . . .	11504		
		241	Wool spinning, weaving and finishing in mills . . . . .	312		
		910	Sanitation and similar services . . . . .	2415		
		3.	60% to 70%	018	Production of Ganja, Cinchona, opium, etc. . . . .	39
				201	Manufacture of dairy products . . . . .	1142
225 } 229 }	Tobacco stemming, redrying and all other operations connected with raw leaf tobacco for manufacture, and manufacture of tobacco products . . . . .			529		
317	Manufacture of matches . . . . .			413		
4.	70% to 80%			026	Rearing of silk worms, production of cocoons and raw silk . . . . .	482
		052	Production of fuel by exploitation of forests . . . . .	504		
		054	Gathering of uncultivated material, e.g., gums, resins, lac, barks, herbs, wild fruits and leaves by exploitation of forests . . . . .	278		
		242	Wool spinning and weaving other than in mills . . . . .	850		
		325	Manufacture of mica products . . . . .	146		
		5.	80% to 90%	053	Gathering of fodder by exploitation of forests . . . . .	126
202	Canning and preservation of fruits and vegetables . . . . .			434		
268	Manufacture of coir and coir products . . . . .			3012		
6.	90% and above	015	Tobacco plantations . . . . .	228		
		231	Cotton Spinning other than in mills (charkha spinning) . . . . .	6431		
<b>Total</b>				<b>63055</b>		

**1-85**



**80.02.05**