



INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

EMPLOYMENT PATTERNS IN URBAN INDIA

¹Pooja,

²Dr.Rajesh Kundu

¹Research Scholar, ²Associate Professor,

¹MDU,Rohtak, ² Govt.P.G.College Sector 9,Gurugram

Abstract

The basic objective of this paper to discuss the employment and poverty patterns in Urban India and across major states using NSSO data for the period 1999 -2000 to 2017-2018.The similar trend is seen across major state as well, though the pattern varied widely. In this whole paper secondary data have been used. The main focused of this paper that the share of CL among the urban male workers is only 14.9% at the all India level, while it ranges from 7.7 % in Gujarat to 32.1 % in Kerala and as far as Haryana in concerned it is 11.0 %. This paper analyzed that In the case of Urban females the share of RE and CL differs only marginally from that of urban males while SE is marginally higher among the former.

Keywords: Pattern, Concerned, Marginally,Higher, Urban

Introduction

During the post-independence period, the issue of employment has had different resonance during different plan periods. Unemployment was not expected to emerge as a major problem, in the initial years of development planning. It was assumed that a reasonable growth rate and labour intensive sector would prevent any increased unemployment and this expectation continued from one Five Year Plan to another during the 1950s and 1960s.

However, the economy grew at a slower pace (around 3.5% as against the planned rate of 5% per annum) and the labour force grew more rapidly than the increase in employment figures during 1956-1972, from around 5 to 10 million and increasing the unemployment rate from 2.6 to 3.8%. (Papola, 1992)

Role of Employment in Poverty

Employment is a crucial factor in poverty determination. According to Raddotz and Loayzen (2006) show that alteration in poverty are mainly affected by the growth in unskilled labour intensive sectors. Dutt and Pavallion (2002) relate poverty changes to sectorial argumentation in India and also indicate that poverty can be reduced with growth in agricultural but manufacturing growth did not help so much. Satchi and Temple (2006) highlighted that the role of dualism may prove important in determine that pattern of growth shift rise in wages and employment and find out that agricultural growth rises poverty while it can be reduced with urban growth. World Bank study (2005) express that in 3 out of 14 nation's pro-poor growth was linked with non labour – intensive growth. Islam 2014 made a study by using a cross- country sample of 23 developing nations to examine whether growth 's employment intensity in the manufacturing sector help in poverty reduction , but the results were not so strong to the inclusion of per capita GDP growth. Parasada Rao et al (2004) discover that the importance of per worker output in describing poverty reduction was not so strong to the incorporation of the per capita log of GDP or period of estimation. Kakwani et al (2006) discuss the disintegrate the source of pro –poor growth. The author discover that major source of labour income of pro-poor growth was productivity, while participate of employment growth was comparative small .the participation growth of productivity in agriculture on poverty reduction focused on much work. Findings of computable general equilibrium literature advocate that agriculture trade and factor market assumption are most important determine the poverty measure effect of agriculture productivity.

Labour Regulation and Employment

It is likewise expressed that labour regulation influences employment creation and raises joblessness and that the effect of labour regulation on efficiency development has been under emphasized. Other studies analysis the impact of labour regulation on growth or on poverty. Lusting and Mcleod (1997) analysis that effect of minimum wages on poverty in developing countries while Burges and Besley s(2004) analysis that In India pro-poor Labour regulation is associated with lower productivity development and higher urban poverty .It is also concluded that highly regulated labour Markets limit the poor from participating in economic development (world bank 2014).The focused of these studies has been on aggregate employment or productivity growth ,rather than on the employment /productivity intensity of growth and few of these studies considered on sectorial differences. However Bentolila in OECD nations the employment intensity of development is influenced by the share of agriculture in total output ,terminating costs between association and between firm coordination and the level of workers in large firm.

Education and Employment

Education has always been given a large role in clarify development and it appears to be instinctive that the accessibility of abilities may decide the development patterns .Schooling level may influence employment – intensive growth by providing (or not providing)the skills required by the development process.(Desai and Namboodiri ,1998).

For example – Low education levels may inculcate a provider of cheap labour .Be that as it may, then again, if education levels are excessively low contrasted with the levels required by the interaction of industrialization work development in assembling might be hampered. Then again in the dualistic models of the labour market .It has frequently been focused on the size of the residual employment sector may influence development in the modern sector of the economy by giving more ‘excess work’ ’to take care of into work concentrated development at a given compensation.

REVIEW OF LITERATURE

- **Singh, Dr.Ruby & Raj Archana (2018)** focused on the entitled “Generation of Poverty and employment in India.” The study said that it has been one of the most important targets on the employment generation and poverty growth approach since the introduction of the five-year plan in nation .in this study the idea of sustainable financial development infers that the dynamic change in the socio-financial development of a nation or society as a reasonable intention for desire regarding joblessness, disparity, absence of education, hunger, poverty has been accepted. All state-wise employment and poverty generation analyzed in the state to understand the number or percentage of those people who live below the poverty line, estimated by the Tendulkar and Rangarajan committee.
- **Nassar Heba (2017)** analyzed on her study Poverty, Employment, Investment, and Education relationship: the case of Egypt. The study discusses the full-scale level examination and focused on advancing monetary development from underneath and rebuilding monetary exercise for denied areas. The investigation begins with a general diagram of neediness in Egypt that set up the start for the full-scale investigation to suggest large scale arrangement for battling neediness. The outcomes learn that lessening in the profit of people can depict the connection among’s destitution and work. Monetary development is accepted to be the foremost inspiration for work creation and expansion of a social project that targets defeating destitution.
- **Sharma Disha and Karim Dr.Abdual and Khanuja(2017)** focused on the study of entitled MGNREGA: A tool for the generation of employment and poverty alleviation. the study analysis that the Government of India introduces the many employment generations in rural India. This study examined the impact of MGNREGA on the generation of employment, sort of work due under this rule, and up to what degree this program is effective is neediness easing in provincial India. Many researchers had discovered that this program huge effects the business structure of provincial India. the study analysis that the job of MGNREGA in improving the job of poor rustic individuals through twin consolidation of work with aptitude .additionally there is the need for beating the system of installment.
- **Aye, new &Habtamu, Estruch & Elisenda, Saur, Johannes & Wobst, Peter (2016)** examined the “Decent Rural Employment, Productivity Effect and Poverty Reduction in sub-Sahara Africa.” This study focused on the empirical works and classical development theories applied economy. In empirical works in applied economy clarify that low/high compensation rate in a little or enormous undertaking with their separate profitability level. It emphasizes the significance of the nature of business and working conditions. There is a more prominent focus not only on producing more business opportunities but also on improving the nature of the new and existing occupation. The study examined that a yield situated separation work approach with an estimation technique that represents diverse mechanical, segment, financial, institutional, and better than an average rustic business pointer.
- **Dursun Gutten and Ogunleye Blessing (2016)** discussed Economic Growth, Employment, and Poverty Reduction: The case of West Africa Country. The main objective of this study to discuss the interchange of financial development and work in the decrease of destitution among West African countries. Cross-sectional nation-level information somewhere in the range of 1991 and 2010 is utilized to look at the relationship existent between these factors inside the west African locals .the exact consequences of the investigation bolsters a constructive outcome between monetary development and neediness decrease in west Africa. Regarding the impact of work on neediness decrease, it very well may be seen that there exists a positive relationship, this relationship will, in general, be measurable irrelevant. Business concentrated development is essential yet not adequate inside the local’s limit.

Research Methodology

The purpose of the present study is to examine the pattern of employment in rural India. In this study Secondary data have been used. In this objective following objective are taken:

- To analysis the pattern of employment in Urban India.

Discussion

TABLE: - 1.1. Gender-wise Workforce among Major States in Urban India, 2011-2012

States	Urban		
	Male	Female	Persons
Andhra Pradesh	77.6	24.0	51.2
Assam	78.7	1.2	46.5
Bihar	65.6	7.1	39.1
Gujarat	84.9	19.3	55.2
Haryana	74.1	14.4	46.3
Himachal Pradesh	80.3	28.0	56.0
Jammu & Kashmir	74.7	17.3	47.1
Karnataka	79.3	9.6	42.6
Kerala	79.4	27.8	51.8
Madhya Pradesh	76.9	17.0	48.2
Maharashtra	78.8	23.6	52.2
Odisha	81.8	21.6	53.1
Punjab	79.8	19.4	51.5
Rajasthan	73.2	20.6	48.1
Tamil Nadu	82.1	27.9	54.6
Uttar Pradesh	77.1	14.5	47.0
West Bengal	81.6	23.8	53.6
All-India	78.4	21.0	50.8

Note: Figures in percentages and pertaining to the 15-59 age group.

Source: Govt. of India, "Employment and Unemployment Situation in India, 2001-12" 68th Round, NSSO, 2013.

In the case of urban males, the workforce participation rate varies more than that of their rural sectors, it is less than 80% since in many states. It ranges from a high of 84.4% in Gujarat to a low of 65.6% in Bihar. The all India average of 78.4%, while it is 74.1% in Haryana.

In Urban females are concerned the workforce rate varies again from the lowest rate of 7.1 % in Bihar to the higher rate of 14.4% in Haryana, while the all India average stands at 21%.

This shows that in the urban sectors, the workforce participation rate and among the male and female workers differs considerably.

TABLE: - 1.2. Gender-wise Employment Status among Major States of Urban India, 2011-12

STATES	MALE				FEMALE			
	SE	RE	CL	ALL	SE	RE	CL	ALL
Andhra Pradesh	35.4	49.4	15.2	100.0	44.4	37.4	18.2	100.0
Assam	54.9	35.3	9.8	100.0	46.9	44.9	8.2	100.0
Bihar	61.0	21.8	17.2	100.0	53.6	27.7	18.7	100.0
Gujarat	40.3	52.0	7.7	100.0	48.3	37.0	14.7	100.0
Haryana	42.7	46.3	11.0	100.0	27.8	67.5	4.7	100.0
Himachal Pradesh	28.4	61.1	10.5	100.0	36.0	59.0	5.0	100.0
Jammu & Kashmir	49.9	39.1	11.0	100.0	43.0	50.8	6.2	100.0
Karnataka	41.6	42.7	15.7	100.0	30.1	53.3	16.6	100.0
Kerala	36.3	31.6	32.1	100.0	36.3	46.6	17.1	100.0
Madhya Pradesh	48.1	34.6	17.3	100.0	48.6	35.6	15.8	100.0
Maharashtra	36.8	54.7	8.5	100.0	33.4	54.2	12.4	100.0
Odisha	49.6	36.4	14.0	100.0	58.0	27.1	14.9	100.0
Punjab	45.2	46.5	8.3	100.0	41.1	54.3	4.6	100.0
Rajasthan	41.8	41.7	16.5	100.0	60.2	26.9	12.9	100.0
Tamil Nadu	32.4	43.7	23.9	100.0	39.8	41.8	18.4	100.0
Uttar Pradesh	52.1	29.9	18.0	100.0	67.5	21.7	10.8	100.0
West Bengal	44.8	37.5	17.7	100.0	46.2	40.4	13.4	100.0
All-India	41.7	43.4	14.9	100.0	42.8	42.8	14.4	100.0

Note: Figures in percentages. SE – Self-employed; RE – Regular Employed; CL – Casual Labour.

Source: Govt. of India, “Employment and Unemployment Situation in India, 2001-12” 68th Round, NSSO, 2013.

This table shows the gender wise employment status among major states of Urban India with the help of secondary data. This table shows that during 2011-2012 The share of SE workers is 41.7% at the all India level and it ranges from a low of 38.4 % in Himachal Pradesh to a high of 61 % in Bihar, while it is 42.7 % in Haryana.

the share of RE is higher than that of SE at 43.9 % at the national level and it is 21.8% in Bihar which is the lowest level and 61 % in Himachal Pradesh which is the highest level .In Haryana the share of RE is higher than that of the all India level average at 46.3%.

The share of CL among the urban male workers is only 14.9% at the all India level, while it ranges from 7.7 % in Gujarat to 32.1 % in Kerala and as far as Haryana is concerned it is 11.0 %.

In the case of Urban females the share of RE and CL differs only marginally from that of urban males while SE is marginally higher among the former.

The share of SE is more than 40% in most of the states with a low of 27.8 % in Haryana and 67.5 % in Uttar Pradesh which is very high.

At the all India level the share of RE is 42.8 % with a minimum of 21.7 % in Uttar Pradesh and a maximum of 67.5 % in Haryana.

The share of CL is concerned, it ranges from 4.6 % in Punjab to 18.7 % in Bihar and it is 4.7 % in Haryana.

TABLE: - 1.3. Gender-wise and Sector-wise Sectoral Employment in Major States of Urban India, 2011-12

STATES	MALE				FEMALE			
	P	S	T	TOTAL	P	S	T	TOTAL
Andhra Pradesh	3.9	34.9	61.2	100.0	8.3	41.7	50.0	100.0
Assam	4.0	20.8	75.2	100.0	7.4	23.4	69.2	100.0
Bihar	8.3	26.7	65.0	100.0	22.1	23.8	54.1	100.0
Gujarat	3.3	38.6	58.1	100.0	8.8	30.3	60.9	100.0
Haryana	5.2	44.6	50.2	100.0	12.7	30.8	56.5	100.0
Himachal Pradesh	4.9	24.2	70.9	100.0	19.3	24.4	56.3	100.0
Jammu & Kashmir	5.2	34.8	60.0	100.0	26.5	32.4	41.1	100.0
Karnataka	7.7	34.4	57.9	100.0	8.1	42.4	49.5	100.0
Kerala	8.2	35.6	56.2	100.0	10.1	25.9	64.0	100.0
Madhya Pradesh	9.9	31.9	58.2	100.0	17.2	39.8	43.0	100.0
Maharashtra	3.3	33.8	62.9	100.0	8.9	21.9	69.2	100.0
Odisha	12.1	31.1	56.8	100.0	22.7	44.2	33.1	100.0
Punjab	4.4	38.8	56.8	100.0	11.8	33.5	54.7	100.0
Rajasthan	3.8	34.0	62.2	100.0	18.7	36.7	44.6	100.0
Tamil Nadu	9.2	37.7	53.4	100.0	14.3	45.0	40.7	100.0
Uttar Pradesh	8.0	34.4	57.3	100.0	14.0	44.1	41.9	100.0
West Bengal	2.6	33.6	63.8	100.0	1.6	37.8	60.6	100.0
All-India	5.6	35.3	59.1	100.0	10.9	34.0	55.1	100.0

Note: P – Primary; S – Secondary; T- Tertiary. Figures are in percentages.

Source: Govt. of India, “Employment and Unemployment Situation in India, 2001-12” 68th Round, NSSO, 2013.

This table show the gender wise and sector wise sectoral employment in major states of urban India. This table shows that in the case of urban males ,the contribution of the primary sector in total employment is quite less, since the all India average stands at 5.6 % which ranges from 2.6 % in west Bengal to 12.1 % in Odisha and it is 5.2 % in the case of Haryana.

The secondary sector contributes more than 35 % of total employment ,which ranges from 20.8 % in Assam to 44.6 % in Haryana.

The share of tertiary sector employment is the highest, since the all India average stands at 59.1 % during 2011-2012 with a minimum of 50.2 % in Haryana to a maximum of 75.2 % in Assam.

Among the urban females ,the share of primary sector is higher than that of the male counterparts, which it is 10.9 % at the national level and it is minimum 1.6 % in west Bengal and maximum 26.5 % in Jammu and Kashmir , while in Haryana ,it is 12.7 %.

In the case of urban females the share of secondary sector employ is only marginally less when compared to that of urban males, as the all India average stands at 34% in Maharashtra stands at 21.9 % which is the lowest level and in Odisha stands at 44.2 % which is the highest level ,while in Haryana, it is 30.8 %.

Among the urban females the share of tertiary sector to the total employment is also more than 55 % as the all India average is 55.1 % , while in Odisha it is the lowest at 33.1 % and in Assam and Maharashtra it is highest at 69.2 % and in the case of Haryana it is 56.5 %.

TABLE: - 1.4. Educational Level, Gender and Sector-wise Average Daily Wage/Salary, Urban India, 2011-12

Sector	EDUCATIONAL LEVEL											
	NOT LITERATE		UPTO PRIMARY		MIDDLE		SECONDARY & HR. SECONDARY		DIPLOMA & GRADUATE		ALL	
	M	F	M	F	M	F	M	F	M	F	M	F
Agriculture	113.87	106.39	166.48	69.16	453.21	422.73	568.13	-	456.6	102.42	313.32	93.05
Mining & Quarrying	381.5	253.14	399.64	234.64	498.61	332.08	686.4	160	596.82	420.53	520.49	430.77
Manufacturing	120.56	99.99	189.19	144.65	264.54	187.46	489.81	242.73	726.71	569.33	369.32	315.71
Electricity gas & Water	163.46	100.3	315.17	291.64	383.23	353.35	613.73	458	744.82	741.26	555.24	430.88
Construction	136.17	75.69	184.13	101.57	287.7	95.86	346.96	308.07	495.21	406.73	321.14	279.55
Trade	129.35	80.49	136.45	90.99	180.01	127.41	258.09	224.74	336.16	277.36	186.56	167.79
Transport & Storage Etc.	163.7	161.36	212.64	183.78	312.12	301.65	581.36	451.54	683.9	578.41	367.52	317.4
Services	228.43	116.84	256.89	131.99	435.83	259.18	526.59	396.43	631.62	473.28	504.33	356.09
Private Hhs. With Emp. Persons	112.98	65.44	152.25	84.65	176.73	62.33	154.29	-	240.29	45.36	159.34	74.01
ALL	156.6	92.56	183.8	114.38	293.26	237.61	481.26	369.73	634.92	499.98	377.16	308.79

Note: Figures in percentage.

Source: Govt. of India, "Employment and Unemployment Situation in India, 2011-12" 68th Round, NSSO, 2013

This table shows that in urban India during 2011-12, the educational level, gender and sector-wise average daily wage rate. In this table it is noticed that the gender disparity and the positive relationship between average daily wage rate and educational level which exists in the rural India is also seen in the case of urban India. In all the sectors, the male wage rate is typically higher than that of the female wage rate and in the case of urban India too, In the agricultural sector the average daily wage rate is less than that of other sectors. For instance, in the agricultural sector the overall male wage rate stands at Rs. 313.22 and that of female wage rate stands at Rs. 93.05 and it is less than that of only 'private households with employed persons' sector. Moreover, higher levels of education undoubtedly fetch higher wage rate. The overall male wage rate is Rs. 377.16, while that of females is Rs. 308.79, in urban India which again reiterates the gender disparity. The table also indicate the fact that in all sectors, the rural wage rate is less than that of urban wage rate for all levels of education and among both males and females. For example, in the agricultural sector, the overall rural male wage rate stands at Rs. 106.52 vis-a-vis the urban male wage rate of Rs. 313.32 and the rural and urban female wage rate stands at Rs. 71.11 and Rs. 93.05 respectively and this discrepancy is visible in all sectors. Similarly, the all sector rural male wage rate stands at Rs. 249.15 and the urban male wage rate is Rs. 377.16 and in the case of females, the rates are Rs. 155.87 and Rs. 308.79 among the rural and urban workers respectively. Moreover, even the illiterate workers in the urban areas earn considerably higher than their rural counterparts.

Table 1.5:-Gender-wise Labour Force in Urban India, 1999-2000 to 2017-18

YEAR	URBAN		
	MALE	FEMALE	PERSONS
1999-2000	54.2	14.7	36.9
2004-2005	57.0	17.8	38.2
2009-2010	55.9	14.6	36.2
2011-2012	56.3	15.5	36.7
2017-2018	57.0	15.9	36.8

Note: - Figures in percentage

Source:-Employment and Unemployment reports of NSSO, Govt. of India, various years.

Above table shows the case of Urban males the labour force rate gone up from 54.2% in 1999-2000 to 57.0% in 2017-2018, while in the case of Urban females the rate has increased from 14.7% in 1999-2000 to 15.9% in 2017-2018. Thus the total labour force among the rural persons has declined from 36.9% in 1999-2000 to 36.8% in 2017-2018.

Table 1.6:-Gender-wise Workforce in Urban India, 1999-2000 to 2017-18

YEAR	URBAN		
	MALE	FEMALE	PERSONSS
1999-2000	51.8	13.9	33.7
2004-2005	54.9	16.6	36.5
2009-2010	54.3	13.8	35.0
2011-2012	54.6	14.7	35.5
2017-2018	53.0	14.2	33.9

Note: - Figures in percentage

Source:-Employment and Unemployment reports of NSSO, Govt. of India, various years.

In the case of Urban males the workforce rate has gone up considerably from 51.8% to 53.0 in 2017-2018. In the case of Urban females the workforce rate has increased from 13.9% in 1999-2000 to 14.2 % in 2017-2018.

Table 1.7:- Gender-wise Nature of Employment in Urban India, 1999-2000 to 2017-18

YEAR	GENDER	URBAN			
		SE	RE	CL	TOTAL
1999-2000	MALE	41.5	41.7	16.8	100.0
	FEMALE	45.3	33.3	21.4	100.0
2004-2005	MALE	44.8	40.6	14.6	100.0
	FEMALE	47.7	35.0	16.7	100.0
2009-2010	MALE	41.1	41.9	17.0	100.0
	FEMALE	41.1	39.3	19.6	100.0
2011-2012	MALE	41.7	43.4	14.9	100.0
	FEMALE	42.8	42.8	14.0	100.0
2017-2018	MALE	39.2	45.7	15.1	100.0
	FEMALE	34.7	52.1	13.28	100.0

Note: - Figures in percentage

Source:-Employment and Unemployment reports of NSSO, Govt. of India, various years.

The nature of employment in which the workers are engaged differs as it includes self-employed (SE), regular employed (RE) and Casual labour (CL). It is important to understand the changes that have taken place in the different nature of employment in the rural and urban sectors and also between males and females.

This table shows the Area and gender wise nature of employment in India since 1999-2000 to 2017-2018.

While in the case of Urban males the share of SE has declined from 41.5% in 1999-2000 to 34.7% in 2017-2018.

While Among the urban males ,the proportion of RE has increased from 41.7% in 1999-2000 to 52.1 % in 2017-2018 . While in the case of urban females the share of SE has increased till 2004-2005 after that decreased .In 2011-2012 again gone up and after decreased.

While the share of RE in the urban sector has also increased from 33.3 % in 1999-2000 to 52.1 % in 2017-2018

.On the other side (Urban Sector) the share of CL of females has also increased till 2009-2010 decreased from 21.4 % in 1999-2000 to 13.28 % in 2017-2018.

Findings

- The study found that In Urban females are concerned the workforce rate varies again from the lowest rate of 7.1 % in Bihar to the higher rate of 14.4% in Haryana, while the all India average stands at 21%.
- The study noticed that the share of CL among the urban male workers is only 14.9% at the all India level, while it ranges from 7.7 % in Gujarat to 32.1 % in Kerala and as far as Haryana in concerned it is 11.0 %.
- The study analyzed that In the case of Urban females the share of RE and CL differs only marginally from that of urban males while SE is marginally higher among the former.
- The study discussed that the share of SE is more than 40% in most of the states with a low of 27.8 % in Haryana and 67.5 % in Uttar Pradesh which is very high.
- The study found that at the all India level the share of RE is 42.8 % with a minimum of 21.7 % in Uttar Pradesh and a maximum of 67.5 % in Haryana.
- This study found that the share of CL is concerned, it ranges from 4.6 % in Punjab to 18.7 % in Bihar and it is 4.7 % in Haryana.
- The study noticed that the gender wise and sector wise sectoral employment in major states of urban India. It found that in the case of urban males ,the contribution of the primary sector in total employment is quite less, since the all India average stands at 5.6 % which ranges from 2.6 % in west Bengal to 12.1 % in Odisha and it is 5.2 % in the case of Haryana.

- The study discussed that Among the urban females ,the share of primary sector is higher than that of the male counterparts, which it is 10.9 % at the national level and it is minimum 1.6 % in west Bengal and maximum 26.5 % in Jammu and Kashmir , while in Haryana ,it is 12.7 %.
- It noticed that In the case of urban females the share of secondary sector employ is only marginally less when compared to that of urban males, as the all India average stands at 34% in Maharastra stands at 21.9 % which is the lowest level and in Odisha stands at 44.2 % which is the highest level, while in Haryana, it is 30.8 %.
- The study found that among the urban females the share of tertiary sector to the total employment is also more than 55 % as the all India average is 55.1 % , while in Odisha it is the lowest at 33.1 % and in Assam and Maharashtra it is highest at 69.2 % and in the case of Haryana it is 56.5 %.
- The study noticed that in all the sectors, the male wage rate is typically higher than that of the female wage rate and in the case of urban India too, in the agricultural sector the average daily wage rate is less than that of other sectors.
- The study found that in all sectors, the rural wage rate is less than that of urban wage rate for all levels of education and among both males and females.
- The study noticed that in the case of Urban males the labour force rate gone up from 54.2% in 1999-2000 to 57.0% in 2017-2018, while in the case of Urban females the rate has increased from 14.7% in 1999-2000 to 15.9% in 2017-2018. Thus the total labour force among the rural persons has declined from 36.9% in 1999-2000 to 36.8% in 2017-2018.
- The study discussed that In the case of Urban males the workforce rate has gone up considerably from 51.8% to 53.0 in 2017-2018. In the case of Urban females the workforce rate has increased from 13.9% in 1999-2000 to 14.2 % in 2017-2018.
- The study analyzed that in the case of urban males the share of SE has declined from 41.5% in 1999-2000 to 34.7% in 2017-2018.
- The study showed that among the urban males, the proportion of RE has increased from 41.7% in 1999-2000 to 52.1 % in 2017-2018. While in the case of urban females the share of SE has increased till 2004-2005 after that decreased .In 2011-2012 again gone up and after decreased.
- The study found that the share of RE in the urban sector has also increased from 33.3 % in 1999-2000 to 52.1 % in 2017-2018. On the other side (Urban Sector) the share of CL of females has also increased till 2009-2010 decreased from 21.4 % in 1999-2000 to 13.28 % in 2017-2018.

References

- Papola, T.S., The Question of Unemployment, in Bimal Jalan (ed.) *The Indian Economy: Problems and Prospects*, (Viking, Penguin Books India (P) Ltd., New Delhi, 1992), pp. 5-12.
- Loayza, Norman, and Raddatz, Claudio, The Composition of Growth Matters for Poverty Alleviation, mimeo, (World Bank, Washington, D.C., 2006), pp. 9-15.
- Ravallion, Martin, and Datt, Gaurav, Why Has Economic Growth Been More Pro-Poor in Some States of India than Others? *Journal of Development Economics*, Vol. 68(2), 2002, pp. 381-400
- Satchi, M., and Temple, J., Growth and Labour Markets in Developing Countries. Department of Economics, (University of Bristol Discussion Papers. Bristol, U.K., 2006), pp. 10-17.
- World Bank, Pro-Poor Growth in the 1990's: Lessons and Insights from 14 Countries. The (World Bank, Washington D.C., 2005), pp. 42-54.
- Prasada Rao, D.S, Colleli, Timothy J., and Alauddin, Mohammad, Agricultural Productivity Growth and Poverty in Developing Countries, 1970-2000. Employment Strategy Papers No. 2004/9, Employment Trends Department, (ILO, Geneva, 2004), pp. 7-18.
- Kakwani, Nanak, Neri, Marcelo, and Son Hyun H., Linkages between Pro-poor Growth, Social Programmes and Labour Market: The Recent Brazilian Experience, Working paper No. 26, (UNDP International Poverty Center, Brazil, 2006), pp. 20-32.
- Lustig, Nora C., and McLeod, Darryl, Minimum Wages and Poverty in Developing Countries: Some Empirical Evidence in *Labour Markets in Latin America*, ed. Edwards and Lustig, (Brookings Institution Press, Washington D.C., 1997), pp. 8-19.
- Besley, Timothy, and Burgess, Robin, Can Labour Regulation Hinder Economic Performance? Evidence from India, *Quarterly Journal of Economics*, Vol. 119 (1), 2004, pp. 91-132.
- World Bank, , Informal Economy and the World Bank, (Policy Research Working Papers 6888, Washington D.C., 2014), pp. 35-46.
- Revenga, Ana L., and Bentolila, Samuel A., What Affects the Employment Rate Intensity of Growth? (Banco de España Working Papers 9517, Spain, 1995), p. 45.
- Desai, Bhupat M., and Namboodiri, N.V., Policy Strategy and Instruments for Alleviating Rural Poverty, *Economic and Political Weekly*, Vol. 33, No. 41, October 10, 1998, p. 2673.
- Dev, S Mahendra, Non-Agricultural Employment in Rural India: Evidence at a Disaggregate Level, *Economic and Political Weekly*, Vol.25, No.28, July 14, 1990, pp. 1526-1536.

- Singh, Dr.Ruby, and Raj Archana. (2018).Generation of Poverty and employment in India. International Journal of Innovative Engineering and Management Research, *A Peer Review Open Access International Journal*, November, ISSN 2456-5083, Volume 07, Issue 12.
- Aye, new, Habtamu, Estruch, Elisenda, Saur, Johannes, and Wobst, Peter. (2016). Decent Rural Employment, Productivity Effect, and Poverty Reduction in sub-Sahara Africa. *Technical Paper Series / Decent Rural Employment*, ISBN-978-92-5-109115-9.
- Nassar Heba (2017) analyzed on her study Poverty, Employment, Investment, and Education relationship: the case of Egypt. Volume 7, Issue 2
- Sharma Disha and Karim Dr.Abdual and Khanuja(2017) focused on the study of entitled MGNREGA: A tool for the generation of employment and poverty alleviation.International journal of Humanities and social science, volume 4 issue 4.
- Employment and Unemployment reports of NSSO, Govt. of India, various years.

