

1. Who is a worker?

Ans. A worker is an individual who is doing some productive employment to earn a living.

2. Define worker-population ratio.

Ans. Workforce Participation Rate (or ratio)

$$\text{Participation Ratio} = \frac{\text{Workforce}}{\text{Total Population}} \times 100$$

Total Population Participation ratio is defined as the percentage of total population which is actually participating in productive activity. It is also called workers-population ratio. It indicates the employment situation of the country. A high ratio means that more proportion of population is actively contributing to the production of goods and services of a country.

3. Are the following workers — a beggar, a thief, a smuggler, a gambler? Why?

Ans. No, they are not workers because they are not doing any productive activity.

4. Find the odd man out (i) owner of a saloon with more than 10 employees, (ii) a cobbler, (iii) a cashier in Mother Dairy, (iv) a tuition master, (v) transport operator, (vi) construction worker.

Ans. Owner of a saloon as he belong to formal sector.

5. The newly emerging jobs are found mostly in the _____ sector (service/manufacturing).

Ans. Service.

6. An establishment with four hired workers is known as _____ (formal/Informal) sector establishment.

Ans. Informal.

7. Raj is going to school. When he is not in school, you will find him working in his farm. Can you consider him as a worker? Why?

Ans. Raj is disguisedly unemployed and moreover he is below 14 years of age to be considered as labour.

8. Compared to urban women, more rural women are found working. Why?

Ans. Female workers give preference to self-employment than to hired employment. Because:

- (i) Owing to family and social constraints, mobility of women workers in search of jobs is less compared to that of men workers. They prefer to work at their place of residence even for a low wage.

(ii) Women in rural areas find ample opportunities of self-employment, engaging themselves in traditional jobs like spinning, weaving, dyeing and bleaching.

9. Meena is a housewife. Besides taking care of household chores, she works in the cloth shop which is owned and operated by her husband. Can she be considered as a worker? Why?

Ans. Meena is a self-employed worker. She is working in her husband's cloth shop. She will not get salary. She is not considered as worker.

10. Find the odd man out (i) rickshaw puller who works under a rickshaw owner (ii) mason (iii) mechanic shop worker (iv) shoeshine boy.

Ans. Shoe shine boy is an odd man out. All others (a rickshaw puller, a mason, and mechanic shop worker) are hired workers. They render their services to their employers and receive rewards in the form of salaries or wages in return. On the other hand, shoe shine boy is a self-employed worker and carries out his occupation himself. In other words, he is engaged in his own profession.

11. The following table shows distribution of workforce in India for the year 1972-73. Analyse it and give reasons for the nature of workforce distribution. You will notice that the data is pertaining to the situation in India 30 years ago.

Place of Residence	Workforce (in millions)		
	Male	Female	Total
Rural	125	70	195
Urban	32	7	39

Ans. In 1972-73, out of total workforce of 234 million, 195 million was in rural areas and 39 million in urban areas. It shows 83% workforce lived in rural areas. Gender differences were also observed. In rural areas, males accounted for 125 million workforce and women 70 million of workforce. In urban areas, 32 million males formed the workforce whereas women, workforce was only 7 million. In the country only 77 million female workers were there as compared to 157 million male workers. In other words, 32% of female workers were there and 68% male workers were there in the country in 1972-73. The data shows:

- (a) Pre-dominance of agriculture.
- (b) More male workers both in urban and rural areas.
- (c) Less female workers in both rural and urban areas. Also, female workers were much lesser in urban areas.

12. The following table shows the population and worker population ratio for India In 1999-2000. Can you estimate the workforce (urban and total) for India?

Region	Estimates of Population (in crores)	Worker Population Rate	Estimated No. of Workers (in crores)
Rural	71.88	41.9	$\frac{71.88}{100} \times 41.9 = 30.12$
Urban	28.52	33.7	?
Total	100.40	39.5	?

Ans. Estimated number of workers (in crores) for urban = $\frac{71.88}{100} \times 41.9 = 30.12$

Total workforce = $30.12 + 9.61 = 39.73$ crores

13. Why are regular salaried employees more in urban areas than in rural areas?

Ans. In urban areas, a considerable section is able to study in various educational Institutions. Urban people have a variety of employment opportunities. They are able to look for an appropriate job to suit their qualifications and skills. But In rural areas, people cannot stay at home as they are economically poor.

14. Why are less women found in regular salaried employment?

Ans. Female workers give preference to self-employment than to hired employment. It is because women, both in rural and urban areas, are less mobile and thus, prefer to engage themselves in self-employment.

15. Analyse the recent trends in sectorial distribution of workforce in India.

Ans. **Trends in Employment Pattern (Sector-wise and Status-wise), 1972-2012 (in %)**

Item	1972-73	1983	1993-94	1999-2000	2011-2012
Sector					
Primary	74.3	68.6	64	60.4	48.9
Secondary	10.9	11.5	16	15.8	24.3
Services	14.8	16.9	20	23.8	26.8
Total	100.0	100.0	100.0	100.0	100.0

If we look at above table, the data reveals that:

- (i) India is an agrarian nation; a major section of population lives in rural areas and is dependent on agriculture as their main livelihood.

Distribution of workforce by industrial sectors shows substantial shift from farm work to non-farm work.

- (ii) In 1972-73, about 74 per cent of workforce was engaged in primary sector and in 2011-12, this proportion has declined to about 50 per cent. Secondary and service sectors are showing promising future for the Indian workforce.
- (iii) Secondary and service sectors have increased from 11 to 24 per cent and 15 to 27 per cent, respectively. The distribution of workforce in different status indicates that over the last four decades (1972-2012), people have moved from self-employment and regular salaried employment to casual wage work.

16. Compared to the 1970s, there has hardly been any change in the distribution of workforce across various industries. Comment.

Ans. It is true that not much change is observed in the distribution of workforce across various industries. It is because the plans did not emphasise the need for development of:

- (a) non-agricultural rural employment industries.
- (b) small scale, village and cottage industries.

17. Do you think that in the last 50 years, employment generated in the country is commensurate with the growth of GDP in India? How?

Ans. Jobless growth is defined as a situation in which there is an overall acceleration in the growth rate of GDP in the economy which is not accompanied by a commensurate expansion in employment opportunities.

This means that in an economy, without generating additional employment we have been able to produce more goods and services.

Since the starting of economic reforms in 1991, our economy is experiencing, a gap between GDP growth rate and employment growth rate — that is, jobless growth.

18. Is it necessary to generate employment in the formal sector rather than in the informal sector? Why?

Ans. With economic reforms in 1991, there has been significant rise in informalisation of workers. Since informal workers face uncertainties of making of living, it is surprising that such a high percentage of total workforce prefer to be employed in the informal sector. All necessary steps should be taken to generate, employment in the formal sector, which is only 7% at present.

19. Victor is able to get work only for two hours in a day. Rest of the day, he is looking for work. Is he unemployed? Why? What kind of jobs could persons like Victor be doing?

Ans. Yes, Victor is an unemployed worker. He works for two hours a day but a major portion of the day he is looking for work and is unemployed. This implies that he is an underemployed worker. The situation of underemployment refers to a situation in which a person gets work for lesser time than the time he actually can and wants to work. According to the National Sample Survey Statistics, a person who is employed for less than 28 hours in a week is called underemployed. Victor could do jobs that are part time in nature like dropping news papers, working in a restaurant, delivering couriers, bank tellers, etc.

20. You are residing in a village. If you are asked to advise the village panchayat, what kinds of activities would you suggest for the improvement of your village which would also generate employment.

Ans. Digging of wells, fencing, building roads and houses, opening of schools, etc.

21. Who is a casual wage labourer?

Ans. Workers who are not hired by their employers on a regular/permanent basis and do not get social security benefits are said to be casual workers. Example: construction workers.

22. How will you know whether a worker is working in the informal sector?

Ans. Informal Sector:

- (a) It is an unorganised sector of an economy which includes all those private sector enterprises which employ less than 10 workers. Example: agriculture labourers, farmers, owners of small enterprises, etc.
- (b) The workers of this sector are called informal workers.
- (c) The workers are not entitled to social security benefits.
- (d) The workers cannot form trade union and are not protected by labour laws.