



A STUDY ON THE OCCUPATION STRUCTURE OF WORK FORCE IN ANDHRA PRADESH

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ABSTRACT

Andhra Pradesh (AP) is one of the biggest states in India. A.P is 8.4% out of India's total geographical area and 7.1% of population, ranking fourth in terms of geographical area and fifth in terms of population among the Indian states. The current paper examines the occupational structure of workforce in Andhra Pradesh from 1983-84 to 2011-2015. It explains the Growth of work force and occupation. It further observes the distribution of population by occupation of house hold types of social groups in Andhra Pradesh. The occupation structure in this study has focused on the various sectors Viz.. Population Index, Agriculture, Transport, fisheries and Information Technology.

I. INTRODUCTION

Andhra Pradesh (AP) is one of the biggest states in India. A.P is 8.4% out of India's total geographical area and 7.1% of population, ranking fourth in terms of geographical area and fifth in terms of population among the Indian states. It is India's fourth largest state by area and fifth largest by population. Its capital and largest city by population is Hyderabad. The density of population at 308 per square km is lower than the density 382 at all - India level. The Scheduled Castes and Scheduled Tribes account respectively for 16.2% and 6.6% of the total population in the state. The State has the second - longest coastline of 972 km. (604 m) among all the States in India. According to 2011 census, at least 10281 persons have declared English as their first language in Andhra Pradesh. In the state one - tenth of the state population is belongs to religious minority community. Together, the population belonging to disadvantaged castes and minority communities accounts to about one - third of the state population. About one - third of the state population is living in urban areas and the rest is in the rural areas of the state. Andhra Pradesh is

predominantly agricultural, with more than three fourths of its workforce engaged directly in agriculture sector (CESS, 2012). Andhra Pradesh is the third largest economy in India in terms of GSDP. The total GDP of Andhra Pradesh is \$100 billion which is ranked third among all states in India. Andhra Pradesh's economic growth path has been commendable especially during the last three decades. Starting from a relatively lower per capita income, Andhra Pradesh has surpassed the national average about a decade ago.

Although the state's performance is impressive in terms of economic growth when compared to its past and when compared to rest of the states in India, its overall development is judged as moderate. The occupational structure of the state has been distributed among various sectors and their exists large income inequalities among the workforce. The current paper examines the occupational structure of workforce in Andhra Pradesh from 1983-84 to 2011-2015. It explains the Growth of work force and occupation. It further observes the distribution of population by occupation of house hold types of social groups in Andhra

Pradesh. The occupation structure in this study has focused on the various sectors Viz.. Population Index, Agriculture, Transport, fisheries and Information Technology.

II. REVIEW OF LITERATURE

In India, unemployment is five per cent but poverty is more than 30 per cent [Dev, 2000]. In other words, much of the employment is not adequately productive or remunerative [Dev, 2000]. It indicates that access to different types of employment can determine 25 per cent of poverty levels in India. The recent NSS 55th round household employment data shows that there is a greater variation in incomes from different types of employment. In an overview, Sundaram (2011) concluded that the average wage incomes of regular age/salaried workers would be higher than those received by the casual labourers and also higher than incomes of self-employed with asset base. A Complex web of social-economic characteristics determines access to different sources of income and types of employment. The importance of incorporating household composition in the analysis of type of employment has long been recognised (Buhmann, 1988). There is clear evidence that education, skill and assets determine most part of the variation in types of employment of workers. Even where the educational and skill levels are similar, gender, kinship, caste, tribe etc., remain important determinants of access to different types of employment (Ghose, 1999). Empirical work on Indian data has been relatively scarce, with the exception of the study by Dreze and Srinivasan (1997), who have utilised disaggregated data on household size and composition to analyse the type of employment of female-headed households in India. In another study, Ray (2000) concludes that the workers belonging to SC/ST, whose sole employment source has been agricultural labour or other labour, generally experience significantly lower standards of living than others in rural India. Mahesh Chandra Guru.B.P. (2015) concluded that empirical studies have revealed that most of their programmes are not implemented properly in the country due to lack of participation of beneficiaries and absence of pro-active role of government in the empowerment of Dalits. The social activists and intellectuals have strongly advocated a paradigm shift from post-facto to pro-active planning for the empowerment of SC/ST.

III. OBJECTIVES OF THE STUDY

- To observe the structure of occupational work force in Andhra Pradesh.
- To identify the structure of workforce in Andhra Pradesh.
- To examine the interrelation between the type of employment and regional factors of the workers

IV. THE GROWTH EXPERIENCE

The Andhra Pradesh state had the growth experience in the recent past, when compared to previous decades; the last decade's average growth rate of the state economy being substantially higher. The economy is growing at an average rate of 8.2% during last decade, 2002 - 2012. The last two year's average growth at 8.4% is even higher, but it is noteworthy that the state growth performance was better than that of national average during both the 10th and the 11th plan particularly in agriculture and industry sectors. According to 12th five year plan report (2012), the Gross State Domestic Product (GSDP) of Andhra Pradesh is growing at an average rate of 8.2% per annum, since the 2002 - 2012. There are major sectors -agriculture, industry, and services – recorded strong performance since the last decade. Therefore, the average growth rate in the 10th five year plan was 8.1% as against the national average of 7.6%. Global recession and drought brought down the GSDP growth from 12.0% in 2007 - 08 to about 6.9% during 2008 -09 and to 6.0% during 2009 - 10.

V. POPULATION

The population of 4.94 Crore which accounts for 4.08% of the country's population makes it the 10th most populous state in the country. The Rate of Growth of population, as per 2011 Census, has come down to 9.21 percent compared to 11.89 per- cent in 2001. While 70.42% of the total population lives in rural areas 29.58% live in urban areas of the state. Of the total population, 2.47 crore (50.1%) are males and 2.46 Crore (49.9%) females. East Godavari district with 51.54 Lakh is the most populous district in the State while Vizianagaram ranks Occupational structure in a country depends on a number of economic, technological and geographical among various factors determining it, development of productive forces, specialization, level of per capita income and availability of natural resources are somewhat more important. The occupational distribution of population is often mentioned as an objective criterion to divide countries between developed and underdeveloped. No doubt it is a useful criterion at the same time from the point of view of analytical rigour, it is not completely reliable.

It is widely held that the countries, in which the primary sector provides employment to a larger proportion of labour force, are underdeveloped. This notion has certainly an objective basis. Most of the poor countries are essentially agricultural and even if some industries have been established in these countries, their impact is yet to be felt on the socio - economic life of the people. India, China, Pakistan, Nepal etc. fall in this category (Mishra and Puri, 1998). The size of working force depends upon a variety of demographic, social and economic factors. Generally it is the product of the total population base, but the age structure and the demographic regime are also equally important determinants.

Demographically, the birth rate, the age structure, the longevity of life, the migration behavior and average size of the family are important. Numerous other social and economic factors also influence the magnitude of working force. Socially, levels of literacy and education, status of women in the society, age at marriage and general health slandered are significant. Economically, the type of economy, availability of employment opportunities and levels of income are vital. Contrary to the popular conception, rural population that is living mostly in places of less than 5000 population in India is no synonymous with agricultural population.

A small proportion of these rural but non-farm people can scarcely be separated from the agricultural population. Their subsistence is directly connected with the local farmers as for instance the carpenters and blacksmiths who make and repair farm implements, weavers, who make cloths for the local farming communities, potters who supply kitchen equipment, cobblers and water carriers. In addition to serving the farmers in these capacities, they also provide temporary labour at different stages of the crop seasons. Since their work at the farms is confined to only a small part of the year, the census does not include them among agricultural labourers. Instead they are listed by their primary occupations.

Literacy

Literacy Rate in Andhra Pradesh has witnessed up-ward trend and is 67.4 percent as per 2011 population census. While the literacy rate in rural area is 62.4 percent, in urban areas it is 79.2 percent. Male literacy stands at 74.8 percent while female literacy is at 60.0 percent. Among the districts West Godavari is at the top with 74.63 percent in 2013, and Vizianagaram is at the lowest with 58.89 percent

Urbanization

The percentage of urban population to total population was 29.6 percent in 2011 compared to 24.2 percent in 2001 in the state. Among all districts, Visakhapatnam ranks first with 13.93 percent urban population followed by Krishna district with 12.62 percent urban population. Srikakulam district with 2.99 percent of urban population followed by Vizianagaram with 3.36 percent are the least urbanized districts. As per Census 2011, there are 112 statutory towns and 83 census towns in the State. Greater Visakhapatnam Corporation (GVMC) is the largest city with a population of 17.28 Lakh followed by Vijayawada Municipal Corporation with 10.34 Lakh Other important cities include Tirupati, Guntur, Kakinada, Rajahmundry, Eluru, Nellore, Ongole & Kurnool. The State is an important tourist hub both for national and international travelers with several holy pilgrim centres, ports, rivers, beaches and hill stations.

Fisheries

Fisheries is one of the most promising sub-sector of the Agriculture sector. This sub-sector

occupies a predominant place in the socio-economic development of the State as it contributes substantially to economic growth and income generation to Lakhs of people. Sustainable development of Fisheries can only be achieved through improvement of the quality, technical skills and management of human resource in the Sector. It is a significant employment generator and a source of nutritious food and foreign exchange earner for the State. About 1.4 million people are directly or indirectly employed in the State in this sector with it recording faster growth than crop and livestock sectors. The Fisheries sector contributes 3.63 % to the GSDP 2013-14(PE)

Information Technology

Andhra Pradesh accounts for only 2% of the IT Ex-port Turnover (of the combined State) and about 1.8% of employment. Information Technology (IT) sector in Andhra Pradesh reported a total exports turnover of Rs.1628.73 crores, besides providing additional employment to 22,644 IT professionals during 2014-15.

The performance of sub-sectors in terms of sector specific growth of workforce has shown a negative growth in agriculture. As a matter of fact Andhra Pradesh is the only major Indian state that has experienced such a situation. In non-agriculture growth of employment was 3.2% per annum between 1993-94 and 2004-05 and but thereafter it declined to 0.47% per between 2004-05 and 2009-10 3.55% in 2014-2015.

According to Labour Minister Report the major percentage SC population depended only as wage labours, and agriculture labours. This is not much of self-employment among SCs population. Though the agricultural labour and self employment in agriculture is decreasing, the share of agriculture sector of SCs is dominating with 63 per cent for their livelihood. The predominant occupation of SCs continues to be agricultural labourers.

VI. EMPLOYMENT

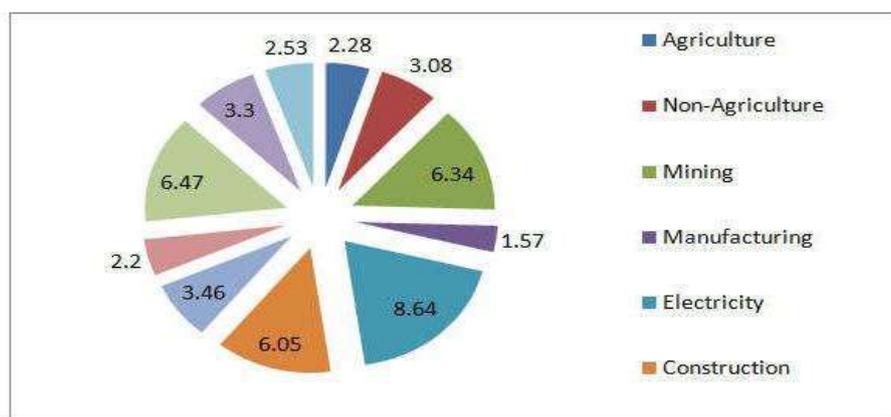
Andhra Pradesh had an embedded objective of the economic development that is to provide people opportunities for meaningful employment. It has have the highest (around 47.6%) work participation rate (WPR) duly contributed by higher female work participation in the state. It is the second highest female work participation rate (36.8%) among the major Indian states, then next to Himachal Pradesh. However, the majority of the population in Andhra Pradesh is found to be working in one or the other economically gainful activity.

Table. 1
Occupation Structure of the Workforce 1983-2015

SECTORS	1994-		2005-10		1994-		2006-	2011-
	1983-94	2005	2005-10	2011-15	1983-84	2005	2010	2015
1	2	3	4	5	6	7	8	9
Agriculture	2.28	0.37	1.32	0.786	0.936	0.122	0.248	1.22
Non-Agriculture	3.08	3.22	0.47	0.512	0.417	0.464	0.046	3.45
Mining	6.34	3.33	0.266	0.345	0.737	0.453	0.671	3.35
Manufacturing	1.57	2.56	1.35	0.292	0.161	0.44	0.135	0.57
Electricity	8.64	4.84	10.49	0.111	0.144	0.87	0.3522	9.67
Construction	6.05	5.21	11.9	1.89	1.833	0.575	0.845	7.9
Trade	3.46	4.21	0.74	0.512	0.433	0.667	0.076	2.45
Transport and Communication	2.2	6.47	1.12	0.654	-0.28	0.766	0.095	3.2
Banking	6.47	7.09	7.94	1.89	1.094	0.961	0.628	7.58
Public Administration	3.3	0.64	1.94	0.56	0.436	0.096	0.296	3.33
Total	2.53	0.94	0.001	0.678	0.467	0.162	0.001	3.55

Source: Data based on field work 2015-16

Chart. I



Source: District Census Survey 2014-15

Table. II
Distribution (%) of Population by Occupation of Households across Social Groups

House Hold type in Andhra Pradesh

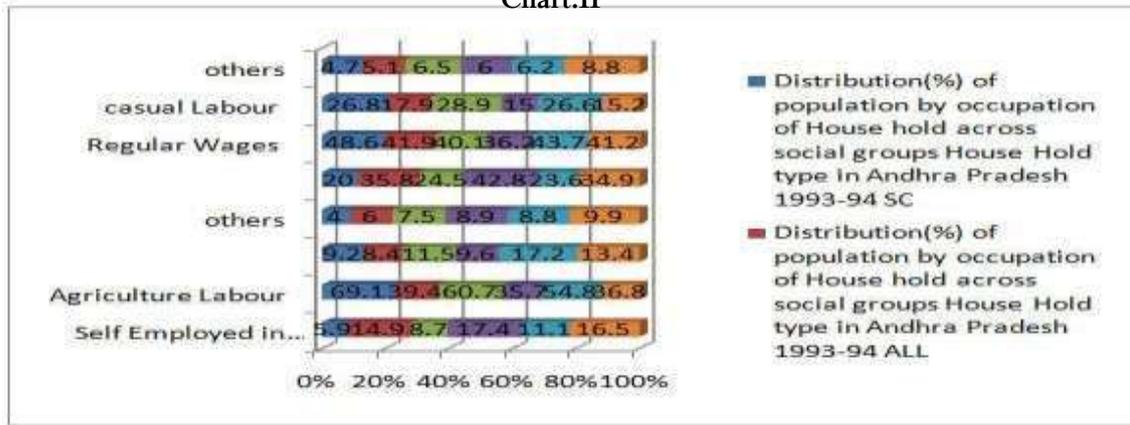
OCCUPATION	1993-94		2004-05		2005-2015	
	SC	ALL	SC	ALL	SC	ALL
Self Employed in Non-Agriculture	5.9	14.9	8.7	17.4	11.1	16.5
Agriculture Labour	69.1	39.4	60.7	35.7	54.8	36.8
Self Employed in Agriculture others	9.2	8.4	11.5	9.6	17.2	13.4
Self Employed in Agriculture Regular Wages	4	6	7.5	8.9	8.8	9.9
casual Labour	20	35.8	24.5	42.8	23.6	34.9
others	48.6	41.9	40.1	36.2	43.7	41.2
	26.8	17.9	28.9	15	26.6	15.2
	4.7	5.1	6.5	6	6.2	8.8

Source: Data based on field work 2015-16

A.P is the second highest female work participation rate (36.8%) among the major Indian states, then next to Himachal Pradesh. However, the majority of the population in Andhra Pradesh is found to be working in one or the other

economically gainful activity. The overall working population is 83.6 million in the state for the year 2009 -10, Entire working population can be divide in to three parts i.e. employed, unemployed and under employed active population.

Chart.II



Source: Data based on field work 2015-16

The employed active population consist of all those persons who are at work during the reference period of the census including those who are temporarily absent from work due to illness, industrial dispute, etc. The unemployed economically active population consists of those who were not at work during the reference period of the census but are seeking some work. Under employment refers to the difference between the amount of work performed by persons in employment and the amount of work they would normally be able to and willing to perform. The conventional life tables can be converted in to tables of working life by incorporating mortality and labour force participating rates and by describing the variations by age in the probability of entering or leaving the labour force (Shryock ,1976). Labour is a primary factor of production. It is considered to be important not only because it is productive but also because it activates other factors and makes them useful for production purposes. Therefore, the size of labour force in a country is of crucial importance for the level of economic activity.

VII. DISTRIBUTION OF MALE WORKERS BY TYPE OF EMPLOYMENT

Distribution of male workers by type or employment and physical capital of household:

A glance at Table III reveals that the proportion of very poor is high in casual labour class. Among the casual labourers, concentration of the very poor is high among casual labourers in agriculture, whereas the proportion of very poor is

less and that of the non-poor high among the regular employed in services. However, the self-employed are spread among all income groups, and within the self-employed, there is not much difference in income between the agriculture and non-agricultural sectors.

The share of self employed in agriculture is very high (89 percent) among large landholders (with farm size of more than 4 ha) and even among small landholders (land size between 0.4ha-1ha) the share of self-employed in agriculture is more than 50 percent. However, among the marginal land holders (less than 0.4ha) the share of self-employed steeply decreases to 12 percent (Table II). The share of self-employed in industry and services is high among landless and marginal landholders. The above figures indicate that a certain minimum land is needed for workers to be engaged as self-employed in agriculture. Regular employed in all sectors constitute a very small percent of total workers in rural Andhra Pradesh. The landless and marginal landholders mostly work as casual labourers. About 38 percent of small farmers are casual labourers in agriculture.

Table.III
Distribution of Male Workers by Type of Employment and Income Group

Type of Employment	Income Groups						No. Of Sample Workers
	Very Poor %	Poor %	Medium %	Non - Poor Low%	Non-Poor High %	%	
Self-Employed in Agriculture	13.9	15.4	20.1	22.4	28.2	100	2723(43.1)
Self-Employed in Industry	11.2	15.8	22.1	24.6	26.2	100	373(10.7)
Self-Employed in Services	14.5	22.3	17.4	19.5	26.3	100	325(5.1)
Regular Employed in Agriculture	11.3	15.0	12.4	19.9	40.8	100	83(1.3)
Regular Employed in Industry	9.4	12.1	21.0	28.2	29.0	100	122(1.9)
Regular Employed in Services	4.8	8.6	13.6	19.2	53.6	100	302(4.8)
Casual Labour in Agriculture	24.7	23.1	21.8	20.5	9.7	100	1692(26.8)
Casual Labour in Industry	23.1	23.3	22.8	20.8	11.6	100	331(5.2)
Casual Labour in Services	23	21.1	19.6	23.3	12.5	100	590(0.9)
Total number of Sample Workers	1,046	1,133	1,283	1,377	1,472	6311	6311(1100)

(the workers have been classified on five quintile groups based on their monthly per capita expenditure 1st quintile=very poor, 2nd quintile=poor, 3rd quintile=medium, 4th quintile=non poor low and 5th quintile=non poor high)

Table. IV
Distribution of Male Workers by Type of Employment and Land Holding Group

Type of Employment	Income Groups						
	Landless	Marginal (<0.4 ha)	Small (0.4 to 1 ha)	Medium (1 to 2 ha)	Semi-large (2 to 4ha)	Large (> 4 ha)	All
Self-Employed in Agriculture	5.4	12.4	50.4	73.7	80.6	88.6	43.1
Self-Employed in Industry	17.5	17.1	5.7	5.0	6.1	3.6	10.6
Self-Employed in Services	13.3	7.9	3.2	2.7	2.2	1.5	5.1
Regular Employed in Agriculture	2.4	1.5	1.2	0.8	0.3	2.0	1.3
Regular Employed in Industry	3.6	3.2	1.3	1.1	0.4	0.6	2.0
Regular Employed in Services	6.6	17.4	2.6	2.3	3.3	2.4	4.8
Casual Labour in Agriculture	38	40.1	31.6	11.6	5.5	0.9	26.8
Casual Labour in Industry	11.4	8.9	3.2	2.2	1.6	0.2	5.2
Casual Labour in Services	1.8	1.5	0.9	0.6	-	0.2	1.0
Total	100	100	100	100	100	100	100
Total number of Sample Workers	166	2712	1,274	825	675	659	6,311

Distribution of male workers by type or employment and human capital (level of education and age):

The share of illiterate is the highest among casual labourers in services (73 percent) followed by casual labourers in agriculture (68 percent) and casual labourers in industry (49 percent). Middle and secondary level educated workers are spread across all sectors, except with somewhat less concentration among casual labourers, the proportion of higher secondary level educated is high among regular employed in services (16 percent), and the share of graduate workers is still higher among regular employed in services (28 percent).

This indicates that in human capital hierarchy, the class of self-employed in agriculture comes at the lowest end, followed by industrial workers, and service workers come at the upper end.

The proportion of the illiterate and the primary educated is higher among casual workers, irrespective of the sector of employment. However, here also workers in the service and industrial sectors skew towards better educational levels, compared to casual labourers in agriculture (table 3). The share of better educated is high among the regular employed in services.

The self-employed in non-agricultural sector are widely distributed in all educational and income classes as the self-employed in non-agricultural sectors constitute a heterogeneous lot, that is, it ranges from traditional handicrafts (which are mostly in distress condition, due to lack of demand, low productivity, low technology, less capital) to newly emerging sectors in rural areas (like trade, transport which are demand driven).

The labour market is highly segmented in respect of educational standards, that is, the illiterate and primary educated are concentrated in agricultural sector, mostly as casual labourers,

whereas the better educated are mostly engaged in regular employment, particularly in service sector.

Table.V
Distribution of Male Workers among Type of Employment by Educational Level

Type of Employment	Income Groups						
	Illiterate	Below Primary	Primary	Middle & Secondary	Higher Secondary	Graduate & Higher	All
Self-Employed in Agriculture	47.6	12.4	11.1	21.8	4.0	3.0	100 (2729)
Self-Employed in Industry	28.4	14.9	16.1	30.7	5.7	4.2	100(672)
Self-Employed in Services	46.5	12.9	7.1	22.4	5.9	5.3	100(325)
Regular Employed in Agriculture	29.7	5.4	21.7	34.8	5.2	3.3	100(187)
Regular Employed in Industry	11.5	24.2	10.5	43.8	4.4	5.5	100(160)
Regular Employed in Services	9.2	5.7	10.5	31.3	15.9	27.5	100(302)
Casual Labour in Agriculture	68.4	12.3	7.6	10.4	0.9	0.4	100(1693)
Casual Labour in Industry	48.6	14.8	15.1	19.3	1.9	0.3	100(330)
Casual Labour in Services	72.8	18.4	2.8	3.4	2.6	0.0	100(381)
Total	48.8	12.3	10.7	20.6	3.9	3.7	100(6309)
Total number of Sample Workers	3,081	777	674	1,299	244	234	6309

The shares of children (5-14 years of age) were disproportionately high in regular employed in agriculture. Most of these child workers in agriculture sector are low-paid, highly exploitative, having hours of work (like cattle rearing, etc.) (Table 5). The share of young was disproportionately high in regular employed in industry and casual labourer in industry and services. High concentration of young workers in inferior employment, may have been due to lack of experience and also because those who enter labour market at 'young age' are comparatively less educated, come from low per capita income households, and also do not have any

other source of income. However, the share of casual labourers has decreased with age. The share of aged workers is high among regular employed in services (74 percent), while, their share was low among regular employed in agriculture (only 32 percent). The share of old aged was high among self-employed in agriculture (11percent), whilst their share is low among casual workers across all sectors.

Table.VI
Distribution of Male Workers among Type of Employment and Age Group

Type of Employment	Age Group				Total Number of Sample Workers
	Child	Young	Aged	Old	
Self-Employed in Agriculture	4.6	32.0	52.9	10.5	2855(100)
Self-Employed in Industry	1.1	33.4	58.0	7.5	677(100)
Self-Employed in Services	2.1	32.3	57.0	8.5	332(100)
Regular Employed in Agriculture	18.1	42.4	31.8	7.2	99(100)
Regular Employed in Industry	4.6	51.6	42.8	0.7	131(100)
Regular Employed in Services	0.4	24.5	73.7	1.3	304(100)
Casual Labour in Agriculture	5.5	38.9	51.2	4.3	1791(100)
Casual Labour in Industry	4.6	48.9	45.3	1.1	348(100)
Casual Labour in Services	1.8	52.7	39.6	6.1	62(100)
Total	4.3	35.4	53.1	7.2	6596(100)

Child=5-14, Young=15-29: Aged=30-59, Old>59

Distribution of male workers by type or employment and social group, and regulation:

About 59 percent of scheduled tribes are working as self-employed in agriculture, and only 21 percent of scheduled castes are self-employed in agriculture. Whereas the share of casual labourers in agriculture is high among the scheduled castes (51

percent) and low in so-called upper (other) castes (21 percent). The so-called (other) castes are mostly engaged in the self-employed in agriculture and the regular employed in service. (Table 5).

Table.VII
Distribution of Male Workers among Type of Employment by Social Group

Type of Employment	Social Group			Religion		
	Scheduled Tribes	Scheduled Tribes	Other Castes	Hindus	Non-Hindus	All
Self-Employed in Agriculture	58.7	21.1	46.5	44.8	22.4	43.1
Self-Employed in Industry	5.5	5.7	12.5	9.8	20.8	10.6
Self-Employed in Services	0.7	3.8	6.0	5.0	6.6	5.1
Regular Employed in Agriculture	1.9	2.0	1.1	1.3	1.1	1.3
Regular Employed in Industry	0.7	1.3	2.3	1.9	2.9	2.0
Regular Employed in Services	1.9	5.5	5.0	4.6	7.2	4.8
Casual Labour in Agriculture	27.9	50.9	20.8	26.8	26.8	26.8
Casual Labour in Industry	2.2	8.4	4.9	4.8	10.7	5.2
Casual Labour in Services	0.5	1.3	0.9	0.9	1.5	1.0
Total	100	100	100	100	100	100
Total number of Sample Workers	581	1,119	4611	5855	456	6311

The shares of the self-employed in industry, and casual labourers in industry and service are high among non-Hindu workers, compared to Hindu workers, whereas the share of self-employed in agriculture and regular employed in agriculture are less among non-Hindu workers.

VIII CONCLUSION AND RECOMMENDATIONS

The study examines the interrelation between the type of employment among the rural male workers and the other socio-economic and regional factors of the workers. In rural Andhra Pradesh, the share of the self-employed in agriculture is 43 percent and that of the casual labourers is 27 percent and that of the casual labourers is 27 percent. The next comes the category of the self-employed in the industry, which is about 10 percent. All the other types employment contribute less than or equal to five percent each of the total employment. Given the very small share of non-agricultural and regular employment, there is an urgent need for structural diversification in rural workforce in Andhra Pradesh.

There are numerically significant wage differentials across different types of employment, education levels of workers, social groups and among the male and female workers. This calls for a policy change which brings about equitable distribution of workforce which in turns to equitable distribution of income.

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Abbreviations:

- DDP: District Domestic Product
 GSDP: Gross District Domestic Product
 GDP: Gross Domestic Product
 IT/ITES: Information Technology and Information Technology Enabled Services
 SEZ: Special Economic Zones