

## **Dimensions of Rural Wage Employment in India**

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**Abstract** - This paper Analytical examined the rural wage employment and it is various dimensions focus on rural wage employment covering various dimensions including the organized and unorganized employment, skilled and unskilled employment and increasing casualisation of labour. The researcher looked at non-farm livelihoods in general in the rural areas. The evaluated results lead to conclude the informal economy represents the main source of employment creation and income generation for the labour force in rural areas.

**Keywords:** Wage employment, rural area, livelihood activities between employment, casual labour and well being.

JEL Classification: E24, J3, J62, J43, J46

### **Introduction:**

This paper examines the present status and links people. In these livelihoods through various means of employment like wage employment and self employment wage employment comes into being based on a mutual agreement between two parties, known as on a employer and employee in which the employee, generally an individual, agrees to work for the employer, generally a business fir, government office or sometimes an individual, under some specific terms and conditions, and the employer agrees to pay him some remuneration may be in cash or kind for her/his work. In the wage employment, there are always two parties and the employee gets wage or salary from the employer for his work. Wage is normally an assured amount, which is agreed upon by both the parties, given to the employee on a daily or weekly or monthly basis for her/his work.

Importance and features of wage employment following points are explained features of wage employment.

- 1) Two parties
- 2) Contractual nature
- 3) Employer-employee relationship
- 4) Remuneration.

The main objectives of this paper are following:

### **OBJECTIVES:**

1. To know the dimension of rural wage employment participation.
2. To examine agriculture and non-agriculture employment activities.
3. To understanding wage employment with respect to organized and unorganized employment skilled and unskilled employment.

Wage employment in rural India is the second significant means of being employed after self-employment. In generally the wage employed rural workforce is in the unorganized sector and of this more than three fourths one engaged in farm based activities.

### **Methodology:**

This study uses the secondary data from rural wage employment. were analysis unorganized employment. Reports of the National Sample Survey Organization (NSSO) and Labour Bureau, Government of India, The data on wage rates for non-agricultural labour in the rural areas were compiled from various issues of Wage Rate in Rural India (WRRRI), published by Labour Bureau.

### **Present status of wage employment organized employment:**

According to World Bank (2008) the rural labour force is growing at a rate faster than the agricultural labour force limiting the ability of the agricultural sector to absorb rural labour. along with this less than 7 percent of the workforce is engaged in organized employment and the remain in the inform of unorganized employment (NSSO) in the rural areas much of the organized employment comes from public sector, predominantly from financial, public and social services.

Wages employment in the organized sector is characterized by,

1. Regular pay mostly monthly
2. Allowances permissible (D.A., H.R.A, travel)
3. Leave
4. Social security (P.F.) gratuity, pension etc.
5. Better working conditions
6. Opportunities of career growth
7. Clear defined agreements/laws

Organized sector employment is largely for educated and skilled workers selected on the basis of national/regional/industry/trade-wide competition. Union and organization of various workers have strong persons in India for protecting their rights entitlements.

### **Organized Employment:**

Almost 90 percent of the workforce in India is engaged in unorganized employment and their share is higher in the rural employment scenario. Landless and land-poor households typically rely on the sale of their labour in farm and non-farm activities. Level of illiteracy among the poor rural wage employed is high. In the rural areas wage employment is huge in agriculture sector.

Unorganized wage employment in the rural areas is characterized by one or more of the following:

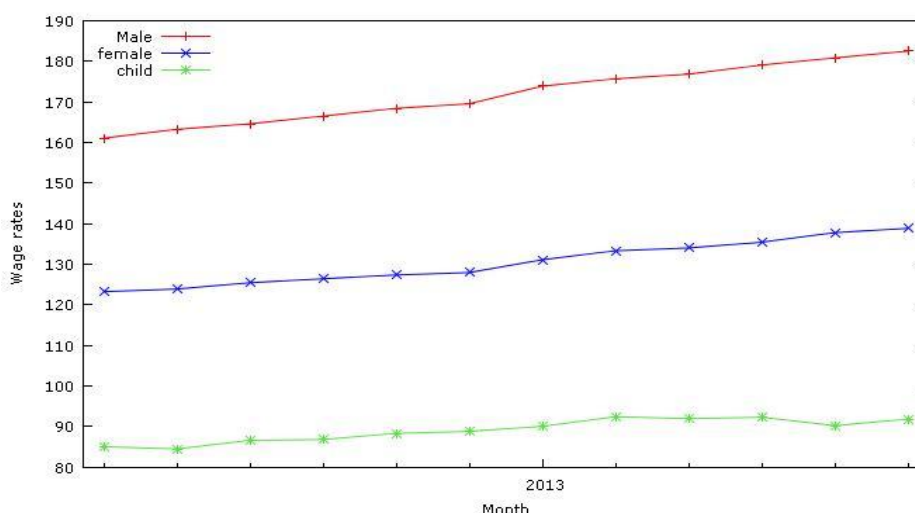
1. Temporary employment
2. No written jobs contract
3. No clearly defined hours of work
4. Poor working conditions
5. Irregular pay
6. Payment in cash and /or kind
7. Lack of social security
8. Few opportunities for advancement
9. High presence of child labour.

Although in rural India agricultural wages tend to be lower than non-agricultural wages and the poor unskilled tend to disproportionately participate in agricultural wages activities.

Table No.1 All-India Average Daily Wage Rates in Non-agricultural Occupations During 2012-2013 (month wise)

Month	Unskilled Labourers		
	Male	female	child
July 2012	161.07	123.25	85.02
Aug	163.25	123.88	84.45
sep	164.62	125.43	86.58
oct	166.51	126.41	86.77
Nov.	168.43	127.34	88.3
Dec	169.55	127.94	88.78
Jan-13	173.9	131.09	90.03
Feb	175.71	133.31	92.4
Mar	176.84	134.01	91.93
April	179.09	135.43	92.27
May	180.86	137.77	90.18
June	182.53	138.84	91.79
<b>Annual Average</b>	<b>171.86</b>	<b>130.39</b>	<b>89.04</b>

Source: Ministry of Labour & Employment: wage Rates in Rural India (2012 – 13)



The analysis of non-agriculture occupations employment probabilities and earnings suggests that the poor are not particularly well placed to benefit from the expansion of this sector. Low education levels, wealth and social status. The non-agriculture sector

appears to offer compare to male few real opportunities for women in rural India. Table figure Indicated that the indirect impact of an expanding non-agriculture sector on agricultural wage rates. Result suggested that more significant on female employment and this observation is supported by the unprecedented growth of female unskilled employment.

## **CONCLUSION:**

This paper examined the impact of rural paid worker activities on their well being. Wage employment is clearly an important component of the livelihood strategies employed by rural peoples to maintain and improve their well being. The policy framework is on par with the standards of the international labour organization (ILO) India has adopted the ILO convention on wage employment in rural areas (worker) and therefore the government could have makes a policy for this segment of the society. This policy implantation that of agriculture wage employment is not solely an activity of the poor and non-agricultural wage employment the activity of the rich.

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