CHAPTER IV

ANALYSIS AND INTERPRETATION OF MANPOWER GENERATION RATES AND MANPOWER UTILISATION RATIO

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(A) ANALYSIS OF MANPOWER GENERATION RATES.

Manpower constitutes the quantum of workforce at any point of time of a country. The study of manpower as to its existing levels, pattern of changes and composition in terms of male and females is very important to assess the manpower resources and their utilisation in the course of economic development in village. As explained earlier in Chapter II manpower generation rates (MGR's) and manpower utilisation ratio (MUR) are used techniques to measure the dimensions and dynamic pattern of manpower. The size and composition of manpower is not merely a function of growth and composition of population. Manpower does not necessarily grow as per the growth of population. The size and changing pattern of manpower of any region or village is basically determined by the sex-age composition of population.

This chapter is fully devoted to the analysis and interpretation of manpower generation rate and ratio of manpower utilisation in various relevant categories of industrial activities and other economic sectors. The present study accepts manpower data as disclosed by Government Census Record 1971, 1981, 1991 and the data for the year 1996 is collected by conducting field survey of village.

The objectives of the processing and analysis of manpower data can be explained in brief as follows:

- To compute the manpower generation rates to see how many of the total population are participating in economic activities in rural area, i.e., village. The various types of manpower generation rates e.g., crude MGR's, sexspecific MGR's etc. are computed for this purpose.
- To observe the direction and magnitude of changes in the manpower generation rate over the period from 1971 to 1996.

4.1 FRAMEWORK OF ANALYSIS OF MGR's:

The data of manpower as disclosed by censuses of India 1971, 1981, 1991 and primary data of 1996 collected by field survey are processed and analysed for the computation of the manpower generation rates. The analysis is attempted across the various industrial sector at a point of time and also over a period of time from 1971 to 1996. The framework of a computation of manpower participation (generation) rate and the method presenting the result is attempted as below:

Name of		1971	1981		1991	D:0	1996	D:0
MGR'S		%	%	I	%	II II	%	III
Crude MGR's	A)							
Sex specific	B)							
	C)							

TABLE 4.1

The manpower generation rates computed as above, are further observed carefully to know their levels and the pattern of changes. The results obtained from the observation are presented in a logical order. The following steps are considered essential:

(1) To present tables showing MGR's (Calculation of MGR's).

(2) To draw the chart, graphs, if necessary.

(3) To mention the facts about the levels and changes in MGR's.

(4) To interpret the noted facts to know the causes of changes in MGR's.

4.2 CRUDE AND SEX-SPECIFIC MGR's:

The Chapter II gives a fair idea about the concept of crude and sex-specific manpower generation rates. The crude MGR's means the total number of economically active persons expressed as a percentage of total population. This rate measures the size of manpower in relation to the size of the population. Where manpower generation rate is computed separately for male and females such rate called as sex-specific manpower generation rate. It is an important variable influencing the MGR's.

Table 4.2 below shows crude and sex-specific manpower generation rate of Khanapur village for total, male and female separately for the census years 1971, 1981, 1991 and 1996.

	1971			1981			1991			1996	
	W/P	Rate W/P x 100	W/P	Rate W/P x 100	Diff. I	W/P	Rate W/P x 100	Diff. U	W/P	Rate W/P x 100	Diff. III
Total	<u>2736</u> 10193	27.11	<u>3467</u> 12513	27.71	0.60	<u>4394</u> 14728	29.84	2.13	<u>5871</u> 16650	35.26	5.42
Male	<u>2313</u> 5273	43.87	<u>3004</u> 6519	46.09	2.22	<u>3653</u> 7566	48.29	2.20	<u>4860</u> 8433	57.63	9.34
Female	<u>423</u> 4920	8.60	<u>463</u> 5994	7.73	-0.87	<u>741</u> 7162	10.35	2.62	<u>1011</u> 8217	12.30	1.95

TABLE 4.2 CRUDE AND SEX-SPECIFIC MGR's

Source: District Census Hand Book, 1971, 1981, 1991 & field survey for 1996.

		Diff I	-	1981	minus	1971
W = Workers		Diff II		1991	minus	1981
P = Population Diff = Difference		Diff III	***	1996	minus	1991
	Rate =	Worken Populati	s — X 100 ion			

The crude and sex-specific manpower generation rates as presented in Table 4.2 disclose the following facts:

- 1) Over a period of time from 1971 to 1996 MGR rates have increased for total, (males and females taken together), males and females. The Manpower Generation Rates of males are substantially higher than the Manpower Generation Rates of females in all the years. The sex-specific MGRs also show the same tendency. Male MGR's have increased over the period of time as also the female MGR's have increased in all the years except 1981 where it has decreased as compared to the year 1971.
- 2) The size of the differentials is also positive in all the years for total MGR's, male



MGR's and female MGR's. However, the size of differentials of MGR's of 1981 and 1971 was relatively small. The size of differentials of the MGR's of 1991 over 1981 was in the range of 2.13 to 2.62 for total, males and females. As to the size of differentials of 1996 over 1991 it is observed that it is 5.42 for total, 9.34 for males and 1.95 for females.

3) The above facts clearly show that more and more people are participating in economic activities. The rate of manpower generation has increased considerably in the last five years (1991 to 1996.) This is particularly true for males. The Manpower Generation Rate for females, although shows fluctuation continued to be around 10 to 12 percent. It indicates that women in the village have found to be in the same stage of traditional work roles. The new avenue of employment are not still available to women. The manpower utilisation ratio computed ahead shall throw more light on this fact.

(B) ANALYSIS OF MANPOWER UTILISATION RATIO:

Manpower generation rates explained earlier in this chapter gives a fair idea about the rate at which the manpower is generated during the period from 1971 to 1996. The analysis of the changes in the MGR's over the period of time is also attempted. Now, in the course of the process of economic development the manpower is deployed in various sectors of the economy, among the several industrial categories. Manpower utilisation ratio aims at examining the flow of manpower into various industrial categories. The distribution of manpower among the various economic and industrial categories is being referred to Manpower Utilisation Ratio (MUR).

The proportionate share of manpower in industry differs as per the regions or villages. In fact the share of manpower in agriculture is related to the level of economic development, in such a way that it is often viewed as an approximate measure of economic development. The high concentration of manpower in agriculture and comparatively minor role in industry reflects the fact of backwardness of the economy. It is, therefore, presumed that the economic development generally brings about changes in the structure of manpower. The modern sector of economy is characterised by the production of goods and services for the market. The work relationship are not governed by family kinships and ties. In case of traditional economic sector, however, work-relationships governed by family relationships. There is a dominance of family enterprises, subsistence farming, handicrafts, and many other unorganised services.

The objectives of this manpower utilisation ratio is two-fold. In the first place, the examination of the nature and determinants of the structural changes in the manpower is attempted by classifying the manpower (workers) in various industrial divisions. Secondly, an assessment of the implications of the changes in the manpower is attempted in the context of the process of economic development. This type of analysis is intended to serve the purpose of understanding the existing position of the utilisation of the manpower. It also enables us to test the following:

- In the process of economic development, there is a tendency for the manpower to shift from one industrial category to the other.
- 2) The share of manpower in the primary sector declines over the period of time and there is corresponding increase in the share of manpower for secondary and tertiary

sectors of the economy.

3) The excessive supply of labour may result in rapid expansion of the manpower in traditional sector, i.e., agriculture and household industries. This sector has higher labour absorption capacity due to free entry, flexibility of working hours and wage rates.

The data required for all the classification of manpower utilisation in village are taken from the economic tables of the censuses of India 1971, 1981, 1991 and primary data for 1996 collected by field survey of village. The broad outline of the framework of analysis of MUR is similar to that of MGR as already explained earlier. The total manpower means the workers as per Indian Censuses.

The workers are divided into relevant industrial sectors and industrial categories. The ratio of manpower utilisation of various industrial categories of village Khanapur are classified (allocated) as given below:

4.3 TWO SECTOR ANALYSIS OF MANPOWER UTILISATION RATIO:

All the economically active people can be allocated into various relevant industrial sectors viz., Two Sector, Three Sectors, Nine Sectors etc. The manpower utilisation ratio has attempted to measure the share of manpower engaged in these sectors. The utilisation of manpower in two sector means workers engaged in agriculture sector and non-agriculture sector.

I) MUR in agriculture sector:

Agriculture sector is the major sector of economy which consists of two industrial categories, viz., cultivator and agriculture labourers. The ratio of manpower utilisation in agriculture sector means, the relationship between agriculture workers (agriculture labourers and cultivators) and total workers. In other words, the total workers of agriculture sector expressed as a percentage of total workers are called as manpower utilisation ratio of agriculture sector. This ratio helps to measure the size of agriculture workers in total workers. The MUR is also computed for male and female workers separately.

The following Table 4.3 shows the ratio of manpower utilisation in agriculture sector in the Khanapur village for total, males, and females separately for the year 1971, 1981, 1991 and 1996.

TABLE 4.3

	. 197	1		1981			1991			1996	
	AW/ TW	Ratio AW/TW x 100	AW/ TW	Ratio AW/TW x 100	Diff. I	AW/ TW	Ratio AW/TW x 100	Diff. II	AW/ TW	Ratio AW/TW x 100	Diff. III
Т	<u>620</u> 2736	22.66	<u>748</u> 3467	21.58	-1.08	<u>792</u> 4394	18.02	-3.56	<u>1025</u> 5871	17.46	-0.56
М	<u>471</u> 2313	20.36	<u>562</u> 3004	18.71	-1.65	<u>507</u> 3653	13.88	-4.83	<u>668</u> 4860	13.75	-0.13
F	<u>149</u> 423	35.22	<u>186</u> 463	40.17	4.95	<u>285</u> 741	38.46	-1.71	<u>357</u> 1011	35.31	-3.15

MUR IN AGRICULTURE SECTOR

Source: District Census Hand Book, 1971, 1981, 1991 & field survey for 1996.

AW = Agriculture Sector's Worker,

TW = Total Workers

The data presented above in Table 4.3 discloses the details about manpower utilisation ratio in agriculture sector for total (males and females) male and females for the years 1971, 1981, 1991 and 1996. The share of manpower in agriculture sector has decreased over the above period of time from 22.66 to 17.46. When male manpower is considered separately, the decrease in the share of agriculture manpower is still bigger from 20.36 to 13.75. It is interesting to note that, the share of female manpower in

agriculture has increased in the first decade (1971-1981), marginally decreased by 1.71 in the next decade (1981-1991) and last five years it has decreased by 3.15 percent points.

When we consider the size of differentials of manpower utilisation ratio of first decade, second decade and last five years, the picture is similar for total and male manpower. In the first decade (1971-1981) the share of agriculture manpower has decreased by about 1.00 to 1.65 for totals and males respectively. The corresponding figures for second decade (1981-1991) are 3.56 to 4.83. And in the last five years there is a marginal decrease of 0.56 and 0.13 respectively. The size of differentials in the female manpower do not show any regular increase or decrease. In the first decade the size of differential was 4.95 (increase); in the second decade the share has decreased by 1.71 and again in last five years it has decreased by 3.15 percent points.

It is quite logical to understand that there is a decrease of share of agriculture in manpower. This is true for both males and females. The same argument does not hold good for females, because the entry of females in economic activities is governed by many physiological, social and cultural factors. The share of female manpower, therefore, indicates increase in the first decade by 4.95 percent, decrease in second decade by 1.71 and again in the last five years, it decreased by 3.15 percent points. Even among the rural women, the position with regards to female manpower is not of stable nature.

II) MUR in non-agriculture sector:

The manpower utilisation ratio in non-agriculture sector refers to total number of non-agriculture workers expressed as a percentage of total workers. In short, the relationship between non-agriculture workers and total workers for determining the share of non-agricultural manpower, known as MUR in non-agriculture sector. This rate is assist to measure the size of non-agriculture manpower in total workers. Further the ratio can be computed for male and female workers separately. Non-agriculture sector workers include workers in livestock, forestry, fishing, hunting, plantation, orchards, allied activities, mining, quarrying, manufacturing processing, servicing, repairs, construction, trade, commerce, transport, storage, communication, other services, etc.

The ratio of manpower utilisation in non-agriculture sector in village shows the following Table 4.4 for total male and female separately for the censuses year 1971, 1981, 1991 and 1996.

	1971			1981			1991			1996	
	NAW/TW	Ratio NAW/TW x 100	NAW/TW	Ratio NAW/TW x 100	Diff. I	NAW/TW	Ratio NAW/TW x 100	Diff. 11	NAW/TW	Ratio NAW/TW x 100	Diff. III
Total	<u>2116</u> 2736	77.34	<u>2719</u> 3467	78.42	1.08	<u>3602</u> 4394	81.98	3.56	<u>4846</u> 5871	82.54	0.56
Male	<u>1842</u> 2313	79.64	<u>2442</u> 3004	81.29	1.65	<u>3146</u> 3653	86.12	4.83	<u>4192</u> 4860	86.25	0.13
Female	<u>274</u> 423	64.78	<u>277</u> 463	59.83	-4.95	<u>456</u> 741	61.54	1.71	<u>654</u> 1011	64.69	3.15

TABLE 4.4 MUR IN NON-AGRICULTURE SECTOR

Source: District Census Hand Book, 1971, 1981, 1991 & field survey for 1996.

NAW = Non Agriculture Sector's Worker TW = Total Workers

Non Agriculture Sector's worker

Ratio = -

Total Workers

The manpower utilisation ratio of non-agriculture sector shown in Table 4.4 brings out briefly the following significant fact:

- The share of manpower utilisation of non-agriculture sector is substantially higher than the share of manpower utilisation in agriculture sector. This is true for both males and females manpower for all censuses years of study.
- 2) Over the period of time, i.e., from 1971 to 1996 the ratio of total manpower (including males & females) in non-agriculture sector are found to have increased from 77.34 to 82.54 percent. When male manpower is considered separately, the increase in the share of non-agriculture manpower from 79.64 to 86.25 percent. Whereas the concentration of female manpower share in non-agriculture sector is found to have almost equal in the year 1971 and 1996. But fluctuations are observed during the year 1981 and 1991. The share of female manpower in non-agriculture sector has decreased in the first decade (1971-1981) and then gradually increased by 1.71 and 3.15 in second decade (1981-1991) and for last five years respectively.
 - 3) The size of differentials is also positive in all the years for total and males manpower. In the first decade (1971-81) the share of non-agriculture manpower has increased by 1.08 to 1.65 for total and males respectively. The corresponding figures for second decade (1981-1991) are 3.56 to 4.83. In the last five years, there is marginal increase of 0.56 and 0.13 respectively. The size of differentials in the female manpower do not show any stability of increase or decrease. In the first

decade the size of differential was 4.95 (decreased), in the second decade the share has increased by 1.71 and similarly in last five years it has increased by 3.15 percent point.

Over the period of years it is observed that MUR in agriculture sector is found to be decrease while MUR in non-agriculture sector is found to be increased. It implies that there is a shift of manpower from agriculture sector to non-agriculture sector. This shift is an indicator of economic development of village.

Second important observation that male MUR in non-agriculture sector is higher than female MUR in the same structure (sector). In case of agriculture sector however, female MUR is found to be higher than male MUR. This leads to the conclusion that the shift of manpower from agriculture to non-agriculture sector is prominently observed in case of males. Female manpower has seen to be continuing with the traditional activities in the agriculture sector, lack of education, lack of occupational skills are some of the reasons which can be held responsible for slow shift of female manpower from agriculture sector to non-agriculture sector.









4.4 THREE SECTOR ANALYSIS OF MANPOWER UTILISATION RATIO:

In order to develop comparative approach of study, the total economically active people in the village are distributed into three major industrial sector, i.e., primary sector, secondary sector and tertiary sector. These sectoral utilisation of manpower and changes therein is certainly an important indicator of the structural changes taking place in the economy in the course of economic development. The percentage ratio of manpower utilisation in three sector are analysed as follows:

I) MUR in primary sector:

Primary sector comprises, cultivators, agriculture labourers, workers of livestock, forestry fishing, hunting, orchards, plantation, mining, quarrying etc. Ratio of manpower utilisation in primary sector means total number of primary sector workers expressed as a percentage of total workers. In other words, it is the ratio which determines the relation between workers of primary sector and total workers. The ratio in primary sector are further calculated for male and female workers separately. The following Table 4.5 shows the MUR in primary sector in village Khanapur for total male and female separately for the censuses year 1971, 1981, 1991 and 1996.

TABLE 4.5

	1971			1981			1991			1996	
	PW/TW	Ratio PW/TW x 100	PW/TW	Ratio PW/TW x 100	Diff. 1	PW/TW	Ratio PW/TW x 100	Diff. II	PW/TW	Ratio PW/TW x 100	Diff. III
Total	<u>687</u> 2736	25.11	<u>849</u> 3467	24.49	-0.62	<u>930</u> 4394	21.17	-3.32	<u>1242</u> 5871	21.16	-0.01
Male	<u>535</u> 2313	23.13	<u>659</u> 3004	21.94	-1.19	<u>635</u> 3653	17.38	-4.56	<u>858</u> 4860	17.65	0.27
Female	<u>152</u> 423	35.93	<u>190</u> 463	41.04	5.11	<u>295</u> 741	39.81	-1.23	<u>384</u> 1011	37.98	-1.83

MUR IN PRIMARY SECTOR

Source: District Census Hand Book, 1971, 1981, 1991 & field survey for 1996.

PW = Primary Sector's Worker

Ratio = ----- X 100 Total Workers

TW = Total Workers

The important facts which can be observed from the Table 4.5 are briefly described below:

Comparison over the period from 1971 to 1996 reveals that the ratio of total manpower utilisation in primary sector is the highest in 1971 and decreased in the subsequent censuses years. In the year 1971 the total (including male and females) manpower utilisation ratio of primary sector were 25.11, which has decreased to 21.16 in the year 1996. The male manpower ratio has decreased from 1971 to 1991, and slightly increased by 0.27 in 1996 as compared to 1991. Whereas the share of female manpower in

primary sector has increased in the first decade (1971-1981), decreased by 1.23 in the next decade (1981-1991) and last five years it has decreased by 1.83 percent points.

As regards the size of differentials of manpower utilisation ratio in first decade, second decade and last five years the picture is different for total, male and female manpower. In the first decade the share of manpower in primary sector has decreased by 0.62 to 1.19 for total and males respectively. The corresponding figures for second decade (1981-1991) are 3.32 to 4.56, and in the last five years there is slight decrease of 0.01 for total and sharp increase of 0.27 for male workers. On the other hand, the size of differential of female manpower shows fluctuating trend. In the first decade the size of differential was 5.11 (increase). In second decade the share has decreased by 1.23 and again it has decreased by 1.83 in the last five years (1991-1996).

Thus, from the above table give clear idea that, one-fourth or below one-fourth share of total manpower are utilised in primary sector for every census year. The highest manpower ratio of primary sector in 1971 and decreasing trend is observed in the recent census years. In primary sector there is higher share of female manpower than that of male manpower.

II) MUR in secondary sector:

The MUR in secondary sector refers to total number of workers in secondary sector expressed as percentage of total workers. In short it is the ratio between workers of secondary sector and total workers known as MUR in Secondary Sector. This ratio helps to know the utility share of secondary sector workers. The secondary sector is also called manufacturing sector. Secondary sector workers are those who are engaging manufacturing, processing, servicing, repairs, construction activities. The MUR of secondary sector in village is shown in the following Table 4.6 for total, male and female separately for the census years 1971, 1981, 1991 and 1996.

TABLE 4.6

	1971			1981			1991			1996	
	SW/TW	Ratio SW/TW x 100	SW/TW	Ratio SW/TW x 100	Diff. I	SW/TW	Ratio SW/TW x 100	Diff. II	SW/TW	Ratio SW/TW x 100	Diff. III
Total	<u>578</u> 2736	21.13	<u>558</u> 3467	16.09	-5.04	<u>830</u> 4394	18.89	2.80	<u>1160</u> 5871	19.76	0.87
Male	<u>491</u> 2313	21.23	<u>465</u> 3004	15.48	-5.75	<u>729</u> 3653	19.96	4.48	<u>985</u> 4860	20.27	0.31
Female	<u>87</u> 423	20.57	<u>93</u> 463	20.09	-0.48	<u>101</u> 741	13.63	-6.46	<u>175</u> 1011	17.31	3.68

MUR IN SECONDARY SECTOR

Source: District Census Hand Book, 1971, 1981, 1991 & field survey for 1996.

SW = Secondary Sector's Worker

TW = Total Workers

From the above table following significant facts of manpower utilisation ratio in secondary sector are observed:

1) The MUR in secondary sector are relatively smaller as compared to the manpower utilisation ratio of primary sector. This is true for both male and

female manpower for all the years of study.

- 2) Over a period of time from 1971 to 1996 reveals that the trend of manpower utilisation ratio in secondary sector found to have fluctuation for total (including males and females), males and females. In 1971 the share of manpower in secondary sector was 21.13 and 21.23 percent for total and male respectively which has decreased to 19.76 percent for total and 20.27 percent for male in the year 1996. Whereas female manpower ratio also fluctuated from 1971 to 1996. In 1971 the share of female in this sector was 20.57 which has decreased to 20.09 percent and 13.63 percent for the year 1981 and 1991 respectively but it has slightly increased to 17.31 percent in 1996.
- 3) When we consider the size of differential manpower utilisation ratio of first decade, second decade and last five years, the picture is similar for total and male manpower. In the first decade (1971-1981) the share of secondary sector manpower has decreased from about 5.00 to 5.75 for total and males respectively. In second decade (1981-91) it has increased by 2.80 and 4.48 for total and male respectively. And in the last five years it has again increased by 0.87 for total and 0.31 for male manpower. The size of differentials in the female manpower also shows fluctuation trend. In the first and second decade the size of differential was 0.48 and 6.46 (decrease) respectively and in the last five years it has increased by 3.68 percent points.

Thus, it is fact that, highest ratio of manpower is found to have in 1971 as compared to the rest of censuses years. This is true both for males and females. Another important observation is that 1/5th or below 1/5th share of total manpower is utilised in secondary sector for all years of study.

III) MUR in tertiary sector:

In tertiary sector includes trade, commerce, transport, storage, communication and other services. The tertiary sector is also called as service sector. The manpower utilisation ratio in tertiary sector refers to number of workers engaged in a sector other than primary and secondary sector expressed as a percentage of total workers. In other words, the relationship between workers of tertiary sector and total workers for ascertained the manpower ratio known as MUR in tertiary sector. Further the MUR in tertiary sector can disclose separately for male and female workers. This ratio helps to measure the size of tertiary workers to total workers.

Thus, the ratio of manpower utilisation in tertiary sector in village Khanapur, discloses the following Table 4.7 for total male and female separately for the censuses years 1971, 1981, 1991 and 1996.

TABLE4.7

	1971			1981			1991			1996	
	TSW/TW	Ratio TSW/TW x 100	TSW/TW	Ratio TSW/TW x 100	Diff. I	TSW/TW	Ratio TSW/TW x 100	Diff. 11	TSW/TW	Ratio TSW/TW x 100	Diff. 111
Total	<u>1472</u> 2736	53.80	<u>2060</u> 3467	59.42	5.62	<u>2634</u> 4394	59.94	0.52	<u>3469</u> 5871	59.09	-0.85
Male	<u>1287</u> 2313	55.64	<u>1880</u> 3004	62.58	6.94	<u>2289</u> 3653	62.66	0.08	<u>3017</u> 4860	62.08	-0.58
Female	<u>185</u> 423	43.73	<u>180</u> 463	38.88	-4.85	<u>345</u> 741	46.56	7.68	<u>452</u> 1011	44.71	-1.85

MUR IN TERTIARY SECTOR

Source: District Census Hand Book, 1971, 1981, 1991 & field survey for 1996.

TSW = Tertiary Sector's Worker

Tertiary Sector's worker Ratio = ------ X 100 Total Workers

The observation of the data in the above Table 4.7 reveals the following significant facts:

- Share of manpower utilisation tertiary sector is significantly higher than the share of manpower utilisation in both earlier sector i.e., primary and secondary. This is true for male and female manpower for all the census years of study.
- 2) The trend of manpower utilisation ratio in tertiary sector is found to have fluctuated over the period of time. In 1971 the share of total and male manpower

was 53.80 and 55.64 percent respectively which has increased upto 1991 to the extent of 59.94 and 62.66 percent for total and male respectively. But in 1996 it has decreased to 59.09 percent for total and 62.08 percent for male manpower. On the contrary the ratio of female manpower in 1971 was 43.73 percent, decreased to 38.88 percent in 1981, while increased to 46.56 percent in 1991 and again decreased in 1996 to 44.71 percent points.

3) As regards the size of differential of manpower utilisation in this sector represents similar for total and male manpower. In the first decade (1971-81) the share of tertiary sector's manpower has increased by 5.62 to 6.94 for total and males respectively. Similarly for second decade (1981-91) it has again increased by 0.52 for total and by 0.08 for male. But in the last five years there is sharp decrease in 0.85 and 0.58 for total and male respectively. The size of differentials in female manpower do not show any regularity of increase or decrease. In the first decade the share has decreased by 4.85, in second decade it has increased by 7.68 and in the last five years it has decreased by 1.85 percent points.

The analysis of the data reveals that, the share of manpower distribution in tertiary sector is higher than the primary and secondary sector. Thus, it may be argued that the decline in the manpower of agriculture is mainly absorbed by this sector. The expansion of economic and social infrastructure has resulted in the rise of employment in the tertiary sector.









(TOTAL, MALE AND FEMALE)

Secondly, the employment in tertiary sector requires less need of technical skill and the unskilled labour gets conveniently absorbed in this sector in form of self-employed and street-side service jobs. The tertiary employment contains relatively high proportion of self employment. The growth of modern industrial structure requires an expansion of commercial and Govt. services. The extensive division of labour and specialisation adopted in economic activities in modern times have stimulated tertiary sector.

4.5 NINE SECTOR ANALYSIS OF MANPOWER UTILISATION RATIO:

In addition to these various industrial sectors i.e., two sector, and three sector analysis, the ratio of manpower in village are also analysed into nine industrial categories. These categories are essentially analysed to understand the extent utilisation of manpower in the village. The nine sector analysis of MUR are explained as follows:

I) MUR of cultivators:

This is one of the sectors where the major share of manpower is utilised especially in rural area. The ratio of manpower utilisation of cultivators means total number of cultivators expressed as a percentage of total workers. In other words, it is a relationship between total number of cultivators and total workers. It has also computed the ratio of male and female workers separately.

The following Table 4.8 shows utilisation ratio of cultivators in village for total, male and female separately for the censuses year 1971, 1981, 1991 and 1996.

TABLE 4.8

	1971			1981			1991			1996	
	с/тw	Ratio C/TW x 100	C/TW	Ratio C/TW x 100	Diff. I	C/TW	Ratio C/TW x 100	Diff. II	C/TW	Ratio C/IW x 100	Diff. III
Total	<u>496</u> 2736	18.13	<u>543</u> 3467	15.66	-2.47	<u>573</u> 4394	13.04	-2.62	<u>720</u> 5871	12.26	-0.78
Male	<u>395</u> 2313	17.08	<u>457</u> 3004	15.21	-1.87	<u>399</u> 3653	10.92	-4.29	<u>502</u> 4860	10.33	-0.59
Female	<u>101</u> 423	23.88	<u>86</u> 463	18.57	-5.31	<u>174</u> 741	23.48	4.91	<u>218</u> 1011	21.56	-1.92

MUR OF CULTIVATORS

Source: District Census Hand Book, 1971, 1981, 1991 & field survey for 1996.

TW = Total Workers

The data presented above in Table 4.8 discloses the details about manpower utilisation ratio in cultivation for total, males and females for the year 1971, 1981, 1991 and 1996. The utilisation ratio of cultivators has decreased over the above period of time from 18.13 to 12.26. When male manpower is considered separately, the decrease in the share of cultivation manpower is still more from 17.08 to 10.33. Whereas the ratio of female cultivators have found to be fluctuated over the period of time. In the first decade (1971-81) there is decrease in the ratio of females but it has increased by 4.91 in the next decade (1981-91). While in last five years it has decreased by 1.92 percent points.

As to the size of differentials manpower utilisation ratio of first decade, second decade and last five years. The picture is similar for total and male manpower (cultivators). In the first decade (1971-81) the share of cultivators has decreased by 2.47 to 1.87 for total and male respectively. The corresponding figures for second decade (1981-1991) are 2.62 to 4.29. And in the last five years there is a marginal decrease of 0.78 and 0.59 respectively. The size of differentials in the female manpower (cultivators) shows fluctuating trend. In the first decade and in last five years the share has decreased by 5.31 and 1.92 respectively. While in the second decade it has increased by 4.91 percent points.

Hence, from the above analysis it is clear that utilisation ratio of cultivators are found to have decreased over the period of time from 1971 to 1996. As a result, in the recent years the proportion of manpower concentration is lower in cultivation sector. Secondly, it is observed that higher the ratio of female cultivators for all the censuses years of the study.

II) MUR of agriculture labourers:

Agriculture labourers are the major category of manpower pertaining to the agriculture sector. The manpower utilisation ratio in agriculture labourer category means the total agriculture labourers expressed as a percentage of total workers. The agriculture labourers are divided and computed the ratio of male and female agriculture labourers separately. The MUR of agriculture labourers in village the following Table 4.9 for total, male and female separately for all the census years of study.

TABLE 4.9

	1971			1981			1991			1996	
	AL/TW	Ratio AL/TW x 100	AL/TW	Ratio AL/TW x 100	Diff. I	AL/TW	Ratio AL/TW x 100	Diff. 11	AL/TW	Ratio AL/TW x 100	Diff. 111
Total	<u>124</u> 2736	4.53	<u>205</u> 3467	5.91	1.38	<u>219</u> 4394	4.98	-0.93	<u>305</u> 5871	5.20	0.22
Male	<u>76</u> 2313	3.29	<u>105</u> 3004	3.50	0.21	<u>108</u> 3653	2.96	-0.54	<u>166</u> 4860	3.42	0.46
Female	<u>48</u> 423	11.35	<u>100</u> 463	21.60	10.25	<u>111</u> 741	14.98	-6.62	<u>139</u> 1011	13.75	-1.23

MUR OF AGRICULTURE LABOURERS

Source: District Census Hand Book, 1971, 1981, 1991 & field survey for 1996.

AL = Agriculture Labourers

Agriculture Labourers Ratio = ------ X 100 Total Workers

The important facts which can be observed from the above table are briefly describe as below:

- The utilisation ratio of agriculture labourers are found to have smaller as compared to the utilisation ratio of cultivators for all the years 1971, 1981, 1991 and 1996. This is true for both male and female workers.
- 2) Comparison of MUR of agriculture labourers over the above period of time, represents the fluctuating trend for total, males and females. In the first decade (1971-1981) the manpower utilisation ratio of agriculture labourer has increased for

total, male and females, but in the second decade (1981-1991) it has decreased to 4.98, 2.96 and 14.98 for total, male and female respectively. Whereas in the last five years the MUR increased by 0.22 and 0.46 for total and males respectively and decrease by 1.23 for females.

3) As regards the size of differentials of manpower utilisation ratio in agriculture labourers has fluctuated over the years. In first decade the share of agriculture labourers has increased by 1.38, 0.21 & 10.25 for total, male and female respectively. In second decade it has decreased by 0.93, 0.54 and 6.62 for total, male and female respectively. But in the last five years the share of agriculture labourers has increased for total and male except female manpower.

Thus, from the above analysed facts, it is clear that utilisation ratio of female agriculture labourers are higher than that of male agriculture labourers for the years 1971, 1981, 1991 and 1996. Secondly the trend of changing utilisation ratio are found to have fluctuated for total, male and female manpower over the period of time from 1971 to 1996.

III) MUR in livestock, forestry, fishing, hunting, plantation, orchards, allied activities, etc.

This is one of the vital category of primary sector. The total number of workers engaged in this category expressed as a percentage of total workers known as MUR in livestock, forestry, fishing, hunting, orchards, plantation, allied activities etc. This ratio assists to determine the utilisation of manpower in LFFHPOA workers. It has also calculated the ratio of male and female workers separately. Table 4.10 represents below the MUR in livestock, forestry, fishing, hunting, plantation, orchards, allied activities, etc. in village for total, male and female workers separately for the census years 1971, 1981, 1991 and 1996.

TABLE 4.10

MUR IN LIVESTOCK, FORESTRY, FISHING, HUNTING, PLANTATION, & ORCHARDS (LFFHPO)

	1971	1		1981			1991			1996	
	LFFHPOW/ TW	Ratio LFFHPOW/ TW x 100	LFFHPOW/ TW	Ratio LFFHPOW/ TW x 100	Diff. I	LFFHPOW/ TW	Ratio LFFHPOW/ TW x 100	Diff. 11	LFFHPOW /TW	Ratio LFFIIPOW/ TW x 100	Diff. 111
Т	<u>67</u> 2736	2.45	<u>100</u> 3467	2.88	0.43	<u>137</u> 4394	3.12	0.24	<u>186</u> 5871	3.17	0.05
м	<u>64</u> 2313	2.77	<u>96</u> 3004	3.20	0.43	<u>127</u> 3653	3.48	0.28	<u>159</u> 4860	3.27	-0.21
F	<u>03</u> 423	0.71	<u>04</u> 463	0.86	0.15	<u>10</u> 741	1.35	0.49	<u>27</u> 1011	2.67	1.32

Source: District Census Hand Book, 1971, 1981, 1991 & field survey for 1996.

LFFHPOW = Livestock, Forestry, Fishing, Hunting, Plantation, & Orchards Workers

Ratio = Total Workers X 100

The important observation from the above table are briefly considered as follows:

The ratio of manpower in livestock, Forestry, fishing, hunting, plantation, orchards etc., are found to have increased over the period of time from 1971 to 1996. In 1971 the total manpower utilisation ratio in this sector was 2.45, which has progressively increased to 3.17 in 1996. When male manpower is considered an increase in the utilisation ratio in

this sector up to the year 1991 and in the last five years it has decreased by 0.21 percent points. On the contrary, the ratio of female manpower in this sector in year 1971 was 0.71 which has increased up to 2.67 in the year 1996.

When we consider the size of differentials of MUR of first decade and second decade, the picture is similar for total, male and female manpower. In the first decade (1971-81) the share of livestock, fishing, forestry, hunting etc. manpower has increased by 0.43, 0.43 and 0.15 for total, male and female respectively. Similarly in the second decade (1981-91) it has also increased by 0.24, 0.28 and 0.49 for total, male and female respectively. Whereas in the last five years the share of manpower increased by 0.05 and 1.32 for total and female respectively, but it has decreased by 0.21 for male manpower.

Hence from the above observation, it is clear that, although the ratio of manpower utilisation in this sector are smaller as compared to both earlier sector i.e., cultivators and agriculture labourers, but the trend of MUR are found to have increasing over the period of time. Secondly the utilisation share of female manpower in this sector is smaller than the share of male manpower for all the year of study.

IV) MUR in mining and quarrying:

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The mining and quarrying category is also one of the major parts of primary sector. The MUR in mining and quarrying refers to total number of workers engaged in mining and quarrying expressed as a percentage of total workers known as MUR in mining and quarrying. It is the relationship between number of workers in mining and quarrying and total workers. Further the MUR of this sector computed for male and female workers separately. The following Table 4.11 represents the MUR in Mining and Quarrying activities in the village Khanapur for total, male and female for the census years 1971, 1981, 1991 and 1996.

TABLE 4.11

	1971			1981			1991			1996	
	MQW/TW	Ratio MQW/TW x 100	MQW/TW	Ratio MQW/TW x 100	Diff. I	MQW/TW	Ratio MQW/TW x 100	Diff. 11	MQW/TW	Ratio MQW/TW x 100	Diff. III
Total	NIL	-	<u>01</u> 3467	0.03	-	<u>01</u> 4394	0.02	-0.01	<u>31</u> 5871	0.53	0.51
Male	<u>NIL</u>	-	<u>01</u> 3004	0.03	-	<u>01</u> 3653	0.03	•	<u>31</u> 4860	0.64	0.61
Female	NIL	•	<u>NIL</u>	-	-	<u>NIL</u>	-	-	<u>NIL</u>	•	-

MUR IN MINING & QUARRYING

Source: District Census Hand Book, 1971, 1981, 1991 & field survey for 1996.

MQW = Mining & Quarrying Workers

Mining & Quarrying Workers Ratio = ------ X 100 Total Workers

Some important facts are taken through the observation in the above table are given below:

- The share of manpower utilisation in mining and quarrying sector is very low as compared to the ratio of other sectors. Some of the years show complete absence of manpower in this category.
- 2) In 1971 the manpower utilisation ratio in mining and quarrying were NIL for total,

male and female. But for 1981, 1991 and 1996 the ratio is 0.03, 0.02 & 0.53 respectively. The male ratio has highest in 1996 upto 0.64 while in 1991 and 1981 the ratios were around 0.03 and 0.03 respectively. On the other hand the utilisation ratio of female manpower has not seen for all the years of study.

3) The share of total manpower has decreased by 0.01 in second decade. As to the size of difference of MUR in last five years represents an increase of 0.51 and 0.61 for total and male respectively.

The percentage of workers engaged in these activities have always been around one or below one percent. The activity of mining and quarrying is carried out only in exceptional terms in the village.

V) MUR in manufacturing, processing, servicing and repairs:

This is the significant category of secondary sector. The MUR in manufacturing, processing servicing and repairs means number of workers, engaged in this category (Sector) expressed as a percentage of total workers. In short, the relationship between workers of this sector and total workers. The Table 4.12 represents below the MUR in manufacturing, processing servicing, repairs etc. in the village for total, male and female workers separately for the census years 1971, 1981, 1991 and 1996.

TABLE 4.12

1971				1981			1991			1996	
	MPSRW/ TW	Ratio MPSRW/ TW x 100	MPSRW/ TW	Ratio MPSRW/ TW x 100	Diff. 1	MPSRW/ TW	Ratio MPSRW/TW x 100	Diff. II	MPSRW/ TW	Ratio MPSRW/ TW x 100	Diff. III
T	<u>490</u> 2736	17.91	<u>426</u> 3467	12.29	-5.62	<u>651</u> 4394	14.82	2.53	<u>911</u> 5871	15.52	0.70
М	<u>411</u> 2313	17.77	<u>340</u> 3004	11.32	-6.45	<u>560</u> 3653	15.33	4.01	<u>773</u> 4860	15.91	0.58
F	<u>79</u> 423	18.68	<u>86</u> 463	18.58	-0.10	<u>91</u> 741	12.28	-6.30	<u>138</u> 1011	13.65	1.37

MUR IN MANUFACTURING, PROCESSING, SERVICING & REPAIRS

Source: District Census Hand Book, 1971, 1981, 1991 & field survey for 1996.

MPSRW = Manufacturing, Processing, Servicing, Repairs Workers

Manufacturing, Processing, Servicing, Repairs Workers Ratio = ------ X 100 Total Workers

The important observations from the above table are described as under:

Manpower utilisation ratio in manufacturing, processing servicing and repairs are found to have fluctuated over the period of time from 1971 to 1996. This is true for both male and female manpower. In 1971 the total manpower utilisation ratio was 17.91 which has decreased upto 15.52 in the year 1996. Similarly the manpower ratio of male and female in 1971 was 17.77 & 18.68 respectively which has decreased to 15.91 for males and 13.65 for females in the year 1996.

Considering the size of differentials of manpower utilisation ratio of first decade, second decade and last five years, the picture shows similar trend for total and male manpower. In the first decade (1971-81) the manpower share in this sector has decreased

from 5.62 to 6.45 for total and males respectively. Whereas in second decade it shows increased share of manpower by 2.53 and 4.01 for total and male respectively. And in the last five years there is marginal increase of 0.70 and 0.58 respectively. On the contrary the size of differential for female manpower in first and second decade represents the decreased share by 0.10 and 6.30 respectively. While in the last five years it has increased by 1.37 percent points.

Thus from the above analysed ratio, it has prominently been seen higher MUR in 1971 and has fluctuated in subsequent years of study. This is true not only total but also for male and female manpower. Secondly, in this sector higher the female utilisation ratio for the first decade whereas higher the male utilisation ratio for second decade and last five years.

VI) MUR in construction:

MUR in construction refers to total number of workers engaged in construction expressed as a percentage of total workers. This ratio indicates the relationship between workers of construction and total workers. As explained earlier construction category is the major part of secondary sector. To find out appropriate MUR in construction, it has further computer for male and female ratio separately. The following Table 4.13 shows MUR in construction in the village Khanapur for total, male and female workers separately for the census years 1971, 1981, 1991 and 1996.

TABLE 4.13

1971				1981			1991			1996	
	CW/TW	Ratio CW/TW x 100	CW/TW	Ratio CW/TW x 100	Diff. 1	CW/TW	Ratio CW/TW x 100	Diff. 11	CW/TW	Ratio CW/TW x 100	Diff. III
Т	<u>88</u> 2736	3.22	<u>132</u> 3467	3.81	0.59	<u>179</u> 4394	4.07	0.26	<u>249</u> 5871	4.24	0.17
М	<u>80</u> 2313	3.46	<u>125</u> 3004	4.16	0.70	<u>169</u> 3653	4.63	0.42	<u>212</u> 4860	4.36	-0.27
F	<u>08</u> 423	1.89	<u>07</u> 463	1.51	-0.38	<u>10</u> 741	1.35	-0.16	<u>37</u> 1011	3.66	2.31

MUR IN CONSTRUCTION

Source: District Census Hand Book, 1971, 1981, 1991 & field survey for 1996.

CW = Construction Workers

Ratio = Construction Workers Total Workers

Observation on the data in the above table drawn the following significant facts:

1) Comparison of the trend of total manpower utilisation ratio in construction are found to have increased over the period of time from 1971 to 1996. In 1971 the share of manpower was 3.22 which has increased to 4.24 in the year 1996. The ratio of male manpower in 1971 was 3.46 which has increased to the extent of 4.63 in 1991 and has decreased in 1996 by 0.27 percent point. In case of ratio of female manpower shows variable tendency over the period of time. In 1971 the ratio of female manpower was 1.89 which has gradually decreased to 1.51 and 1.35 for

1981 and 1991 respectively, but in 1996 it has increased upto 3.66 percent.

2) As regards the size of differentials MUR in first decade it has increased by 0.59 and 0.70 for total and male respectively. Similarly it has also increased in second decade by 0.26 and 0.42 for total and male respectively, and in the last five years the manpower share has increased by 0.17 for total and decreased by 0.27 for male manpower. The size of differential in the female manpower does not show any regular increase or decrease. In the first and second decade the size of differential has decreased by 0.38 and 0.16, but in the last five years it has increased by 2.31 percent points.

Hence from the above analysed facts, it is clear that although the MUR in constructions sector is relatively smaller but the trend of MUR in this sector are found to have ascending order over the period of time. As a result the rising manpower absorption in this sector during the recent years. Secondly the share of males manpower is higher as compared to the female for the year 1971, 1981, 1991 and 1996.

VII) MUR in trade and commerce:

The trade and commerce is a category of tertiary sector. The MUR in trade and commerce means, total number of workers in trade and commerce sector expressed as a percentage of total workers. In other words, the relation between workers engaged in trade and commerce sector, and total workers. A Table 4.14 shows below, the MUR in trade and commerce in the village for total, male and female workers separately for the census years 1971, 1981, 1991 and 1996.

TABLE 4.14

1971				1981			1991			1996	Diff. III			
	TCW/ TW	Ratio TCW/TW x 100	TCW/TW	Ratio TCW/ TW x 100	Diff. 1	TCW/TW	Ratio TCW/TW x 100	Diff. H	TCW/TW	Ratio TCW/TW x 100	Diff. III			
Т	<u>555</u> 2736	20.28	<u>803</u> 3467	23.16	2.88	<u>1060</u> 4394	24.12	0.96	<u>1471</u> 5871	25.06	0.94			
М	<u>485</u> 2313	20.97	<u>725</u> 3004	24.13	3.16	<u>902</u> 3653	24.69	0.56	<u>1273</u> 4860	26.19	1.50			
F	<u>70</u> 423	16.55	<u>78</u> 463	16.85	0.30	<u>158</u> 741	21.32	4.47	<u>198</u> 1011	19.58	-1.74			

MUR IN TRADE & COMMERCE

Source: District Census Hand Book, 1971, 1981, 1991 & field survey for 1996.

TCW = Trade & Commerce Workers

Ratio = ----- X 100 Total Workers

The data presented above in Table 4.14 discloses the details about manpower utilisation ratio in trade and commerce for total (including males and females) male and female for the year 1971, 1981, 1991 and 1996. The share of manpower in trade and commerce has increased over the above period of time from 20.28 to 25.06. Similarly ratio of male manpower has also increased from 20.97 to 26.19 over the period from 1971

to 1996 respectively. The share of female manpower in trade and commerce has increased from 1971 to 1991 and decreased by 1.74 in the year 1996.

The size of differentials is positive in all the years for total MUR and male MUR. The share of trade and commerce sectors manpower has progressively increased for total and male in first decade, second decade and also in the last five years. In case of differentials in size of female manpower also increased by 0.30 and 4.47 for the first decade and second decade respectively. But in the last five years it has decreased by 1.74 percent point.

Thus, the analysis of data revealed that, concentration of manpower in trade and commerce sector are rising over a period of time i.e., from 1971 to 1996. Similarly utilisation ratio of male manpower is higher as compared to female manpower and its changing with the time. Another important observation drawn from above data, is that MUR in trade and commerce is larger for all years of study. Only next to other Services Sector.

VIII) MUR in transport, storage and communication:

Generally, transport, storage and communication are called as service sector. The MUR in this sector means total number of workers of this sector expressed as a percentage of total workers. Further the ratio can be computed for male and female workers separately. The following Table 4.15 represents MUR in transport, storage, and communication sector in the village for total, male and female for the census years 1971, 1981, 1991 and 1996.

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TABLE 4.15

1971				1981			1991			1996	
	TSCW/ TW	Ratio TSCW/TW x 100	TSCW/TW	Ratio TSCW/TW x 100	Diff. 1	TSCW/IW	Ratio TSCW/IW x 100	Diff. II	TSCW/TW	Ratio TSCW/TW x 100	Diff. III
Т	<u>283</u> 2736	10.34	<u>318</u> 3467	9.17	-1.17	<u>307</u> 4394	6.99	-2.18	<u>462</u> 5871	7.87	0.88
м	<u>258</u> 2313	11.15	<u>308</u> 3004	10.25	-0.90	<u>305</u> 3653	8.35	-1.90	<u>426</u> 4860	8.76	0.41
F	<u>25</u> 423	5.91	<u>10</u> 463	2.16	-3.75	<u>02</u> 741	0.27	-1.89	<u>36</u> 1011	3.56	3.29

MUR IN TRANSPORT, STORAGE & COMMUNICATION

Source: District Census Hand Book, 1971, 1981, 1991 & field survey for 1996.

TSCW = Transport, Storage & Communication Workers

Transport, Storage & Communication Workers Ratio = ------ X 100 Total Workers

The important facts which can be observed from the Table 4.15 are briefly described below:

- Comparison over the period of time from 1971 to 1996 reveals that, total MUR, Male MUR and Female MUR in transport, storage and communication sector were highest in the year 1971 and decreased sharply in 1981 and 1991 and again increased in the year 1996.
- 2) The size of differential manpower utilisation ratio of first decade, second decade and last five years, the picture is similar for total, male and female manpower. In

the first decade and second decade a decrease in the share of manpower in this sector for total, male and female was observed. Whereas in the last five years it has increased by 0.88, 0.41 and 3.29 for total, males and females manpower respectively.

Thus from the above major facts, it has become clear that manpower utilisation ratio in this sector are found to be higher in 1971 and decreased in the recent years, i.e., gradual shifting the share of manpower from this sector to other sectors. Secondly utilisation share of male manpower in this sector is higher than the share of female manpower for the year 1971, 1981, 1991 and 1996.

IX) MUR in other services:

This is the last summary group of tertiary sector consists of service workers and other residual workers. The MUR in other services sector expressed as a percentage of total workers. In short, the relationship between total workers engaged in other service sector and total worker. The following Table 4.16 discloses the MUR in other services in the village for total, male and female workers separately for the census years, 1971, 1981, 1991 and 1996.

TABLE 4.16

1971				1981			1991			1996	
	OSW/ TW	Ratio OSW/TW x 100	OSW/TW	Ratio OSW/ TW x 100	Diff. I	OSW/TW	Ratio OSW/TW x 100	Diff. II	OSW/TW	Ratio OSW/TW x 100	Diff. III
Т	<u>634</u> 2736	23.17	<u>939</u> 3467	27.08	3.91	<u>1267</u> 4394	28.84	1.76	<u>1536</u> 5871	26.16	-2.68
М	<u>544</u> 2313	23.52	<u>847</u> 3004	28.20	4.68	<u>1082</u> 3653	29.62	1.42	<u>1318</u> 4860	27.12	-2.50
F	<u>90</u> 423	21.28	<u>92</u> 463	19.87	-1.41	<u>185</u> 741	24.97	5.10	<u>218</u> 1011	21.56	-3.41

MUR IN OTHER SERVICES SECTOR

Source: District Census Hand Book, 1971, 1981, 1991 & field survey for 1996.

OSW = Other Services Workers

Ratio = ------ X 100 Total Workers

The manpower utilisation ratio in other service sector as presented in Table 4.16 discloses the following facts:

Over the period of time from 1971 to 1996 MURs have fluctuated. This is true for total, (including male and female), males and female manpower. In the year 1971 the MUR in other services sector were 23.17, 23.52 and 21.28 for total, male and female respectively which has increased to 28.84, 29.62 and 24.97 respectively in the year 1991. Whereas in 1996 it has decreased to the extent of 26.16, 27.12 and 21.56 for total, male and female respectively.

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2) Considering the differentials size of MUR of first decade, second decade and last five years, the picture is similar for total and male manpower. In the first decade the manpower share of other services sector has increased by 3.91 and 4.68 for total and male respectively. The corresponding figures for second decade are 1.76 and 1.42 respectively. But in the last five years it has decrease the share of manpower by 2.68 and 2.50 for total and male respectively. In case the differential size of female manpower also do not show any increase and decrease stability. In the first decade the size of difference was 1.41 (decrease) in the second decade it has increased by 5.10 but in the last five years it has decreased by 3.41 percent points.

Thus from the above analysed data, it has prominently been seen the utilisation manpower ratio in other services sector are naturally larger than the other industrial categories. As a matter of fact in the process of economic development the share of service occupation in terms of employment is generally expected to rise. Secondly, the share of male manpower has remained higher in this sector as compared to the share of female manpower for all the years of study.





MUR IN NINE SECTOR - 1981

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MURIN NINE SECTOR - 1996 (TOTAL MALE, AND FEMALE)