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## **Women's Labour Force Participation in Haryana: A Disaggregated Analysis**

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1 November 2016

Online at <https://mpra.ub.uni-muenchen.de/93135/>  
MPRA Paper No. 93135, posted 09 Apr 2019 12:34 UTC

# Women's Labour Force Participation in Haryana: A Disaggregated Analysis

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**Abstract:** *The paper seeks to present an overall picture of women's work in Haryana and compare the rural-urban scenario with respect to women's employment. The paper analyses the trends and patterns of female employment in urban and rural areas in Haryana. The paper seeks to capture the gender gap in employment in both at the State level and district level. It also examines the kind and quality of work taken up by females in Haryana and makes a comparative study of the urban-rural female employment scenario with respect to wages, education level and nature of employment. The paper found that women's participation in Haryana is significantly lower than national average. Average daily employment of women in factories in 2010 was 4.78 percent in Haryana which is significantly lower than 15.76 percent for All-India level. The gender gap in wages/salaries for directly employed women worker for the period 1999-2000 to 2009-10 was Rs. 231.90 which is 31.7 percent lower than their men counterpart (Rs. 287.96). The share of rural women in the workforce is much higher than those in urban. However, women in rural Haryana are clearly in an inferior position in the labour market vis-à-vis urban Haryana. This is evident from the fact the most of the rural women are casually employed and are engaged in low-paying agricultural work. The level of female workforce participation rate and gender gap in WPR has shown significant variation across the districts of Haryana.*

**Keyword:** *Female Employment, Labour Force Participation Rate, Work Force Participation*

*JEL: J16, J21, J31, J82*

## 1. INTRODUCTION

Gender inequity is prevalent in all societies across the globe though its degree varies. Gender discrimination remains a major barrier to human development. Girls and women have made major strides since 1990 but they are yet to achieve gender

justice. Women's participation in employment can help reduce gender inequality, thereby empowering women and contributing to their capacity to exert choice and decision-making power and agency in key domains of their lives (Mammen and Paxson, 2000). Throughout their working lives, women continue to face significant obstacles in gaining access to decent work. Only marginal improvements have been achieved since the Fourth World Conference on Women in Beijing in 1995, leaving large gaps to be covered in the implementation of the 2030 Agenda for Sustainable Development, adopted by the United Nations in 2015. Between 1995 and 2015, the global female labour force participation rate decreased from 52.4 to 49.6 per cent. The corresponding figures for men are 79.9 and 76.1 per cent, respectively. Worldwide, the chances for women to participate in the labour market remain almost 27 percentage points lower than those for men (ILO, 2016). The female labour force participation rate (LFPR) in India has also been declining for a while but Employment and Unemployment Survey showed that in the period 2004-05 to 2009-10 women's labour force participation declined from 33.3 per cent to 26.5 per cent in rural areas and from 17.8 per cent to 14.6 per cent in urban areas (NSSO 2011). According to the International Labour Organization's Global Employment Trends 2013 report, India is placed at 120<sup>th</sup> of 131 countries in women's labour force participation.

The persistent decline in in the face of consistent economic growth is a puzzling phenomenon. While this declining trend has been discernible for a while, it was brought sharply into focus with the results of the latest Employment and Unemployment Survey which showed that in the period 2004-05 to 2009-10 women's labour force participation declined from 33.3 per cent to 26.5 per cent in rural areas and from 17.8 per cent to 14.6 per cent in urban areas (NSSO 2011). According to the International Labour Organization's Global Employment Trends 2013 report, India is placed at 120<sup>th</sup> of 131 countries in women's labour force participation.

The participation of women in is low in India. Only 29% of the women in the age-group of 15-64 were willing to work in India in 2011, which is

much lower than other major economies like China (64%), US (57%), and Japan (48%). Despite strong economic growth and rising wages/incomes, the falling female labour force participation rate in India has been puzzling the observers. Chaudhary and Verick, (2014) emphasised that understanding these issues is critical because: (i) female labour force participation is a driver of growth and thus participation rates indicate the potential for a country to grow more rapidly; (ii) in many developing countries, participation of women is a coping mechanism which arises in response to economic shocks that hit the household; and (iii) participation is an (imperfect) indicator of women's economic empowerment.

Haryana emerged as an economically progressive state with a vibrant economy. The state had undergone significant changes since its creation in 1966. But the status of women in the state is and has been a cause of concern with low sex ratio and even lower child sex ratio, low female literacy, sex selective abortions, low economic participation, heavy burden of unpaid home care work, high child and maternal mortality rates, restrictions related to public space and low reproductive health status. The gender disparities in Haryana are visible in every sphere of life especially in political, economic, social and cultural aspects. The available empirical studies highlighted these disparities and discriminations. Even in government employment, we found wide gender gaps. Out of 4763 class-I officers in Haryana only 1061(22.3 percent) are women. Similarly women are only 28 percent of the class-II officer and 21.4 percent of class-III officers (Statistical Abstract of Haryana-2013-14). In some of the departments, women's representation is alarmingly low. For example irrigation, PWD(B&R) and PWD(Public Health) departments have 140, 101 and 84 male class-I officers but no female class-I officer. Similarly other department such as Panchayati Raj (27 males), Industrial Training & Vocational Education (22 males), Industries and Commerce (20 males) have no female class-I officers.

Female Workforce participation rate for Haryana has declined from 27.8 percent in 2001 to 17.8 percent in 2011. In view of the above, it is imperative to analyse the recent trends in female employment in Haryana especially in organised sector. Paper seeks to present an overall picture of women's work in Haryana and compare the rural-urban scenario with respect to women's employment. The paper analyses the trends and patterns of female employment in urban and rural areas in Haryana. The participation of women in the labour market varies greatly across countries, reflecting differences in economic development, education levels, fertility rates, access to childcare

and other supportive services and, ultimately, social norms.

## 2. DATA AND METHODOLOGY

The main data sources used in this paper are the employment and unemployment surveys (EUS) of the NSSO. NSS reports for 55<sup>th</sup> (1999-2000), 61<sup>st</sup> (2004-05), 66<sup>th</sup> (2009-10) and 68<sup>th</sup> (2011-12) rounds have been used to look at the trends and patterns of female workforce participation in the urban and rural areas. Data from Labour Bureau (2014) Statistical Profile on Women Labour – for different years was also used for the purpose. To understand the nature, extent and trends in women employment in the India, the study analysed participation rates by disaggregating them on the basis of demography (rural-urban), education level, age structure and types of employment. The methodology was to delineate trends by comparisons based on the national level estimates and Haryana estimates and also comparing male-female difference.

## 3. LITERATURE SURVEY

Dubey et.al (2004) observes the changes in the participation of women in the labour force in rural sector during the last two decades based on NSS 38<sup>th</sup> and 55<sup>th</sup> rounds. They found that more than 95 percent of women are engaged as manual labour and there is a reduction in women work participation rate during the study period. It further reveals that as economic status improves female labour force participation rate declines. The paper emphasises the importance of education and level of economic development in raising the work participation rate of women, which is highly desirable for equity and balanced economic development. Sundaram and Tendulkar (2004) reported that the worker population ratios are lower for males but higher for females in poor household despite higher child-women ratios and dependency burden. The low share of regular wage/ salary earning workers remained unchanged for the rural working poor, the only change was the rise in the share of manual workers at the cost of self-employment during the 1990s. Trends in India's female labour force participation ought to be a matter for concern for anyone who cares about gender equality.

As argued in the recent Gender and Jobs World Development Reports (World Bank, 2011 and 2012), gainful work by women, and especially paid employment, are correlated with their agency in decision-making at the household level and in society more broadly. Ghosh and Mukhopadhyay (1984) reported a drastic reduction in number of female workers and their work participation rates. They explained this situation mainly in terms of the dominant position of the male in the workforce, the low level of overall employment, and the adverse

sex-ratio of females in the population. Overall, labour-force to population ratio (in the age group 15 years and above) at 56 per cent is low in India compared to nearly 64 per cent for the rest of the world. The low participation in India is largely

because the female labour force participation rate (LFPR) is dismally low at 31 per cent, which is amongst the lowest in the world and the second lowest in South Asia after Pakistan.

Table 1. LFPR (number of persons in the labour force per 100 persons/person-days) according to usual, current weekly and current daily status for Haryana

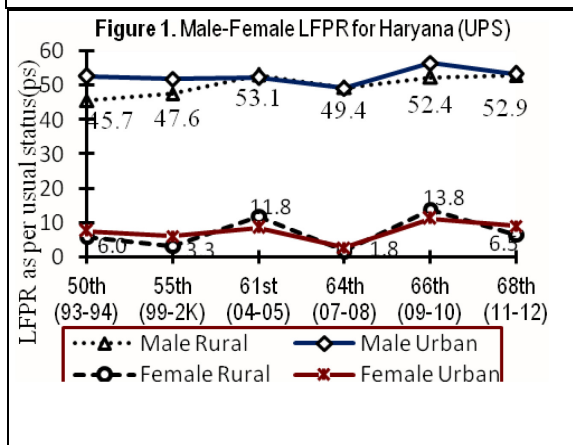
Round (Year)	Male				Female			
	Usual Status (ps*)	Usual Status (ps+ss*)	CWS <sup>+</sup>	CDS <sup>#</sup>	Usual Status (ps)	Usual Status (ps+ss)	CWS	CDS
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
			<b>Rural</b>					
50 <sup>th</sup> (1993-94)	45.7	47.0	46.2	45.7	6.0	27.2	21.2	13.8
55 <sup>th</sup> (1999-00)	47.6	48.1	47.8	47.3	3.3	20.2	17.8	11.1
61 <sup>st</sup> (2004-05)	53.1	53.7	53.4	52.7	11.8	32.1	28.3	19.4
64 <sup>th</sup> (2007-08)	49.4	49.6	49.5	49.3	1.8	6.5	6.4	4.3
66 <sup>th</sup> (2009-10)	52.4	53.3	52.4	51.7	13.8	25.2	21.8	17.1
68 <sup>th</sup> (2011-12)	52.9	53.2	53.0	52.7	6.5	16.4	14.5	10.1
			<b>Urban</b>					
50 <sup>th</sup> (1993-94)	52.7	53.2	52.7	52.4	7.6	15.7	13.5	10.2
55 <sup>th</sup> (1999-00)	51.9	52.0	52.1	51.0	6.1	10.1	10.4	7.8
61 <sup>st</sup> (2004-05)	52.5	52.8	52.8	52.5	8.6	14.3	13.6	10.9
64 <sup>th</sup> (2007-08)	49.2	49.2	49.2	49.1	2.8	3.2	3.2	3.0
66 <sup>th</sup> (2009-10)	56.5	56.9	56.4	56.1	11.2	13.5	12.9	11.9
68 <sup>th</sup> (2011-12)	53.4	53.5	53.4	53.2	9.0	10.2	10.2	9.6

Source: NSSO- Employment Unemployment Surveys – Various Rounds

Note: \* The activity status on which a person spent relatively long time (i.e. major time criterion) during the 365 days preceding the date of survey was considered as the *usual principal activity status* of the person. The economic activity, which was pursued for a relatively short period was considered as his/her subsidiary economic activity.

+ The current weekly activity status of a person is the activity status obtaining for a person during a reference period of 7 days preceding the date of survey. It is decided on the basis of a certain *priority-cum-major time criterion*.

# The current daily activity status of a person was determined for each of the 7 days of the reference week. The activity status of a person on a day was determined on the basis of the activities pursued by him/her *using a priority-cum-major time criterion*.



Source: Plotted from data presented in table-1.

Srivastava and Srivastava (2009) have studied the trends and patterns of women’s employment in rural India and also examined the determinants of women employment. They have found that rural

female employment in last few decades has increased, but there has not been an improvement in outcomes. World Bank (2012) highlighted that women and men tend to work in very different parts of the “economic space,” with little change over time, even in high-income countries. In almost all countries, women are more likely than men to engage in low -productivity activities. They are also more likely to be in wage or unpaid family employment or work in the informal wage sector. In agriculture, especially in Africa, women operate smaller plots of land and farm less remunerative crops. As entrepreneurs, they tend to manage smaller farms and concentrate in less-profitable sectors. And in formal employment, they concentrate in “female” occupations and sectors. These patterns of gender segregation in economic activity change with economic development but do not disappear.

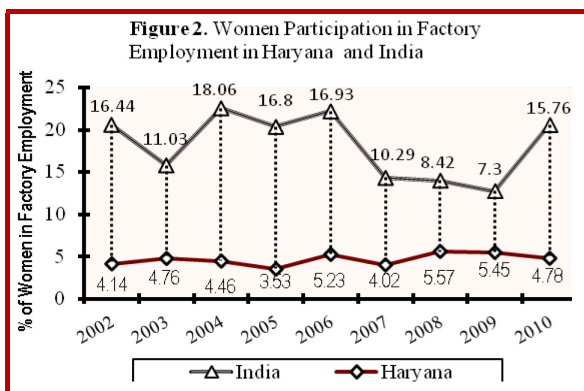
4. ANALYSIS AND INTERPRETATION

The LFPR rate for women in Haryana as estimated from various NSS rounds are collated and presented in Table-1. The data clearly indicates that female LFPR (Labour Force Participation Rate) is consistently and significantly lower than male LFPR for the period 1993-94 to 2011-12 as evidenced by various NSS survey reports and depicted in figure-1. In comparison to the male LFPR, female LFPR reveals more fluctuating trends in Haryana.

Period	Sector	India	Haryana
31.3.2004	Public Sector	2890.0 (58.6)	60.8 (61.9)
	Private Sector	2044.3 (41.4)	37.4 (38.1)
	Total	4934.4	98.3
31.3.2005	Public Sector	2921.0 (58.2)	60.7(61.5)
	Private Sector	2095.2 (41.8)	38.2 (38.5)
	Total	5016.2	98.9
31.3.2010	Public Sector	3196.04 (54.6)	59.63 (58.2)
	Private Sector	2662.54 (45.4)	42.77(41.8)
	Total	5858.58	102.4
31.3.2011	Public Sector	3170.64 (53.3)	61.28 (54.3)
	Private Sector	2783.47 (46.7)	51.48 (45.7)
	Total	5954.11	112.76

Source: Labour Bureau, Statistical Profile on Women Labour – 2007-08 & 2012-2013.

The 61<sup>st</sup> round (2004-05) shows significant increase in female LFPR. Many research scholars (Chandrashekar and Ghosh, 2007; Srivastava & Srivastava, 2009) have argued that globalisation could be one of the important reason for this increase in female employment. However, it is equally important to examine whether there has been an increase in employment opportunities for both rural and urban women. It is clear from the table that participation rates of rural women are significantly higher than their urban counterparts



Source: Plotted from data presented in table-3

because of poverty and the necessity of work and

there is a wide gap in women LFPR in rural and urban areas of Haryana.

On female work participation rate Haryana record is not very discouraging as its female participation rates are low compared to other states. Not only that, the state has slipped to 27th position in 2011 from 18th position in 2001 decreasing to 17.8 percent from 27.2 percent during the period (Labour Bureau, 2014, p.12). Work participation rate of female workers in rural areas was higher which stood at 20.8 percent as compared to the work participation rate of 12.1 percent in urban areas in 2011. The rate has declined significantly from 33.91 percent in 2001 for rural areas although it has increased for urban areas from 10.55 percent in the state (ORGI, census 2001 and 2011).

4.1 Employment in Organised Sector

The employment of women workers in public sector and private sector were reported to be 61.28 thousand (54.3 percent) and 51.48 thousand (45.7 percent) respectively during the year 2011. The employment in public sector has increased by only 0.8 percent increasing from 60.8 thousand in 2004 to 61.28 thousand in 2011. The corresponding increase has been 9.7 percent for All-India level. This indicates that most of the increase in female workers is mainly due to employment in private sector. Data presented in table-2 clearly indicate that the share of private sector in total women employment has increased from 38.1 percent as on 31.03.2004 to 45.7 percent as on 31.03.2011, an increment of 7.6 percent points.

The average of average daily employment women in factories of Haryana was only 4.95 percent for the period 2002 to 2010 against 14.14 percent for All-India level (table-3). Average daily employment of women in factories in 2010 was 4.78 percent in Haryana which is significantly lower than 15.76 percent for All-India level. This has been trend for last two decade. The average daily employment of women was 4.02 percent in 1991 as compared to 9.87 for All-India level indicating significant difference between All-India level and Haryana. The difference has increased over the period. In 2005 the average daily employment of women in Haryana in factory sector was only 3.53 percent of total average daily employment for the state whereas for the country as a whole is 4.76 times more than Haryana. Chart-2 indicates that in factory sector, the female participation is significantly lower in Haryana vis-a-vis most of the states in Haryana.

The same pattern was observed when we look at average daily employment of directly employed workers. Women constituted only 4.02 percent of

total average daily employment of directly employed workers in 1999-2000. It was only 4.75 percent for the period 1999-2000 to 2009-10.

Year	Haryana			India		
	Male	Fem.	%Fem.	Male	Female	% Fem.
1991	143072	5998	4.02	4699834	514424	9.87
2002	82967	3584	4.14	2783014	547353	16.44
2003	94425	4717	4.76	1903536	235999	11.03
2004	123874	5776	4.46	2912308	641713	18.06
2005	134664	4925	3.53	3201620	646458	16.80

2006	149820	8261	5.23	3632541	740491	16.93
2007	141648	5934	4.02	2739690	314297	10.29
2008	145713	8593	5.57	2407156	221290	8.42
2009	167708	9670	5.45	2467977	194430	7.30
2010	137861	6922	4.78	3971009	742701	15.76
<b>Average</b>			<b>4.87</b>			<b>14.14</b>

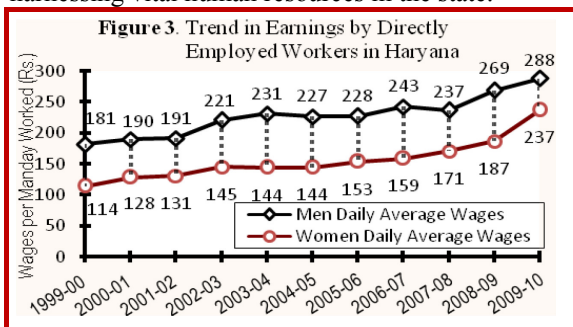
**Source:** Labour Bureau - Statistical Profile on Women Labour – 2007-08 & 2012-13.  
**Note:** 1. The data is compiled from Annual Returns received under the Factories Act, 1948 by the Labour Bureau.  
 2. 'Average Daily Employment', are furnished by each registered factory by dividing the total mandays worked in a year by total number of days worked during the year.

Table 4. Trend in Average Daily Employment, Mandays Worked, Wages /Salaries and Earnings by Directly Employed Workers in Haryana (1999-00 to 2009-2010)

Year	Average Daily Employment			Mandays worked ('000)			Wages/ Salaries per Manday Worked (Rs.)		
	Men	Women	% women	Men	Women	% women	Men	Women	% women
1999-00	147431	6170	4.02	44350	1828	3.96	181.42	113.95	62.8
2000-01	142985	8706	5.74	43079	2618	5.73	189.66	127.92	67.4
2001-02	136598	7875	5.45	41420	2343	5.35	191.32	130.99	68.5
2002-03	142782	7172	4.78	43058	2169	4.80	221.07	144.95	65.6
2003-04	141844	7176	4.82	43032	2145	4.75	231.46	143.95	62.2
2004-05	150020	7105	4.52	45058	2185	4.63	226.81	144.42	63.7
2005-06	158893	6978	4.21	48150	2139	4.25	227.66	153.45	67.4
2006-07	171169	8883	4.93	51588	2684	4.95	242.66	158.71	65.4
2007-08	196504	11250	5.42	63403	3408	5.10	237.00	170.75	72.0
2008-09	184695	8202	4.25	55968	2485	4.25	268.74	186.62	69.4
2009-10	210479	9012	4.11	66339	2724	3.94	287.96	236.77	82.2
<b>Average</b>			<b>4.75</b>			<b>4.70</b>	<b>231.90</b>	<b>158.40</b>	<b>68.3</b>

**Source:** Labour Bureau - Statistical Profile on Women Labour – 2007-08, 2009-10 and 2012-2013, Ministry of Labour & Employment Government of India

The manday worked by women are also only 4.70 percent of total workers directly employed in Haryana. In 2009-10 women constituted only 4.11 percent of directly employed workers in Haryana whereas the All India average is 4.82 times higher than Haryana at 19.8 percent. Similarly, the mandays worked by women in Haryana is only 3.94 percent against 18.38 percent at All-India level, 4.66 times more than Haryana (table-4). The above results clearly indicates a fundamental obstacle in harnessing vital human resources in the state.



Source: Plotted from data presented in table-4

In Haryana, average wages/salaries per manday worked for directly employed women worker for the period 1999-2000 to 2009-10 was Rs. 231.90 which is significantly lower (by 31.7 percent) than their men counterpart (Rs. 287.96) for the period. The male-female wage difference was 38.2 percent in 1999-2000 which has fluctuated during the period 1999-2000 to 2009-10. It declined significantly in the terminal year 2009-10 and it was only 17.8 percent. Globally, the gender wage gap is estimated to be 23 per cent; in other words, women earn 77 per cent of what men earn. Even when considering hourly wage rates (given the fact that women are working shorter hours than men), women continue to face a persistent gender wage gap, amounting to 10 per cent or more.

#### 4.2 Educational Status of Working Females in Haryana

Table-5 shows the educational levels of working urban and rural women. In urban areas, WPR is higher for illiterate females than for females with higher levels of education except graduates.

For the 68<sup>th</sup> round 25.8 percent of illiterate rural women working against only 8.9 percent for urban females in corresponding category in Haryana. A cursory look at col.6 shows that WPR for higher education qualification is lower in rural areas and same pattern is exhibited for urban areas also. The

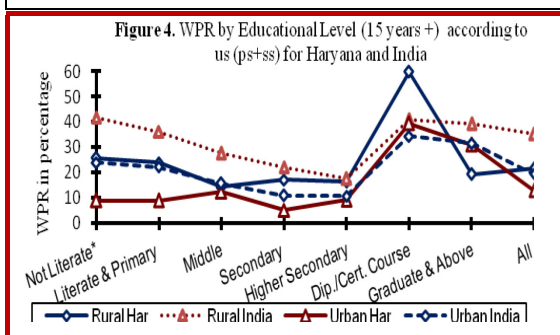
higher WPR at low education levels indicates that women are engaged more in low paying unskilled job which require much education. Data represented by figure-4 clearly highlights that WPR for women Haryana is significantly lower than Indian average for almost

General Education Level (1)	Rural						Urban					
	50 <sup>th</sup>	55 <sup>th</sup>	61 <sup>st</sup>	66 <sup>th</sup>	68 <sup>th</sup>		50 <sup>th</sup>	55 <sup>th</sup>	61 <sup>st</sup>	66 <sup>th</sup>	68 <sup>th</sup>	
					Har.	India					Har.	India
Not Literate*	47.6	36.2	53.9	38.3	25.8	41.8	28.8	16.7	21.5	22.5	8.9	24.0
Literate & upto Primary	36.3	27.5	44.9	36.7	24.0	36.1	22.9	14.6	16.5	25.2	9.0	22.3
Middle	31.9	19.5	39.2	28.6	14.3	27.6	17.9	9.0	12.4	12.2	12.3	15.8
Secondary	35.9	27.4	44.2	29.0	17.2	22.2	15.5	14.7	15.9	8.1	5.2	11.0
Higher Secondary	21.9	24.2	34.6	23.8	16.4	17.6	16.2	8.1	6.0	7.6	9.2	10.8
Diploma/Certificate Course	--	--	49.0	41.2	59.9	40.8	--	--	45.8	64.0	39.5	34.4
Graduate & Above	28.6	10.1	16.3	23.4	19.4	39.2	25.7	23.5	26.8	25.1	31.1	31.6
All	44.0	31.9	47.9	34.3	21.8	35.2	23.3	15.1	18.1	18.7	13.0	19.5

Source: NSSO- Employment Unemployment Surveys – Various Rounds

Note: \* A person who can both read and write a simple message with understanding in at least one language was considered as literate for the purpose of the survey.

# For all the individuals who were found to be literate, the general level of education was collected in terms of highest level of education successfully completed by her.



Source: Plotted from data presented in table-5.

all the education level except for diploma/certificate course. The result of 68<sup>th</sup> round indicated that women WPR of rural women with secondary, higher secondary and graduate and above level of education have also declined from 50<sup>th</sup> and same trend is discernible for urban areas.

### 4.3 Type of Employment of Females in Haryana

In the preceding section, we hinted the possibility of women engaging themselves in low paying jobs. So it is imperative to look at the type of work taken up by female workers of both rural and urban areas by examining the status of their employment whether self, regular or casual. Such an

analysis of employment type is useful in providing information about the nature of women's employment in India. Table-6 shows the employment status of urban and rural females for the period 1987-88 to 2011-12. Regular employment has shown as increasing trend during in Haryana both for rural and urban areas. The level and increase in Urban Regular Employment has been higher as compared to rural females. Overall, the decline in casual employment and increase in regular employment of urban females is a promising development. But the situation in rural areas have not improved much as most of the women are still engaged in self employed jobs and share of regular employment is dismally low in Haryana. Moreover, the comparison with all India average indicates that Haryana women have larger self employed jobs than national average.

### 4.4 Age Specific Labour Force Participation Rates (ASLFPR)

Table-7 shows that LFPR is negligible in the age-group 5-9 years and 10-14 years for females in

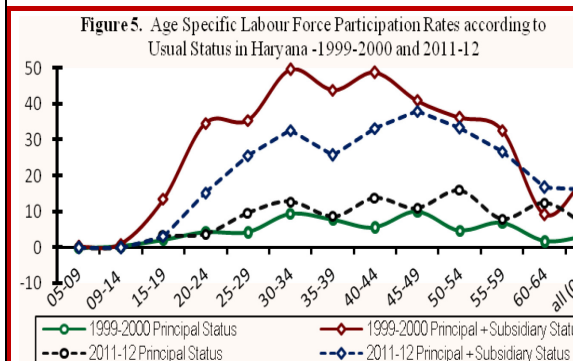
Haryana both in urban and rural areas. Among the persons of ages 25 – 54 years, LFPR is found to be comparatively much higher. The data clearly highlights that the women age specific labour force

participation rate in Haryana has declined in 2011-12 across all age group from 2004-05 level and also from 1999-2000.

Round (year)	Type of Employment (PS + SS)					
	Haryana			All-India		
	S.E.	R.E.	C.E.	S.E.	R.E.	C.E.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
			<b>Rural</b>			
50 <sup>th</sup> (1993-94)	77.4	1.1	21.5	58.6	2.7	38.7
55 <sup>th</sup> (1999-00)	86.0	1.5	12.5	57.3	3.1	39.6
61 <sup>st</sup> (2004-05)	84.9	2.3	12.8	63.7	3.7	32.6
66 <sup>th</sup> (2009-10)	75.4	7.1	17.5	55.7	4.4	39.9
68 <sup>th</sup> (2011-12)	75.3	4.3	20.4	59.3	5.6	35.1
			<b>Urban</b>			
50 <sup>th</sup> (1993-94)	57.3	20.4	22.3	44.8	29.2	26.0
55 <sup>th</sup> (1999-00)	53.5	33.0	13.5	45.3	33.3	21.4
61 <sup>st</sup> (2004-05)	58.7	32.0	9.2	47.7	35.6	16.7
66 <sup>th</sup> (2009-10)	39.5	48.4	12.1	41.1	39.3	19.6
68 <sup>th</sup> (2011-12)	27.8	67.0	5.2	42.8	42.8	14.3

Source: NSSO- Employment Unemployment Surveys – Various Rounds

Note: S.E. – Self Employed; R.E. – Regular Employment; C.E. – Casual Employment



Source: Plotted from data presented in table-7.

Figure-5 clearly shows that the usual principal and subsidiary status (ps+ss) employment has been uniformly higher in 1999 -2000 as compared to 2011-12, indicating reduction in female WPR across all age groups. However, reverse trend is observed in case of usual principal status employment which has been higher in 2011-12 for almost all the age as

compared to 1999-2000 level. The comparison of the age specific LFPRs measured in the usual status (ps) and usual status (ps + ss) reveals presence of large scale subsidiary employment among rural women in Haryana. The principal status LFPR for women in Haryana is 6.2 percent which increases by 10.0 percent point when we include subsidiary status employment.

#### 4.5 Regional Dimension of Female Employment in Haryana

Data presented in table-8 shows all around decline in female participation rates from 2001 level. In many districts, the decline has been more than 10 percent. This conforms to the broad trends in India with all around decline in Female WPR (Rangarajan et al., 2011; Kaanan & Raveendarn, 2012; Bhalla & Kaur, 2013). An ILO report (*Global Employment Report, 2013*) also pointed out that despite very rapid economic growth in India in recent years, we are facing declining female labour force participation rates across all age groups, across all education levels, and in both urban and rural areas. The report highlighted that in India the participation rate for women fell from 37.3 percent in 2004–05 to 29.0 percent in 2009–10. Moreover, there is a large gap in the labor force participation rates of men and women in India. The economist's inferences from the widespread decline in female WPR in India are not undisputed. While Rangarajan et.al (2011) established it as a positive effect caused mainly due to movement of women from work to education Kannan & Raveendarn (2012) blamed it on crowding out of women labour in the face of agricultural stagnation and slow down of economic growth. Bhalla and Kaur (2013) found some evidence of a depressing effect of the emerging middle class on female labor force participation. The decline in women's WPR have important macro economic implications and it affects women's well being and utilization of their valuable human resources. Besides structural and economic factors female WPR is significantly influenced by social norms governing gender roles and responsibilities.

The level of female workforce participation rate and gender gap in WPR has shown significant variation across the districts of Haryana. The WPR of Bhiwani (25.1 percent) is 3 times more than the WPR of Yamunanagar (8.3 percent). The level of

Age Group (Years)	1999-2000				2004-05				2011-12			
	ps		ps+ss		ps		ps+ss		ps		ps+ss	
	R	U	R	U	R	U	R	U	R	U	R	U
5-9	0	0	0.2	0	0	0	0	0	0	0	0	0
10-14	0.4	0	1.0	0	0.2	0.2	4.9	1.0	0	0	0	0
15-19	2.1	1.8	13.5	4.9	6.4	4.5	28.6	12.4	3.0	3.0	3.1	3.3



20-24	4.3	8.1	34.6	14.9	17.2	6.7	45.9	11.5	3.7	5.2	15.3	5.7
25-29	4.3	9.0	35.5	21.6	15.1	10	53.4	14.9	9.6	13.6	25.6	17.1
30-34	9.4	15.6	49.6	20.1	24.1	15.5	62.6	22.6	12.8	16.6	32.7	18.1
35-39	7.8	12.3	43.9	19.6	30.6	14.5	65.9	31.9	8.7	16.7	25.8	18.6
40-44	5.7	9.7	48.8	13.4	25.5	23.3	68.3	33.2	13.9	26.9	33.2	28.9
45-49	10	9.9	41.0	14.3	30.1	10.4	66.1	23.6	11.0	13.1	38.0	15.7
50-54	4.8	7.2	36.2	23.6	16.2	14.4	49.6	21.6	16.0	12.8	33.4	16.7
55-59	6.9	15.9	32.6	19.9	10.5	7.9	42.3	11.2	8.0	4.3	26.7	5.5
60-64	1.8	6.2	9.2	8.5	8.3	1.4	18.8	2.8	12.5	3.3	16.8	3.3
65+	--	--	--	--	--	--	--	--	0.9	2.2	4.8	2.2
all (0+)	3.3	5.8	20.2	9.8	11.4	7.5	31.7	13.2	6.2	8.5	16.2	9.7

Source: NSSO- Employment Unemployment Surveys – Various Rounds

Note: R – Rural; U – Urban; ps – Principal Status; ss – Subsidiary Status

Table-8. District-Wise Female Workforce Participation Rates

Sl. No	District	2001			2011			Changes from 2001 to 2011	
		M	F	Gap	M	F	Gap	Female WPR	Gender Gap
1	Ambala	50.9	10.2	40.7	53.5	9.8	43.6	-0.4	2.9
2	Bhiwani	49.2	35.4	13.8	49.7	25.1	24.6	-10.3	10.8
3	Faridabad	48.3	20.9	27.4	49.4	12.1	37.2	-8.8	9.8
4	Fatehabad	54.4	34.4	20.0	53.2	23.6	29.6	-10.8	9.6
5	Gurgaon	46.8	27.7	19.1	53.0	16.1	36.9	-11.6	17.8
6	Hisar	51.9	33.2	18.7	52.4	25.0	27.4	-8.2	8.7
7	Jhajjar	51.4	35.7	15.7	48.6	17.2	31.3	-18.5	15.6
8	Jind	51.6	34.8	16.8	51.7	25.0	26.7	-9.8	9.9
9	Kaithal	50.9	25.8	25.1	51.3	16.1	35.1	-9.7	10.0
10	Karnal	50.2	19.0	31.2	51.6	14.8	36.8	-4.2	5.6
11	Kurukshetra	51.2	21.4	29.8	52.6	15.0	37.5	-6.4	7.7
12	Mahendragarh	48.0	38.2	9.8	47.9	24.3	23.6	-13.9	13.8
13	Mewat	38.6	15.6	23.0	39.3	12.6	26.7	-3.0	3.7
14	Palwal	42.6	24.5	18.1	43.5	13.9	29.6	-10.6	11.5
15	Panchkula	54.5	18.2	36.3	55.0	17.8	37.2	-0.4	0.9
16	Panipat	51.0	25.8	25.2	50.8	15.0	35.8	-10.8	10.6
17	Rewari	49.7	36.8	12.9	49.6	24.0	25.6	-12.8	12.7
18	Rohtak	49.3	27.8	21.5	48.0	14.9	33.1	-12.9	11.6
19	Sirsa	53.0	30.7	22.3	54.1	21.6	32.5	-9.1	10.2
20	Sonipat	49.7	30.4	19.3	50.1	19.8	30.3	-10.6	11.0
21	Yamunanagar	50.1	11.7	38.4	52.9	8.3	44.7	-3.4	6.3
Haryana		50.3	27.22	39.62	50.4	17.8	32.6	-16.1	10.3
Range		15.9	28	30.9	15.7	16.8	21.1	18.1	16.9
Coeff. of Var.		0.228	0.300	0.271	0.233	0.314	0.281	0.250	0.240

Source: Primary Census Abstract-2001 and 2011.

WPR clearly shows an spatial pattern. South and Southwest districts Bhiwani, Mahendergarh, Rewari, Hisar, Sirsa, Fatehabad and Jind has shown significantly higher female WPR whereas northern and eastern districts have low Female WPR. With regards to gender gap in WPR, northern districts are in red zone indicating high gender gap in WPR(Chart-6b). General picture that emerges from chart-6a and chart-6b depicts that southern part has better female WPR and low gender gap in WPR. But the changes between 2001 to 2011 indicate that

northern district had performed better both in terms of change in Female WPR and change in gender gap between Male WPR and Female WPR.

### 5. CONCLUSION

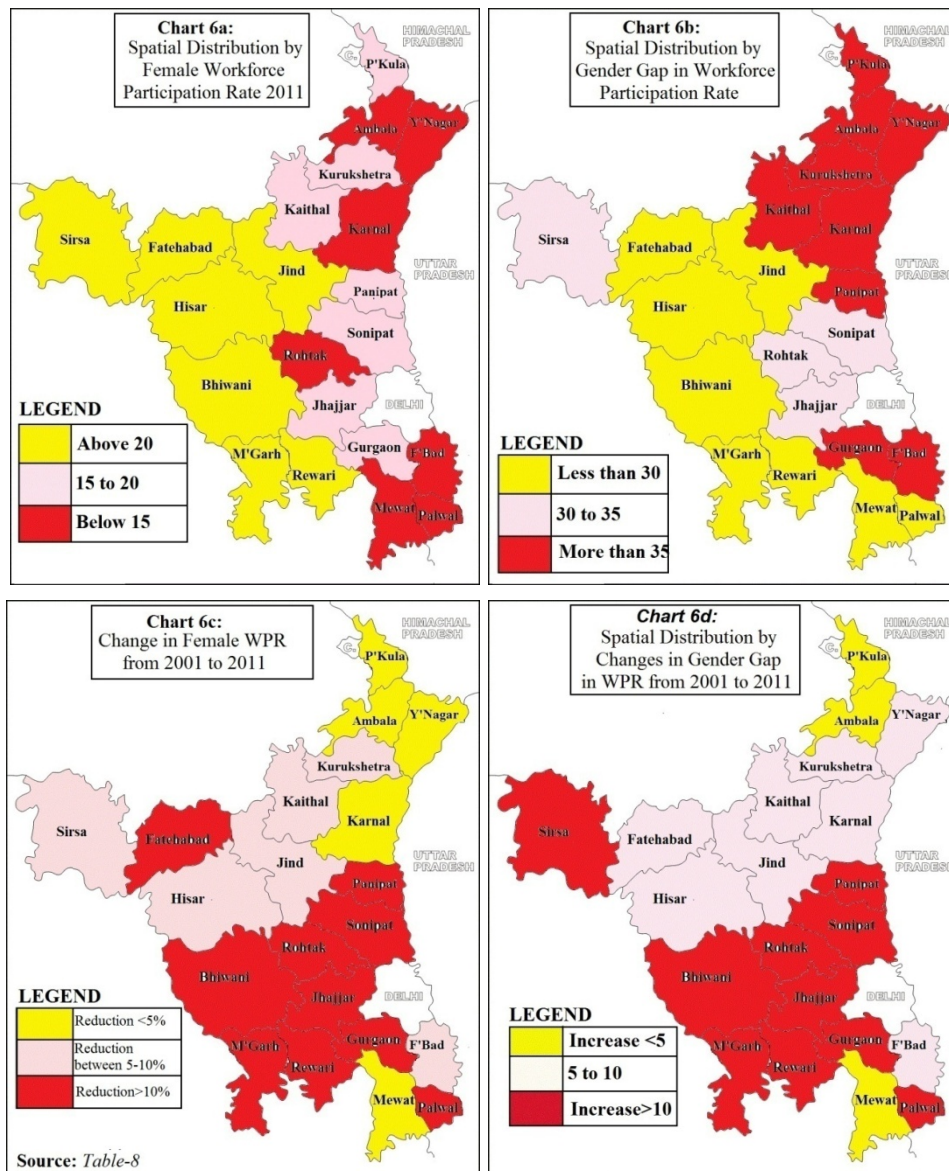
On female work participation rate Haryana record is not very encouraging as its female participation rates are significantly lower as compared to other states. Not only that, the state has slipped to 27<sup>th</sup> position in 2011 from 18<sup>th</sup> position in 2001 decreasing to 17.8 percent from 27.2 percent

during the period (Labour Bureau, 2014, p.12). Work participation rate of female workers in rural areas was higher which stood at 20.8 percent as compared to the work participation rate of 12.1 percent in urban areas in 2011. The rate has declined significantly from 33.91 percent in 2001 for rural areas although it has increased for urban areas from 10.55 percent in the state (ORGI, census 2001 and 2011). The average of average daily employment of women in factories of Haryana was only 4.95

percent for the period 2002 to 2010 against 14.14 percent for All-India level. This indicates that in factory sector, the female participation is significantly lower in Haryana vis-a-vis most of the states in Haryana.

In Haryana, average wages/salaries per manday worked for directly employed women worker for the period 1999-2000 to 2009-10 was Rs. 231.90 which is significantly

Chart 6. Spatial Pattern of Female Workforce Participation Rate in Haryana



lower (by 31.7 percent) than their men counterpart (Rs. 287.96) for the period. The male-female wage difference was 38.2 percent in 1999-2000 which has fluctuated during the period 1999-2000 to 2009-10. It declined significantly in the terminal year 2009-10 and it was only 17.8 percent. The comparison of the age specific LFPRs measured in the usual status (ps) and usual status (ps + ss) reveals presence of large

scale subsidiary employment among rural women in Haryana. The usual principal and subsidiary status (ps+ss) employment has been uniformly higher in 1999 -2000 as compared to 2011-12, indicating reduction in female WPR across all age. The situation in rural areas have not improved much as most of the women are still engaged in self employed jobs and share of regular employment is

dismally low in Haryana. Moreover, the comparison with all India average indicates that Haryana women have larger self employed jobs than national average. The result of 68<sup>th</sup> round indicated that women WPR of rural women with secondary, higher secondary and graduate and above level of education have also declined from 50<sup>th</sup> and same trend is discernible for urban areas. The spatial pattern of female WPR indicated that the gender inequalities are more in southern part of the state and they are increasing whereas gender inequalities are less in northern Haryana. The existence of spatial patterns in gender disparities hints at the foreplay of social, cultural and geographical factors on gender disparities rather than administration efforts.

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