

FEMALE WORK FORCE PARTICIPATION AS AN INDICATOR OF DEVELOPMENT IN HARYANA

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ABSTRACT

Economic activities undertaken by humans define the pace and stages of growth in any region or nation. In industrialised nations, a significant fraction of the working population is engaged in tertiary economic activities, and both men and women are vital to the nation's economic development. Given the complexity of the factors influencing female Workforce force participation (growth, education, fertility, and the cultural and normative context of society), a large body of research has developed on the nature of female Workforce force participation and its relationship to economic growth and development. Differences in economic development, educational attainment, fertility rates, the availability of childcare and other supporting services, and, ultimately, cultural norms are reflected in the varying levels of female labour market participation among countries. The sluggish growth of female labour force participation in South Asia presents a number of problems. In spite of tremendous economic progress and rising wages/incomes, the most notable trend is the fall in female labour force participation in Haryana, India, especially in rural areas.

Keywords: Labour, Work, Female Participation, Economy, Haryana.

Introduction

Several South Asian countries have puzzling trends in the rates of female participation, with India standing out for its recent decreases. India's economy has grown rapidly during the last two decades, averaging 8%. (growth has however slowed significantly after 2011). Fertility has been rapidly dropping at the same time that educational attainment has greatly increased in recent decades. In this context, the decline in female workforce participation due to a decline in the proportion of women working in rural areas surprised academics and policymakers. In contrast, female participation rates in Bangladesh (and to a lesser extent in Pakistan) have increased, whereas they have remained largely unchanged in Sri Lanka despite the country's high levels of human development and rapid economic growth.

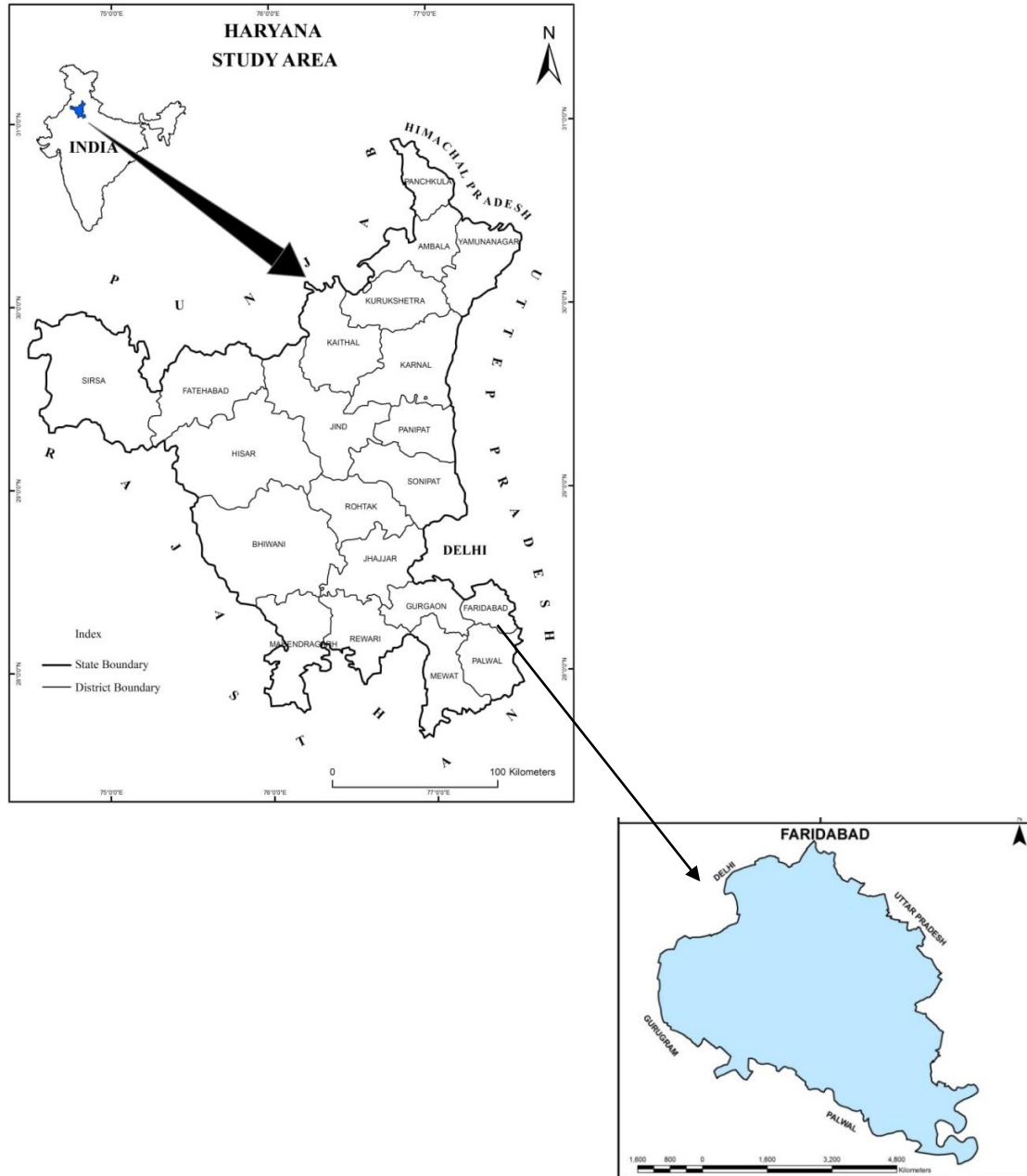
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Female Work Force in Haryana

Strong patriarchal norms and a social structure based on male domination are among the main socioeconomic structures in Haryana. Women are treated as second-class citizens in the patriarchal societal structure because it has a detrimental effect on their social and economic well-being. The male-female sex ratio in Haryana state is significantly out of balance, which is an important topic for research as a state demographic concern. (Chowdhury, 1993). Using data from the Indian Census for 1991, 2001, and 2011, this chapter aims to explain the differences in the pattern of women working in Haryana's districts during the last 30 years.

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Location Map of Study Area



Source: Survey of India

More than 70% of the food consumed is produced by women working in agriculture and farming across the world, yet their livelihood is controlled and regulated by organisations and the government that are located thousands of miles away from them. (Appelbaum and Robinson, 2005). The fact that there is a sizable pay gap between men and women is another component of this picture. With just 60 to 75 percent of male incomes, women earn less than men globally. The fact that most women work as wage workers and unpaid family caregivers, which means they engage in micro-scale low waged activities and informal sectors, is the most precipitating element. As a family worker, women devote 1 to 3 hours more to housekeeping than men do (cooking, cleaning, collecting water and fuel, etc.), and 2 to 10 times more time to caring for their kids, elderly parents, and sick family members. (World Bank, 2012).

In addition to taking care of the members of the family, women labour in farming, livestock keeping, and small enterprises. Numerous occupations are not considered to be "economically active employment," and the services they provide are not included in the national accounts. (World Development Report, 2012). Combining commercial activity with solely domestic responsibilities reduces women's ability to engage in important tasks. (Sundaram, 2001). For instance, work is mostly informal and unpaid in rural areas where women are actively engaged in agricultural operations. (Vanek et al., 2014). that done by women outnumbered that done by men when paid and unpaid labour were combined. People are unable to flourish in terms of their education, enjoyment, and participation in political activities because of the burden of domestic duties. (Berik, 2017).

Aside from that, laws that discriminate against women significantly limit their ability to engage in economic activities. A examination of the economy of 143 countries found that 90% of them have at least one legal restriction on women's ability to succeed economically. In 15 countries, husbands restrict their wives' capacity to work and prevent them from finding employment, while rules limit women's freedom to work in the professions of their choice in 79 countries. (World Bank 2014).

Indian Trends for Women's Participation in the Workforce

Male work participation was 53.26 percent, compared to female work participation of 25.52 percent, according to the 2011 Census of India. As a consequence, although one in two males worked, one in four girls did as well. Due to their low social status, the patriarchal system, restrictions on female mobility, the lack of job opportunities, their lack of education, their frequent childbirths, their inability to make decisions, and, finally, their lack of interest in taking part in the economic struggle, women's work participation is relatively lower than that of men's. (Chandna and Bhagowalia, 2022).

The proportion of women who work in the workforce varies significantly across rural and urban areas of the nation. According to the 2011 Census, there were 30.03 percent more women working in rural India than there were in urban areas (15.44 percent). Rural areas of the country have higher rates of female employment than urban areas. The fundamental cause of this is that the majority of women working in microbusinesses are unpaid family employees. In rural locations, it is viable to work from home and in agricultural fields, which is not possible in urban areas. Women have a difficult time adjusting to modern structured businesses. There are thus fewer female workers in urban areas. The degree of education may also have an impact on how many women work. The percentage of children who stay in school rather than working in industry increases as a family's wealth rises. (Dadi, 1974). Therefore, economic growth marked by increasing urbanization, higher levels of education, and the growth of modern organised industries would be followed by a continuous decline in women's involvement in the labour force. (Nath, 1970).

The country's work participation rates are quite uneven, ranging from 13 percent in Punjab to 44.8 percent in Himachal Pradesh. Women appear to work on their family farms on a large scale in Himachal Pradesh, where female participation in agriculture is high both as a secondary and primary activity. This high participation of women in agriculture is caused by a high concentration of small holdings, in contrast to Punjab, where it is low due to a low concentration of small holdings. (Sinha, 1975). Localities that rely heavily on non-agricultural industries often have low female participation rates, whereas those that depend heavily on agriculture have high female engagement rates.

17 of the 28 states had female labour force participation rates that were higher than the 25.5 percent national average. The state with the highest FWPR is Himachal Pradesh (48.8), which is followed by Nagaland (44.7), Manipur (39.9), Chhattisgarh (39.7), Sikkim (39.5), Mizoram (36.2), Andhra Pradesh (36.2), Arunachal Pradesh (35.4), Rajasthan (35.1), Meghalaya (32.7), Madhya Pradesh (32.6), Karnataka (31.9), Tamil Nadu (31.8), Maharashtra (31.1), (26.7). The states with the lowest work participation rates were Tripura (23.6), Gujarat (23.4), Assam (22.5), Goa (21.9), Jammu & Kashmir (19.1), Bihar (19.1), Kerala (18.2), West Bengal, Haryana, Uttar Pradesh, and Punjab. The percentage of women who were in the labour force in each of these states was lower than the national average. (25.5). No union territory has surpassed the average performance of the country. The union territory of Chandigarh has the lowest FWPR in 2011, followed by Dadra Nagar Haveli (25.3), Andaman and Nicobar Island (17.8), Puducherry (17.6), Daman and Diu (14.9), Lakshadweep (11.0), and NCT of Delhi (10.6).

Haryana's Workforce and Occupational Structure (2011)

Despite being a financially successful Indian state, Haryana faces significant challenges when it comes to women. The state's socioeconomic status for women is shown by the tendency of female infanticide and the lowest sex ratio, notwithstanding claims made by the state administration that the sex

ratio has improved in recent years. (879 girls for 1000 males, according to the 2011 census). As of December 31, 2018, there were 924 females for every 1000 men, an increase from the gender ratio of 832 girls for every 1000 boys in 2012. (December 31, 2018; Times of India). Haryana, Punjab, Bihar, and Jammu & Kashmir have the lowest proportion of women working in both urban and rural regions when compared to the national average. (Department of Home Ministry, Registrar General and Census Commissioner, Ministry of Home Affairs, Government of India, 2013). Due to these factors, Haryana was chosen for the present study project.

The state has a greater per capita income than the country as a whole. The government has become more active in the commercial and service sectors in recent years. The 2011 Indian Census indicates that 35.17 percent of the population is employed, with men making up 50.44 percent of the male population and women at 17.79 percent. A whopping 36.36 percent of all rural residents are employed. Male workers make up 50.05% of the male population in rural areas, whilst female employees make up 20.82% of the female population. Male workers make up 51.15 percent of the working male population and 12.10 percent of the working female population in urban regions, while the overall job participation rate is 32.95 percent.

In India, 27.67% of the population is employed, 7.5% are marginal workers, and 64.83% are jobless, according to the 2011 Indian Census. Cultivators make up 27.82% of the workforce, followed by agricultural workforceers (17.14%), home industry employees (2.94%), and other workers (52.1%). 32.78% of cultivators, 23.08% of agricultural workforceers, 3.59% of domestic workers, and 40.55% of all other occupations are held by women. Men made up 55.68 percent of all employees, 2.74 percent of domestic workers, 15.3 percent of agricultural workers, 26.28 percent of cultivators, and 26.28 percent of agricultural workers.

While Yamunanagar had the lowest rate of overall labour participation (25%) in 2011, Mahendergarh district had the highest rate (31.2%). (12 percent). Female workforce participation is greatest in Bhiwani district (25.1%) and lowest in Yamunanagar district. (8.3percent). The Sirsa district has the greatest rate of male labour force participation (54.1%) while the Mewat region has the lowest rate. (39.3 percent).

In Haryana, marginally working female workers make up about 79% of the total female population, and they hold 80.17 percent of the female employment. In the secondary market, 7.73% and 7.95%, respectively, are almost similar. Only 12.82% and 11.88% of women are employed in the postsecondary industry, correspondingly. In rural Haryana, more than 85% of poor women are employed in the agricultural industry, which accounts for 87.04% of all jobs. Both main and minor workers make up under 6% of the workforce in the intermediate and third sectors. In metropolitan Haryana, major economic workers make up 19.83% and 21.01% of peripheral female employees, whereas auxiliary workers make up 17% and 18.67%. The majority of the underprivileged female workers in Haryana's metropolitan labour in the secondary industry, which employs about 63.05% and 60.32% of female workers, respectively. Marginal female workers make up 17.11% and 18.67% of the tertiary industry, respectively. (Census of India, 2011).

Conclusion

Over the last 50 years, India's work system has seen a significant transformation. A declining portion of the workforce is now employed in agriculture and associated sectors. Female rural employees' growth rate in agriculture has dropped from 1.2 percent to 0.35 percent. The proportion of administrative, executive, and managerial personnel also increased significantly at the same period, mostly as a result of privatisation and globalisation. Casual employment has increased mostly as a consequence of private sector employers' preference for contract workers over paid employees.

Given that earning a livelihood has historically been a male domain, women continue to underrepresent themselves in the workforce, and metropolitan women do particularly poorly in this regard. The social status and independence of women, the financial constraints requiring their employment, the availability of viable job opportunities for women, and the desire to have a family are some of the variables that affect women's involvement in the labour market. Although some women choose paid employment, the majority put their families before their careers, which has a negative impact on the labour market participation rate. Fewer women choose to work for pay than men do; as a consequence, there is a low labour force participation rate. They also anticipate taking on significant care-giving obligations for the family, which they believe will limit their ability to work for pay.

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