

RECOGNITION OF FEMALE CONTRIBUTION IN THE WORKFORCE: CASE OF HARYANA STATE, INDIA

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ABSTRACT

Females play an integral role in society, and societies are what constitute a nation. India is celebrating its 75th Independence Day and the government of India through its various schemes and initiatives has focused on the development of females. However, the pace of transformation is rather sluggish and the beneficiaries are still not empowered. This paper tracks the trajectory of female workforce participation in Haryana and examines its role in women's empowerment. However, Haryana is considered one of the developed states of India and it plays a significant role in national growth. What are the historic, economic, and social causes behind this low participation, which stretch the leg of females to go outside of the house? This study examines the rate of female work participation from all the districts of Haryana. For the analysis of the study, changes have been recorded from secondary data of census based on the period between 2001 to 2011. In Haryana, the proportion of female workforce has plummeted from 27.22 percent in 2001 to 17.79 percent (2011). However, the population of females are nearly 50 percent of the total population. In spite of development of the Haryana state the ratio of female workers is showing a decrease. what are the causes behind this low work participation of females. Some inducement for this low participation is enrolment of females in education institutions and its impetus to late entry in workforce, secondly due to increase in household income, the fact that females never articulate an interest in working, or the fact that her family impedes her from entering the workforce. Another foremost reason is lack of suitable job opportunities for the females. These explanations have been put forth as a possible explanation for the declining trend in female work participation. Objective of the study is compared and pattern of inequality in the female work participation rate in different district of Haryana.

Keywords: Work Participation, Women Empowerment, Occupational Structure, Schemes.

Introduction

The position of women in Indian Society has undergone profound change over time. `Manu` the law giver gave an injunction that a women has to be under the authority of her father during childhood; under her husband during youth; and under her son during the old age. These bindings have affected her social and economic status in the society.

Now a days there are significantly changes in the position of female. Still, they are waiting for equal status. They don't play any significant role in decision making in the family. In books or in Constitution, they have equal status or equal right but reality is far behind. Specially in rural areas some households are women headed and women took all the responsibility, still they are known by a male person. This paper examines female work participation rate in Haryana. The state is developed by its economy and have seen evidence of progress after `Green Revolution`.

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Females were gradually excluded from the economic sphere of life. This has changed with the process of modernization during the recent past. Despite being confined to the household chores, their economic contribution to the family is significant. This however goes unnoticed. The nature of women's food production, processing, storage, water and fuel carrying, home production and marketing of products is such that there is no clear dividing line as to where her occupation ends and work for the home begins. Logic and fairness would require including even the house wife's work as an economic activity and the housewife as worker. If her work as nurse, baby sitter, cleaner etc. was valued at market rates, her economic contribution would be seen to be substantial. However, even limiting oneself to that portion of women's work, which is not pure homework, it is difficult to reflect accurately the reality about women's economic contribution (Sunder, 1981).

The promotions of gender equality and the women's empowerment have been included among the Millennium Development Goals by the United Nations. India has experienced rapid economic growth, introduction of employment generation programs and policy shifts towards women empowerment in recent years. Yet, there is a declining trend in the female work force participation rates on the basis of age, education and in both urban and rural areas. India lies among the bottom ten countries in the world in terms of women's workforce participation and the only countries that rank lower than India are Egypt, Morocco, Somalia, Iran, Algeria, Jordan, Iraq, Syria, and Yemen. Since the liberalization of the economy in 1991, GDP of India has grown around 6 to 7 percent per year. Education of Indian women has risen; fertility rates have fallen; and access to electricity, cooking gas, and water has improved. However, women's work participation has fallen (Krishnan, 2020).

Haryana is one of the developed states of India, still being ahead in economic prosperity, much lagged behind in gender-based equality and male dominance in all dimensions of life. The position of women in the Haryana is no better than the other states of India. Haryana is a state where patriarchy is almost institutionalized. Its infamous khap panchayats – or caste councils — routinely make the news for suggesting girls what they should do. The challenge is allowing them to work and voice their aspiration in a state steeped in patriarchy

Review of Literature

Sarathy Acharya (1979) laments that during the first half of the century when India was laming towards modernisation, there appear no concern on women's participation in economically meaningful occupations, which is necessary to guarantee their participation in decision making and equality in declining status.

Chaudhary (1993) attempted to correlate different aspects of female work participation and levels of development in rural Haryana. An attempt was tried to find out the effect of Green Revolution and mechanisation. Labour, caste and class effect the work pattern in the state. After `white revolution` the difficulty of finding free fodder has added to the problems of women in the state. Migration of men has increased the work load of women in rural Haryana. Women do not achieve the status that a male does in exchange for performing agricultural work, despite the fact that that females were engaged in the same work.

For casual workers Unni and Rani (2000) highlights the issue of employed women in informal or unorganised sectors. It was revealed that the increasing trend of informal labour force in India along with other South Asian countries.

Chopra and Ghosh (2000) emphasised on work pattern of rural women that work pattern of women will also depends on her status in the family, whether she is married or unmarried, a daughter – in-law or a mother-in-law. for instance, when a new bride enters a family, she must prove herself by her good work thus increasing her work load and decreasing that of her elders. Chandrashekhara and Ghosh, (2007) in their analysis of urban female employment have found that there has been a sharp decline in the casual employment of urban women.

Srivastava and Srivastava (2010) observed the trends and patterns of female's employment in rural India and also examined the determinants of female's employment. Rural female employment in last few decades has increased and female workers are engaged in agriculture work as self-employed or casual labour. Higher work participation does not always indicate a higher welfare unless it is accompanied by the educational attainment so education is strong determinant of high-quality work for employed women.

Roy, O., Banerjee, J. (2017) specify social and economic factors are responsible for sharp dwindle in women's labour force participation rate i.e draconian labour market, rising crime against women, inequality in job, patriarchal society, repression of women, so policies should be reformed by

Government to encourage women empowerment. Our feudal patriarchal perception should eradicate and women must be emboldened more to involve in the socio-economic development of the country. If female withdraw voluntarily in response to rising economic conditions, this may be seen as part and parcel of economic growth, not requiring policy intervention. If female drop out from the workforce due to unavailability of employment. It may be concluded that new public policies need to be planned so that female employability and job opportunities can be generated in near future (Desai & Joshi, 2019).

On the Global Gender Gap Index by the World Economic Forum (WEF), India has fallen four places from 2018, now ranking 112 of 153 countries, can due to its economic gender gap (Kamdar, 2020). Female participation in workforce is declining in rural India, low and stagnant in urban India, mainly due to the shrinking of the agriculture sector in rural areas (Goyal, 2020). Hazarika, Bora & Devi (2022) examines Occupational Disparity, compare the data of 2001 with 2011 then it concluded that the disparity between the genders is increasing after 2001. It insinuated that more female should change their occupation to bring perfect integration in occupational distribution.

Need for the Study

A female plays very vital role in family as well as in society. They are almost same in number of populations as of male. However, they never get same status socially and economically, any society in the world as well as in any Nation, fully or partially controlled by men. Historically they are lag behind, in education, society, family. Many females play important role in history also but we never remember them as their male counterpart. In spite of playing important role they never counted and panegyric by society. They always compromise with their dreams for being daughter, sister, mother, wife and daughter in law. A female always compromise with her carrier and quit the job and her dream for taking care of children and household responsibilities. Many literatures, policies were framed out for women, still they are far behind in country as well as in the state of Haryana. The present study is an attempt to examine the levels and trends of female work participation rate in Haryana from 2001 to 2011.

Objective of the Study

Objective of this paper is to analyse the women work participation rate in Haryana the main objectives are:

- To measure the female work participation rate in the given time period
- To examine the differences regarding female work participation with district variations in the state.
- To analysis the Compound Growth rate pattern of different occupational structure of economy of Rural as well as in Urban areas of the state, from the period of 2001 to 2011.

Data Source and Methodology

This Study is based on secondary data, data have been taken from census of India. percentage of female workers including main and marginal workers have been have been calculated on the basis of following techniques.

Crude Work Participation Rate

Ratio of total workers to the total population, multiplied by 100

$$CWPR = \frac{TW}{TP} \times 100$$

TW = Total Workers (Main + Marginal) TP= Total Population

Per Cent of Female Cultivators, AL, HHI, OW

$$\bullet \frac{\text{Female Cultivators(main+marginal)}}{\text{Total Female worker(main+marginal)}} \times 100$$

Calculated Growth Rate (CGR) of female workers by using compound growth rate method of four occupational structure of economy from 2001 to 2011

$$CGR = \left[\left(\frac{V(tn)}{V(to)} \right)^{\frac{1}{tn-to}} - 1 \right] \times 100$$

Where,

V(tn) = Value in the final period

V(to) = Value in the initial period

tn-to = Number of years

Results and Discussion

Haryana state of the country came into existence on 1 November 1966, formerly it was part of Punjab state, it was formed on the basis of Hindi speaking people. So, the first census of the new state was counted from 1971. Haryana emerged as an economically progressive state with a vibrant economy. 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.

Table: 1 Haryana Recent Trends in Work Participation Rate: 1971 – 2011

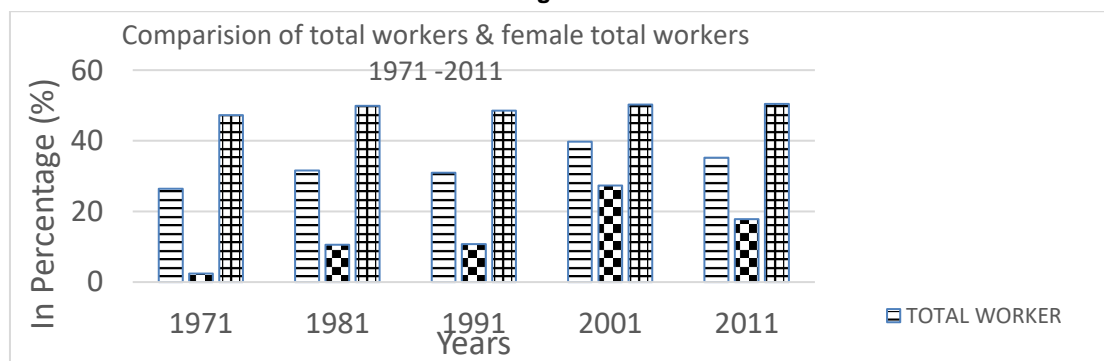
Year	F* Total	M* Total	F* Rural	F* Urban	Total workers
1971	2.41	47.27	2.28	2.99	26.4
1981	10.60	49.93	12.29	4.45	31.63
1991	10.76	48.51	12.62	5.08	31.0
2001	27.31	50.30	34.18	10.27	39.76
2011	17.8	50.44	20.83	12.11	35.17

Source: census of India, 1971 to 2011

F* Female M* Male

The last few decades have witnessed a remarkable change in the female work participation rate in the state. As it is revealed (table 1) that FWPR has recorded a continuous increase from 1971 to 2001, this share went up from 2 percent to 27.31 percent. However, there is decline in female work participation rate from 27 percent in 2001 to 17 percent in 2011. An extremely low participation rate was at the time of 1971 census, it may partially be attributed to definitional factors, various social, culture and psychological factors and a substantial part of the female workforce used to go unreported. The 2001 census have witnessed a phenomenal increase in the work participation rate. At the time of 2001 census special measures were taken to capture the working status of females in the country. However, the decrease of female workers in 2011 have been noticed and it is the cause of great concern to the policy makers. There is variation in decreasing pattern of FWPR, this decrease was only in rural areas, from 34 percent (2001) to 20 percent. It means that new jobs were created in urban areas but in rural areas employment are decreasing means agricultural activities are slowed down. It can be because many agricultural lands were acquired by the government of Haryana. SEZ (special economic zone) was also introduced in this decade, so many agricultural lands might be categorised under this zone. The rate of increase and decrease for overall work participation rate was different from 1971 to 2011.

Figure 1



Source: Census of India 1971 to 2011

Workers by Industrial Categories

A society in the initial stage of development shows a greater dependence on primary sector which includes Cultivators and Agricultural Labourers. As the society progresses several avenues of secondary activities come up which in turn generate forces, for the growth of tertiary sector. This process results in shift of workforce from primary to tertiary sector of economy. The economy of a modern society records a very high percentage of work force in non-primary sector. Table 2 shows the percentage distribution of female work participation in four categories from the year 1991 to 2011. It revealed that in 2011, nearly 55 percent, female workers in the state were involved in the agricultural sector. Of this Cultivators alone accounts for 32 percent and 23 percent Agricultural Labourers. Haryana's economy is

largely focused on vital activities (agribusiness exercises). In either case, Haryana's occupational structure has changed dramatically over the last two decades. Between 2001 and 2011, the percentage of cultivator in Haryana has decreased. However, Agricultural Labourers are increasing it means that cultivators of the state are becoming laborers. In Haryana, there is a greater inclusion of secondary and tertiary exercise in the working force. The level of occupation is a significant measure of an economy's structure. Many national policies and planning were focused on female welfare and it was expected that these policies were accelerate the Indian economy as well as increase of female work participation. The involvement of other workers has been increasing from the census of 1991 to 2011, it increased from 15 percent to 40 percent. Increase in Other Workers category is the evidence of new job opportunities in this field. Rate of increase in Household Industry is almost stagnant from 2001 to 2011.

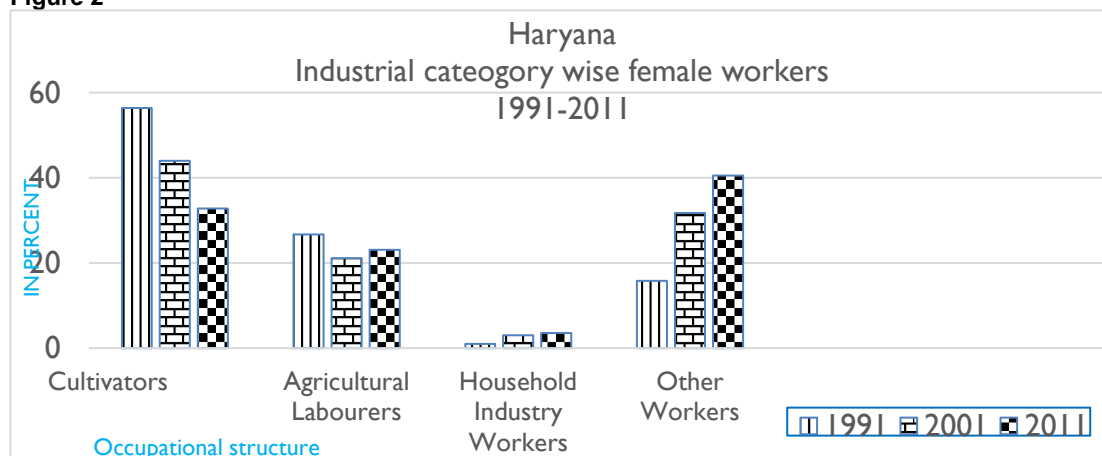
Table: 2 Haryana: Female Work Force by Four-Fold Categories:1991-2001

Year	Cultivators			Agricultural Labour			Household Industry			Other Workers		
	1991	2001	2011	1991	2001	2011	1991	2001	2011	1991	2001	2011
Total	56.42	44.02	32.78	26.68	21.16	23.60	1.04	3.06	3.59	15.84	31.76	40.55

Source: census of India, 1991,2001,2011

A comparison of 1991 to 2011 (figures 2) shows that the female work force structure in the state has undergone significant change from the 1990's. The proportion of female workers involved in agricultural sector has recorded a significant decline during the decade (Table 2). This change can be due to decline of agricultural land acquired by Haryana government as well as private builders. This decline has occurred in favour of female work force involved in household manufacturing activities and in the category of other workers. The change in this structure of female work force is the result of differentials in the rate of growth or female workers in different sector of economy during these decades.

Figure 2



Source: census of India

During 1991-2011 the number of female workers in household manufacturing activities and in other workers categories has increased. The pace of growth in this category was at its highest between 1991 and 2001; it was increased by more than double of its number. Haryana is primarily an agricultural state, yet the reduction in female employment in agriculture raises additional concerns.

Table 3: Gender Gap in the Workforce Participation in Haryana

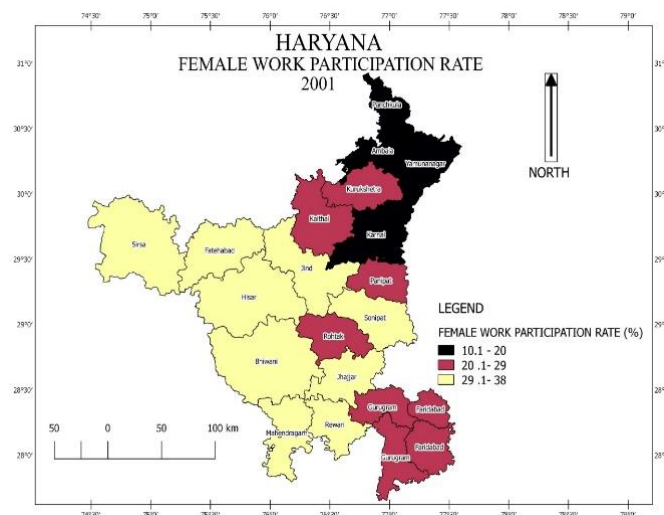
Districts	2001				2011			
	T	M	F	Gender Gap	T	M	F	Gender Gap
Ambala	9.96	50.9	10.2	40.7	14	53.5	9.8	43.7
Bhiwani	35.4	49.2	35.4	13.8	30.9	49.7	25.1	24.6
Faridabad	21.91	48.3	20.9	27.4	17.7	49.4	12.1	37.3
Fatehabad	34.42	54.4	34.4	20	28.6	53.2	23.6	29.6
Gurgaon	27.79	46.8	27.7	19.1	20.6	53	16.1	36.9
Hisar	33.17	51.9	33.2	18.7	29.4	52.4	25	27.4
Jhajjar	35.78	51.4	35.7	15.7	23.4	48.6	17.2	31.4
Jind	34.77	51.6	34.8	16.8	29.6	51.7	25	26.7

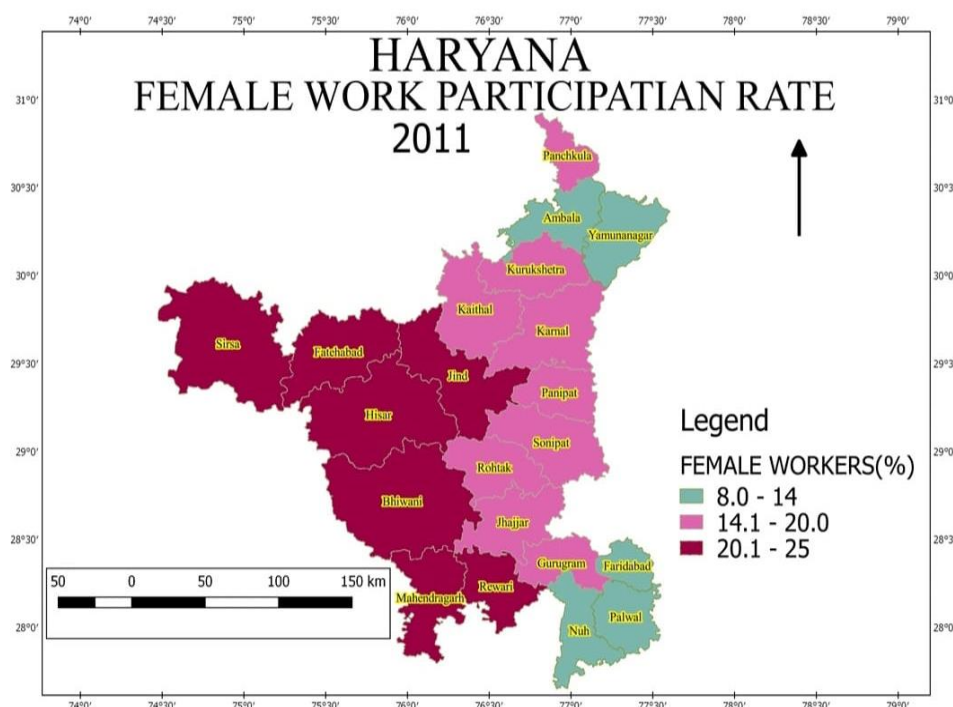
Kaithal	25.73	50.9	25.8	25.1	21.7	51.3	16.1	35.2
Karnal	18.9	50.2	19	31.2	20.2	51.6	14.8	36.8
Kurukshetra	21.31	51.2	21.4	29.8	20.3	52.6	15	37.6
Mahendergarh	38.23	48	38.2	9.8	31.2	47.9	24.3	23.6
Mewat	N.A.	NA	NA	23	22.5	39.3	12.6	26.7
Palwal	N.A.	NA	NA	18.1	22	43.5	13.9	29.6
Panchkula	17.92	54.5	18.2	36.3	22	55	17.8	37.2
Panipat	25.73	51	25.8	25.2	20.3	50.8	15	35.8
Rewari	36.81	49.7	36.8	12.9	30.3	49.6	24	25.6
Rohtak	27.71	49.3	27.8	21.5	21.2	48	14.9	33.1
Sirsa	30.59	53	30.7	22.3	26.4	54.1	21.6	32.5
Sonapat	30.4	49.7	30.4	19.3	25.2	50.1	19.8	30.3
Yamunanagar	11.38	50.1	11.7	38.4	12	52.9	8.3	44.6
Total	27.31	50.3	27.22	23.08	23.7	50.4	17.8	32.6

Source: Primary Census Abstract, Census of India, 2001-11

NA: Data not available (Data merged with Faridabad and Gurgaon district)

One of the most important indicators of women's status and empowerment is their participation rate in the workforce. Haryana is the state with the lowest sex ratio in terms of females, and as a result, men in the state are more socially and economically advantageous than women. The bulk of power in society is exercised by men (Mahata, Kumar and Rai, 2017). In the 2011 census the highest female work participation rate was in Bhiwani (Table 3) district it was recorded as 25.1 percent and minimum was in Yamunanagar (8.3percent). In 2001 it was lowest in Ambala (10.2 percent) and highest in Mahendergarh recorded as 24.3 percent in the district. There are regional variations of female workers, among all the districts of Haryana state those districts fall in south and southwest districts named Bhiwani, Mahendergarh, Rewari, Hisar, Sirsa, Fatehabad and Jind has shown significantly higher female WPR whereas northern and eastern districts have recorded low Female WPR. District located to near Capital Region also have low female work participation rate. those villages far away (above 45 km) from the city have higher FWPR as compared to the zone which is nearer to the city (below 30 km),(Sikarwar, 2022). If the family income is high then females are not allowed to work outside from home. Northern district of the state is agriculturally developed regions so low participation of females was due to the higher economic status of the household. All the district of the state reveals negative growth during the last decades. In Jhajjar district decline of female workers are maximum. Some other reasons for reduction in workforce seem to be: (i) non-availability of suitable work at that wage rate, (ii) manufacturing jobs away from the place of the habitation, discouraging female to go for it, (iii) lack of skill to get well paid non-farm job, and (iv) rising tension between labour and employer in agriculture due to changing social relationship between them (Chand and Srivastava, 2014). Rate of decline of female workers was maximum in western part of the state, Gurgaon district and also reveal maximum decline among eastern regions of the state. However, thirteen district of the state falls under the category of NCR (National Capital Region) planning board. In 2011, districts Faridabad and Gurgaon were most urbanised districts of the state. Despite the state's most urbanised districts, the female work participation rate in these areas is at a minimum level.





Map 1: Female Work Participation (2001-2011)

Growth Rate in Female Occupational Structure

From 1991 to 2011, the growth rate of female workers was negative in the category of occupational structure. However, from 1991 to 2001 all occupational structure categories had shown a positive growth rate (Table 4). To assess the state's real scenario, we need to calculate growth rate separately from 2001 to 2011 (Table 4). The category of other workers shows a marginal increase, which indicates that Haryana state, which was widely known as the foundation state of the agricultural revolution and it was formerly known as an agriculture state. Now a days the economy of the state is shifting towards the non-agricultural sector.

However, the percentage share of agricultural labourers has been recorded marginally. In Urban areas the growth rate among Non-agricultural activities and Agricultural Labourers is showed positive growth in these industrial categories of workers. In rural areas 29 percent of growth rate among Household category have been observed. It means that rural females are engaged in small scale industries or involved in the manufacturing of items of handicrafts.

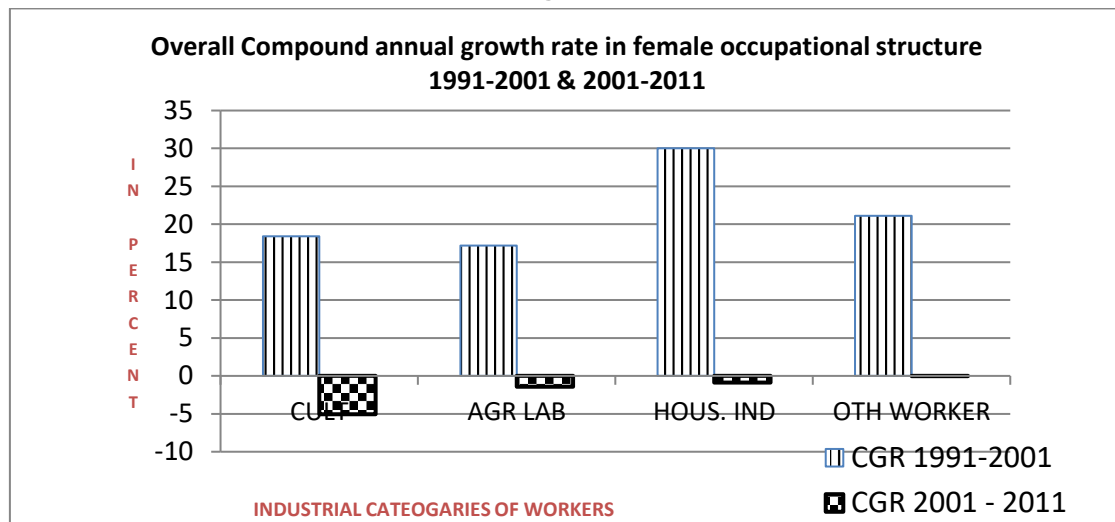
Table 4: Haryana: Compound Growth Rate (CGR) in Female Occupational Structure (1991-2011)

Industrial Category of Workers	Cultivators (%)	Agricultural Labourers (%)	Household Industry Workers (%)	Other Workers (%)
Total (1991-2001)	18.43	17.19	30.02	21.10
Rural	18.43	17.29	32.25	29.51
Urban	19.05	17.19	26.24	11.83
Total(2001-2011)	-5.05931	-1.41888	-0.87268	0.00532
Rural	-5.12798	-1.56614	29.21355	-3.78854
Urban	-0.97659	1.876257	0.860521	6.256573

Source: -Census of India, 2011

There are huge differences in land ownership status among men and women especially in rural areas. In rural areas female contribute in agriculture along with their household duties to maintain their family's economy. Certain industries and occupations, such as basic agriculture, sales, handicraft manufacturing etc. are considered to be meant for females. This reduces employment opportunities for females in other sectors of the economy.

Figure 3



Source: -Census of India, 2011

Conclusion

The percentage of male working population was high when compared to female work participation. Economy of Haryana state is moving towards non-agricultural sector, as the percentage of cultivators have been reduced. An increase in Agricultural Labourers have been recorded in the category of female workers, means cultivators are coming in this category. Negative growth rate has been observed in all the categories of occupational structure. In Urban areas positive growth rate have been observed in non- agricultural areas. In the category of HHI In rural areas, mushrooming of female workers have been recorded. Within district regional variation have been observed, those areas near to state capital and national capital recorded as low female work participation rate.

The objectives of Present paper are to make an attempt to study female work participation in the overall trend of state and at district level. The paper reveals the significance of varied social, cultural and economic constraints behind low and declining female participation in work participation in Haryana even as the economy is witnessing robust growth and is aiming for higher growth rate. Given such constraints, reform should be creating to generate employment opportunities through an improved policy environment, especially to promote non-farm employment, particularly in rural areas. There is need to support for self-employed women for marketing their product, finance on initial stage on easy terms, infrastructure and macro policy support. More diversified employment opportunities should be generated, particularly in the village or nearby towns, so that women could commute easily on the daily basis, which require great investment in the infrastructure of small towns and cities as it will attract employer.

Gender-responsive policies need to be developed so that women are able to access better jobs or start up a business, and take the benefit of economic growth. There is a hope that these work-from-home opportunities will open the doors of employment for women with no social stigma or lack of safety. The government should consider subsidizing companies hiring women to work from home since this increases the demographic dividend and helps the society. A major factor restraining female participation is the increasing burden of domestic responsibilities and care work. Childcare facilities are needed throughout the country. Hostel/housing facilities for single working women, and better public transport can encourage women to work.

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