

## GROWTH OF MALE AND FEMALE PARTICIPATION IN LABOUR MARKET OF GUJARAT STATE

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Dr. Pallavi C. Vyas\*

### ABSTRACT

*This paper has carried out the study of growth rate and discrimination among male and female participation in labour market. To examine growth rate, census data 2001 and 2011 has been taken. Work participation rate of male and female in 25 districts of Gujarat states has been used as an indicator to provide result of growth rate and male and female participation in labour market. It was observed that female work participation has been much less than male and female and growth rate has declined in 2011. It showed that male and female were not contributing at the same level in 25 districts of Gujarat state. There has been inequality between male and female.*

**Keywords:** *Growth Rate of Male Work Participation, Growth Rate of Female Participation, Gujarat State, Gender Discrimination, Negative Growth.*

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### Introduction

Gujarat state is known as one of the developed States of India. Gujarat economy has revealed a constantly increasing rate of growth during the last five decades. Development is a continuous process of increasing choices and opportunities for all persons. Development cannot be achieved unless women contribute/participate equally in the development process. Such a process becomes unfair and inequitable if women are not included in its benefits. Developing countries like India face higher rate of gender inequality. Traditional male-controlled norms have downgraded women to secondary status at the household and workplace. This severely affects women's health, financial status, education, and political involvement. Gujarat is not exception to it. This study presents literature review which contains India as well as state / district perspective. Further, work participation rate of male and female has been examined to know growth rate in labour market.

### Literature Review

As far as India is concerned with labour market there are various pinpoint emerging issues and dynamics in various segments Muniyoor K (2014). The researcher estimated number of persons engaged in various economic activities and job search activities rose by about 2 million, increased from 467 million in 2004/05 to 469 million in 2009/10. The study showed that slightly above 19 million rural female were out of the workforce. Mohanty S., et al. (2014) studied the dynamics of gender gap in wages of salaried class worker Indian states. Their paper recognized the need to study the extent to which gender plays a role in determining wage. On the basis of principal component analysis they underlined certain broad conclusions in Indian context. They concluded that skills, education etc. that may influence market demand for female workers did not have a strong bearing on gender gap in wages in the salaried class. Labour supply variables related to health and demographic differentials such as prevalence of anaemia, proportion of women in reproductive age, mean age of marriage did not have a bearing on gender gap in wages in the salaried sector. The level of decision making power of women did not have a significant bearing on the gender gap in wages. Labour supplies related to participation of women in the work force have some bearing on the gender gap. Arora R. (2012) examined gender inequality, economic development and globalization in the different states of India. Particularly, it examined whether gender inequality differs across the Indian states and whether it was lower in more open and globalized states. It also examined gender inequality in the major states of India and builds Gender Inequality Index. It

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\* Assistant Professor and Head of Economics Department, Pri. M. C. Shah Commerce College, Navgujarat Campus, Ahmedabad, Gujarat, India.

examined whether in the high percapita income states gender inequality was low, and whether 'open states were more gender friendly than other states which were less open. The findings of the study were the states which lie in the southern and western part of the country have lower gender inequality than the states in the northern region. The states with medium gender inequality were west Bengal, Andhra Pradesh, Orissa, Haryana and Punjab. The author concluded that gender growth relationship at the country level has been determined, gender globalization links remain uncertain. Their result showed that while overall percapita was associated with lower gender inequality and low percapita income in states with high inequality; in some states high percapita income co-existed with high gender inequality. Chittedi, K. R. & Dommati D. (2012) conducted their case study in *Karimnagar* district in Andhra Pradesh. The study showed that female work participation rate had declined and season wise irrigation facility is the main factor that determined the employment and wages of agricultural labour. The conclusion of the study was that there were wide variations in agricultural wages between mandals. The author suggested that to remove sex discrimination in wages there should be equal pay for men and women for equal work. Mitra, A., & Singh, P. (2006) in their study on 'Human Capital Attainment and Female Labour Force Participation--The Kerala Puzzle' concluded that although the state of Kerala in India ranked first in terms of female literacy rate and Human development index, the state presented a puzzling scenario as evidenced by the high employment rates for both men and women. Discrimination in a male dominated labour market limits access to and upward mobility of women in professional jobs. They suggested that in order to solve this paradox of high human capital attainment and chronic unemployment among educated females in Kerala, colleges and universities need to change their curriculum in order to integrate technical skills that are needed in the labour market.

After going through literature study, it was observed that there was gender discrimination in labour market in employment and wages of agricultural women. Higher percapita income state or lower percapita income state of India were showing gender discrimination. The present paper seeks to examine gender discrimination in labour market in 25 districts of Gujarat state and whether it has increased or declined from 2001 to 2011.

#### Objectives

- To measure growth rate of work participation rate of male and females from Census 2001-2011.
- To study gender discrimination in labour market in 25 districts of Gujarat States from census 2001 to census 2011.

#### Data and Methodology

This study is based on secondary sources of data. Secondary data has been collected from census of Gujarat 2011 & 2001 (PCA). Work participation rate of males and females in 2001 and 2011 has been used for estimating growth rate and analysing gender discrimination in labour market. The geographical coverage of the study has been the state of Gujarat. This study contains 25 districts of Gujarat states, out of 33 districts. Hence, the sample of 25 districts, which has been selected as per judgemental random sampling, fairly represents the population i.e. Gujarat State. For ease of computation district name has been arranged by 1 to 25 number.

- The following table-1 represents male and female work participation rate of 2001 and 2011. Given number of districts will be used for knowing district name by their numbers.

**Table 1: Male and Female Work Participation Rate (2001 & 2011)**

| District Name | Number | WPR Male |      | WPR Female |      |
|---------------|--------|----------|------|------------|------|
|               |        | 2001     | 2011 | 2001       | 2011 |
| Kachchh       | 1      | 53.6     | 56.9 | 21.9       | 15.2 |
| Banas Kantha  | 2      | 51.2     | 51.9 | 35.5       | 27.3 |
| Patan         | 3      | 53.2     | 55.2 | 36.3       | 26.5 |
| Mahesana      | 4      | 53.7     | 55.7 | 35.8       | 22.8 |
| Sabar Kantha  | 5      | 52.3     | 54.8 | 37.6       | 34.1 |
| Gandhinagar   | 6      | 53.1     | 56.4 | 28.9       | 19   |
| Ahmadabad     | 7      | 53.1     | 56.2 | 13.8       | 13.6 |
| Surendranagar | 8      | 54       | 55.4 | 30.5       | 25.9 |
| Rajkot        | 9      | 55.9     | 58.7 | 21.4       | 17.5 |
| Jamnagar      | 10     | 54.7     | 58.1 | 21.4       | 19.2 |
| Porbandar     | 11     | 55.8     | 57.9 | 23.4       | 20   |

|              |    |      |      |      |      |
|--------------|----|------|------|------|------|
| Junagadh     | 12 | 54.6 | 57.1 | 26.5 | 24   |
| Amreli       | 13 | 55   | 58.8 | 31   | 27.4 |
| Bhavnagar    | 14 | 53.4 | 56.3 | 22.1 | 22.4 |
| Anand        | 15 | 55.1 | 57.7 | 28.2 | 21.6 |
| Kheda        | 16 | 55.1 | 56.9 | 33.8 | 23.2 |
| Panch Mahals | 17 | 53.4 | 54.9 | 42.7 | 36.4 |
| Dahod        | 18 | 51.7 | 50.6 | 47.9 | 43.3 |
| Vadodara     | 19 | 55.9 | 57.3 | 26.3 | 22.9 |
| Narmada      | 20 | 56.5 | 57.9 | 43.9 | 41.7 |
| Bharuch      | 21 | 56.6 | 58.2 | 25.4 | 21.2 |
| Dangs        | 22 | 52.4 | 53.9 | 47.2 | 49.7 |
| Navsari      | 23 | 56.5 | 60.1 | 31.6 | 28.2 |
| Valsad       | 24 | 57.4 | 58.2 | 33.8 | 27.7 |
| Surat        | 25 | 60.7 | 62.9 | 23.3 | 15.3 |

Source: PCA Gujarat 2001 and 2011, compiled by researcher

**Table 2: Represents Total Person Work Participation Rate of 2001 and 2011**

| District Name | Number | Total Persons |      |
|---------------|--------|---------------|------|
|               |        | 2001          | 2011 |
| Kachchh       | 1      | 38.3          | 37.1 |
| Banas Kantha  | 2      | 43.6          | 40   |
| Patan         | 3      | 45.1          | 41.3 |
| Mahesana      | 4      | 45.1          | 39.9 |
| Sabar Kantha  | 5      | 45.2          | 44.7 |
| Gandhinagar   | 6      | 41.5          | 38.4 |
| Ahmadabad     | 7      | 34.5          | 35.9 |
| Surendranagar | 8      | 42.7          | 41.2 |
| Rajkot        | 9      | 39.3          | 38.9 |
| Jamnagar      | 10     | 38.6          | 39.2 |
| Porbandar     | 11     | 40.1          | 39.5 |
| Junagadh      | 12     | 40.9          | 40.9 |
| Amreli        | 13     | 43.1          | 43.4 |
| Bhavnagar     | 14     | 38.2          | 39.9 |
| Anand         | 15     | 42.3          | 40.4 |
| Kheda         | 16     | 44.9          | 40.6 |
| Panch Mahals  | 17     | 48.2          | 45.9 |
| Dahod         | 18     | 49.8          | 46.9 |
| Vadodara      | 19     | 41.7          | 40.7 |
| Narmada       | 20     | 50.4          | 49.9 |
| Bharuch       | 21     | 41.6          | 40.4 |
| Dangs         | 22     | 49.8          | 51.8 |
| Navsari       | 23     | 44.3          | 44.5 |
| Valsad        | 24     | 46.1          | 43.6 |
| Surat         | 25     | 43.7          | 41.9 |

Source: PCA Gujarat 2001 and 2011, compiled by researcher

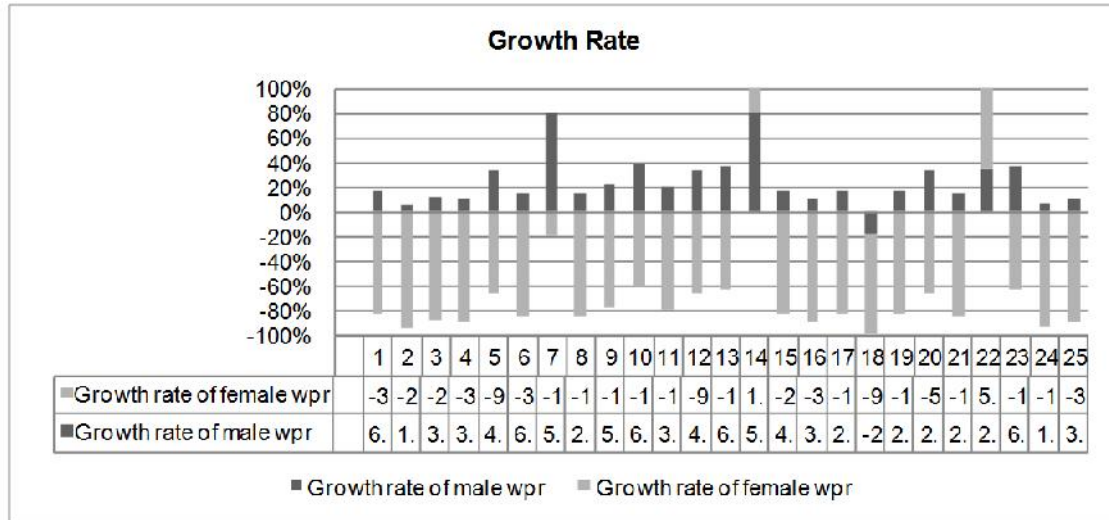
Following hypotheses have been framed:

- H<sub>0</sub>: There is no gender discrimination in labour market among all districts of Gujarat state.  
H<sub>1</sub>: There is gender discrimination in labour market among all districts of Gujarat state.  
H<sub>0</sub>: There is no significant change in work participation rate of male and females in Gujarat State.  
H<sub>1</sub>: There is no significant change in work participation rate of male and females in Gujarat State.

To test the hypothesis, computation has been made using MS-EXCEL and result has been presented in the form of Chart. To measure growth rate of male and female in labour market following formula has been used - Difference between past year value and present year value is divided by value of past year and outcome is multiplied by 100 so as to derive growth rate in male and female in labour market.

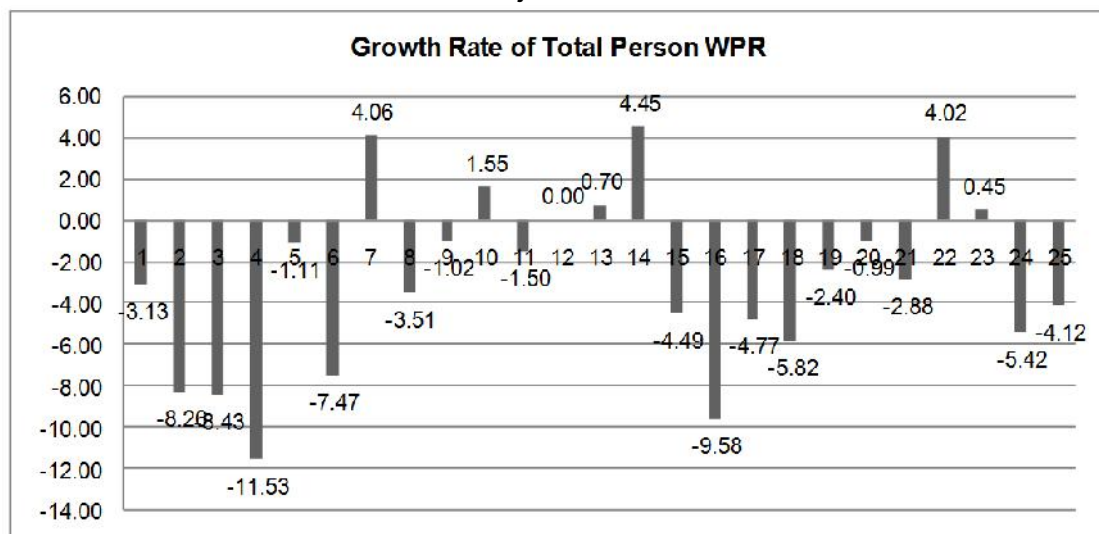
**Results and Discussion**

The following chart-1 depicts growth rate of male and female work participation rate.



It is obvious from the Chart-1, male work participation has increased over a female work participation rate in 2011. Growth of Female work participation rate has declined in 2011 compare to 2001. Though Gujarat is considered as developed state. The result is showing that female participation has declined in labour market. Male work participation rate has shown positive growth but female work participation has shown negative growth rate which indicates less female participation in labour market. The growth rate of male and female work participation was recorded (6.16) and (-30.6) percent respectively. Similarly, in Banaskantha (1.37) and (-23.10), in Patan (3.76) and (-27.00), in Mahesana (3.72) and (-36.31), in Sabar Kantha (4.78) and (-9.31), in Gandhinagar (6.21) and (-34.26), Ahmadabad (5.84) and (-1.45), Surendranagar (2.59) and (-15.08), Rajkot (5.01) and (-18.22), Jamnagar(6.22) and (-10.28), Porbandar(3.76) and (-14.53), Junagadh (4.58) and (-9.43), Amreli (6.91) and (-11.61), Bhavnagar (5.43) and (1.36), Anand (4.72) and (-23.40), Kheda (3.27) and (-31.36) Panch Mahals (2.81) and (-14.75), Dahod (-2.13) and (-9.60), Vadodara (2.50) and (-12.93), Narmada(2.48) and (-5.01), Bharuch(2.83) and (-16.54), The Dangs(2.86) and (5.30), Navsari (6.37) and (-10.76), Valsad (1.39) and (-18.05), Surat(3.62) and (-34.33) percent respectively.

**Chart-2 Represents Growth Rate of Total Persons' Work Participation Rate of 25 Districts of Gujarat State**



It is clear from the above mentioned Chart-2 that growth rate of total persons work participation has declined in 18 districts of Gujarat state in Kachchh it was estimated (3.13 percent), decline, similarly growth rate decreased in Banaskantha by 8.26 percent, in Patan 8.43 percent, in Mehsana 11.53 percent, Sabarkantha 1.11 percent, Gandhinagar 7.47 percent, Surendranagar 3.51 percent Rajkot 1.02 percent, Porbandar 1.50 percent, Anand 4.49 percent, Kheda 9.58 percent, Panchmahal 4.77 percent, Dahod 5.82 percent, Vadodara 2.4 percent, Narmada 0.99 percent, Bharuch 2.88 percent, Valsad 5.42 percent, Surat 4.12 percent. In Ahmedabad, Jamnagar, Junagadh, Amreli, Bhavnagar, the Dangs, Navsari districts work participation rate of total persons has increased by 4.06 percent, 1.55 percent, 0.7 percent, 4.55 and 4.02 percent respectively.

The above-mentioned charts indicate that except Bhavnagar and the Dangs districts, females work participation rate has decreased in Kachchh, Banaskantha, Patan, Mahesana, Sabarkantha, Gandhinagar, Ahmedabad, Surendranagar, Rajkot, Jamnagar, Porbandar, Junagadh, Amreli, Anand, Kheda, Panchmahal, Dahod, Vadodara, Narmada, Bharuch, Navsari, Valsad, Surat districts in 2011. In Bhavnagar and the Dangs Districts females work participation rate has increased 1.35 and 5.29 percent respectively. It can be said that gender discrimination has increased and there is gender discrimination in labour market in the state of Gujarat and hence null hypothesis is rejected and the alternate hypothesis is accepted. It can also be said that males work participation is higher than females work participation and there is significant increase in it and hence null hypothesis is rejected and the alternate hypothesis is accepted.

### Conclusion

Male and female work participation rate of 25 districts of Gujarat state has been used as a tool for analysing the growth rate of over period of 2001. It was observed in present study 27 percent reduction in growth rate of female participation in labour market compare to male. It shows that 27 percent males work participation was higher than females work participation and it has increased in 2011 by 34 percent. This study also found that all districts of Gujarat state male work participation is higher than female work participation in the year of 2011. To conclude, female work participation rate has declined in 2011 census compare to 2001 census in districts of Gujarat, Except Bhavnagar and Dang District. Gender discrimination was observed 27 percent in 2001 and percent in 2011. It shows that 7 % gender inequality has increased in labour market of Gujarat as per the statistics. The growth rate of female participation has much declined since male work participation rate, it has increased and it shows that gender discrimination in labour market has been seen in all districts of Gujarat state as per 2011 census.

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