

FEMALE WORK PARTICIPATION IN INDIA

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ABSTRACT

This paper is an attempt to study the disparities in Work Participation Rates among Males and Females in India, and how this disparity is reflected in Rural and Urban areas as well as various regions/states across the country. India is characterized by low work participation rate in general. So, 2001 and 2011 Census data on Work Participation Rate was compared. In 2011 census, working population has increased to 39.8%. There are wide regional variations in the countries in work participation rate, ranging from highest of 51.9% in Himachal Pradesh to lowest of 32.9% in Uttar Pradesh. The low proportion of working force or high dependency ratio (60%) in India is largely the product of countries' high natural rate of increase. A prejudice against female participation in work is another factor responsible for poor overall participation rate. There persists a wide male-female difference in the work participation rate. In 2011, while 53.3 percent of the country's male population was engaged in economically gainful activities, the corresponding figures for females was only 25.5 percent, which almost at the same level as in 2001. Therefore, what is needed is to enhance the education as well as skill levels of females. Sufficient job opportunities must be created for them so that they become equal partners in the country's economic development. The entry of more and more females in the labour force would not only lead to their empowerment but also raise their status in the society. Only then, we can achieve the goal of gender equity in the society.

KEYWORDS

Census, Dependency Ratio, Work Participation Rate etc.

INTRODUCTION

In tune with less developed countries, India is characterized by low work participation rate in general. Despite some incidence of child labor participation, only 33.4% of the country's population was at work at the time of 1981 census. In 2011 census, working population has increased to 39.8%. The low proportion of working force or high dependency ratio (60%) in India is largely the product of countries' high natural rate of increase. A prejudice against female participation in work is another factor responsible for poor overall participation rate. One typical feature of Indian work force that differentiates the countries from the developed world is wide disparity in the participation rates of males and females. While in developed countries, females are almost equal partner in the economic development, in case of India the female participation in economically gainful activities is only nominal. The patriarchal system of Indian society, age old prejudices against female mobility, prejudices against their education, their relatively low status in the society, frequent child births, limited job opportunities for them, and limited desires on the part of females themselves to participate in the economic development, are the factors that have contributed to the poor female participation in India. No wonder, the responsibility of earning the breads in India still lies on the masculine shoulders while the female keep herself occupied with the responsibility of baking the bread and looking after other domestic chores, which the Indian census does not considers economically productive work.

The rural and urban population in the country also displays some disparity in the incidence of participation in work. There is low work participation rate in urban areas then in rural areas. The relatively low participation rate in urban areas can be attributed to the nature of the economy of the society in urban areas. In towns, the nature of jobs is such that for which education and skills are a prerequisite. The incidence of female work participation in urban areas is much smaller than in the countryside, almost half that of rural areas. This factor also contributor to the relatively low

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participation rate in urban areas in comparison to the rural areas. The participation rates in urban areas of India would have been still lower but for a sizeable in migration of workers from rural areas to urban areas.

The industrial composition of work force in India is overwhelmingly dominated by the primary sector. Two out of every three workers in India are engaged in agricultural activities like cultivators and agricultural laborers. It not only establishes the primacy of agriculture in the country's economy but also exposes the inability of the secondary sector of the country's economy to create jobs and absorb labor. The occupational structure of female workers is more in primary sector oriented than that of male workers.

India's Work Participation Rate, 2011

India, on an average, has comparatively low work participation rate (39.8) in consonance with the stage of its demographic transition as is clear from Table-1.

Table-1: Work Participation Rate (Percent) in India, 2001-2011

2001	Total	39.10	51.68	25.63
	Rural	41.75	52.11	30.79
	Urban	32.25	50.60	11.88
2011	Total	39.8	53.3	25.5
	Rural	41.8	53.0	30.0
	Urban	35.3	53.8	15.4

Sources: Census of India

There persists a wide male-female difference in the work participation rate. In 2011, while 53.3 percent of the country's male population was engaged in economically gainful activities, the corresponding figures for females was only 25.5 percent, which almost at the same level as in 2001. It means that while one among every two male in the country was a worker, in case of females the corresponding ratio was one among every four females. The work participation rate among female in India continues to be low because of:

- Prejudices against female participation in outdoor activities among certain section of the society, namely Muslims.
- Comparatively low literacy rate among females.
- Limited availability of jobs suitable for females, and
- Competition among males and females for jobs, which remain extremely limited under the prevailing conditions of unemployment. Such a situation favours males as females have their own family limitations.

The disparity in male-female work participation rate is also reflected in rural and urban areas. In 2011, 53% of males worked in rural areas and almost the same percent (53.8) worked in urban areas. Among females, the work participation rate in rural areas was 30% while in urban areas the corresponding rates was 15.4%. Thus, only half the number of females worked in urban areas compared to rural areas in 2011. Table -2 gives state wise work participation rate for both males and females.

Table-2: State-wise Work Participation Rate (Percent) in India, 2001-2011

State/UT	Person		Male		Female	
	2011	2001	2011	2001	2011	2001
INDIA	39.8	39.1	53.3	51.7	25.5	25.6
Jammu & Kashmir	34.5	37.0	48.1	50.0	19.1	22.5
Himachal Pradesh	51.9	49.2	58.7	54.6	44.8	43.7
Punjab	35.7	37.5	55.2	53.6	13.9	19.1
Chandigarh*	38.3	37.8	56.5	56.1	16.0	14.2
Uttarakhand	38.4	36.9	49.7	46.1	26.7	27.3

Haryana	35.2	39.6	50.4	50.3	17.8	27.2
NCT of Delhi*	33.3	32.8	53.0	52.1	10.6	9.4
Rajasthan	43.6	42.1	51.5	50.0	35.1	33.5
Uttar Pradesh	32.9	32.5	47.7	46.8	16.7	16.5
Bihar	33.4	33.7	46.5	47.4	19.1	18.8
Sikkim	50.5	48.6	60.2	57.4	39.6	38.6
Arunachal Pradesh	42.5	44.0	49.1	50.6	35.4	36.5
Nagaland	49.2	42.6	53.4	46.7	44.7	38.1
Manipur	45.1	43.6	51.6	48.1	38.6	39.0
Mizoram	44.4	52.6	52.4	57.3	36.2	47.5
Tripura	40.0	36.2	55.8	50.6	23.6	21.1
Meghalaya	40.0	41.8	47.2	48.3	32.7	35.1
Assam	38.4	35.8	53.6	49.9	22.5	20.7
West Bengal	38.1	36.8	57.1	54.0	18.1	18.3
Jharkhand	39.7	37.5	49.8	48.0	29.1	26.4
Odisha	41.8	38.8	56.1	52.5	27.2	24.7
Chhattisgarh	47.7	46.5	55.6	52.8	39.7	40.0
Madhya Pradesh	43.5	42.7	53.6	51.5	32.6	33.2
Gujarat	41.0	41.9	57.2	54.9	23.4	27.9
Daman & Diu*	49.9	46.0	71.5	65.5	14.9	18.6
Dadra & Nagar Haveli*	45.7	51.8	61.6	62.3	25.3	38.7
Maharashtra	44.0	42.5	56.0	53.3	31.1	30.8
Andhra Pradesh	46.6	45.8	57.0	56.2	36.2	35.1
Karnataka	45.6	44.5	59.0	56.6	31.9	32.0
Goa	39.6	38.8	56.8	54.6	21.9	22.4
Lakshadweep*	29.1	25.3	46.2	42.4	11.0	7.3
Kerala	34.8	32.3	52.7	50.2	18.2	15.4
Tamil Nadu	45.6	44.7	59.3	57.6	31.8	31.5
Puducherry*	35.7	35.2	54.4	53.1	17.6	17.2
A & N Islands*	40.1	38.3	59.6	56.6	17.8	16.6

Sources: Census of India

There are wide regional variations in the countries in work participation rate, ranging from 51.9% in Himachal Pradesh to lowest of 32.9% in Uttar Pradesh. Broadly speaking, the areas that have large proportion of workers in non-agricultural activities display low participation rate and those which still depend largely upon the agriculture sector display high participation rate. This is perhaps due to the fact that child participation rate is high in agricultural sector and literacy requirement of non-agricultural sectors delay work participation by a few years. Out of 28, 17 states had higher participation rates than the national average (39.8). These include Mizoram, Himachal Pradesh, Sikkim, Chhattisgarh, Andhra Pradesh, Tamil Nadu, Karnataka, Arunachal Pradesh, Manipur, Madhya Pradesh, Rajasthan, Nagaland, Maharashtra, Gujarat, Meghalaya, Tripura, and Odisha. The states that displayed low work participation rates included Haryana, Kerala, Uttar Pradesh, Bihar, Assam, West Bengal, Uttarakhand, Jammu & Kashmir, Jharkhand, Goa, and Punjab. The work participation rate in all these states was less than of the national average of 39.8%.

From among the Union Territories, only three UTs of Daman & Diu, Dadra & Nagar Haveli and Andaman & Nicobar Islands display comparatively higher work participation rates of 49.9, 45.7 and 40.1 respectively. In the remaining UTs, the work participation rates were less than the national average of 39.8 per cent. Lakshadweep had the lowest work participation rate of 29.1 per cent, perhaps because of the fact that its population was overwhelmingly Muslim and had very low work participation rate among females. While the national average of female work participation was 25.5 %, it was only 11.0% in Lakshadweep.

Table-2 also shows wide disparity in work participation rates of males and females across all the states and UTs in India. The female work participation rate (25.5%) is less than that of half of male's participation rate due to a variety of socio-economic factors. However, the states that have comparatively high female work participation rate include Himachal Pradesh, Uttarakhand, Rajasthan, Sikkim, Andhra Pradesh, Nagaland, Manipur, Mizoram, Meghalaya, Jharkhand, Chhattisgarh, Odisha, Madhya Pradesh, Maharashtra, Arunachal Pradesh, Karnataka, and Tamil Nadu. Punjab had the lowest work participation rate of 13.9%. The states which had female work participation less than the national average included Jammu & Kashmir, Haryana, UP, Bihar, Tripura, Assam, west Bengal, Gujarat, Goa, and Kerala.

As compare to female work participation rate, the male work participation rate displays little state to state variations. Thus, while in case of females, the work participation rate varies between 13.9 to 44.8 percent, in case of males it varies between 46.5 to 60.2 percent across states. This signifies that female work force participation rates are much more pronounced than that of male work participation rates. The above analysis reveals:

- Even in 2011, only 4 out of every 10 person were engaged in any economically activity in India. While one male out of every two males works in India, the corresponding ratio for females is one out of every four, showing low female work participation in India.
- Wide disparities exist in male-female work participation rate. Male work participation rate is more than double the female work participation in the country.
- State to state variation in work participation rate were more pronounced in case of females than in case of males.
- The states which were characterized by high female work participation rate displayed higher work participation rate in comparison those where female work participation rates were low.
- During 2000-2011, the overall work participation rate in India improved only marginally, 39.1 to 39.8 percent. While the male work participation rate increased from 51.6 to 53.3 percent, the female work participation rate declined slightly from 25.6 to 25.5 percent.

CONCLUSION

Indian work force is characterized by low female work participation rate. Only one out of four female in the country participates in the labor force. There are wide male-female differentials in the work participation rates and female work participation rate is half that of male work participation rate. This disparity in male-female work participation rates is also reflected in rural and urban areas as well as across various regions of the country. The low female work participation rate in India is because of various socio-economic reasons such as patriarchal system of Indian society, age old prejudices against female mobility, prejudices against their education, their relatively low status in the society, frequent child births, limited job opportunities for them and limited desires on the part of females themselves to participate in development process. So, what is needed is to enhance the education as well as skill levels of females. Sufficient job opportunities must be created for them so that they become equal partners in the country's economic development. The entry of more and more females in the labour force would not only lead to their empowerment but also raise their status in the society. Only then we can achieve the goal of gender equity in the society.

THE POLICY IMPLICATION

To achieve the goal of gender equity in the society, what is needed is to enhance the education as well as skill levels of females. Sufficient job opportunities must be created for them so that they become equal partners in the country's economic development. The entry of more and more females in the labour force would not only lead to their empowerment but also raise their status in the society.

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