



## Female work participation in Punjab

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### Abstract

A country's economic development depends upon female work participation rate as women constitute nearly half of the population of the country. Increasing rates of women's participation have helped developed countries in increasing their growth rate. However in India female work participation rate is quite low as compared to male work participation rate. This paper attempts to find out trend and pattern of female work participation in Punjab. It has been found that there is wide gap between male - female WPR and female WPR in Punjab is nearly two times lower than female WPR at national level.

**Keywords:** words-development, work, participation, gap, national

### Introduction

Gender equality is a core objective of development. Better female education, greater female participation in various fields, greater access to economic resources and greater voice of women in social, economic and political field has significant impact on immediate family as well as whole of the nation. Female labour participation plays very important role in economic growth of a country. But the overall female participation in India has been quite low in comparison with other countries of world. According to ILO report India ranked 68th out of 83 countries with availability of data in terms of female participation in 1994 but this rank declined to 84th out of 87 countries in 2012. Punjab did not have different story. Work participation rate of females is much less in Punjab.

### Literature Review

Kaosos, Siberman, Dourmpoulo (2014) investigated the causes of decline in female labour force participation in India. Econometrics models were being used to investigate the literature. The study found that the effects of increased education and higher levels of household consumption together accounted for around 18 per cent of the total decline in female participation between 2005 and 2010. The study further estimated that around 42 per cent of the decline in female participation was due to a general lack of employment opportunities for women and other factors, while changes in measurement methodology between survey rounds accounted for the remaining 40 per cent of the observed decline.

Nagaich and Sharma (2015) [3] studied work participation differentials in Punjab economy. The study found that the participation of women in Punjab was less as compared to their male counterpart and WPR of women is not increasing even with the rise in level of education. This means, in Indian society, male gives less priority to their women. Participation of women in the rural sector is always larger than the male

members of the society. But in the rural areas, more women participated in the low paying menial works. This is because of the low mobility of women from the villages, due to religious and social restriction. On the supply side, reproductive work and domestic roles prove to be significant variables in influencing female labour force participation.

Borkar (2016) [4] revealed that participation of women in labour force has witnessed a declining trend in India in spite of increase in GDP of India. The study found that gender discrimination, wage gap between male- female, wage gap between formal –informal sector, jobless growth in India, social norms regarding marriage and women's role outside the household are the reasons for declining female labour participation in India.

### Objective of study

The objective of the paper is to study the trends of female work participation in Punjab.

### Research Methodology

The paper is based on secondary data published in various government reports, journals, experts view.

### Work Participation

Punjab is one of the most progressing state in India. According to census 2011 [7], female constitute 47.23% of the total population of the state as compared to 48.5% at national level. There has been improvement in sex ratio since 2001 census that is it increased to 895 in 2011 as compared to 876 in 2001. Child sex ratio has also increased from 798 in 2001 to 846 in 2011. Female literacy rate 70.7% in 2011 has increased from 63.5% in 2001. Gap in literacy rate of male and female has also decreased over the years. During 2001 and 2011, the literacy gap came down from 11.9% to 9.7% respectively. But work participation rate of women is much lower as compared to their male counterparts in Punjab

**Table 1:** Work participation rate in India and Punjab in 2011

Workers/country	India			Punjab		
	Male	Female	Gender gap	Male	Female	Gender gap
% of total workers	53.26	25.51	27.75	55.15	13.9	41.25
% of workers in rural area	53.03	30.02	23.01	54.9	14.3	40.6
% of workers in urban area	53.76	15.44	38.32	55.5	13.2	42.3

**Source:** compiled from statistical profile of women labour, Labour Bureau, Ministry of Labour and Employment, Government of India, 2012-13

Table -1 revealed that male work participation rate in Punjab is higher than average rate in India. But female work participation rate in Punjab is much lower than in India i.e. 13.9% as against 25.51 % in India. Gender gap in work participation rate in Punjab is much higher that is 41.25% as against 27.75% in India. WPR of females in Punjab is over four times lower than their male counterparts and nearly two

times lower than FWPR at national level.

#### **Female work participation rate in Punjab as compared to other states & UTs**

Punjab ranked much lower in Female work Participation Rate as compared to other states in India.

**Table 2:** States & union territories ranked according to the female work participation rate in 2001 &2011

State /Union Territories	Female Work Participation Rate		Rank	
	2001	2011	2001	2011
Himachal Pradesh	43.7	44.8	2	1
Nagaland	38.1	44.7	7	2
Chhattisgarh	40	39.7	3	3
Sikkim	38.6	39.6	6	4
Manipur	39	38.6	4	5
Mizoram	47.5	36.2	1	6
Andhra Pradesh	35.1	36.2	10	7
Arunachal Pradesh	36.5	35.4	8	8
Rajasthan	33.5	35.1	11	9
Meghalaya	35.1	32.7	9	10
Madhya Pradesh	33.2	32.6	12	11
Karnataka	32	31.9	13	12
TamilNadu	31.5	31.8	14	13
Maharashtra	30.8	31.1	15	14
Jharkhand	26.4	29.1	19	15
Orissa	24.7	27.2	20	16
Uttarakhand	27.3	26.7	17	17
Dadra &Nagar Haveli	38.7	25.3	5	18
Tripura	21.1	23.6	23	19
Gujarat	27.9	23.4	16	20
Assam	20.7	22.5	24	21
Goa	22.4	21.9	22	22
Jammu &Kashmir	22.5	19.1	21	23
Bihar	18.8	19.1	26	24
Kerala	15.4	18.2	32	25
West Bengal	18.3	18.1	28	26
Haryana	27.2	17.8	18	27
Andaman & Nicobar island	16.6	17.8	30	28
Puducherry	17.2	17.6	29	29
Uttar Pradesh	16.5	16.7	31	30
Chandigarh	14.2	16	33	31
Daman &Diu	18.6	14.9	27	32
Punjab	19.1	13.9	25	33
Lakshadweep	7.3	11	35	34
Delhi	9.4	10.6	34	35

**Source:** Compiled from statistical profile of women labour, labour bureau, ministry of labour and employment, government of India, 2012-13

As shown in Table-2, Himachal Pradesh has the highest female work participation rate in India i.e 47.8 % while

Punjab FWPR in Punjab is just 13.9%.Punjab ranked 25 in FWPR in 2001 while its rank fall down to 33 in 2011.

**Gender wise work participation rate in Punjab**

There is wide disparity in gender wise work participation rate in Punjab

**Table 3:** Gender wise work participation rate in Punjab (%)

Year	Male WPR	Female WPR
1981	53.76	6.61
1991	53.34	6.78
2001	54.10	19.10
2011	55.15	13.91

Source: Primary census abstract of Punjab; 1981, 1991, 2001 and 2011

Table -3 reveal that female WPR in Punjab is much less as compared to their male counterparts. Not only this, female WPR which was increasing till 2001 show a declining trend in 2011 i.e. the WPR declined from 19.1% in 2001 to 13.91% in 2011.

**District wise work participation rate in Punjab**

In Punjab inter district disparities are found more in female work participation rate

**Table 4:** Work participation rate in various districts of Punjab (2011)

Districts	Male WPR	Female WPR
Amritsar	55.76	15.58
Bathinda	58.26	18.13
Faridkot	56.65	12.55
Ferozpur	55.65	16.74
Gurdaspur	52.58	11.01
Hoshiarpur	50.99	11.23
Jalandhar	55.84	12.88
Kapurthala	55.26	12.50
Ludhiana	56.41	14.18
Patiala	54.83	12.38
Roopnagar	52.28	14.30
Sangrur	55.25	10.76
Sahid Bhagat Singh Nagar	54.34	11.40
Fatehgarh Sahib	56.98	11.46
Moga	55.59	14.22
Mukatsar	57.34	14.69
Mansa	56.45	27.08
TaranTaran	53.22	12.65
Barnala	56.11	11.21

Source: Compiled from primary census abstract of Punjab, 2011 [7]

As shown in table-4, Mansa has highest female WPR that is 27.08% % while Sangrur has lowest WPR i.e. 10.76%. There is more disparity in female WPR as compared to male WPR. None of the district has more female WPR as compared to Male WPR. Bathinda has also highest male WPR i.e.58.26% while Hoshiarpur has lowest male WPR i.e. 50.99%

**Sector wise main workers and marginal workers in Punjab**

In Punjab percentage of male main workers is more as compared to percentage of female main workers as shown in table-5

**Table 5:** Sector wise main workers and marginal workers

Sectors	Male		Female	
	Main workers as % of total male workers	Marginal workers as % of total male workers	Main workers as % of total female workers	Marginal workers as % of total female workers
Rural	54.71	7.16	37.8	27.11
Urban	35.26	2.87	27.2	7.83
Total	89.97	10.03	65.06	34.94

Source: Compiled from Gender Statistics of Punjab, 2012. Economic and Statistical Organisation, Punjab.

As shown in above table, out of total male workers in Punjab89.97% are main workers while 10.03% are marginal workers. On other hand % of female marginal workers is more

as compared to male marginal workers that is 34.94 %. In rural areas % of female marginal workers is 27.11% as against 7.16% of male marginal workers.

**Table 6:** Sex wise distribution of workers according to categories of workers in Punjab (% of total workers)

Category	Male	Female
Cultivators	21.72	9.94
Agricultural Labours	15.35	19.94
Household Industry	3.09	7.50
Other Workers	59.85	63.43

Source: Statistical profile of women labour, labour bureau, ministry of labour and employment

As shown in table-6 that 19.94% of women are agricultural labours which is less as compared women cultivators that is 9.94% which shows women are doing low paying jobs.

### Wage Differentials

Wages/salaries per man day worked for directly employed male workers is higher as compared to their female counterparts in Punjab.

**Table 7:** Wages /salaries per man day worked (RS)

Year	Men	Women
2005-06	166.72	128.63
2006-07	176.59	137.49
2007-08	186.40	152.12
2008-09	196.21	159.11
2009-10	215.60	173.38

**Source:** Statistical profile of women labour, labour bureau, ministry of labour and employment, government of India, 2012-13

Above table shows wage differential between male and female workers which is an indicator of women exploitation.

### Conclusion

Throughout this paper, an attempt is made to examine the trends and patterns of female workforce participation across Punjab. Though Punjab has made strides of growth, high levels of development did not translate into progress of women. Gender inequalities still persist and manifest in the form of low female labour force participation rates, earning gaps between men and women, working of women in low paying jobs. Not only that there is large gap in labour force participation rates of men and women, female work participation rate is also falling in Punjab. This gender gap should be narrowed because if this trend continues for some more time, there will be serious repercussion to the society we left for generations to come. There is need for appropriate government intervention along with policy formulation for addressing this serious issue

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