

# A Comparative Study of Work Participation Rate of Women in Punjab and Haryana

## Abstract

Indian economy is today an emerging economy of the world and women along with men play a significant role in the development of the nation. An equal participation of women of India is prerequisite for the growth and prosperity of the nation. In achieving this, the female population of the country are being educated and trained with new skills and knowledge. This help them to get better jobs and even generate self-employment. The present study analyse the working status of women in India and compare the work participation rate of two northern states of India, i.e., Punjab and Haryana for the period 1981 to 2011. It was found that work participation rate which increased from 1981 to 2001, has declined after 2001 in India as a whole as well as the two selected states. In addition, a huge difference can be seen in the work participation rate of men and women in India. However, the gender gap is more in Punjab as compared to Haryana.

**Keywords:** Women, Work Participation Rate, India, Haryana, Punjab.

## Introduction

“The hand that rocks the cradle can rule the world” is a popular saying about women.

Woman of 21<sup>st</sup> century has proved this by creating a prominent position for herself in various fields in our male-dominated society. Now, women are the pivot around which the family, the society and the whole community moves. Women are successfully gaining importance in men’s world because of their economic independence, combined with the challenge of doing something on their own encouragements they get from the members of the family. Another aspect of getting importance is that for employment purpose, people are migrating to urban areas. Due to this, their cost of living in urban areas is increasing. This is forcing the women to enter into workforce as the income earned by the male member of the family alone is not sufficient to secure their future. This is supported by a survey conducted by National Council for Applied Economic Research (NCAER Survey2011) India, in Delhi and Mumbai. The survey found that just like women are looking to marry men who own a house, men are also looking to marry women who are either already in employment or capable of being employed in future or in other words economically independent. . Due to these reasons, the proportion of working women in the world is increasing (United Nations Gender Report 2010) and in India also.

Savings is a habit specially embodied to women. In the past, when women were not employed mainly depend on their spouse’s income, they used to save out of this to meet for future activities. In those days, women did not have any awareness about various available investment avenues because of no proper means of communication. But as time passed, the scenario has totally changed. Moreover, certain socio economic compulsions are forcing women to work. One another reason is that the encouragement they are getting from their family members also motivate them to work. Now the lifestyles of people are also changing. They want to go for weekend trip and holiday tours with their family which is slowly transforming from desires to needs of urban families due to their busy schedules. But these are turning into expensive activities. Thus women are entering into workforce just to fulfill these needs

In today’s environment role of women is totally changed. They are not one of the earning member of the family but also taking charge of financial management of his family also. The present women who are equally employed, through their education have knowledge about various aspects of investment and saving and as a result they invest in various

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investment avenues such as shares, debentures, mutual funds and bank deposits. Every women investor wants to save a portion of her current income to meet the future needs such as building a house, marriage of children, education of children, etc. and the root cause of savings for women entrepreneur is to spend one's future in comfort. Unlike women in previous generations, when many believed they could rely on their parents or spouse to provide for their financial security. As mentioned by International Labour Organisation (ILO) in its annual report of 2011, disparity of income is vanishing in many sectors between men and women, more women are now entering into workforce to prove their worthiness. Besides this Indian government is also making efforts to uplifting the status of women by enacting the new laws and amending the existing ones. Free girl education and free laptops, less stamp duty, high interest on deposits, reserving the 33 per cent quota in parliament seats are the examples of the efforts made by the government to empowering the women. Thus all this shows the increasing role of women in Indian economy.

#### **Profile of Haryana and Punjab**

India is an agrarian economy and Haryana and Punjab are two of its northern states known for their agricultural production. The states have over the years emerged as the leading states of India with a planned economic development and industrial growth. Haryana covers the total area of 44,212 sq. km in the north-center of India and about 80 per cent of its population is dependent on agriculture. Punjab is situated in the north-western corner of India having a land area of 50,352 sq. km and is characterized by the availability of abundant water and rich fertile soil. The states are one of the top agrarian states contributing primarily in the national food grain pool of rice, wheat, cereals and pulses. According to economic survey, 2013-14, Haryana was ranked among top states in terms of per capita income of Rs.120352 (absolute values) with the growth rate of 5% in the year 2012-13. Punjab, in year 2013-14, topped among all the states in by contributing 43.4 percent of wheat and 29.3 per cent of rice to the central pool. Punjab has also witnessed substantial growth in its industry sector.

Even though India has emerged as one of the developing economy with high-tech infrastructure, better basic amenities, smart schools and colleges, upgraded hospitals, transport facilities, yet it suffers from the problem of growing population and poverty. India has recorded a population growth of 17.72 percent since 2001 and has increased to 1,21,08,54,977 in 2011. The states like Punjab and Haryana have also recorded an increase and stands at 15<sup>th</sup> and 16<sup>th</sup> position respectively in the total population of India (Gaur and Manchanda, 2016). However, over the years, the status of women have improved. An increase in the sex ratio has been recorded in the country over the years. The sex ratio which was 930 in 1971 in India, increased to 943 in 2011. The number of women per 1000 males in 1971 was 867 and 865 in Haryana and Punjab which increased to 879 and 895 in 2011 respectively. It is

seen that the population size in India is increasing over the years, but the decade growth rate has decreased. This is also witnessed in Haryana and Punjab where a fall in the decade growth rate in population was recorded. Moreover, the education status of women has also improved tremendously. The literacy rate which was 21.97 in 1971 in India, increased to 64.60 in 2011. The number of women in 1971 was 10.32 and 24.65 in Haryana and Punjab which increased to 65.94 and 70.73 in 2011 respectively. In light of the above, the present study examines the working status of women in India along with comparing the work participation rate of women in Haryana and Punjab.

#### **Review of Literature**

The literatures below are the empirical evidences of the study conducted on women in India. The studies mainly covered the socio-economic status of women in India and its states individually. Education, employment and women empowerment were the issues under consideration in these studies. Sridevi (2005) had studied the present conditions of women and tried to explore the degree of empowerment. The study observed that women status was changing from time to time, region to region, class to class, caste to caste and from occupation to occupation. The study considered the level of economic equality and independence were main indicators of measuring status of women. The study concluded that education has empowered the women. Bhatia and Dhindsa (2009) analyzed the socio-economic background of the women workers and assess the empowerment of women workers through their economic independence. The study found that many working women has to get involved in work at very early age because of financial problems and family conditions. The study found that their husband played a crucial role in empowering them and raising their standard of living. Kaur and Kaur (2012) analyzed the trends and patterns of the female work participation in Punjab, during 1991 to 2001 and determinants of worker's work in Punjab. The study found that a women worker in all districts of Punjab has increased. It was found that role of educated women in economic decision has increased. The study showed that socio- economic and household condition affects the participation of women in economic activities. Narayan (2016) made an attempt to study the trends and pattern of female employment in rural and urban Haryana. The study also analyzed participation rates by disaggregating them on the basis of education level, age structure and types of employment. The study found that the Work participation rate of female workers in rural areas was higher as compared to the work participation rate of urban areas in 2011. The average of average daily employment of women in factories of Haryana was very low for the period 2002 to 2010 as against to All-India level. The state has also slipped from the 18<sup>th</sup> position in 2001 to 27<sup>th</sup> position in female participation rate. The spatial pattern of female WPR indicated that the gender inequalities are more in southern part of the state and they are increasing whereas gender inequalities are

less in northern Haryana. Mahata et.al (2017) tried to access the trend and pattern of the sex ratio status, level of female literacy rate and workforce participation rate of women in the Haryana. They also explored the interlinkages of these factors with women empowerment. The study showed that Haryana has male dominated society where women are suffering from less social and economic value. Over the time, the sex ratio has improved in Haryana and as a result their economic participation has increased. The government of India also launched the National Mission for empowering the women.

#### **Objectives of the Study**

1. To study the trend in work participation rate in Haryana, Punjab and India as a whole.
2. To make a comparative analysis of work participation rate of women and the gender gap in Haryana and Punjab from 1991 to 2011 census year.

#### **Research Methodology**

The present study is primarily based on data from various secondary sources. The secondary sources include statistical abstracts of Punjab and Haryana, Census of India 2001 and 2011 reports, economic survey reports and planning commission reports. The time period covered for analysis is the last four census year from 1981 to 2011. In addition, a district-wise comparison of work participation rate between Punjab and Haryana for the census year 1991, 2001 and 2011 is also conducted.

#### **Variable Definition**

As per Census of India, 2001, the variable selected are defined as:

#### **Work participation rate**

Work participation rate is measured as the percentage of total workers (main and marginal workers) to total population, where;

#### **Work**

Work is defined as participation in any economically productive activity with or without compensation, wages or profit. Such a participation may be physical or mental in nature. Work involves not only actual work but also effective supervision and direction of work.

#### **Workers**

All persons engaged in work are known as workers. Workers include cultivators, agricultural labourers, household industry workers and others workers involved in any other economic activity

#### **Main workers**

These are the workers who had worked for the major part of the reference period i.e. 6 months or more.

#### **Marginal workers**

These workers had not had worked for the major part of the reference period i.e. 6 months or more.

#### **Findings and Results**

In the study table 1 titled work participation rate in India, Punjab and Haryana (1981-2011) represents the work participation rate of male, female and persons as a whole in India and its states, Punjab and Haryana from 1981 to 2011. As per the analysis:

1. There is a significant increase in the work participation rate of male, female and persons as a whole in India and its two states, Punjab and Haryana from 1981 to 2001. However, the participation rate fall in 2011 in India as well as the two states.
2. Observing the gender gap in figure 1, we find that the gender gap which showed a decreasing trend from 1981 to 2001 increased in 2011 for India as well as Punjab and Haryana.
3. Comparing the two states, work participation rate of women is always more in the Haryana (17.8 in 2011) than Punjab (13.9 in 2011) but less than India as a whole (25.5 in 2011).
4. In addition, gender gap in work participation rate is more in Punjab during the study period (41.3 in 2011) than in Haryana (32.6 in 2011) whereas in India, it is 27.8 in 2011.

The study has also examines district-wise the work participation rate in Punjab and Haryana from 1991 to 2011. The table 2 is titled as district-wise work participation rate in Haryana. The table also shows the change in work participation rate from 2001 to 1991 and 2011 to 2001 and gender gap during 1991, 2001 and 2011. As per the analysis of table 2, we find that,

1. The female work participation rate witnessed a growing trend in all the above districts of Haryana from 1991 to 2001. However, the negative change in work participation rate existed from 2001 to 2011 in all districts.
2. Observing the gender gap in all the districts during the study period, gender gap in work participation rate reduced in 2001 but increased in 2011.
3. Mahendragarh was regarded as the best district with low gender gap of 23.60 percent in the field of employment in 2011 followed by Bhiwani, Rewari, Jind and Hisar. On the contrary, Yamunanagar, Ambala, Kuruksetra, Faridabad and Panchkula were the five worst performers in the field of employment.

The table 3 titled as district-wise work participation rate in Punjab also shows the change in work participation rate from 2001 to 1991 and 2011 to 2001 and gender gap during 1991, 2001 and 2011.

1. The table demonstrates a growth in female work participation rate in all the districts of Punjab from 1991 to 2001, whereas each district witness downward turn in the work participation rate from 2001 to 2011 except for Mansa and Jalandhar.
2. Observing the gender gap in all the districts during the period, gender gap reduced in 2001 from 1991 but then increased during 2011 in all the districts except for Mansa.
3. Mansa was regarded as the best district with low gender gap of 29.37 percent in the field of employment followed by Ferozpur, Hosiarpur, Bathinda and Amritsar. On the contrary, Fatehgarh Sahib, Sangrur, Faridkot, Jalandhar and Muktsar were the five worst performers in the field of Literacy.

**Conclusion**

Today, woman are having a prominent position in various fields in our male-dominated society. Women are the pivot around which the family, the society and the whole community moves. The status of women has said to improve tremendously. They are given equal chance of being educated and earn for the family. However, the ground realities are different and steps are need to be taken in this regard. The present study analyse the work participation rate of women in India and its two states, Punjab and Haryana during 1981 to 2011. The findings states that work participation rate of women in Punjab is very low as compared to men. Haryana although has a better position than Punjab yet the gender gap is above 20 per cent. The findings shows that over the study period from 1981 to 2001, the work participation rate improved but it declined after 2001 in India along with Punjb and Haryana. The probable reasons for such a situation could be the social norms like marriage and fertility, gender discrimination in work environment, wage differential, low demand for women workers, etc.

**Limitation of the Study**

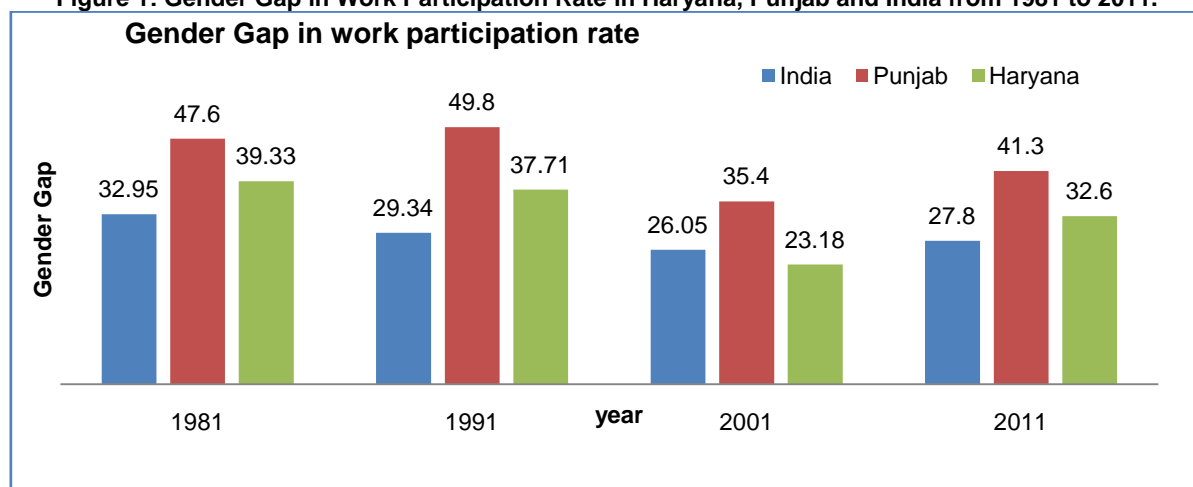
1. Since a structured definition of work was given after the census survey of 1971, the study period is selected from 1981 to 2011 to facilitate comparison.
2. Secondly, the study period is selected based on the availability of data.

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## Annexure

Figure 1: Gender Gap in Work Participation Rate in Haryana, Punjab and India from 1981 to 2011.



Years	India			Punjab			Haryana			Gender Gap		
	Persons	Male	Female	Persons	Male	Female	Persons	Male	Female	India	Punjab	Haryana
1981	36.7	52.62	19.67	31.5	53.8	6.2	31.63	49.93	10.6	32.95	47.6	39.33
1991	37.5	51.61	22.27	30.9	54.2	4.4	31	48.51	10.8	29.34	49.8	37.71
2001	39.1	51.68	25.63	37.6	54.1	18.7	39.76	50.49	27.31	26.05	35.4	23.18
2011	39.8	53.3	25.5	35.7	55.2	13.9	35.2	50.4	17.8	27.8	41.3	32.6

Source: Compiled

Haryana and its districts	Male	Female	Male	Female	Male	female	Change		Gender Gap		
	1991		2001		2011		1991-2001	2011-2001	1991	2001	2011
Haryana	48.51	10.76	50.49	27.31	50.44	17.79	16.55	-9.52	37.75	23.18	32.64
Mahendragarh	44.76	15.9	48.08	38.23	47.86	24.26	22.33	-13.97	28.86	9.85	23.60
Rewari	42.73	11.61	49.86	36.81	49.61	24.04	25.2	-12.77	31.12	13.05	25.57
Jhajjar	45.43	13.97	51.61	35.78	48.58	17.24	21.81	-18.54	31.46	15.83	31.34
Bhiwani	45.37	17.42	49.38	35.4	49.69	25.05	17.98	-10.35	27.95	13.98	24.64
Jind	48.93	12.81	51.79	34.77	51.65	24.98	21.96	-9.79	36.12	17.02	26.67
Fatehabad	52.33	9.58	54.62	34.32	53.19	23.64	24.74	-10.68	42.75	20.3	29.55
Hisar	49.28	14.44	52.07	33.17	52.42	25.03	18.73	-8.14	34.84	18.9	27.39
Sirsa	52.76	13.75	53.23	30.59	54.13	21.64	16.84	-8.95	39.01	22.64	32.49
Sonepat	48	12.98	49.79	30.4	50.06	19.75	17.42	-10.65	35.02	19.39	30.30
Gurgaon	46.52	15.46	46.99	27.79	52.95	16.09	12.33	-11.70	31.06	19.2	36.86
Rohtak	47.36	10.42	49.56	27.71	47.96	14.88	17.29	-12.83	36.94	21.85	33.08
Kaithal	50.5	8.74	51.06	25.73	51.26	16.13	16.99	-9.60	41.76	25.33	35.13
Panipat	49.52	7.43	51.33	25.73	50.81	14.98	18.3	-10.75	42.09	25.6	35.83
Faridabad	48.07	8.91	48.45	21.91	49.37	12.13	13	-9.78	39.16	26.54	37.24
Kurukshetra	50.25	3.99	51.4	21.31	52.56	15.04	17.32	-6.27	46.26	30.09	37.52
Karnal	49.75	5.84	50.4	18.9	51.60	14.76	13.06	-4.14	43.91	31.5	36.85
Panchkula	52.78	6.14	54.78	17.92	55.01	17.82	11.78	-0.10	46.64	36.86	37.20
Yamunanagar	50.08	2.75	50.34	11.38	52.94	8.26	8.63	-3.12	47.33	38.96	44.67
Ambala	50.01	3.53	51.17	9.96	53.47	9.82	6.43	-0.14	46.48	41.21	43.65

Source: Compiled

	Male	Female	Male	Female	Male	Female	Change		Gender Gap		
	1991		2001		2011		2001-1991	2011-2001	1991	2001	2011
<b>Punjab and its districts</b>											
<b>Punjab</b>	54.2	4.4	54.1	18.7	55.15	13.91	14.3	-4.79	49.8	35.4	41.24
<b>Faridkot</b>	55.5	7.1	55.9	27	56.65	12.55	19.9	-14.45	48.4	28.9	44.09
<b>Bathinda</b>	53	7.5	55.6	25.1	58.26	18.13	17.6	-6.97	45.5	30.5	40.13
<b>Mansa</b>	55.5	4.5	55.4	24.2	56.45	27.08	19.7	2.88	51	31.2	29.37
<b>Sangrur</b>	56.8	4.7	55.2	24.1	55.25	10.76	19.4	-13.34	52.1	31.1	44.49
<b>Moga</b>	54.7	4.6	55.1	23.8	55.59	14.22	19.2	-9.58	50.1	31.3	41.38
<b>Muktsar</b>	56.3	6.8	54.9	23	57.34	14.69	16.2	-8.31	49.5	31.9	42.64
<b>Rupnagar</b>	57.6	7.1	54.4	22.3	52.28	14.30	15.2	-8.00	50.5	32.1	37.99
<b>Fatehgarh</b>	55.1	7.4	54.3	18.5	56.98	11.46	11.1	-7.04	47.7	35.8	45.52
<b>Ludhiana</b>	53	2.1	54.1	18.3	56.41	14.18	16.2	-4.12	50.9	35.8	42.23
<b>Patiala</b>	53.2	4.1	54.1	17.6	54.83	12.38	13.5	-5.22	49.1	36.5	42.44
<b>Ferozpur</b>	54.5	4.7	53.6	17.3	55.65	16.74	12.6	-0.56	49.8	36.3	38.91
<b>Amritsar</b>	54	2.7	53.4	16.3	55.76	15.58	13.6	-0.72	51.3	37.1	40.18
<b>Kapurthala</b>	55	2.6	53.2	15.7	55.26	12.50	13.1	-3.20	52.4	37.5	42.76
<b>Hoshiarpur</b>	52.2	5.8	52.8	14.1	50.99	11.23	8.3	-2.87	46.4	38.7	39.76
<b>Jalandhar</b>	51.3	2.4	51.9	12.1	55.84	12.88	9.7	0.78	48.9	39.8	42.96
<b>Gurdaspur</b>	50.6	4.6	51	12.3	52.58	11.01	7.7	-1.29	46	38.7	41.58

Source: Compiled