

TRENDS OF WORK PARTICIPATION AMONG WOMEN IN PUNJAB

Mrs. Harpreet Kaur

Research Scholar

Dr. Parveen Kumar

Asstt. Professor and HOD (Economics)

Guru Kashi University, Talwandi Saboo

RESEARCH PAPER

ABSTRACT

The present research paper deals with the work participation rate among women in Punjab with special focus on three districts of Hoshiarpur with highest literacy rate, Patiala with moderate literacy rate and Mansa with lowest literacy rate. The female work participation rate of 2011 has been compared with that of 2001. Further it is also studied in comparison with the work participation among male population also. Efforts have been made to focus on rural as well as urban areas separately. There is further division made in four age groups to look at the trends in Punjab and how far our sample of 600 females differ as regards it. The trends from 2001 to 2011 showed downward trends in case of women work participation rate the sample of females collected from 6 villages gave a very optimistic overview of the job scenario of 3 districts.

INTRODUCTION

The participation rate is a part of active portion of an economy's labour force. The participation rate refers to the number of people who are either employed or are actively looking for job. The number of people who are no longer actively looking for work would not be included in the participation rate. During the period of recession many workers get discouraged and they stop looking for employment, as a result of which the participation rate comes down.

Punjab because of its prosperity and strategic location in North-West India attracted many outside invaders. Foreign Invasions and wars brought disgrace to females and led to preference for males. Subsequently, other social evils like exorbitant dowry, gender biases, violence etc. all contributed in reduction of female population of the State. In spite of its economic prosperity, the state is earning bad reputation for its increasing disproportionate masculine composition of population. The state with one of the highest per capita income of the country at Rs. 18,862/- has a much lower sex ratio of 895 against 1000 males. As per census 2011, Punjab has a population of 2.77 Cr., an increase from 2.44 Cr. In 2011, out of total population of 27,743,338, males are 14,639,465 Cr and females are 13, 103, 873 Cr. Thus, the total population growth in this decade was 13.89% while it forms 2.29% of India's total population in 2011.

The contribution of women to their households and to the society is never ending. The increasing participation of women in the workforce, the multiple roles of many women as mothers, wives and paid workers helped in assessing the employment and occupational structure of the economy. Women work participation rate in the state as a whole has been significantly lower than that of men. Increase in work participation rate is more in rural than in urban areas. In Punjab, women are relatively invisible in workforce statistics. Restrictive definitions of 'work' mostly based on economic concepts of productivity, have reduced women to economic non-entities. This is because women's labour in most cases does not directly produce marketable goods or services. This gender notion of work has largely undermined women's contribution to the economy resulting in non-recognition of women as important economic entities. No doubt women work for longer hours and they contribute substantially to the family income, quite often they are the major earners as the work performed by them is non-monetized. They are not perceived as workers by either the women themselves or by the data collecting agencies and the Govt. itself. This is a result of the non-recognition of the multi dimensional functions, which women performs both as productive and re-productive labour. The causes of low participation rate of women is repeatedly acknowledged in terms of the invisibility of women's work, domestic chores and other tasks, which are viewed as part of a cultural and traditional attitude, where man is considered as the primary bread earner.

KEY WORDS

Census, Districts, Gender gap, Women, Work Participation Rate

OBJECTIVE OF THE STUDY

There is rising trend towards work participation amongst the women in the three districts of Punjab.

This is in contrast to the census 2011 data which show that the trend is towards the fall.

REVIEW OF LITERATURE

According to the study conducted by **Levitan, Quinn and Staines** in 1971, there are females in the United States of America who work on full time basis but they are paid less and they enjoy lesser status than man. No doubt, they are of equal qualification and ability. They are not even paid subsistence wages.

Premilla Kapur in another study conducted in 1974 finds out the factors that lead a woman to work. She works to get status of her own in society and want independence. She doesn't work for need of money.

A study conducted by **Leela Gulati** focused on the relationship between the economic and demographic factors and female work participation. It further highlighted on interstate differences. The study does not by any means exhaust all the economic and demographic factors to which female work participation could possibly be related. Micro level studies at the village level present highly contrasting scenario across regions or even within the same region. It emphasizes the importance of socio-cultural factors such as caste and other restrictions and negative effect of income. The survey which was conducted in the rural areas of Bihar and Gujarat depicted that female participation in economic activity outside home is negatively activated with their responsibility within home.

In **Sharaya Mhatre's** study conducted in 1978 of women working in banking sector, a sample of 165 females from seven nationalised banks was drawn. The study concluded that very few women reach upto higher ranks. If they work with dedication, they don't get married. The management wants to hire women employees because they don't get involved in unions and they handle the clients well.

RESEARCH METHODOLOGY

The present study being analytical in nature is based on primary data as well as secondary data. It is increasingly believed that the generation of relevant data forms an integral part of any data-based investigation. It is quite evident that to carry out the empirical investigations, the objectives must be achieved and the hypothesis must be formulated and tested with the help of appropriate statistics so as to draw scientific inferences. Hence each type of data has its own advantages as well as disadvantages. In the present study, three districts have been selected with the help of information collected through secondary sources as generated by the Directorate of Census Operations, Punjab. According to Census 2011 out of 22 districts of Punjab, Hoshiarpur is at the top with the highest female literacy level of 80.3% and Mansa is at the bottom with the lowest female literacy level of 55.7%. Patiala is taken as third district in this study as it has a moderate female literacy level of 69.8% as per census 2011. Secondary data was collected from various issues of Statistical Abstracts of Punjab as per the requirements of study. Special attention was given here to theoretical and empirical literature on how education as human capital affects work participation among women in Punjab. Thus, female education has an impact on female work force participation rates as well.

Research is done by means of samples on the basis of which scientific conclusions and generalizations applicable to the whole population from which sample was taken, was formed. A sample is generally a small group which represents generally all the characteristics of population. There are many sampling techniques but here random stratified sampling technique is used keeping in view that it will give representative data. Under stratified sampling, the population is divided

into several groups that are individually more homogeneous than the total population and then one select items from each group to constitute a sample. Since each group is more homogeneous than the whole population, we are able to get more accurately each of the component parts which gives a better estimate of the whole. The results of random stratified sampling technique are comparatively more reliable and valid as the whole population is categorized into several groups that are individually more homogeneous than the whole population. In random sampling, every person has an equal chance of being selected as a sample. It was decided to construct a tool to conduct the study. A questionnaire was prepared to collect information from the subjects to meet the requirements of the study. Various factors pertaining to the study under question were included in the questionnaire to cover various aspects from all angles to arrive at desired results.

In the present study, three districts of Punjab i.e Hoshiarpur, Mansa and Patiala were selected. Further from each district, selection of two blocks was made according to the level of development. One block selected was the most developed one and another was the least developed. Then from each block two villages were selected, one considered as developed and other being underdeveloped. From each village 50 respondents were taken. These 50 respondents were 10 from SC category, 10 from BC category and 30 were from General category. In all a sample of 600 respondents was taken i.e 200 from Hoshiarpur, 200 from Mansa and 200 from Patiala.

After making groups and preparing the questionnaire, next step was to collect the primary data. The primary data was collected through personal interview method. All the interviews were conducted either at home or at work place so that the respondents may feel comfortable and relaxed while giving the needed information. Mostly questions were translated in Punjabi verbally so that respondents may feel comfortable to answer them in the stipulated time. The individual upon whom the questionnaire was to be administered was clearly explained the motive behind getting the requisite information and assured that the information collected would be used only for the purpose of research and would never be used for any other purpose. The questionnaires was distributed personally and most of the females gave the required information immediately.

After collecting the data, the information was tabulated. It was further analyzed on the desired lines and necessary interpretations were made. Comparison among the various groups that were formed was made. Descriptive statistics was used while analyzing the collected data .

FINDINGS OF THE STUDY

According to Census of Punjab (2011), work participation rate of males is 55.15% and that of females is 13.91%. The highest female work participation is in Bathinda district i.e. 22.61% and Sangrur has lowest female work participation rate of 10.99%. In almost each district of Punjab female work participation rate has decreased and gender gap has increased.

Table No. 1

Sectoral and sex wise participation rate of work force in Punjab, 2011.

Rural	Male	54.9%
	Female	14.3%
	Total	35.6%
Urban	Male	55.5%
	Female	13.2%
	Total	35.8%
Total	Male	55.2%
	Female	13.9%
	Total	35.7%

(Source: - Population Census 2011, India)

A look at the work participation of females in comparison to males shows that according to census 2011, in rural areas the work participation rate among males is 54.9% and in case of females, it is 14.3% per cent while the total work participation rate is 35.6%. But in urban areas, the work participation rate among males is 55.5% and in case of females, it is 13.2% and the total work participation rate is 35.8%. The overall work participation rate in males is 55.2% while in case of females it is 13.9% and the total work participation rate is 35.7%. It is quite evident that in both rural as well as urban areas, the work participation rate among females is less. The reason being that women are less educated than their male counter parts. Moreover, females have to select their

work keeping in view many family constraints. The work participation of women in Punjab was less as compared to their male counterpart and it varied from one region to another. The WPR of the women is not increasing with the rise in level of education. There was no single district with higher WPR among women than the males. Participation of women in the rural sector is always larger than the male members of the society. This is because of the low mobility of women from the villages, due to religious and social restrictions. On the supply side, reproductive work and domestic roles prove to be significant variables in influencing female labour force participation. It is believed that high level of education and vocational training for women workers is necessary for improving their level of productivity and enabling them to move into non-agriculture sectors. Moreover, women should be given autonomy and freedom to move and to join self help groups which affects their ability to access resources and to improve productivity. In addition to this, women are regarded as the peripheral producers and marginal recipients of the benefits of Govt. Programs and from development and credit institutions. There is a need for gender sensitive agricultural strategy, which strengthens the role of women workers in the agriculture. There is need to recognize the productive work done by the women, reduce the discrimination against them by law on equal pay and equal job opportunities and to create more jobs which suits their skills and needs.

Table No. 2

Work Participation Rate in Punjab and its districts

S. No.	Districts	Female WPR	
		2001	2011
	Punjab	19.1	13.91
1.	Hoshiarpur	17.60	11.23
2.	Patiala	17.95	12.4
3.	Mansa	25.6	27.1

(Source:- Primary Census Abstract of Punjab, 2001, 2011)

The above given table shows that the work participation among females in Punjab in 2001 was 19.1% but it decreased to 13.91% in 2011. In contrast to this, the male work participation rate in 2001 was 54.1% but it improved to 55.15% in 2011.

The present study of three districts of Hoshiarpur, Patiala and Mansa shows that in Hoshiarpur district, women work participation rate in 2001 was 17.6% and it reduced to 11.23%. In Patiala district, the women work participation rate in 2001 was 17.95% and it reduced to 12.4%. Mansa district rather showed an opposite trends. Here the women work participation rate in 2001 was 25.6% and it increased to 27.1%.

As per census 2011, women constitute 11.99% of main workers and 6.44% of marginal workers to total workers in the state. The work force participation rate of females in Punjab is 13.9%, and that of males is 55.2%. In other words WPR of females in Punjab is four times lower than their male counterparts in the state. The percentage of female job seekers to total number of job seekers registered in employment exchange was 30.3% in 2012 as compared to 60.7% of male job seekers. Out of the total 2,70,908 Govt. Employees working in the state in 2011, number of women employees were 68,758 i.e. 25.38% of the total. The females constitutes only one fourth of the total employees working in the Govt/ Semi Govt. sector. The percentage of female employees to total employees in Group A, B, C and D is 23.47%, 32.28%, 27.49% and 16.05% respectively.

Table No. 3

Sex wise distribution of workers according to category of workers in Punjab

Category of workers	Male	Female	Total
Main Cultivators	1691777	112083	1803860
Main Agricultural Labourers	1013979	154042	1168021
Main Household industry workers	215971	84689	300660
Main other workers	4342904	835491	5178395
Total	8074157	1823205	9897362

(Source:- Director, Census operation, Punjab)

The comparison of women working in different categories of work as regards males shows that the scenario of Punjab is altogether different. In the category of Main Cultivators, Main agricultural labourers, Main household industrial worker and main other workers, the males outnumber the females in work participation.

Table No. 4

Distribution of Workers According to Broad Employment status

Rural						Urban					
Self Employed		Regular Salaried		Casual		Self Employed		Regular Salaried		Casual	
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
77.8%	46%	8.6%	20.15%	13.6%	33.9%	41.1%	45.2%	54.3%	46.5%	4.6%	8.35%

(Source:- NSS Office 68th Round, July, 2011 to June, 2012.)

The table given above depicts that according to the census 2011, there were 77.8% females who were self-employed while males were only 46% in rural areas. But in case of urban areas, there were only 41.1% of females who were self-employed while males were 45.2%. In case of regular salaried class, there were 8.6% females who were in this category while males were 20.15% in rural areas. But in case of urban areas, there were 54.3% of females who were in this category while males were 46.5%. There were 13.6% casual workers among females in rural areas and 33.9% among males. Same is the trend found in urban areas, where there were 4.6% casual workers among females and 8.35% among males.

Table No. 5**Work Force Participation Rates by Age Groups**

Year	15-29		30-44		45-59		60 and above		Total	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Rural										
July 2001 - June 2002	32.6	76.3	46.4	98.7	40.4	96.2	15.8	69.6	24.6	53.8
July - Dec, 2002	25.7	74.9	42.7	98.4	38.7		17.3	66.9	21.6	54.7
Jan - Dec, 2003	28.7	75.5	45.4	98.6	43.9	95.3	19.9	67.3	23.7	54.6
Jan - June 2004	29.4	75.2	44.9	98.4	41.6	94.7	17.7	61.6	23.3	54.0
July, 2004 - June, 2005	30.9	75.1	46.6	98.7	44.7	96.0	19.9	63.1	24.9	54.6
July, 2005 - June, 2006	38.5	75.7	58.5	98.8	54.6	97.1	24.6	65.0	31.4	56.1
July, 2007 - June, 2008	25.0	72.3	41.3	99.0	40.2	96.5	17.8	64.5	22.0	55.1
July, 2009 - June, 2010	23.3	66.2	36.5	99.2	38.3	96.3	19.1	63.6	20.8	54.8
July, 2011 - June, 2012	18.3	63.1	33.4	98.9	34.0	96.6			18.1	54.7
Urban										
July 2001 - June 2002	13.0	69.1	21.1	98.5	19.3	93.0	8.0	39.0	11.5	57.1
July- Dec, 2002	15.1	68.7	22.0	98.2	21.6	92.5	8.4	36.5	12.6	55.6
Jan - Dec, 2003	14.2	67.1	22.6	98.5	19.8	91.8	8.6	36.5	12.5	55.9

Jan - June 2004	15.9	67.7	24.3	98.4	20.8	91.5	6.7	34.7	13.3	55.7
July, 2004 – June, 2005	17.8	67.3	26.6	98.4	21.9	92.7	8.6	35.6	14.8	56.6
July, 2005 – June, 2006	19.1	66.9	25.9	98.5	22.3	92.2	7.7	37.3	15.2	56.6
July, 2007 - June, 2008	15.2	66.7	21.4	98.8	19.3	92.7	6	38.4	12.6	57.3
July, 2009 – June, 2010	15	60.4	22.1	98.7	20.1	93.9	6.1	33.6	12.8	55.6
July, 2011 – June, 2012	15.9	59.9	23.3	98.8	19.2	94.1			13.4	56.0

(Source: - National Sample Survey Office)

The population of Punjab has been divided into four groups according to age. It is 15-29 years, 30-44 years, 45 -59 years and 60 years and above. In case of first age group of 15-29 years, the women work participation rate has come down from 32.6% in 2001 to 18.3 %in 2011 in rural areas. In the second age group of 30-44 years, the women work participation rate has come down from 46.4% in 2001 to 33.4%in 2011 in rural areas. The third age group of 45-59 years shows that the women work participation rate has come down from 40.4% in 2001 to 34.0 %in 2011 in rural areas. The fourth age group of 60 years and above shows that the women work participation rate has been raised from 15.8% in 2001 to 19.1 %in 2011 in rural areas. The total work participation rate has reduced from 24.6% in 2001 to 18.1% in 2011.

In case of first age group of 15-29 years, the women work participation rate has been raised from 13% in 2001 to 15.9 %in 2011 in urban areas. The second age group of 30-44 years shows that the women work participation rate has been raised from 21.1% in 2001 to 23.3%in 2011 in urban areas. The third age group of 45-59 years shows that the women work participation rate has come down from 19.3% in 2001 to 19.2 %in 2011 in urban areas. The fourth age group of 60 years and

above depicts that the women work participation rate has come down from 8% in 2001 to 6.1 % in 2011 in urban areas. The total work participation rate has been raised from 11.5% in 2001 to 13.4% in 2011.

TABLE NO. 6
Occupation Wise Distribution of Respondents

OCCUPATION	HOSHIARPUR		PATIALA		MANSA		TOTAL	
	Number	%	Number	%	Number	%	Number	%
EMPLOYEES (PUBLIC) REGULAR	183	91.5	196	98	172	86	551	91.8
EMPLOYEES (PRIVATE)	10	5	1	0.5	20	10	31	5.2
EMPLOYEES (PUBLIC) CONTRACT	5	2.5	3	1.5	5	2.5	13	2.2
BUSINESS WOMAN	2	1	0	0	3	1.5	5	0.8
TOTAL	200	100	200	100	200	100	600	100

The above table shows the occupational distribution of sample taken. The population was divided into four groups i.e Employees who are working in public sector on regular basis, Employees working in private sector, Employees working in Public sector on contract basis and business woman. Out of our total sample of 600 females, maximum of them ie 91.8% are working in public sector on regular basis, followed by 5.2% working in Private sector, 2.2% working on contract basis in Public sector and only 0.8% are business woman. In case of females working in Public sector on regular basis, then Patiala district is at the top with 98% population followed by 91.5% from Hoshiarpur district and 86% from Mansa district. In case of Employees working in Private sector, then Mansa district is at the top with 10% females followed by 5% from Hoshiarpur district and 0.5% from Patiala district. In case of Employees who are working on contract basis in public

sector, then Hoshiarpur and Mansa district is at the top with 2.5% females followed by 1.5% from Patiala district. There is no business woman in Patiala district as per the present sample while there are 1.5% females from Mansa district and 1% from Hoshiarpur district out of the sample of 200 respondents.

TABLE NO. 7**Nature of Work of Respondents**

NATURE OF WORK	HOSHIARPUR		PATIALA		MANSA		TOTAL	
	Number	%	Number	%	Number	%	Number	%
PERMANENT	182	91	195	97.5	173	86.5	550	91.7
ADHOC	10	5	5	2.5	22	11	37	6.2
DAILY WAGE	2	1	0	0	2	1	4	0.7
TEMPORARY BUT LIKELY TO CONTINUE	0	0	0	0	3	1.5	3	0.5
NA	6	3	0	0	0	0	6	1
TOTAL	200	100	200	100	200	100	600	100

As per the table mentioned above, out of 600 females 91.7% are working on permanent basis, 6.2% are working on adhoc basis, 0.7% are working on daily wage basis and 0.5% are working on temporary but likely to continue basis. In case of the females working on permanent basis then maximum percentage ie 97.5% is found in Patiala district followed by 91% in Hoshiarpur district and 86.5% in Mansa district. There are maximum females ie 11% of the sample of 200, are found in Mansa district followed by 5% in Hoshiarpur district and 2.5% in Patiala district. There is no female from Patiala district who is daily wager while 1% each is found in Hoshiarpur and Mansa district. None respondent from Hoshiarpur and Patiala district are working on Temporary but likely to continue basis but 1.5% cases are found in Mansa district. There are certain Not Applicable cases also, they form 1% of the total universe of 600 and 3% are found in Hoshiarpur district.

TABLE NO. 8**Employment amongst Respondents**

EMPLOYMENT LEVEL	HOSHIARPUR		PATIALA		MANSA		TOTAL	
	Number	%	Number	%	Number	%	Number	%
YES	198	99	200	100	198	99	596	99.3
NO	2	1	0	0	2	1	4	0.7
TOTAL	200	100	200	100	200	100	600	100

According to this table, 99.3% of the respondents are employed and highest % age of 100% is found in Patiala district followed by 99% in each district of Hoshiarpur and Mansa. There are only 0.7% cases who are unemployed and maximum percentage of 1% is found in Hoshiarpur and Mansa district. No such case appeared in Patiala district.

CONCLUSIONS

It is important to learn about participation of males and females in an economy so that corrective decisions may be taken for overall economic growth of the nation. The phenomena of female economic activity and women's employment in each of these segments are main issues in the economy of all nations. Although women constitute a little less than half of the economically active population, but their contribution to economic activity is far below its potential. The sample of 600 females shows that 100 females in Patiala district are employed while 99% of them are working in Hoshiarpur and Mansa districts. Most of the females are doing permanent jobs and in this case maximum women are found in Patiala district followed by Hoshiarpur and then Mansa district. In addition to this, most of them are regular employees who prefer to work in Public sector. Maximum percentage of them are again found in Patiala district followed by Hoshiarpur and Mansa district. This shows that educated women don't feel like sitting idle at home. They prefer to do job along with household chores.

Bibliography

- Census of India 2011.
- Devi, D.R.M. Ravindram, 1983, “Women’s Work in India” *International Social Science Journal*, 35(4);683-701.
- Govt. of Punjab, (2011) Statistical Abstract of Punjab
- <http://indiastats.com>
- Human Development Index Report, 1995 UNDP, Oxford
- India, Registrar General Census of India (2011), Provisional Population Totals, Punjab.
- India, Registrar General Census of India – Various Issues, Primary Census Abstract, Punjab.
- Mishra, Shweta. Empowerment of women in urban local bodies: an assessment. *Nagarlok*, 34(4), 2002(Oct-Dec): p.35-41.
- Mitra, Tushar Kanti and Sinha, Gouranga. Women empowerment and human development in India. *Asian Economic Review*, 47(3), 2005(Dec): p.351-66.
- Nagaich Sangeeta, (1997) “Changing Status of Women in India”, New Delhi, : Anmol Publications Pvt. Ltd.
- Nanda, P. , P.S. Raikhy, (Determinants of Rural Female Participation in Punjab- A District Level Analysis)
- Levitan, T., Quinn, R. and Staines, G.L., (1971), “Sex Discrimination Against the American Working Women”, *American Behavioral Scientist*, Vol.15, p.242.
- Premilla Kapur, (1974), *The Changing Status of Working Women in India*, Vikas Publication, New Delhi.
- Leela Gulati, “Female Work Participation: A Study of Inter State Differences”, *Economic and Political Weekly*, Vol.10, No. 1 and 2, 1975, p. 42-70.
- Sen. A. (1992), ‘Inequality reexamined Oxford’: Clarendon Press And Cambridge, MA: Harward University Press.
- Sen A. (1998), *Mortality as an Indicator of Economic Success And Failure*.

- Sharaya Mhatre, (1978) Women in Banking, Unpublished Report, Bombay National Institute of Bank Management, p.21. Susan Wsendyand Parker (2000) 'Gender Differences In Education In Mexico'. World Bank, Washington DC.
- UNDP, Human Development Report Various issues of United Nations Development Programme, New York, Oxford University Press.
- Vaizey, J.(1962), 'Economics of Education' London: Farber and Farber.

