



ORIGINAL RESEARCH PAPER

Economics

OCCUPATIONAL GROWTH AND FEMALE LABOUR FORCE PARTICIPATION: HIMACHAL PRADESH

KEY WORDS: Himachal Pradesh, Female Labour Force Participation Rate, Occupational Structure.

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ABSTRACT

The investigators can identify the occupational structure of the economy from the number of the total working population employed in agriculture and associated activities and the number of them involved in the manufacturing and service sectors. The present research paper intends to analyse the growth of female labour force participation in Himachal Pradesh in 1991, 2001 and 2011. The maximum growth has been witnessed by other workers, followed by main female workers, female household industry workers and female agricultural labourers. There was no noticeable growth in female cultivators, and it is negative. The growth rate of female other workers is more than 50 per cent. In comparison to female other workers, the growth rate of female agricultural labourers, female household industry and female cultivators is meagre.

I. INTRODUCTION

In the Indian economy, occupational distribution is critical. The occupational structure can be understood as the percentage of its workforce employed in various economic ventures. The process of development has been associated with two types of transitions: (a) movement of the workforce from agriculture to manufacturing and services, and (b) migration from rural to urban areas, i.e., urbanisation, during and after the Industrial Revolution, as well as in recent times in East and South-East Asia. We are particularly interested in determining the relative impact of changes in the economy's occupational structure in Himachal Pradesh. However, these transitions and mobility are associated with increased education, improved health, and falling fertility rates, among other socioeconomic drivers; thus, women's participation in the labour force and their role in society would play a critical role in the development process.

Within India, the state of Himachal Pradesh has evolved as a full-fledged state after the independence, and therefore the economy of Himachal Pradesh underwent notable changes. Over the years, Himachal Pradesh has made great strides in reducing extreme poverty within a generation while simultaneously sharing the endeavours of prosperity even with a disadvantaged group (i.e. women) who were historically left behind. According to Indian Human Development Report (2011), Himachal Pradesh was ranked the third number after Kerala and Delhi. There is a dramatic poverty decline in rural areas from 36.8 per cent to 8.5 per cent between 1993-94 and 2011-where 90 per cent of the population lives; land reform with 80 per cent of the population owning some amount of land; exceptional infrastructure; enlightened policy and legislation. For several years, economists and policymakers have been concerned about the declining number of women in paid jobs, also known as female labour force participation (FLFP). The facts are undeniable. According to a 2017 World Bank report, Precarious Drop: Reassessing Patterns of Female Labour Force Participation Rate in India, 19.6 million women dropped out of the Indian labour force between 2004-05 and 2011-12. Participation dropped from 42.6 per cent in 1993-94 to 31.2 per cent in 2011-12. However, the most significant drop occurred in rural India between 2004-05 and 2011-12 among young girls and women aged 15 to 24. However, the exception to this Indian trend is Himachal Pradesh. According to Census 2011, Himachal Pradesh has the second-highest participation of women in the labour force in rural areas among all states, at 47.4 per cent, after Sikkim. The World Bank's most recent findings, released in June 2017, place the state at number one, on par with Sikkim.

It has emerged as one of the states that have achieved

remarkable growth, especially in the last two decades, accompanied by India's best human development outcomes. In terms of gender equality, Himachal Pradesh has achieved significant progress. In several other states, women finish secondary school more than males. Furthermore, gender disparities in education are narrowing. In addition, the state has the country's highest female labour force participation rate. So, with these brief accomplishments, the present research paper proceeds to analyse the growth of female labour force participation by occupation in Himachal Pradesh during 1991, 2001 and 2011.

The study comprises five sections, with an introduction as Section I. Sections II and III are devoted to the literature review and objectives. In section IV growth of the female labour force population by occupation has been analysed, followed by the conclusions and references in the last sections V and VI.

II. Review of Literature

A theoretical and empirical examination of differences in men's and women's social situations is that of occupational segregation, manifested by an unequal representation of men and women in various occupational categories. The concentration of individuals of one sex in certain spheres of occupational activity is rooted in the tradition of division of labour principles in primitive hunting and gathering societies. According to Linton, 1975, as civilisation progressed, the biological criteria that initially defined this division were encased in a value system emphasising the cultural distinction of men's and women's roles in society. Cultural anthropologists who argue for the universality of dividing community members into various categories based on gender and age differences also observe membership in particular gender. While age groups not only designate professions and types of activity but also provide the individual with a set of behavioural models they can use in their interactions with other members of society. Nicole and Huberman (2002) identified the dimensions of occupational gender segregation and women's wage advancement. Women were concentrated in a variety of occupations and organisational strata. Horizontal segregation has reached a plateau, while vertical segregation has steadily improved. According to Klasen and Pieters (2012), poorly educated women entered the labour force out of necessity and dire economic circumstances.

III. Objectives

- To analyse the growth of Female Labour Force Participation by Occupation in Himachal Pradesh.

IV. Growth Of Female Labour Force Population By Occupation

The statistics about the growth of the female labour force population by occupation from 1991 to 2011 in Himachal Pradesh are inferred in Table 1. The compound annual growth rate has been engrossed in analysing the growth of female labour force participation from 1991 to 2011. The categories of occupation which have been considered are female main workers, female cultivators, female agricultural labourers, female household industry and female other workers. The maximal growth has been witnessed by female other workers with 57.98 per cent, followed by female main workers, female household industry and female agricultural labourers with growth rates of 30.96 per cent, 22.89 per cent and 20.78 per cent, respectively. There was no noticeable growth in female cultivators, which is negative with -10.49 per cent. The growth rate of female other workers is more than 50 per cent. Compared to female other workers, the growth rate of female agricultural labourers, female household industry and female cultivators are very low.

Most North Indian states, including Himachal Pradesh primarily engaged in agriculture and related activities. Because of India's poor state of farming and agriculture, it is difficult for women to find short- or long-term employment opportunities. The gendered division of labour in agriculture has also prevented women from formally entering the labour force, with women frequently performing agricultural work as unpaid subsistence labour. Furthermore, as women transition from agriculture to non agricultural sectors, they have been unable to find better jobs elsewhere can be contemplated as the reason for the maximal growth rate of female labour force participation in the non-agriculture sector.

Therefore creating female employment opportunities in non-agricultural sectors should be the main priority of the state administration. With the availability of agricultural work decreasing due to reduced land holdings and structural changes in farming, it is critical to creating employment for rural women in non-agricultural sectors. However, unless the government can supplement opportunities with formal training, women's employment opportunities must be commensurate with their skill level. An effective policy would focus on increasing and promoting traditional activities such as local embroidery work, which can also be done at home.

Table: 1 Growth of female labour force population by occupation-Himachal Pradesh

Year	Percentage of Female Workers to Total Female Population				
	Female Main Workers	Cultivators	Agricultural Labourers	Household Industry	Other Workers
1991	18.47659	16.74706	0.374205	0.128456	1.390846
2001	21.08794	17.06769	0.322981	0.242344	3.454929
2011	44.81734	11.96841	0.663163	0.239895	5.560747
CAGR	33.96	-10.49	20.78	22.89	57.98

CAGR=Compound Annual Growth Rate

V. CONCLUSION

The compound annual growth rate of female labour force participation rate shows that the maximal growth has been witnessed by female other workers, followed by female main workers, female household industry and female agricultural labourers. There was no noticeable growth in cultivators, and it is negative at -10.49 per cent. The growth rate of other workers is more than 50 per cent, and in comparison to other workers, the growth rate of agricultural labourers, household industry and cultivators is very low. Therefore, the occupational distribution of the female labour workforce shows that labour absorption in self-cultivation is saturated and declining. But the increase in female agricultural labourers is more than the size decline in female cultivators, indicating female farmers, those who are leaving the farming activity, and those who enter newly into agriculture are

becoming agricultural labourers. Moreover, the relatively high growth of the female workforce engaged in non-agriculture appears to be a welcome feature, but one needs to be prudent in interpreting it so, especially in the context of increasing informalisation of the labour market.

This transition of women from agriculture to non-agricultural sectors because of the unavailability of better work prospects is the strong justification for the maximal growth rate of female labour force participation in the non-agriculture sector. The state administration should focus on creating female employment opportunities in non-agricultural sectors on a priority basis. However, unless the government can supplement opportunities with formal training, women's employment opportunities must be commensurate with their skill level. An effective policy would focus on increasing and promoting traditional activities such as local embroidery work, which can also be done at home.

Further, in Himachal Pradesh, it has been found that the number of females participating in the labour force is low compared to their male counterparts and hence comprises a marginalised section. The share of female labour force participation in rural areas is much higher than in urban areas since women in rural areas are more than twice as likely as their male counterparts to report themselves as self-employed in agriculture. Women have always worked in the hill states. Men migrating for work and women taking over economic activity in villages have a long history. They are the ones who make the decisions and call the shots. This is deeply ingrained in the cultures of these states. Women's agricultural participation in the state is likely to differ from that of other north Indian states. Horticulture and floriculture, for example, are worth more than traditional crops. However, the withdrawal of women from agriculture in other parts of India can be interpreted as a warning. If Himachal is to avoid this trend, it is critical to create new opportunities in agri-business that will benefit women.

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