

## SOCIO-ECONOMIC STUDY OF FEMALE WORK PARTICIPATION IN RAJASTHAN

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### **Abstract**

*The pace at which people join the labor force is a crucial factor in shaping our society and economy. Employment policy and policy design for human resource development can benefit from an examination of job participation. Women's involvement in Rajasthan's agricultural industry is particularly strong. Women are underrepresented in management and technical occupations. While more young women in Rajasthan are finishing their education, many of them are choosing not to enter the labor for reasons including a lack of available jobs and cultural expectations. Women are limited in their ability to pursue careers in the fields they want and achieve their ideal working circumstances. This study examines the status of working women in Rajasthan in the present, drawing heavily from information collected in the 2011 Indian Census. The study's overarching goal is to determine what factors, if any, in Rajasthan's social and economic environment contribute to women's labor force participation. The research shows a rising percentage of women in Rajasthan are entering the labor force. Gender inequalities in Rajasthan's labor force participation were found to exist, according to this study. Women make up a smaller fraction of the labor force than men do. This demonstrates that women did not take part in WPR on a frontline basis. Household activities are not considered economic activities; hence they were not contributing to the economy. The percentage of working women is overestimated. A growing number of women are entering the labor force in rural regions. The survey also offers advice on how to get more women into the workforce.*

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## **Introduction**

As a concept, women represent wisdom, morality, selflessness, love, friendship, and teamwork. It is only when men and women in a given country are accorded equal rights and opportunities that we can call that nation “developed.” Famous female leader Eleanor Roosevelt reportedly quipped, “You can’t tell a woman’s strength until she steps into hot water,” comparing women to tea bags. When males act irrationally, women have several attributes that help them think and act logically. Women have the power to birth new life and fashion exquisite art. Through perseverance, commitment, love, trust, and faith, every woman can do everything she sets her mind to. During the later Vedic period, women’s status declined. Child marriage and the dowry system in particular had devastating effects on women. Gender discrimination, limited opportunities for employment and education, illiteracy, female infanticide, heavy burdens at home, and other issues are only some of the societal challenges that Indian women face.

Women’s lack of autonomy in decision-making has stymied India’s economic development. However, in recent years, the central and state governments of India have undertaken numerous programs to advance women. Gender parity and women’s empowerment might be said to be the driving force behind the revolutionary change necessary to bring about the desired socioeconomic improvement in India. Today’s society and culture rely heavily on women’s contributions in many areas. Women have always been successful, and they continue to be successful now and in the future. Considering and discussing how our culture and traditional societal rules impact women’s empowerment is crucial under the current conditions if we are to effect any changes.

The contribution of labor as a component of production is crucial to economic growth. Women’s decisions about balancing their roles as homemakers and wage earners have a significant impact on the overall number of employees available for employment. The percentage of working-age women in a country like India is determined by both economic and social-cultural variables. Women’s labor force involvement was negatively impacted by both educational attainment and the presence of young children (aged 5 and under) in the household, according to this research. The involvement rate rose dramatically in both rural and urban regions when the sex ratio was included. Bardhan discovered that even in rural regions, women of lower castes and tribal backgrounds are more likely to work than women of upper castes.

The pace at which people join the workforce is a crucial factor in shaping national prosperity. It also has a significant impact on lowering poverty rates. The

workforce participation rate reveals the diversity of a country's human resources and the extent to which they are utilized in the economy. Employment policy and policy design for human resource development can benefit from an examination of labor force participation. However, with the exception of Kerala, West Bengal, and Uttar Pradesh, no individual Indian state pays any attention to this issue. Blocks with a high concentration of Muslim population tend to show relatively lower female work participation, while blocks with low female literacy have high work participation, as found in a study by Chakraborty, I., and Chakraborty, A. (2010). Therefore, this paper aims to analyze female work participation in districts of Rajasthan.

### **Review of Literature**

The economic and social situations of women working in the informal sector in Aligarh city were studied by Anjum S. (2011). She looked into the many occupations in which they engage. She also took note of the economic climate, issues at home and in the office, and health concerns they faced. Primary sources were used for the data collection. From family life to the workplace, this study argued that affirmative action is necessary.

The research was undertaken by Sudha T. (2011) to establish a connection between empowerment and factors such as control over one's own resources and freedom of movement. To achieve this, he conducted a pilot research in 2004–2005 utilizing a structured interview schedule and a random selection method that was chosen to be representative of the population. Primary data were used in the analysis. For his research, he focused on two areas of Tamil Nadu: Salem and Tiruvarur. According to the results, women's earnings have a noticeable effect on women's economic independence. According to the data, higher incomes lead to more economic independence for women. Education and work were identified to be the most influential factors in women's empowerment in the research.

The amount and kind of women's labor in rural Haryana were shown to be connected with socioeconomic factors by Choudhary P. (2012). Both agriculture and farm processing and animal husbandry were examined as potential career paths for women in the research. The study found that the usage of female household labor is on the rise and is widespread across socioeconomic groups. Women of all social classes and castes do the vast majority of animal husbandry tasks, from manual labor to management. His research centered on the preeminent sociocultural and ideological factors that, on the one hand, account for the Haryanais' persistently high participation rate, but, on the other, continue to be culturally devalued as

subordinate and supplementary to that of men. He discovered that the green revolution has not affected the women who work in the home but has affected the men who work in agriculture for a living. Caste, intra-gender, and status-hierarchy differences have been reinforced by the influx of women from lower-class developing family units into the compensation advertise and the calculated preference of employment shown to them on a caste/community basis.

Using state-level data from 1983-2010, Lahoti R. and Swaminathan H. (2013) evaluated the link between economic growth, the launch of new economic initiatives, and the success of women-owned businesses. U-shaped relationships between state-level net local product and women's economic participation were specifically tested for in this study. Women's business ownership and economic growth were shown to have a "modified u" relationship. The -0.17 correlation between these variables is statistically significant.

The effects of women's declining participation in the labor force and in housework were studied by Naidu S.C. (2016). Secondary data from NSSO reports were used for the analysis. According to the research, the idea that women's involvement in family responsibilities contributes to better wages and land is not persuasive.

In light of India having one of the lowest female participation rates among peer countries, Das S. et al. (2015) investigated the state of women in the Indian workforce. Using data on Indian households as a whole, they simulate the proportion of working women who meet certain criteria (such as having a background in arithmetic) as part of the flexibility of the inter-state labor market and other arrangements. The study suggested a few approach actions, such as increased work advertising flexibility, increased interest in foundations, and more social expenditure, to assist boost female economic involvement in the conditions of India. Mizoram was the focus of Lalhriatpuii's (2010) investigation of the WPR market and the nature of isolation in India. The study revealed the status of women in the state in relation to its demographics, health, economy, education, society, and politics as a whole. To identify the factors that determine the female labor force participation rate, the study employed a relapse model. Results showed that individual competence significantly affected the proportion of women in the labor force, lending credence to the human capital argument.

In 2013, B. Chaudhuri and A.K. Panigrahi examined gender wage gaps and female employment engagement in India's auto assembly sector. Data from the Annual Survey of Industries was used for this analysis, covering the years 2000-

2001 through 2009-2010. Only women who were legally employed by the company and had direct connections to the manufacturing process were considered in the study. Based on the findings, we know that women make up around 20% of the workforce in the composed assembly sector. However there are enormous differences in female workforce participation and pay disparities between sectors of the economy and states.

Studies of women in the workforce tend to be conducted at the aggregate level. Some studies divide the population of interest into rural and urban areas, but this division is too narrow to reveal the full situation of women in Rajasthan today. Workplace issues for women in Rajasthan seem extremely different. The shifts in development, social, and economic variables, as well as shifts in working conditions and trends and patterns of female labor force participation through time, necessitate research of this kind. The economic and social situations of women in Rajasthan's workforce are not well studied. This research is crucial because it surveys the impact of development policies on women in the workforce in Rajasthan. This research aims to fill that need.

### **Objectives of the Study**

The main objectives of the research are:

1. To examine the development of women in the workforce in Rajasthan.
2. To analyze the differences in female labor force participation between rural and urban areas in Rajasthan
3. Make suggestions and recommendations based on the study's findings to encourage more women to enter the labor force.

### **Research Methodology**

This study employs a descriptive and exploratory research strategy.

It undergoes a quantitative analysis. The research was conducted from 1991 to 2011. Secondary sources such as NSSO surveys, economic survey reports, human development reports, and numerous media articles have been used to compile the author's findings. Arithmetic mean and standard deviation were used to analyze the data.

### **Discussion and Findings**

Female involvement was found to be rising in India and Rajasthan from 1981 to 2011, as shown in Table 1 and Figure 1. The most recent census data (2011) shows that Rajasthan has a higher WPR than anticipated overall. In comparison to the national average of 39.8%, the labor force participation rate in Rajasthan is 43.6%. Compared to the national average of 25.51 percent, Rajasthan's FWPR is

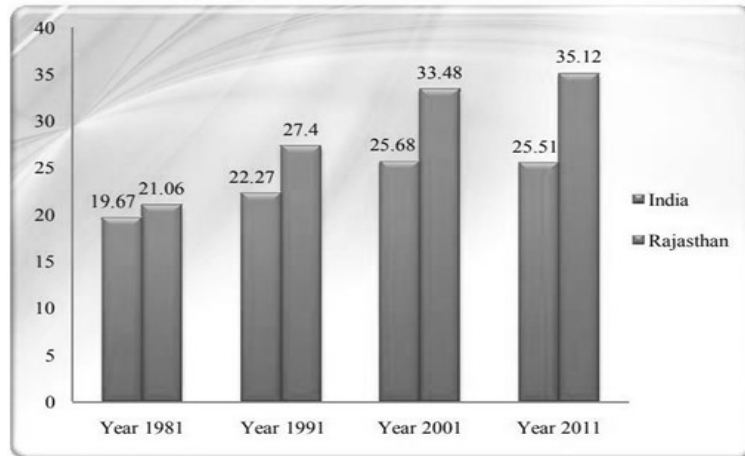
35.12 percent. While India's WPR was 53.3% in the 2011 census, it was just 51.5% in Rajasthan.

A higher rural participation rate in Rajasthan may account for the rising FWPR recorded in the 2011 census. Total FWPR in rural Rajasthan is 42.7%, higher than the national average of 30%, whereas FWPR in urban Rajasthan is 12.0%, lower than the national average of 25.51%. Rural women of Rajasthan are heavily involved in farming and related industries. Women do the same work as men in the fields and in the home. They help with post-harvest cleanup, spreading manure, weeding and hoeing, harvesting, winnowing and bagging, and more. Women in rural areas may spend hours each day just collecting water for their families to drink. Women are actively engaged in cattle work. cow feeding, cow shed cleaning, mulching, butter churning, ghee producing, and wool and jute processing are all tasks in which women play an integral role. Women of artisan castes, such as shoemakers and potters, assist their male counterparts in the production of goods. For example, cobbler women assist their male counterparts in the production of shoes and in the thapi (beating pots for setting), coloring, and baking of bricks. As a result, women may be found in virtually every field of endeavor. Women's contributions at home and on the farm demonstrate their centrality to rural communities' economic stability and social development.

**Table 1: Female work participation rate in India & Rajasthan (1981-2011)**

<b>Year</b>	<b>India</b>	<b>Rajasthan</b>
1981	19.67	21.06
1991	22.27	27.40
2001	25.68	33.48
2011	25.51	35.12

Source: A Hand Book of Population Statistics, 1981, 1991 (Censusindia.gov.in)



**Figure 1: Female work participation rate in India & Rajasthan (1981-2011)**  
**An Analysis of Trends in Female Work Participation in Rajasthan**

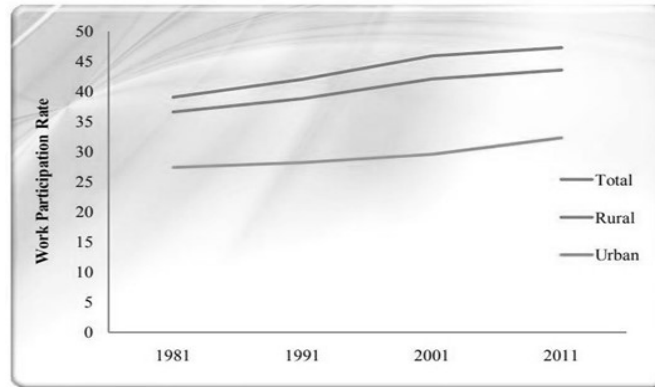
The state of Rajasthan is largely made up of desert. The majority of rural residents work in agriculture and animal husbandry. According to the 2011 census, women make up about 52.1% of the population of Rajasthan, while they account for approximately 35.1% of the labor force. Women make significant contributions in agriculture and related fields. Table 1 displays the changing Work Participation Rate (WPR) in Rajasthan based on the census data collected between 1981 and 2011.

Worker involvement in Rajasthan is shown from 1981 to 2011 in Table 2 and Figure 2. It demonstrates that WPR has steadily grown its membership over the past four decades. In 1981, just 36.61 percent of Rajasthan’s population was economically active; by 2011, that number had grown to 43.62 percent. Both rural and urban regions exhibited this pattern.

**Table 2: WPR Rural- Urban (1981-2011)**

Year	Person			Males			Females		
	Total	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban
1981	36.61	39.07	27.37	50.90	52.18	46.22	21.06	24.99	5.88
1991	38.87	42.04	28.17	49.30	50.12	46.60	27.40	33.25	7.22
2001	42.11	45.94	29.56	50.07	50.82	47.64	33.48	40.70	9.24
2011	43.6	47.3	32.3	51.5	51.7	50.8	35.1	42.7	12.0

Source: Socio-Economic Statistics of Rajasthan 2010-11



**Figure 2: Work Participation Rate-Rural and Urban**

Compared to urban regions, rural areas saw a larger increase in female WPR from 1981 to 2011 (from 24.99 to 42.70 percent), although urban areas also saw an upward trend, albeit one that was less. The urban WPR was only 5.88% in 1981, but it rose all the way to 12.08% by 2011. This finding suggests that women in metropolitan areas are planning ahead for their professional lives. They are busy with their academics, but the parents of rural girls aren't very supportive of their education. When girls reach adulthood, they are forced to work in fields like as agriculture, housework, and the like.

It's safe to say that both in rural and urban regions, women's rates of involvement are lower than men's. However, the difference between male and female involvement rates is narrowing, and the number of women actively participating in society is rising in both rural and urban regions.

#### **District wise Analysis**

From 1991 to 2011, Table 4 details FWPR data for each of Rajasthan's individual districts. From 1991 to 2011, the percentage of women in WPR positions rose steadily. In 1991 and 2001, Chittaurgarh had the highest FWPR, but in 2011, Pratapgarh took the cake. In 2011, Chittaurgarh ranks third. The FWPR is rising fastest in the districts of Ganganagar, Rajsamand, and Hanumangarh. From 2001 to 2011, they had a 10% rise. Although this is promising news, FWPR has been on the decline between 2001 and 2011 in a number of districts, including Alwar, Churu, Dosa, Dungarpur, Chittaurgarh, Jalor, Pali, Sikar, and Sirohi. From 2001 to 2011, FWPR dropped dramatically in Sikar. In 2001, it was at 31.62; by 2011, it had dropped to 26.82.

The chart clearly shows that the FWPR was lowest in Dhaulpur in 1991, and in Kota in both 2001 and 2011. Kota, Jaipur, and Sikar all had the lowest FWPR



in 2011. Because Kota, Jaipur, and Sikar are among the most urbanized and have the highest literacy rates, we may conclude that FWPR is not correlated with low literacy rates, poverty, or urbanization. Therefore, it's possible that FWPR is being affected by a number of other variables. The areas with the most rapid growth are those with an agricultural history, suggesting that women play an especially important role in agriculture and rural communities.

**Table 3: District wise FWPR**

Top five Districts		Bottom five Districts	
Districts	Female w.p.r. (%)	Districts	Female w.p.r. (%)
Pratapgarh	53.4	Kota	23
Banswara	48.8	Jaipur	23.7
Chittaurgarh	45.5	Sikar	26.8
Jalor	45	Ajmer	29.2
Dungarpur	42.6	Sirohi	29.4

Source: Some Facts About Rajasthan 2016

The top and bottom five FWPR categories for 2011 are considered in Table 3. Kota, Jaipur, Sikar, Ajmer, and Sirohi had the lowest FWPRs in the state in 2011, according to the data. Pratapgarh, Banswara, and Chittaurgarh stand out as particularly significant areas. However, if we assume that the low FWPR valuation in Kota and Jaipur is linked to poor development, low proficiency, and neediness, we may be mistaken. The education rate and urbanization in these two states are typically outstanding. Therefore, it is possible that the correlation between a low FWPR, a low pay section, and a low GDI is misleading. This suggests that FWPR may be affected by factors other than those traditionally considered. The purpose of this research is to identify the causes of the low FWPR.

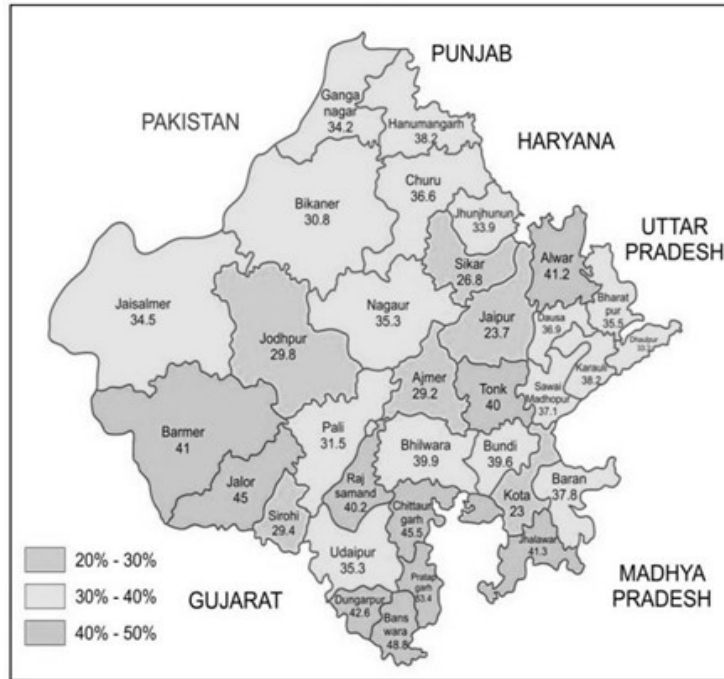
Table 4 provides information on the female WPR in villages and towns throughout Rajasthan districts in 2011. The table reveals that Pratapgarh had the highest rural and urban FWPR, while Sikar had the lowest. In contrast to the 12% FWPR seen in urban areas, the overall FWPR in rural areas is 42.7%. The FWPR in cities and the countryside are very different from one another. This picture shows that the fraction of FWPR is small in a city where women have access to increasingly high levels of education, talent, and preparation. Data analysis demonstrates unmistakably that extremely urban women are more educated and all-around prepared

in various exercises, which has helped their situation in the activity market but has not resulted in huge gains for women in Rajasthan's labor force. In contrast, the percentage of women who work in rural regions, where most of them cannot read or write and are instead involved in farming, has grown. In all of Rajasthan's districts, the rate of female engagement is lower in the city than in the countryside. Women may be more likely to participate in the labor force in rural areas due to the availability of jobs on family farms and in cottage enterprises. On the other hand, women's access to economic power may be diminishing in the urban core since their labor is increasingly performed away from the comforts of home.

**Table 4: District wise FWPR (2001-2011)**

S.No.	Districts	2001		2011	
		Rural	Urban	Rural	Urban
1	Ajmer	39.97	9.31	40.5	12.1
2	Alwar	49.27	11.17	47	14
3	Banswara	46.65	10.41	51.9	16.6
4	Baran	40.18	14.43	46.8	12.5
5	Barmer	44.55	5.93	43.6	6.9
6	Bharatpur	38.88	8.82	41.3	11.9
7	Bhilwara	44.85	13.17	46.3	15.5
8	Bikaner	38.67	6.94	41.5	9.9
9	Bundi	47.15	11.94	45.8	15
10	Chittaurgarh	52.43	13.41	37.9	13.1
11	Churu	49.81	8.96	47.6	8.8
12	Dausa	39.39	8.63	40.6	10.4
13	Dhaulpur	38.79	13.07	39.2	10.7
14	Dungarpur	47.25	14.99	51.2	17
15	Ganganagar	30.77	6.96	42.1	12.6
16	Hanumangarh	35.76	5.68	44.8	11.5
17	Jaipur	34.33	9.32	37	11.6
18	Jaisalmer	33.21	6.57	38.2	9.6
19	Jalor	48.78	13.84	47.7	15.3
20	Jhalawar	44.70	8.66	40.5	13.8
21	Jhunjhunun	39.08	6.98	40.7	11
22	Jodhpur	36.88	7.34	39.4	11
23	Karauli	38.05	10.53	42.5	14.1
24	Kota	30.39	8.74	43.7	15.4
25	Nagaur	37.90	7.62	41.4	9.6
26	Pali	35.70	11.53	37	12.2
27	Pratapgarh	-	-	56.5	18.2
28	Rajsamand	33.06	8.34	44.6	16.6
29	SawaiMadhopur	42.06	7.84	43.7	10.9
30	Sikar	38.05	6.40	32.5	8
31	Sirohi	35.20	8.87	34	10.5
32	Tonk	44.41	15.31	46.8	16.9
33	Udaipur	36.48	10.50	44.4	16.1

Source: 1) Some Facts About Rajasthan 2016, page 28



**Figure 4: Map of Rajasthan Showing Female Work Participation District-wise**

**Source: Some Facts about Rajasthan, 2017**

**Suggestions, Recommendations and Conclusion**

The purpose of this study is to examine trends in FWPR data from 1981 to 2011 across the state of Rajasthan. Concurrently, this article further examined the many factors that affect FWPR. A large gap between rural and urban FWPR has been found at the regional level.

Following analysis of research data and the author’s own experience, the following suggestions are given to increase women’s participation in the workforce: Although women in the Indian community are heavily involved in housework, this is not recognized as a source of income. They are always occupied with tasks like as preparing food, caring for children, tending to animals, milking cows, producing ghee, sweeping the flour, and so on. They perform these actions or tasks without expecting or expecting to be compensated. In their eyes, it’s an obligation. If we find someone to do this work for us, we will have to pay them. Therefore, all of these activities will be counted as part of the economy, and the labor participation rate will include women who engage in them.

In the Indian Census before to 1961, women who worked in the home were counted as “workers,” but beginning with the 1971 census, women who worked in the home did not receive a worker’s classification if they did not earn money from their efforts. However, the majority of women’s jobs are connected to the economy in some way. As expected, the new definition substantially reduced the number of working women in 1971. Despite the decline of female workers, women continued to perform the same amount of labor. Most women in Rajasthan’s rural areas are classified as “non-workers,” despite the fact that they bear the brunt of responsibilities that have a bearing on the economy.

As the phrase “Beti bacchao, Beti Padhao” suggests, rural women need to get an education. Sixty percent of Rajasthan’s population lives in rural regions, making it a rural state. They need knowledge of a variety of trades and crafts, including: dastkari, handloom, pottery, carpentry, cottage and industries, animal husbandry (including sheep, goats, and poultry), milk product preparation, post-harvest processes, and preservation methods. Therefore, students will be educated in a variety of skills. Participating in these pursuits helps women become independent and secure in their abilities.

All people, regardless of their gender, should be treated equally. The idea of “equal work, equal pay” must be upheld. In several fields, women receive lower pay than males. Therefore, the government should ensure, across all industries, that women are paid the same as men.

It is important to increase women’s workplace safety and security. The metro and bus service should operate later and there should be more police presence.

Ultimately, this goal of boosting women’s labor force participation in the economy will not be realized until fundamental changes are made. The economic empowerment of women is impossible if society as a whole remains unaware of the issue.

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