

Sociological Analysis of Female Labour Force Participation (FLFPR) In India: Age-Group, Social Groups & Religion

Mr. Rajpal

*Associate Professor, Department of Economics,
Pt.C.L.S.Government College, Karnal, Haryana,India*

Abstract: Female labour force participation is a driver of growth, hence participation rates suggest a country's potential for faster growth. However, the relationship between women's labor-force participation and larger development results is complicated. The study was carried out to track women's employment participation rates at a sociological variable-based level, as shown by the FLFPR (female labour force participation rate) in the National Statistical Office's (NSO) recently released Periodic Labour Force Survey (PLFS) annual report 2018-19. In the labour force were around 55.1 percent of rural males, 19.7 percent of rural females, 56.7 percent of urban males, and 16.1 percent of urban females. Female participation is lower than male participation in this study, but rural female participation are greater than urban female percentages. Despite this study, it also demonstrates the female labour force participation rate among sociological determinants, with ST women having a substantially higher participation rate than other categories in India.

Key Words: female labour force participation rate, rural-urban, NSO, sociological.

I. Introduction

Women's employment is an important aspect in their development toward economic independence, as well as an indicator of their general social status. The gender wage disparity has macroeconomic ramifications. Based on data from 2000 to 2004, the United Nations Economic and Social Commission for Asia and the Pacific (ESCAP) estimates that if India's female labour force participation meet equality with that of the United States (86%), its GDP would increase by 4.2 percent per year and growth rate by 1.08 percent, representing a \$19 billion annual gain. A 10% permanent increase in female labor-force participation would result in a 0.3% boost in growth rates (UNESCAP 2007). Investment in women's economic empowerment contributes directly to gender equality, poverty eradication, and inclusive growth of economies. Women contribute enormously to economies, whether they work in enterprises, in agriculture, as workers, or as unpaid caregivers in domestic work at home. However, they continue to bear a disproportionate share of the burden of poverty, discrimination, and exploitation. Women are generally placed in precarious, low-wage employment as a result of gender discrimination, and they make up a small proportion of those in high positions. It restricts access to financial assets like land and loans. It restricts citizens' ability to influence economic and social policies. Furthermore, because women do the majority of domestic chores, they sometimes have limited time to pursue economic prospects. Women's labor-force involvement varies significantly in developing and emerging economies. Less than one-third of women of working age participate in the Middle East, North Africa, and South Asia, whereas the proportion is approximately two-thirds in East Asia and Sub-Saharan Africa. This fluctuation is caused by a number of economic and social factors, including economic growth, rising educational attainment, declining fertility rates, and societal standards. Aside from the labour market, gender disparities are more pronounced in developing countries, with the greatest inequality in South Asian countries.

In India, female labor-force participation is low in comparison to affluent countries, with significant interstate variance. In terms of female workforce participation rate, there is also a rural-urban split. Various rounds of national sample survey organisation (NSSO) data indicate that rural female labor-force participation is higher than that of urban females. Rural female labour force participation is high, implying that they are largely active in non-salaried, casual jobs. The prevalence of such regional and geographic variances contradicts the previously cited concerns of equality and efficiency.

The primary objective of this study is to examine the FLFPR (female labour force participation rate) in rural and urban India by age group, religion, and social group using the NSO's Periodic Labour Force Survey (PLFS) annual report. The FLFPR estimates are based on the current weekly status (CWS) and usual status (PS+SS). The analysis section of this paper is divided into three sections: FLFPR at religion, social groups, and age groups, and finally, inter-state variations in FLFPR. This paper also contributes to the literature by exploring

the FLFPR at state-level variation and describing the sociological variables' effects on women's economic activity in India.

II. Review of literature

A conceptual framework where heightened uncertainty over future earnings increases women's labour force participation, particularly when the household does not have savings or access to credit (Attanasio et al. 2005). Women's relative absence in the labour market may likely reflect both their and the household's preferences, which sometimes have class connotations in traditional communities where the head (men) is allotted the task of providing for the family. Working women may indicate economic hardship difficulties for the household, and as household income improves, women are more likely to leave the labour force. This would be especially true when men's economic options improve and wage rates rise, making it possible for women to focus their energies on the reproductive sphere. (Rangarajan & Kaul, 2011). The National Rural Employment Guarantee Act (NREGA), implemented in 2005, is a key issue that could influence women's labour force participation. It guarantees 100 days of employment per household per year and includes provisions to assure equal pay for men and women, as well as child care facilities on job sites. As a result, it has been discovered to have a good impact on women's economic activities. Using a difference-in-difference methodology, the author discovers that NREGA had a beneficial impact on female labour force participation rates, with NREGA areas experiencing a lesser fall in female labour force participation between 2004-05 and 2007-08 (Azam 2012). This figure depicts the female labour force participation rate in South Asian nations such as Bangladesh, Sri Lanka, Pakistan, the Maldives, and India based on NSO data from several rounds from 1993 to 2012. Bangladesh had an increasing trend in FLFPR (30.5 percent) in ready-made garment factories in 2011-12, while Sri Lanka, Maldives, and the Maldives also had greater participation rates, but India had a dropping trend in female participation rate (25.3 percent). In rural India, women's rates declined from 26.5 percent to 25.3 percent in 2011-12, while urban rates rose from 14.6 percent to 15.5 percent. The study attributed the declining female participation rate to a variety of factors, including a lack of economic options, poor educational attainment, domestic chores, increased household income, changing preferences, and rigid social norms (Verick, S., 2014). The majority of the research presented here is based on individual data from several NSSO survey rounds and are primarily concerned with the role of education, income, employment prospects, and cultural variables as determinants of women's labour market involvement.

III. Research Methodology

This paper Considering the importance of availability of labour force data at more frequent time intervals, National Statistical Office (NSO) Periodic Labour Force Survey (PLFS) to estimate the key employment and unemployment indicators (viz. Worker) Population Ratio, Labour Force Participation Rate and Unemployment Rate in both usual status (ps+ss) and Current Weekly Status in both rural and urban areas annually. The paper only focuses on one aspect, the labour force participation rate in the female category, and analyses the FLFPR determinants at state-level variation in India.

Data Source: The Periodic Labour Force Survey (PLFS) was established in May 2019 by the National Statistical Office (NSO), which issued its first annual report (July 2017-June 2018) with estimates of all significant characteristics of employment and unemployment in both usual status (ps+ss) and current weekly status (CWS). This study is based on the NSO's second annual report, which is based on the periodic labour force survey conducted between July 2018 and June 2019. The specific and mandate term explained here which mentioned in Annual Report of National Statistical Office (NSO) Periodic Labour Force Survey (PLFS) published by Ministry of Statistics and Programme Implementation, Government of India.

- i. The labour force participation rate (LFPR) is defined as the percentage of persons in the labour force among the persons in the population
- ii. Usual status (ps+ss) is obtained by considering the usual principal status and the subsidiary status together. The estimate of the labour force in the usual status (ps+ss) includes (a) the persons who either worked or were available for work for a relatively long part of the 365 days preceding the date of survey and also (b) those persons from among the remaining population who had worked at least for 30 days during the reference period of 365 days preceding the date of survey.
- iii. Current weekly status (CWS) approach is derived by considering those who worked for at least 1 hour or was seeking/ available for work for at least 1 hour on any day during the 7 days. (NSO, PLFS 2019)

Analysis of FLFPR determinants in India

This section analyse the female labour force participation rate on three category like region, social group and age-group wise at rural , urban and all- India.

FLFPR at Religion level

LFPRs (in percent) in usual status (ps+ss) among members of the major religion groups in 2017-18 and 2018-19 are shown. Figure 1 depicts the LFPR among females of various religious groups during 2018-19.

Table no. 1 Labour Force Participation Rate (%) according to usual status (ps+ss) in religion during (2017-18) and (2018-19)

Religion	rural			Urban			rural + urban		
	Male	female	person	male	female	Person	Male	female	person
2018-19									
Hinduism	55.4	20.5	38.3	57.4	17.1	37.9	56	19.5	38.2
Islam	52.4	11	32	54.1	10.4	32.9	53.1	10.8	32.3
Christianity	57.1	27.6	42	55	23.8	38.5	56.3	26.1	40.7
Sikhism	56.9	15.4	36.9	57	14.1	36.3	56.9	15.0	36.7
All	55.1	19.7	37.7	56.7	16.1	36.9	55.6	18.6	37.5
2017-18									
Hinduism	55.4	19.1	37.7	57.4	17.1	37.7	55.9	18.6	37.7
Islam	50.4	10.5	30.7	55.1	8.8	32	52.1	9.9	31.2
Christianity	56.3	22.8	39.6	55.2	22.8	38.5	55.9	22.8	39.2
Sikhism	58.5	11	35.8	58	15.6	37.7	58.4	12.1	36.2
All	54.9	18.2	37	57	15.9	36.8	55.5	17.5	36.9

Source: Annual report PLFS (2018-19), MOSPI

Figure: 1 Female Labour force participation rate among in religion at rural-urban 2018-19

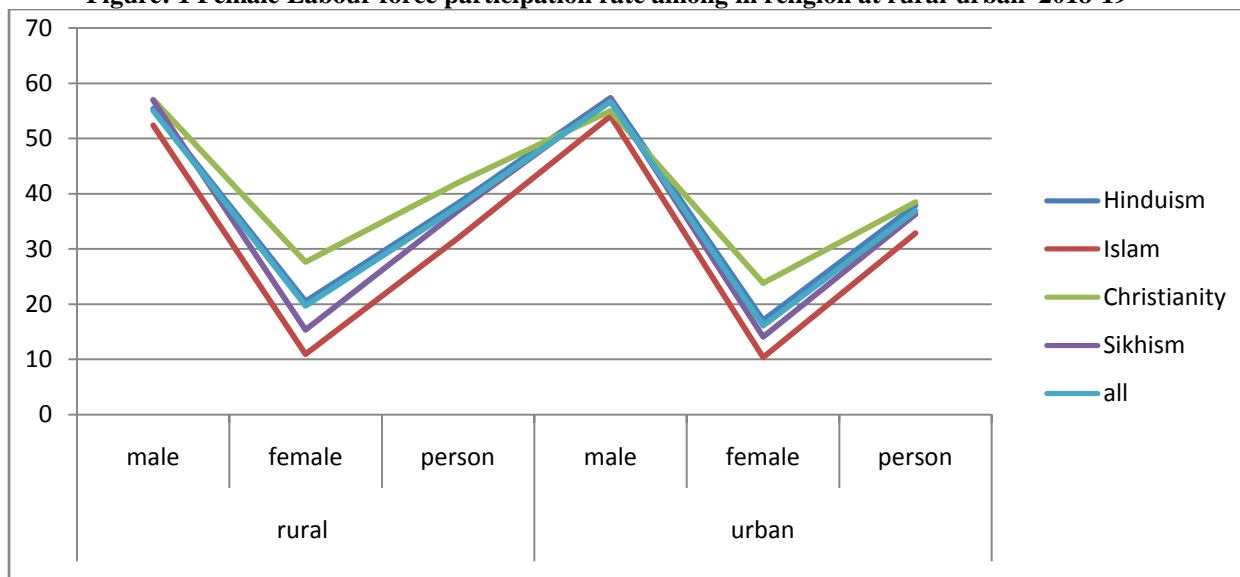


Figure 1 data depicts that female participation is high in Christianity religion (26.01%) at both rural and urban area. Whereas in rural area participation rate (27.6 per cent) higher than the urban area (23.8 per cent) in Christianity religion.

FLFPR at age-group level

The LFPRs for persons based on usual status (ps+ss) of 2017-18 and 2018-19 are presented at the all-India level for the three age groups like 15 years and above, 15-29 years and all ages.

Table no. 2 Labour Force Participation Rate (%) according to usual status (ps+ss) in age-group during (2017-18) and (2018-19)

age group	Rural			Urban			Rural + urban		
	male	female	person	male	Female	person	male	female	Person
2018-19									
15-29	58.8	15.8	37.8	58.6	17.1	38.7	58.8	16.2	38.1
15 years	76.4	26.4	51.5	73.7	20.4	47.5	75.5	24.5	50.2
all ages	55.1	19.7	37.7	56.7	16.1	36.9	55.6	18.6	37.5
2017-18									
15-29	58.9	15.9	38.1	58.5	17.5	38.5	58.8	16.4	38.2
15 years	76.4	24.6	50.7	74.5	20.4	47.6	75.8	23.3	49.8
all ages	54.9	18.2	37.0	57.0	15.9	36.8	55.5	17.5	36.9

Source: Annual report PLFS (2018-19), MOSPI

Figure: 1 Female Labour force participation rate among in age-group at rural-urban 2018-19

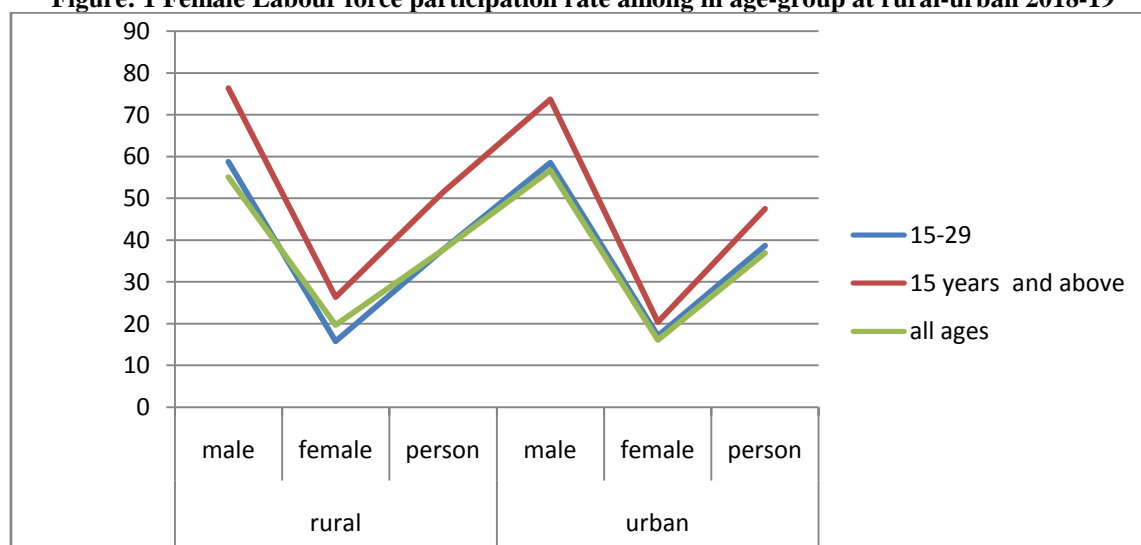


Figure 2 data depicts that female participation is high in 15 years above age group (24.5%) at both rural and urban area. Whereas in rural area participation rate (26.4 %) higher than the urban area (20.4 %) in 15 years above age group.

FLFPR at social group level

The LFPRs for persons based on usual status (ps+ss) of 2017-18 and 2018-19 are presented at the all-India level for the social groups like: SC, ST, OBC and other categories in rural and urban areas.

Table no. 3 Labour Force Participation Rate (%) according to usual status (ps+ss) in social group during (2017-18) and (2018-19)

social group	rural			urban			Rural + Urban		
	male	female	person	male	female	person	male	female	Person
2018-19									
ST	57.3	28.7	43.3	54.3	18.4	36.5	57	27.6	42.5
SC	55.1	19.5	37.7	57.2	18.4	38.4	55.6	19.2	37.9
OBC	54.1	19.6	37.1	56.4	16.6	36.9	54.8	18.7	37
others	56.1	15.1	36.1	57	14.5	36.5	56.5	14.9	36.3

all	55.1	19.7	37.7	56.7	16.1	36.9	55.6	18.6	37.5
2017-18									
ST	56.6	27.6	42.5	53.6	18.4	36.6	56.3	26.6	41.8
SC	55.9	18	37.3	57.3	19.2	38.6	56.2	18.2	37.6
OBC	53.6	17.4	36	57.2	16.1	36.9	54.6	17.1	36.2
others	55.6	15	35.9	57	14.2	36.1	56.2	14.7	35.9
all	54.9	18.2	37	57	15.9	36.8	55.5	17.5	36.9

Source: Annual report PLFS (2018-19), MOSPI

Figure: 3 Female Labour force participation rate among in social-group at rural-urban 2018-19

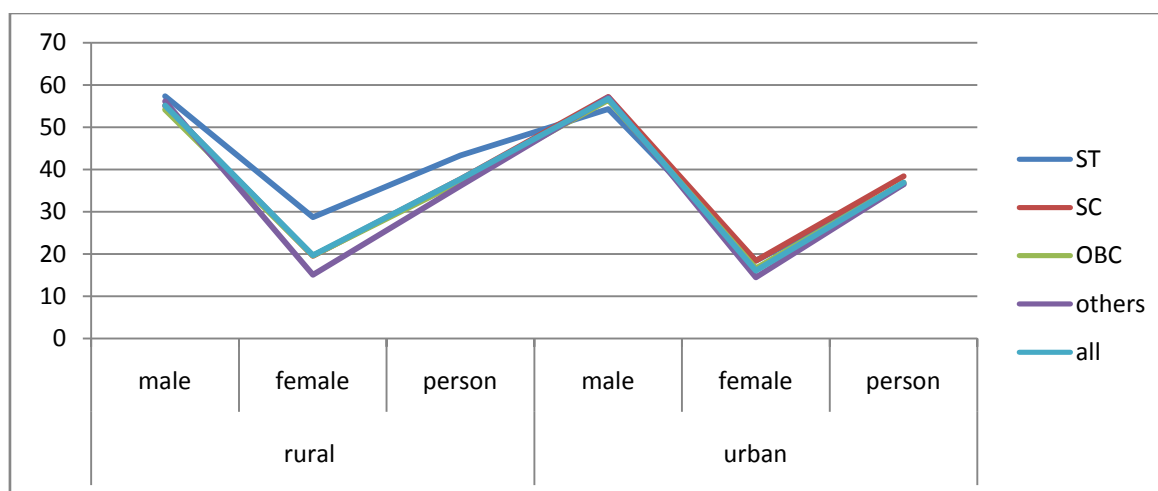


Figure 3 data of 2018-19 depicts that female participation is high in ST category (42.5%) at both rural and urban area. Whereas in rural area participation rate (28.7%) higher than the urban area (18.4%) in ST Category. Despite of this SC category female participation in labour force has equal share as like ST category in urban areas (18.45).

State-variation in FLFPR in India

The participation of women in the labour force varies considerably across developing countries as like it varies also inter-state wise in India. On the basis of NSO annual report PLFS 2018-19, data shows state-wide variation in female labour force participation rate among rural and urban India.

Table no. 4 Female Labour Force Participation Rate (%) usual status (ps+ss) for each State/UT in 2018-19

State/UT	Rural			urban			rural + urban		
	male	Female	person	male	female	person	Male	female	person
Andhra Pradesh	62.5	34.0	48.3	56.1	22.7	38.7	60.4	30.0	45.0
Arunachal Pradesh	28.7	14.7	23.2	25.7	13.7	20.0	28.2	14.5	22.6
Assam	58.7	8.8	34.6	53.2	13.8	34.5	58.1	9.3	34.5
Bihar	50.7	1.4	27.9	45.2	3.7	25.3	50.2	1.6	27.6
Chhattisgarh	54.6	34.0	44.5	58.6	22.6	40.0	55.3	31.7	43.6
Delhi	60.1	32.4	47.2	59.9	14.8	41.7	59.9	15.5	41.9
Goa	45.6	44.3	44.9	68.6	33.8	52.1	60.7	37.9	49.4
Gujarat	66.3	18.0	43.4	67.4	19.2	45.2	66.8	18.5	44.2
Haryana	61.5	8.2	37.9	58.8	15.5	40.3	60.6	10.6	38.7
Himachal Pradesh	53.1	45.5	49.5	55.1	25.4	42.2	53.3	43.1	48.6
Jammu & Kashmir	58.3	30.5	45.1	51.4	24.0	38.2	56.9	29.1	43.7

Jharkhand	64.0	17.1	38.3	55.9	8.0	30.2	62.0	15.0	36.4
Karnataka	61.8	16.7	40.6	66.8	17.3	43.1	63.8	16.9	41.6
Kerala	43.3	23.0	32.9	51.6	29.1	39.9	47.0	25.8	36.0
Madhya Pradesh	65.8	16.8	43.3	54.3	10.6	33.5	62.8	15.1	40.6
Maharashtra	57.9	20.6	41.1	57.5	19.7	39.3	57.8	20.2	40.3
Manipur	48.4	18.9	32.7	42.0	19.0	30.4	46.5	18.9	32.1
Meghalaya	56.9	33.9	45.7	36.9	20.5	27.9	53.5	31.0	42.3
Mizoram	51.2	21.3	37.4	30.8	22.5	26.4	41.8	21.9	32.0
Nagaland	44.0	23.6	33.3	44.0	23.7	33.7	44.0	23.6	33.4
Odisha	66.5	18.3	41.3	59.3	21.9	39.1	65.3	19.0	40.9
Punjab	59.7	13.8	39.0	65.4	19.7	45.2	61.9	16.0	41.4
Rajasthan	57.9	22.9	40.8	56.8	12.5	35.1	57.6	20.3	39.3
Sikkim	48.9	22.7	36.8	56.0	32.6	45.7	51.0	25.5	39.4
Tamilnadu	62.0	24.5	41.9	57.8	23.2	41.1	59.8	23.9	41.5
Telangana	54.2	28.3	40.9	59.1	21.0	40.4	56.5	25.1	40.7
Tripura	56.7	14.0	35.6	44.7	21.2	32.7	54.7	15.3	35.1
Uttarakhand	48.9	15.4	31.5	56.4	18.1	40.1	51.3	16.1	33.9
Uttar Pradesh	54.4	7.5	30.6	55.4	7.3	32.8	54.7	7.4	31.1
West Bengal	71.3	14.4	42.0	64.2	22.3	43.1	69.1	16.8	42.3
Andaman & N. Island	70.6	44.2	55.7	75.2	32.0	53.8	72.7	39.4	54.9
Chandigarh	67.5	28.4	52.0	53.6	20.6	39.2	54.5	21.0	40.0
Dadra & Nagar Haveli	71.1	61.7	67.2	79.2	12.5	55.8	75.6	37.6	61.1
Daman & Diu	77.6	0.2	41.1	82.0	12.1	50.2	81.3	10.3	48.8
Lakshadweep	82.2	28.1	55.8	59.1	29.2	42.2	65.8	28.9	45.7
Puduchery	76.8	33.1	50.9	53.0	19.1	33.9	61.7	24.6	40.4
All India	58.8	15.8	37.8	58.6	17.1	38.7	58.8	16.2	38.1

Source: Annual report PLFS (2018-19), MOSPI

Table no. 4 depicts inter-state variation in FLFPR among rural and urban areas of India. Himachal Pradesh has the highest female participation rate (43.1%), while Bihar has the lowest female participation rate (1.6%). Dadra and Nagar Haveli UT has the highest rural rate (61.7%), while Daman and Diu has the lowest (0.2%). Furthermore, Goa has the highest urban participation rate (33.8%), while Uttar Pradesh has the lowest (7.3%). In India, female FLFPR (15.8%) was lower than male FLFPR (58.8%), while urban FLFPR (17.1%) was higher than rural FLFPR (15.8%). That shows the opposite results of sociological variable analysis.

Analysis of result

The results show complexity in urban and rural areas based on a full explanation of the results obtained from FLFPR sociological determinate religion, social groups, and age group. This study confirms the lower female labour force participation rate (FLFPR) among rural and urban areas in India. The labour force was composed of around 55.1 percent rural males, 19.7 percent rural females, 56.7 percent urban males, and 16.1 percent urban females. Sociological variables such as ST female, Christianity female and females aged 15 and up have a high LFPR in rural areas, whereas inter-state data revealed the urban FLFPR in India.

IV. Conclusion

Let us conclude that, while female labour force participation in India is lower than male labour force participation, the reasons for this are low education, a lack of decent employment possibilities, an unsafe environment, low skills, rigid societal standards, child care responsibility, and so on. The quality of women's employment will be most dependent on access to education and skill development training in the context of economic liberalisation. Women continue to lag behind men in both of these areas. The solution is to create conditions and opportunities that allow women to work freely in more productive and remunerative sectors of the economy.

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