

Spatial Patterns of Female Workforce in Small Towns of Haryana, 2011

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Abstract: Women participation in work has been playing a pivotal role in the economic activities and it has always been the key indicator of their personal progression and status in the society. With its expanding economic development, Haryana is currently offering new employment possibilities across several economic sectors. With Haryana's expanding economic situation, many women are employed. In the state, a sizable portion of the female population is employed primarily in agricultural pursuits. India's state of Haryana is quickly modernizing. Its economy is primarily focused on agriculture; however Haryana is currently expanding quickly in other economic sectors as well. The development of the state is greatly influenced by the female population of the state. Numerous changes in women's workplace positions were brought about by industrialization. It symbolized the large pool of women who are able to work outside the home (Butschek, 2006). The nature of women's labour also altered as a result of their transition from working at home to offices and factories. In light of the aforementioned conclusions, the current paper makes an effort to pinpoint the spatial patterns of occupational structure in small towns (having a population less than 20,000) of Haryana.

Keywords: Occupational Structure, Work Participation Rate, Small Towns, Main Workers, Marginal Workers.

In the case of developing countries, however, women roles remained largely limited to agricultural and home-based activities and have not evolved much over the years. Right from their childhood days women were fed on the idea that their place was home and continues to remain so (Shanmugasundaram, 1993). In India, for instance,

Seth (2001) noted that traditionally Indian women appeared to have had a dependency syndrome as far as employment and participation in paid employment was concerned. The Indian society being largely and strongly tied to traditional roots, women's roles were naturally limited. Taking care of the family and other domestic duties was largely viewed as the domain of women and activities outside the home were limited. While men undertook the major part of the work and were the primary bread winners, women undertook only subsidiary work. This did not give them enough flexibility to make a higher income and improve their economic condition. With respect to her status as a wife there was little control over the family income as the major decision for family expenditure depended on the husband-the income earner of the family (Ramu, 1989).

BASIC CONCEPTS

• Worker

Definition of Worker In census of India, a 'worker' was defined as a person whose main activity was participation in any economically productive work by his physical or mental activity. Work involved not only the actual work but effective supervision and direction of work.

• Main worker

The Main Worker was defined as a person whose main activity was participation in any economically productive work by his physical or mental activities and who had worked for 183 days or more. Work involved not only actual work but effective supervision and direction of work.

• Marginal Worker

A Marginal Worker was defined as a person whose main activity was participation in any economically productive work by his physical or mental activity -for less than 183 days.

In 1981 and 1991 census, workers were categorized into nine industrial categories, viz. i) cultivators, ii) agricultural labourers iii) livestock, forestry, fishing, hunting, plantation, orchards and allied activities, iv) mining and quarrying, v) manufacturing and repairs- (a) household industries (b) other than household industries, vi) construction, vii) trade and commerce, viii) transport, storage and communication, ix) services. But, from 2001 census onwards data on only four categories of worker:

a) Cultivators b) Agricultural Labourers c) Household Industry and d) Other Workers were provided.

Map.1 Study Area

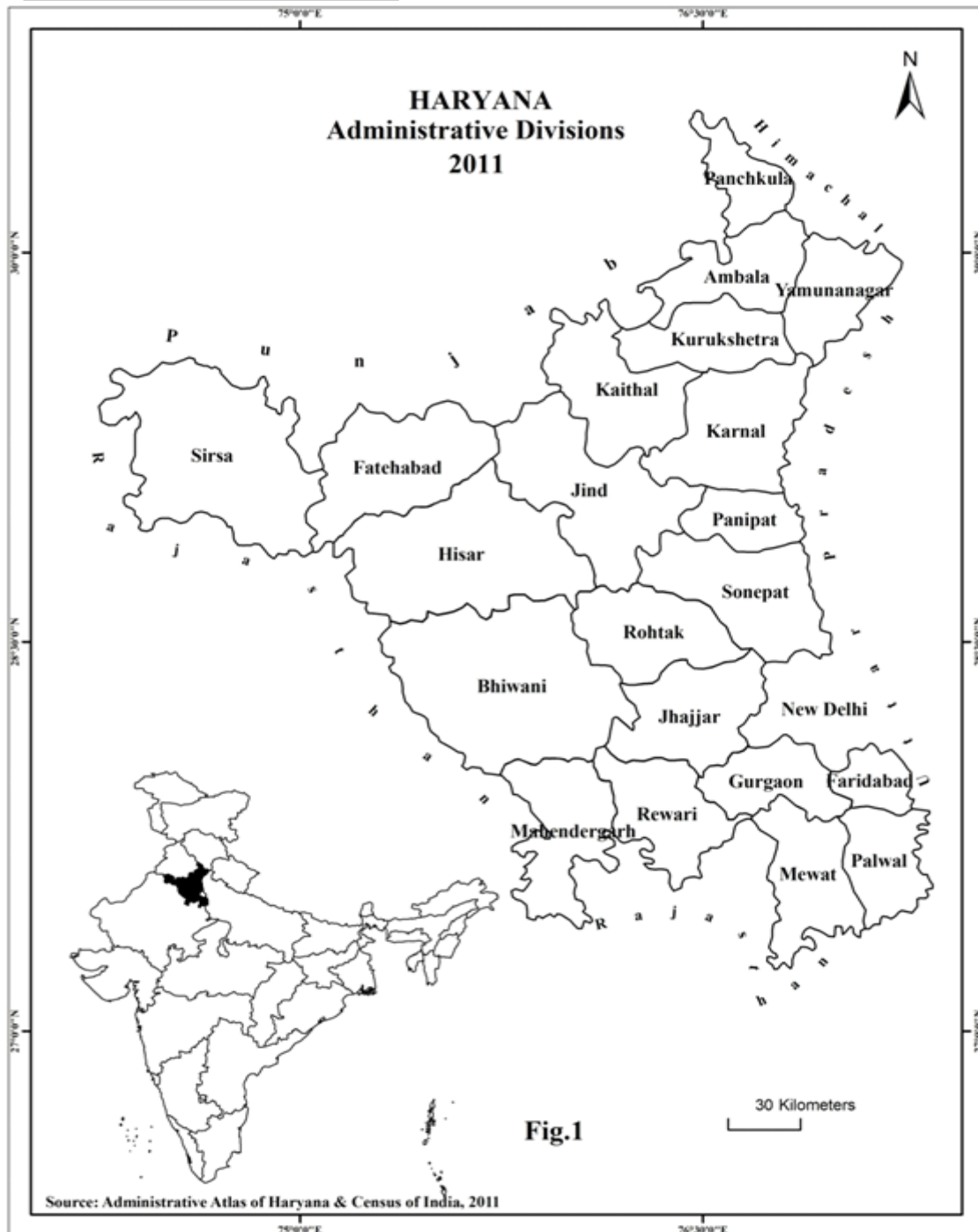


Table: 1 Haryana: Work Participation Rate (Per cent), 2011

	Total Workers	Male Workers	Female Workers
Total	35.17	50.44	17.79
Rural	36.36	50.06	20.83
Urban	32.95	51.15	12.11

Source: Primary Census Abstract, 2011

Table: 2 Haryana: Work Participation Rate (Per cent) in Large, Medium and Small Towns, 2011

Towns	Female Workers in percent	Main Female Workers in percent	Marginal Female Workers in percent
Large	17.04	13.71	3.33
Medium	10.25	11.02	3.96
Small	11.39	10.66	2.71

Source: Primary Census Abstract, 2011

Objective:

- To analyze the spatial patterns of Female Occupational Structure in Small Towns of Haryana in 2011.

Data Sources and Methodology

The study is totally based on the secondary data which is obtained from the Primary Census Abstract (India & States/UTs – Town directory /Village/Ward Level, District Census Handbook of Haryana) published by 2011 Census of India. Small town is taken as the unit of analysis. Primary Census Abstracts of Haryana has been used for obtaining the female occupational structure of small towns. The data has been processed, tabulated, analyzed appropriate cartographic techniques.

Work Participation Rate in Small Towns

The ratio of workers to the overall population is known as the work rate (WPR). Small towns' total population in 2011 was 31.77 percent of their economically active population, often known as their total labour force. It is less than the 35.20 percent state average. In contrast, small towns have 49.48 percent of the state's male workforce. On the other hand, the proportion of females is low, with 11.39% compared to 12.87% of the state.

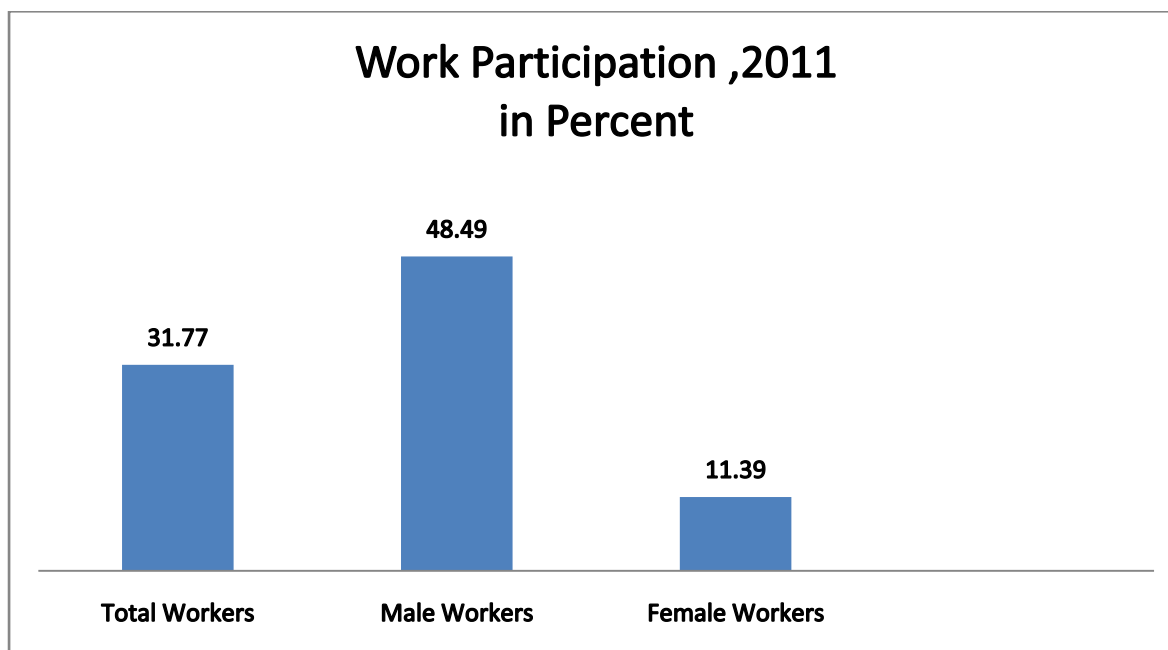


Table-3: The workforce in Small Towns of Haryana

Name	Female Workers	Main Female Workers	Marginal Female Workers
HMT Pinjore (CT)	11.17	14.35	0.84
Chandi Mandir (CT)	13.35	9.03	2.15
Bir Ghaghar (CT)	17.02	19.99	2.02
Ram Garh(CT)	17.83	18.73	3.81
Raipur Rani (CT)	16.77	13.45	2.73
Kakar Majra (CT)	8.73	13.89	0
Majra(CT)	10.08	11.97	1.28
Boh (CT)	7.77	10.3	1.79
Tundla (CT)	5.57	8	0.67
Jandli (CT)	15.01	12.24	6.85
Kanwla (CT)	8.54	10.4	2.17
Kardhan (CT)	15.81	13.42	6.31
Nanhera (CT)	13.48	15.38	3.06
Saha (CT)	7.88	8.59	2.16
Mustafabad (CT)	5.52	7.56	1.44

Buria (CT)	6.98	8.64	1.55
Kansepur (CT)	9.11	9.78	3.5
Farakhpur (CT)	6.59	8.28	2.08
Badhi Majra (CT)	7.36	9.16	0.62
Radaur (CT)	9.53	10.95	2.06
Sadaura (CT)	6.89	8.44	1.35
Bilaspur (CT)	7.75	9.23	2.53
Chhachhrauli (CT)	7.65	11.01	1.04
Ismailabad (CT)	10.48	12.26	2.76
Kalayat (MC)	9.42	6.87	5.59
Nilokheri (MC)	10.42	12.27	2.99
Indri (MC)	12.56	11.92	2.01
Nissing (MC)	9.2	8.27	3.72
Uncha Siwana (CT)	14.35	14.79	2.88
Kachrauli (CT)	7.23	7.76	0.55
Kabri(CT)	18.98	19.07	4.65
Sikanderpur (CT)	21.98	20.56	3.49
Asan Khurd (CT)	11.53	13.61	1.53
Kheri Nangal (CT)	9.52	9.55	3.4
Fazalpur (CT)	9.17	11.36	1.89
Bayyanpur (CT)	39.64	9.15	11.41
Badh Malak (CT)	8.99	9.35	1.59
Uchana (MC)	7.47	8.01	2.09
Julana (MC)	11.3	7.78	2.94
Bhuran (16) (CT)	17.03	9.27	7.12
Jhokal Mandi (CT)	6.7	9.47	0.28
Uklana Mandi (CT)	9.64	9.19	4.44
Satrod Khurd (155) (CT)	17.68	14.01	3.31
Satrod Khas (154) (CT)	13.35	10.43	3.74
Satrod Kalan(153) (CT)	9.94	7.01	1.77
Mayyer (151) (CT)	23.72	23.84	1.93
Narnaund (MC)	23.59	17.93	2.17
Tosham (CT)	6.28	7.61	2.64
Siwani (MC)	13.16	7.94	1.91
Loharu (MC)	10.85	13.93	1.47
Sunari Kalan (CT)	18.18	17.44	2.77
Beri (MC)	10.2	12.08	2.09
Ladrawan (CT)	21.18	11.44	10.68
Faizabad (CT)	3.91	7.92	1.13
Kanina (MC)	18.39	17.23	2.89
Ateli (MC)	5.73	6.33	2.75
Nagal Chaudhry (CT)	11.83	8.4	4.37
Bhakali (CT)	12.25	11.93	4.35

Aakera (CT)	10.72	8.09	1.04
Ghatal Mahaniawas (CT)	12.26	8.48	2.91
Maheshari (CT)	7.81	8.46	1.17
Rampura (CT)	14.2	18.87	1.74
Manethi (CT)	10.12	7.34	7.75
Bawal (MC)	10.71	13.1	1.26
Garhi Harsaru (CT)	8.08	8.08	1.86
Badshahpur (CT)	6.5	9.95	0.92
Farrukhnagar (MC)	9.44	10.32	1.8
Bhondsi (CT)	4.58	5.9	0.47
Khori Kalan (CT)	5.14	6.25	2
Nuh (MC)	5.16	7.75	1.46
Salamba (CT)	13.94	3.2	5.96
Nagina (CT)	5.65	4.9	2.47
Pingwan (CT)	3.32	5.51	1.4
Piala (CT)	19.68	5.29	2.21
Baghola (CT)	18.09	9.66	2.29
Hathin (MC)	5.69	6.53	1.28
Hassan Pur (MC)	4.1	4.38	1.58

Source: Primary Census Abstract, 2011, CT- Census Towns, MC- Municipal Corporation

On the basis of percentage of total female workers to the total female population, small towns in Haryana may be clubbed in three groups.

1. Small towns with a high proportion of female workers
2. Small towns with a moderate proportion of female workers and
3. Small towns with a low proportion of female workers.

1. Small towns with a high proportion of female workers.

There are 27 small towns with a higher percentage of women workers. Only five small towns with a population of 20 per cent come into this category: Bayyanpur (39.64%), Mayyer (23.72%), Narnaund (23.59%), Sikanderpur (21.98%), and Ladrawan (21.18 percent), other towns fall in this category are, Piala, Kabri, Kanina, Sunari Kalan, Baghola, Salamba, Ram Garh, Bir Ghaghar, Raipur Rani, Bhuran, Satrod Khurd, Rampura, Jandli, Uncha Siwana, Kardhan, Satrod Khas, Nanhera, Siwani, Bhakali, Indri and Nagal Chaudhry. Different factors, such as the absence of social prejudices against female participation, the availability of acceptable positions in the industries, the high literacy rates, educational institutions, and hospitals, may explain why there are so many women working in these towns.

2. Small towns with a moderate proportion of female workers

The towns between 8 to 12 per cent cover twenty-five small towns under the category. The largest and contiguous parts of displaying moderate participation rates comprised of some parts of central parts of Haryana. Towns fall in this category are Nagal Chaudhry, Asan Khurd, Julana, HMT Pinjore, Loharu, Aakira, Bawal, Ismailabad, Nilokheri, Beri, Manethi, Majra, Satrod Kalan, Uklana Mandi, Raduar, Kheri Nangal, Farrukhnagar, Kalayat, Nissing, Fazalpur, Kansepur, Badh Malak, Kakar Majra, Kanwla and Garhi Harsaru.

3. Small towns with a low proportion of female workers

In the remaining small towns, the proportion of female workers was under 8 per cent. The towns are Saha, Maheshari, Boh, Bilaspur, Chhachhrauli, Uchana, Badhi Majra, Kachrauli, Buria, Sadaura, Jhokal Mandi, Farakhpur, Badshahpur, Tosham, Ateli, Hathin, Nagina, Tundla, Mustafabad, Nuh, Khori Kalan, Bhondsi, Hassan Pur, Faizabad and Pingwan. The main reasons for the low proportion of female workers are social taboos and biases against women working, as well as the significant Muslim population.

Main female workers

It has been mentioned above that workers are of two types based on the duration of work. In fact, the main workers assume special importance as they are engaged in work during the major part of the year. Therefore, the study of work participation rates based on main workers shows the extent of workforce fully employed. It is seen that the main contributor to the workforce is main workers in total worker in comparison to an urban area. The average main female workers in small towns are 10.66 per cent in the total working population in 2011. Table 3 shows the work participation rate in main and marginal worker in 2011. At the individual level, the work participation rate varies from town to town, the highest 23.84 per cent in Mayyer in Hisar District and the lowest 3.20 per cent in Salamba in Mewat District. High proportion of main workers are Sikanderpur, Bir Ghaghar, Kabri, Rampura, Ramgarh, Narnaund, Sunari Kalan, Kanina, Nanhera, Uncha Siwana, HMT Pinjore, Satrod Khurd, Loharu, Kakar Majra, Asan Khurd, Raipur Rani, Kardhan, Bawal, Nilokheri, Ismailabad, Jandli, Beri, Majra, Bhakali, Indri, Ladrawan, Fazalpur and Chhachhrauli. The very high proportion of primary female workers in small towns

can be attributed to greater employment opportunities brought on by the high level of industrial growth and improved transportation infrastructure.

Marginal female workers:

Marginal workers were defined as those who did not work for the majority of the year(i.e., those who worked for less than 183 days in a year). The proportion of marginal workers in the total workforce is comparatively low. As depicted table 3 high percentage of marginal female workers in the small towns are found in Bayanpur, Ladrawan, Manethi, Bhuran, Jandli, Kardhan, Salamba, Kalayat, Kabri, Uklana Mandi, Nagal Chaudhry, Bhakali, Ram Garh, Satrod Khas, Nissing, Kansepur, Sikanderpur, Kheri Nangal and Satrod Khurd. Low percentage of marginal female workers in small towns as Loharu, Nuh, Mustafabad, Pingwan, Sadaura, Majra, Hathin, Bawal, Maheshari, Faizabad, Chhachhrauli, Aakera, Badshahpur, HMT Pinjore, Tundla, Badhi Majra, Kachhrauli, Bhondsi, Jhakal Mandi and Kakar Majra.

CONCLUSION:

Due to their functional background and limited engagement with their surroundings, women make up a very small fraction of the working population in small towns in Haryana compared to the urban population. Poorer work participation rates for women than for men are revealed by census data. Less than one fifth of the total workforce is made up of women. According to the 2011 census, 11.39 percent of women worked in small towns. The late introduction of women into the economic fight is to blame for the large male-female disparity. The main causes of low participation rates are widespread societal taboos and biases against women working, as well as the influence of Muslim culture, which keeps women in the background. The main female workforce in small towns are nearly 10.66 per cent in total workers in 2011., whereas the participation of marginal female workers is only 2.71 per cent. Better employment options resulting from a high level of industrial development and better transportation facilities on a permanent basis are the causes of the very high percentage of women who are the main workers in small towns.

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