

Female Employment Pattern in Rural Area of Maharashtra

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The paper analyzes female employment pattern in rural areas of Maharashtra with important indicators like, female education, labour force participation rate (LFPR), work force participation (WPR), unemployment etc. It could be noticed that, the female LFPR in rural areas of the state of Maharashtra is remarkably higher than the urban but has declined during the period 1993-2009 (Majumdar, 2012). It has declined from 62.6 per cent in 1993 to 56.0 per cent in 2009 while, female LFPR in urban areas of the state remained constant during the period 1993-2009. Decline in female LFPR in rural areas of both the state and national level is greater than decline in the urban as well as overall female LFPR. However, female LFPR in the state of Maharashtra according to various work status viz. ups, up+ss, cws and cds has increased during the period 2004-05 to 2007-08. Similarly, Female WPR has declined in the females in rural areas of the state who have not literate and have taken education up to secondary, higher secondary, diploma and graduate & above during the period 2004 to 2007-08 whereas, it has declined in the females in urban those are diploma and certificate holders during the same period. The unemployment situation in the state has explained in the paper which finds that, the female unemployment in urban areas of the state is quite higher than the rural. In brief, people in the rural areas are mostly depending on primary sector activities and the sector provides more employment opportunities to the rural people as compared to the urban that are depending on secondary and tertiary sector.

[Key Words: Labour Force Participation Rate, Employment, Work Force Participation Rate, Female Education, Rural Female Employment].

Trend of female labour force participation is an important issue of discussion among the economists. Woman is known as a half part of society therefore, the participation in the working activities of this part, though it has been neglected, is important in the regard of overall development of the society. Though many scholars have done studies on this issue until today, Mincer (1962) and Cain (1966) have done pioneering work on the topic. The issue has been exposed in the right direction by Schultz (1988), Goldin (1995) and Mammen and Pixson (2000). These studies have explained the U shaped female labour supply position due to the factors like, education, wage and income level of the household. The studies done by the authors (Rangarajan et al, 2011; Chandrashekhar and Ghosh, 2011; Kannan and Raveendran, 2012; Abraham, 2012) find significant decline in the female LFPR in India. Various authors

have given separate reasons for the decline in the female LFPR. Mainly, this decline is due to rising participation in education by females (Rangarajan et al, 2011) where, Kanan and Raveendran (2012) find decline in female labour LFPR due to crowding-out of female labour in the face of agricultural stagnation and slowdown of economic growth. Similarly, the decline in female LFPR is due to the overall shortage of short-run and long-run employment opportunities in rural areas (World Bank 2010; Chowdhury 2011; Mazumdar and Neetha 2011). Abraham finds the U-shaped theoretical curve in urban females according to MPCE, size of the curve changes with the change in the income of urban females. In the light of, the findings of these studies it is important to see the situation of female LFPR in the leading state like, Maharashtra. Maharashtra is an industrially leading and one of the forward-looking states in the country. According to the population census 2011 about 55 per cent population in the state lives in rural areas is mainly depend upon agriculture sector. Population of the state has increased by 15.99 per cent during the period 2001-2011. Female population in the state has grown by 16.21 per cent in the last decade which is little higher than the growth rate of male population. The rate of growth of female population in urban sector of the state is substantially higher than the rural sector. Female population in rural by 9.64 per cent where, in urban sector of the state it grew by 25.58 per cent during 2001-2011. Overall literacy rate of the state is 82.93 per cent while female literacy is 75.48 per cent remarkably higher than the national average (65.46 per cent).

Average household size and sex ratio in rural is higher than the urban but both shows decreasing trend during the period 1983 to 2007-08. Decreasing trend of household size is a positive change while, for sex ratio it is a negative change in the regard of economic development. LFPR in Female from the rural areas of the state is remarkably higher than the national average, while decline in it is greater in the state than it is at national level during 1993 to 2009. Present paper has been divided into three parts. Introduction has been given in the first part where, statistical analysis and conclusions have been included in second and third parts respectively. Proposed analysis of rural female labour in Maharashtra is based on secondary data which has collected from the report on "Employment and Unemployment" for Maharashtra prepared by directorate of economics and statistics government of Maharashtra based on 64th NSS round 2007-08. As well as some of the NSS rounds have been used to collect the data. Similarly, the economic survey of Maharashtra has also been used as a source of the data.

Statistical Analysis of Female Employment in the State

Table No.1 Average Household Size and Sex Ratio in Rural & Urban Maharashtra

NSS Round Year	Average Household Size		Sex Ratio	
	Rural	Urban	Rural	Urban
1983	5.0	4.8	959	904

1993-94	4.7	4.5	951	883
1999-2000	4.7	4.4	931	871
2004	4.8	4.4	933	889
2007-08	4.5	4.2	942	877

Source: employment and unemployment report, 64th NSS round, directorate of economics and statistics of Maharashtra.

Table No. 2 Average Monthly Per Capita Expenditure in Rural & Urban Maharashtra (in Rs.)

Quintile Class	Average MPCE	
	Rural	Urban
0-20	390	559
20-40	520	842
40-60	632	1128
60-80	768	1593
80-100	1209	3199

Source: as above, Table No. 1

Monthly per capita expenditure (MPCE) according to quintile classes of rural and urban areas in the state of Maharashtra has given in table no. 2 shows significant difference. The first quintile class according to expenditure i.e. 0-20 is known as a poorer class of the society has of course lowest MPCE. MPCE for the first quintile class in rural areas of the state is 390 Rs. where it is 559 Rs. for the urban. The final quintile class is the richest class of the society. MPCE of the class is highest according to its income level. MPCE of the rural richest class is 1209 Rs. while, 3199 Rs. is of the urban class. It can be noticed from the above table that, the difference of MPCE between the rural and urban areas of the state is lower as the class is poorer on the contrary the difference is broader for richest class in both areas of the state.

Table No. 3 Percentage Distribution of Population in Maharashtra by Five-Age Group

Age Group	Rural	Urban
0-4	8.1	7.9
5-9	8.9	8.5
10-14	10.6	8.3
15-19	9.8	9.7
20-24	8.5	10.0
25-29	7.8	9.9
30-34	7.0	8.5
35-39	7.4 61%	8.2 67%
40-44	6.5	6.8
45-49	5.8	6.4
50-54	4.1	4.1
55-59	4.1	3.4

60 ⁺	11.4	8.2
All	100	100

Source: as above, Table No. 1

Population plays an important role in the economic development process. The pace of economic growth is determined by the youth population or working class of the population. Percentage distribution of the population in the state of Maharashtra has given in the table no. 3. Generally, population between the age group of 15-60 is known as working population or work force. This class comprises 61 per cent in the rural areas of the state of Maharashtra while in urban areas it is 67 per cent notably higher than the rural areas.

Knowledge level of society is measured by the level of education. Female is an integral part of the society thus, female education is essential for the overall development of the household. Level of education determines the employability of the person. Despite having long history of female education movement, state could not achieve the topmost position in female education in the country. Around 46 per cent female are not literate in rural areas of the state even in 21st century, while 19.9 per cent female in urban areas of the state are not literate shows that, urbanization process is helpful in increase the literacy. Only 15.4 per cent females in rural areas of Maharashtra are educated up to secondary and above classes where percentage of the same in urban areas is 39.5 per cent clearly more than the rural (see table no. 4).

Table No. 4 Educational Distribution of Female Population in Maharashtra

Level of Education	Rural	Urban
Not Literate	45.7	19.9
Up to Primary	20.1	18.2
Middle School	18.1	22.4
Secondary & Above	15.4	39.5
All	100	100

Source: as above, Table No. 1

Table No. 5 Female Labour force Participation Rates (%)

Year	% of Females Aged 15-59 Years in the Labour Force					
	Maharashtra			India		
	Rural	Urban	All	Rural	Urban	All
1993	62.6	23.5	47.8	42.3	22.5	37.3
2009	56.0	23.5	42.0	39.8	21.0	35.6
% change	-6.6	0	-5.8	-2.5	-1.5	-1.7

Source: Rajarshi Majumdar, IJLE, 2012

The female LFPR has been attracting an attention of many scholars in economics. The issue has its own importance in the process of economic development, describes the involvement of the half part of the society in the work force. Many studies have found decline in female LFPR and have explained the causes of the decline. The overall female LFPR in rural areas of the state of Maharashtra is remarkably higher than the urban but has declined

during the period 1993-2009. In the state, it has declined from 62.6 per cent in 1993 to 56.0 per cent in 2009 (Majumdar, 2012) while, female LFPR in urban areas of the state remained constant during the period 1993-2009. Decline in female LFPR in rural areas of both the state and national level is greater than decline in the urban as well as overall female LFPR.

However, female LFPR in the state of Maharashtra according to various work status viz. ups, up+ss, cws and cds shows increase during the period 2004-05 to 2007-08. The increase in the female LFPR is higher in usual principle status for rural areas of the state. Female LFPR has increased at very low rate in casual weekly status for rural areas. Increase in the female LFPR for urban is highest in usual principle status, while it is highest in casual daily status for rural areas (Table No. 6).

Table No.6 Female LFPR in Maharashtra According to ups, up+ss, cws and cds (%)

Status	Rural			Urban		
	2004-05	2007-08	%change	2004-05	2007-08	%change
Ups	34.0	37.9	3.9	12.8	15.3	2.5
Ups + ss	36.6	40.1	3.5	13.8	16.6	2.8
Cws	35.7	37.4	1.7	13.5	16.2	2.7
Cds	32.7	35.2	2.5	13.0	15.3	2.3

ups = usual principal status, ups + ss = usual principal + subsidiary status, cws = current weekly status, cds = current daily status. Source: as above, Table No. 1

Table No. 7 Female WPR according to up+ss by education level in Maharashtra

Education Level	Rural		Urban	
	2004	2007-08	2004	2007-08
Not literate	43.1	42.3	13.9	17.3
Literate & upto primary	29.3	30.2	9.0	10.7
Middle school	36.9	37.6	9.7	10.6
Secondary	27.3	29.5	10.5	11.1
Higher secondary	26.1	24.2	10.4	11.5
Diploma/certificate	47.0	40.7	39.5	37.6
Graduate & above	33.8	30.1	28.4	31.3
Secondary & above	28.3	28.5	17.6	18.5
All	36.4	36.7	13.0	15.9

Source: as above, Table No. 1

It seems that, the females those have completed education up to diploma and certificate courses had registered highest participation by education level in work force in rural as well as urban areas of the state of Maharashtra in 2004. It has declined in the following year 2007-08. Eventually, Maharashtra is a highly industrialized state in the country, therefore, it requires skilled (acquired by taking diploma or certificate education in short period than regular education) labour force. So, students in the state generally, tend to take diploma

or certificate education to get job as early as possible. Females those were not literate lies in the group which has second highest share, while in 2007-08 it records highest employment share than other educated groups in the work force in rural areas of the state while in urban those have educated up to graduate record second highest share in the workforce. Female WPR has declined in the females in rural areas who are not literate and have taken education up to secondary, higher secondary, diploma and graduate & above during the period 2004 to 2007-08 whereas it has declined in the females in urban those are diploma and certificate holders during the same period.

Table No. 8 Female WPR in Maharashtra According to ups, up+ss, cws and cds (%)

Status	Rural			Urban		
	2004-05	2007-08	% change	2004-05	2007-08	% change
Ups	33.8	37.7	3.9	11.8	14.6	2.8
Ups + ss	36.4	39.9	3.5	13.0	15.9	2.9
Cws	35.2	36.9	1.7	12.6	15.5	2.9
Cds	31.4	33.9	2.5	12.0	14.5	2.5

ups = usual principal status, ups + ss = usual principal + subsidiary status, cws = current weekly status, cds = current daily status. Source: as above, Table No. 1

The female WPR in rural and urban areas in Maharashtra for all working status groups has increased during the period 2004 to 2007-08. Percentage of female workers in rural areas of the state engaged in usual principle status recorded highest (3.9 per cent) increase during 2004 to 2007-08 while female workers engaged in usual principle by subsidiary and current weekly status registered highest growth in urban areas during the same period.

Table No. 9 Female WPR according to ups, up+ss, cws and cds in Rural & Urban Maharashtra during Various Rounds (%)

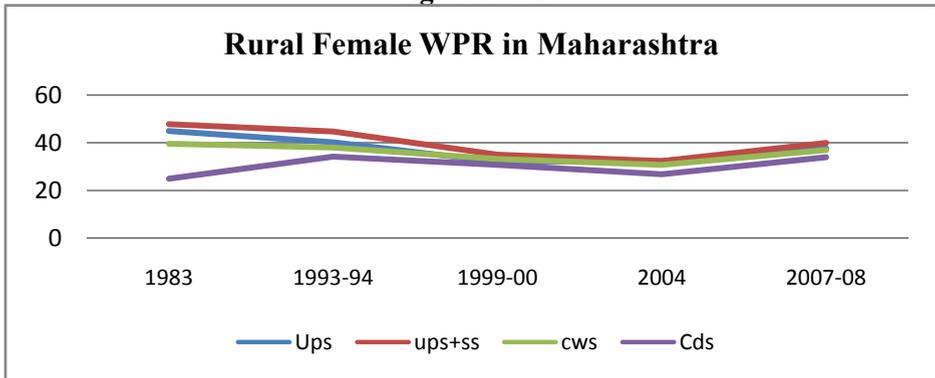
Year	Rural				Urban			
	Ups	ups+ss	cws	Cds	ups	ups+ss	cws	Cds
1983	44.9	47.8	39.6	24.9	14.5	15.8	13.9	12.5
1993-94	40.2	44.7	38.0	34.2	13.2	14.3	13.3	12.6
1999-00	32.0	35.0	33.2	30.7	11.5	12.1	11.9	11.3
2004	32.3	32.3	30.7	26.8	12.1	13.0	12.6	11.8
2007-08	37.7	39.9	36.9	33.9	14.6	15.9	15.5	14.5

Source: as above, Table No. 1

Here, we can make some observations considering the data given in the table no. 9. Firstly, it seems that, the WPR for females in rural areas of the state for all activities is highest than it is for urban areas. However, the female WPR in all activities for rural and urban areas had declined up to 2004, and then it has jumped in 2007-08. The decline in the female WFPR is said due to the increasing female participation in education (Himanshu, 2011; Rangarajan et al, 2011) especially in the rural areas. Secondly, the trend of the female WPR

illustrated in the figure no. 1 shows theoretical U shape curve (Abraham, 2013) which describes that the work force participation by females was higher in 1983 thereafter, it decreased until 2004 and then it shows increase.

Figure No. 1



It can be observed from the table no.10 that the female work force participation is quite higher in the rural areas of the state than the urban. The females between the age group of 30-59 have active participation in the work force in rural as well as in urban areas of the state. Most of the females of this age group have engaged in usual principle with subsidiary status activities as compare to the other age groups. Females from rural areas between the age group 5-14 years have lowest participation in working activities than other age group females in the rural areas, but significantly higher than the urban. Similarly, WPR for rural females of age group above 60 in all activities is remarkably higher than urban. Rural as well as urban females of this age group have mostly engaged in usual principle with subsidiary status.

Table No. 10 Female WPR for broad age-groups according to ups, ups+ss, cws,cds in Maharashtra

Age Group	Rural				Urban			
	ups	up + ss	cws	Cds	ups	up + ss	cws	Cds
05-14	2.7	2.7	2.6	1.9	0.34	0.34	0.25	0.25
15-29	36.6	39.0	35.5	32.6	13.41	14.68	14.36	13.48
30-59	63.4	66.9	62.1	57.2	23.03	25.15	24.74	22.95
60+	24.1	25.4	23.6	21.7	9.70	10.00	9.91	9.20
15-59	51.90	55.0	50.75	46.7	18.80	20.50	20.00	18.80

Source: as above, Table No. 1

Table No. 11 Percentage Distribution of Usually Employed Female Workers by Status of Employment in Maharashtra

NSS Year	Rural			Urban		
	All ps + ss					
	Self employed	Regular wage/ salaried	Casual labour	Self employed	Regular wage/ salaried	Casual labour
1983	49.8	0.9	49.3	33.7	33.9	32.4
1993-94	44.2	1.5	54.3	33.6	32.0	34.4
1999-00	44.7	1.2	54.1	30.0	38.5	31.5
2004	47.4	1.9	50.6	31.3	42.9	25.8
2007-08	47.6	2.7	49.7	33.5	45.5	21.0

Source: as above, Table No. 1

The Table No. 11 shows the distribution of female workers by the status of employment. According to this distribution regular salaried females in urban areas are more than the rural. Education level, availability of employment opportunities are more in urban areas than the rural, so the females in this areas can acquire regular salaried jobs compared to the rural females. Therefore, the share of regular salaried female workers in rural areas of the state is extremely negligible than the urban, but shows increasing trend in females from both rural and urban areas during the period 1983 to 2007-08. The share of female casual workers in rural areas has slightly increased where, in urban it has decreased significantly during the same period. The percentage of females engaged in self employment activities has decreased in rural areas, while it remained constant in females from urban areas during the same period. Percentage of female casual workers in rural areas had increased until 1993-94, thereafter it shows continues decrease.

Table No. 12 Sectoral Distribution of Usually Employed Female Workers in Maharashtra (All)s

NSS Year	Rural			Urban		
	Primary	Secondary	Tertiary	Primary	Secondary	Tertiary
1983	87.5	7.4	4.8	31.0	30.6	37.6
1993-94	86.2	8.3	5.5	24.7	29.1	46.2
1999-00	85.4	8.9	5.7	17.7	29.3	52.9
2004	90.8	4.7	4.5	13.3	27.4	59.0
2007-08	91.8	4.3	3.8	10.6	28.5	60.9

Source: as above, Table No. 1

Female workers in rural areas of the state of Maharashtra are mostly engaged in primary sector. Agriculture sector is a prime employer in the rural areas. Low education level of the females and high dependence of households on the sector as well as preference to work near to the home place may be the causes for the large share of females in primary sector in rural areas. There are many programmes run by government to increase employment opportunities in rural areas like, MGNAREGA where, women in the sector tend to take benefits of these programmes (Jatav & Jajoria, 2012). The share of women workers in primary sector in rural areas was 87.5 per cent in 1983 had decreased to 85.6 per cent in 1999-2000 thereafter it has increased to 91.8 per cent in 2007-08. Whereas, the share of female workers from rural areas in tertiary and secondary sector is very small, expectedly had increased during the period 1983 to 1999-2000, but surprisingly decreased in the subsequent years. On the other side, the share of female workers in urban areas in tertiary sector is highest and shows continuous increase during the period 1983 to 2007-08, while the share of urban female workers in primary and secondary sector has been decreasing since 1983. This decrease is higher in primary sector than the secondary sector.

Table No. 13 Average Daily Wages for Different types of Female Workers in Maharashtra (in Rs.)

Sector	Casual Workers	Regular Wage/Salaried Workers
Rural	40.61	170.98
Urban	54.41	244.25

Source: as above, Table No. 1

There is big difference of average daily wages for females in both rural and urban areas of the state between casual and regular workers. Average daily wages for female workers in rural as well as urban areas are 40.61 and 54.41 Rs. which is substantially lower than the regular wage workers. Average daily wages for regular wage workers in rural and urban are 170.98 and 244.25 respectively.

Table No. 14 Female Unemployment Rate in Maharashtra

NSS Year	Rural				Urban			
	ups	ups+ss	cws	cds	ups	ups+ss	cws	cds
1993-94	0.3	0.3	0.6	1.0	4.8	4.4	4.8	5.0
1999-00	0.6	0.6	0.7	1.8	7.0	5.9	6.9	7.2
2004	0.8	0.7	1.2	3.5	5.2	4.8	5.7	7.0
2007-08	0.5	0.5	1.6	3.7	4.7	4.2	4.4	5.0

Source: as above, Table No. 1

The Table No. 14 describes the female unemployment rate in Maharashtra. The female unemployment in urban areas of the state is quite higher than the rural. It had increased in all working activities during the period 1993-94 to 1999-2000, thereafter returned to the earlier position. On the other side, female unemployment in rural areas of the state is highest in current daily status activities. The female unemployment in current weekly and current daily

status recorded continuous increase during the period 1993-94 to 2007-08, while it had increased in usual principle and usual principle with subsidiary status until 2004 thereafter decreased in the following year 2007-08.

Conclusions:

The paper finds out that, the females in rural areas of the state of Maharashtra have higher participation in workforce than the urban. The female LFPR in the state has decreased remarkably especially after the adoption of new economic reforms, and then increased in 2007-08. Figural analysis shows theoretical U-shaped view of the female WPR in rural areas which describes defeminisation of workforce in the state as well as it illustrates the reasons of decreasing participation in education by female in the state. However, after 2004 participation of female in the state in workforce has increased. It indicates that, either the withdrawal of females from education or income size of households may have increased. Percentage share of non-literate females in rural areas of the state have remarkably higher in workforce. All uneducated females in rural areas of the state are engaged in primary sector so that their participation in the sector has increased in 2007-08. Increasing share of female WPR in primary sector clearly indicates the participation of rural females in workforce has increased due to the increase in employment opportunities in agriculture and related activities in their respective home places for instance, due to the implementation of MGNAREGA (Jatav & Jajoria, 2012), a big employment source for females in rural areas of the state. On the other hand, the percentage of female workers in tertiary sector from urban areas has increased during the period 1983 to 2007-08. Increasing expansion of service sector in urban areas has favorable impact on the female employment in the state. The unemployment rate is significantly less in females from rural areas of the state than the females in urban even though, the level of education differs in both.

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