

**ASPECTS OF FEMALE LABOUR FORCE PARTICIPATION IN INDIA:
WITH CASE STUDIES FROM HARYANA**

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DEPARTMENT OF HUMANITIES AND SOCIAL SCIENCES

INDIAN INSTITUTE OF TECHNOLOGY DELHI

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by

SEEMA

DEPARTMENT OF HUMANITIES AND SOCIAL SCIENCES

Submitted

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to the



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CERTIFICATE

This is to certify that the thesis titled “**Aspects of Female Labour Force Participation in India: With Case Studies from Haryana**”, being submitted by **Ms Seema** to the Indian Institute of Technology (IIT) Delhi for the award of the degree of **Doctor of Philosophy**, is a record of original bona-fide research carried out by her under our supervision. In our opinion, the thesis has reached the standards fulfilling the requirements for submission relating to the degree.

The results contained in the thesis have not been submitted, in part or full, to any other institute or university for award of any degree or diploma.

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Abstract

In this thesis, we described and analyzed various aspects of females who were part of the labour force and who were not along with the activities and sectors these females are engaged in and factors which determine female participation in labour market in India and across its states. The core of thesis is based on data collected from an extensive field survey of females in the rural and urban parts of Ambala district in Haryana state. The analysis in this thesis has also relied on secondary data sources on employment statistics, population and growth rates in India.

Official sources of data on employment in India reveal that labour force participation rate (LPR) and workforce participation rate (WPR) for females are very low in the India as well as also much lower in comparison to other developing countries such as China, Bangladesh, Nepal, Sri Lanka, South Africa and Bhutan (As per World Development Indicators). The participation of females in the labour market in India's urban areas is even lower than the participation of their rural counterparts. The major cause of concern is that the Labour force and Workforce participation rates for females in India are not just low but have also been declining over time.

Given the context described above, I specifically addressed three key questions in the thesis. They are, first, the thesis aims to understand the distribution of India's population across various activities. It also describes about the socio-economic characteristics of female participating and female not participating at national level, across Indian states, and in Ambala district of Haryana. This question helps to understand the characteristics of the supply of female labour in India. Second, the thesis tries to address the question about sectors where these females are employed and about the activities these females are engaged into. It also analyzed the shift of female workers among various sectors and activities at national level and across the Indian states over a period of time. This question helps to understand the characteristics of the demand for female labour in India. Third, the thesis examines the question of all the factors that determine woman's participation in the labour market in India.

The thesis begins with an analysis of distribution of India's population across various activity status (Chapter 2). The chapter explains that the decline in WPR among females in India occurred along with an increase in the proportions of students as well as of those attending domestic duties. This has significant impacts both on the size and the nature of labour supply in the country. This is considered as one of the reasons for the decline in female WPR in India between 1999-00 to 2011-12. The other important factor observed is the sheer absence of suitable employment opportunities along with some of the features of the social and cultural context for the females in the country. The thesis points to some major structural changes occurring in India's labour market over a period of time like the movement of the country's labour force away from agriculture and severe obstacles of slow rate of generation of jobs in the non-agricultural sector in the country. The chapter further explains that the plausible reason for the low and varying female participation rates may be due to measurement error in the estimation of female WPR by NSSO surveys which does not cover many activities where woman are mainly engaged in apart from their domestic work.

The thesis then addresses the questions by doing comparative analysis of the same across various states in India. (Chapter 3). The thesis explains the rationale for choosing Ambala district in Haryana state in India (Chapter 4). It further explains the methodology of field survey and sample selection procedure within Ambala district to study the aspects of female labour force participation.

The thesis then describes about the distribution of the rural females in sample collected from three villages of Ambala district by their socio-economic characteristics like Caste, Ownership of land, Ownership of animals, Marital status, Age-group, Educational achievements, and by Occupation of husband/father by Social category (Chapter 5). The chapter further explains about the working rural females in the sample along with their nature of work and factors behind their labour participation. The chapter illustrates about rural females in the sample who are attending to domestic duties along with their nature of work and motivation. After giving details about the students in sample, the chapter further concludes the determinants of the participation of females in labour market in rural Haryana.

The thesis then describes about the distribution of the urban females in sample collected from urban part of Ambala district by their Caste, Marital status, Age-group, Educational achievements, and by Occupation of husband/father (Chapter 6). The chapter describes about the working urban females in the sample along with their nature of work and factors behind their labour participation. The chapter further illustrate about the urban females in the sample who are attending to domestic duties along with their nature of work and motivation. After giving details about the students in sample, the chapter further concludes the determinants of the participation of females in labour market in urban Haryana.

The thesis highlighted both the demand and supply factors emanating from the socio-economic characteristics of females who are working and who are not working along with the sectors and categories in which females are engaged as well as the change in all these factors over a period (at national level, across Indian states as well in Ambala district in Haryana).

सार

इस थीसिस में, मैंने उन महिलाओं, जो श्रम शक्ति का हिस्सा थीं और जो उन गतिविधियों और क्षेत्रों के साथ नहीं थीं, जिनमें ये महिलाएं लगी हुई हैं और ऐसे कारक जो भारत और उसके राज्यों में श्रम बाजार में महिला भागीदारी को निर्धारित करते हैं, के विभिन्न पहलुओं का वर्णन और विश्लेषण किया है। थीसिस का मूल हरियाणा राज्य में अंबाला जिले के ग्रामीण और शहरी हिस्सों में महिलाओं के व्यापक क्षेत्र सर्वेक्षण से एकत्रित आंकड़ों पर आधारित है। इस थीसिस का विश्लेषण भारत में रोजगार के आंकड़ों, जनसंख्या और विकास दर पर द्वितीयक डेटा स्रोतों पर भी आधारित है।

भारत में रोजगार के आंकड़ों के आधिकारिक स्रोतों से यह पता चलता है कि भारत में श्रम शक्ति भागीदारी दर (एलपीआर) और महिलाओं के लिए कार्यबल भागीदारी दर (डब्ल्यूपीआर) बहुत कम हैं और साथ ही चीन, बांग्लादेश, नेपाल, श्रीलंका, दक्षिण अफ्रीका और भूटान जैसे अन्य विकासशील देशों की तुलना में बहुत कम हैं (विश्व विकास संकेतकों के अनुसार)। भारत के शहरी क्षेत्रों में श्रम बाजार में महिलाओं की भागीदारी उनके ग्रामीण समकक्षों की भागीदारी से भी कम है। यह विचारणीय है कि भारत में महिलाओं के लिए श्रम बल और कार्यबल की भागीदारी दर न केवल कम है अपितु समय के साथ घटती भी जा रही है।

उपर्युक्त के संदर्भ में, मैंने थीसिस में विशेष रूप से तीन महत्वपूर्ण प्रश्नों को संबोधित किया है। सर्वप्रथम, थीसिस का उद्देश्य विभिन्न गतिविधियों में भारत की जनसंख्या के वितरण को समझना है। यह राष्ट्रीय स्तर पर, भारतीय राज्यों में और हरियाणा के अंबाला जिले में भाग लेने वाली महिलाओं और राष्ट्रीय स्तर पर भाग नहीं लेने वाली महिलाओं के सामाजिक-आर्थिक पहलुओं का भी एक विवरण प्रस्तुत करता है। यह प्रश्न दबाव कारक को समझने में मदद करता है, यदि कोई हो, जो भारत में महिला श्रम शक्ति की कम और घटती भागीदारी का कारण हो सकता है। दूसरे, थीसिस उन क्षेत्रों के संबंध में समाधान करने का प्रयास करती है जहां ये महिलाएं कार्यरत हैं और उन गतिविधियों जिनसे ये महिलाएं जुड़ी हुई हैं। इस थीसिस में समय-समय पर

राष्ट्रीय स्तर पर और भारतीय राज्यों में विभिन्न क्षेत्रों और गतिविधियों में संलग्न महिला श्रमिकों के बदलाव का भी विश्लेषण किया है। तीसरे, यह थीसिस उन सभी कारकों की भी जांच करती है जो भारत में, भारतीय राज्यों और हरियाणा में श्रम बाजार में महिलाओं की भागीदारी को निर्धारित करते हैं।

यह थीसिस विभिन्न गतिविधियों की स्थिति पर भारत की जनसंख्या के वितरण के विश्लेषण के साथ आरंभ होती है। अध्याय 2 भारत में महिलाओं की डब्ल्यूपीआर में गिरावट, छात्रों के अनुपात में वृद्धि के साथ-साथ घरेलू कार्यों में भाग लेने वालों के संबंध में एक विवरण प्रस्तुत करता है। इसका देश में श्रम आपूर्ति के आकार और प्रकृति दोनों पर महत्वपूर्ण प्रभाव पड़ता है। इसे 1999-2000 से 2011-12 के बीच भारत में महिला डब्ल्यूपीआर में गिरावट का एक कारण माना जाता है। देश में महिलाओं के लिए सामाजिक और सांस्कृतिक संदर्भ की कुछ विशेषताओं के साथ-साथ उपयुक्त रोजगार के अवसरों की कमी एक अन्य महत्वपूर्ण कारक है। यह थीसिस समय के साथ भारत के श्रम बाजार में होने वाले कुछ प्रमुख संरचनात्मक परिवर्तनों जैसे देश की श्रम शक्ति का कृषि से दूर जाना और देश में गैर-कृषि क्षेत्र में रोजगार सृजन की धीमी दर की गंभीर बाधाओं की ओर संकेत करती है। यह अध्याय आगे बताता है कि कम और भिन्न महिला भागीदारी दर का संभावित कारण एनएसएसओ सर्वेक्षणों द्वारा महिला डब्ल्यूपीआर के आकलन में त्रुटि के कारण हो सकता है जिसमें कई ऐसी गतिविधियां जहां महिलाएं मुख्य रूप से अपने घरेलू कार्यों के अलावा संलग्न हैं, में शामिल नहीं हैं।

इस थीसिस के अध्याय 3 में भारत के विभिन्न राज्यों में इसका तुलनात्मक विश्लेषण करके प्रश्नों को संबोधित किया गया है। थीसिस का अध्याय 4 भारत में हरियाणा राज्य के अंबाला जिले का चयन करने के औचित्य की व्याख्या करता है। यह महिला श्रम शक्ति की भागीदारी के पहलुओं का अध्ययन करने के लिए अंबाला जिले में क्षेत्र सर्वेक्षण की पद्धति और प्रतिदर्श चयन प्रक्रिया की व्याख्या करता है।

अध्याय 5 अंबाला के तीन गांवों से एकत्र किए गए प्रतिदर्श में ग्रामीण महिलाओं के वितरण के संबंध में उनकी सामाजिक-आर्थिक विशेषताओं जैसे जाति, भूमि का स्वामित्व, जानवरों का स्वामित्व, वैवाहिक स्थिति, आयु-समूह, शैक्षणिक उपलब्धियों

और सामाजिक श्रेणी द्वारा पति/पिता के व्यवसाय का उल्लेख किया गया है। यह अध्याय प्रतिदर्श में काम करने वाली ग्रामीण महिलाओं के साथ-साथ उनके कार्य की प्रकृति और उनकी श्रम भागीदारी के पीछे के कारकों के बारे में बताता है। यह अध्याय प्रतिदर्श में उन ग्रामीण महिलाओं के बारे में भी बताता है जो अपने कार्य की प्रकृति और प्रेरणा के साथ घरेलू कार्यों में भी भागीदारी रखती हैं। प्रतिदर्श में छात्रों के संबंध में विवरण देने के पश्चात, अंत में, यह अध्याय ग्रामीण हरियाणा में श्रम बाजार में महिलाओं की भागीदारी के निर्धारकों का विवरण प्रस्तुत करता है।

थीसिस का अध्याय 6 अंबाला के शहरी हिस्से से एकत्र किए गए प्रतिदर्श में शहरी महिलाओं के वितरण के संबंध में उनकी जाति, वैवाहिक स्थिति, आयु-समूह, शैक्षणिक उपलब्धियों और पति/पिता के व्यवसाय का उल्लेख करता है। यह अध्याय कार्यरत शहरी महिलाओं के बारे में उनके कार्य की प्रकृति और उनकी श्रम भागीदारी के पीछे के कारकों के बारे में बताता है। अध्याय आगे प्रतिदर्श में उन शहरी महिलाओं के विषय में बताता है जो अपने कार्य की प्रकृति और प्रेरणा के साथ घरेलू कार्यों में भाग ले रही हैं। प्रतिदर्श में छात्रों का विवरण देने के पश्चात, अंत में यह अध्याय शहरी हरियाणा में श्रम बाजार में महिलाओं की भागीदारी के निर्धारकों का विवरण प्रस्तुत करता है।

इस थीसिस में उन महिलाओं, जो कार्यरत हैं और जो उन क्षेत्रों और श्रेणियों के साथ काम नहीं कर रही हैं जिनमें महिलाएं लगी हुई हैं और साथ ही इन सभी कारकों में एक अवधि में परिवर्तन(राष्ट्रीय स्तर पर, भारतीय राज्यों में और साथ ही हरियाणा के अंबाला जिले में) की सामाजिक-आर्थिक विशेषताओं से उत्पन्न मांग और आपूर्ति दोनों कारकों पर प्रकाश डाला गया है।

CONTENTS

Certificate	i
Acknowledgements	ii
Abstract	iii
Contents	vi
List of figures	viii
List of Tables	xi
1 INTRODUCTION	1-15
1.1 Context	
1.2 Low Rate of Female Labour Participation in India: Evidence from Existing Literature	
1.3 Questions addressed in the Thesis	
1.4 Data and Methodology	
2 EXAMINING FEMALE LABOUR FORCE PARTIPATION IN INDIA	16-51
2.1 Introduction	
2.2 Distribution of India's Population across Activity Status	
2.3 Social and Economic aspects of Female Labour Supply	
2.4 Demand for Female Labour	
2.5 Female Workforce Participation and Growth of Employment in India during the 2000s	
2.6 Analysing Reasons for Low Participation of Females in India	
2.7 Female Participation in Labour Force: Trends From the 2017-18 PLFS Survey	
2.8 Conclusion	
3 EXAMINING FEMALE LABOUR FORCE PARTICIPATION ACROSS INDIAN STATES	52-141
3.1. Aspects of Rural Female Labour Supply: Across Indian States	
3.2 Demand for Rural Female Labour	
3.3 Change Over the Periods Between 1999-00 to 2004-05 And 2004-05 to	

2011-12 for Rural Female	
3.4 Aspects of Urban Female Labour Supply: Across Indian States	
3.5 Demand for Urban Female Labour	
3.6 Change Over the Periods Between 1999-00 to 2004-05 and 2004-05 to 2011-12 for Urban Female	
3.7 Conclusion	
4 Women and Work in Haryana: Context and Methodologies	142-159
4.1 Introduction	
4.2 About Haryana	
4.3 Choice of Ambala District for the Study	
4.4 Choice of Rural and Urban Location in Ambala Sub-District	
4.5 Detailed Surveys of Females in Selected Regions in Rural and Urban Ambala	
5 FEMALE PARTICIPATION IN LABOUR FORCE: EVIDENCE FROM RURAL HARYANA	160-187
5.1 Women in Agriculture in Haryana	
5.2 Villages Selected for the Study, Rural Ambala.	
5.3 Social and Economic Characteristics of the Females in the Sample	
5.4 Females Who Are Workers: Understanding the Nature of their Work and Factors behind their Labour Participation	
5.5 Females Attending to Domestic Duties; Nature of their Activities and Motivation	
5.6 Student's Aspirations	
5.7 Conclusion	
6 FEMALE PARTICIPATION IN LABOUR FORCE: EVIDENCE FROM URBAN HARYANA	188-217
6.1 Introduction	
6.2 Location of Field Work	
6.3 Socio-Economic Characteristics of the Sample, Urban Ambala	
6.4 Females Who are Workers: Understanding the Nature of their Work and Factors behind their Labour Participation	
6.5 Females Attending to Domestic Duties; Nature of their Activities and Motivation	
6.6 Student's Aspirations	
6.7 Conclusion	
7 SUMMARY AND CONCLUSIONS	218-228
<i>REFERENCES</i>	229-242
<i>BIO-DATA</i>	243

List of Figures

Figure 2.1: Activity-wise distribution of Rural female population in given age group	25
Figure 2.2: Activity-wise distribution of Urban female population in given age group	26
Figure 2.3: Activity-wise distribution of Rural female population in given education class	28
Figure 2.4: Activity-wise distribution of Urban female population in given education class	28
Figure 2.5: Activity-wise distribution of Rural female population in given MPCE Class	29
Figure 2.6: Activity-wise distribution of Urban female population in given MPCE Class	30
Figure 2.7: Rural Female Attending to Domestic Duties (as % of all Rural female)	45
Figure 2.8: Urban Female Attending to Domestic Duties (as % of all Urban female)	46
Figure 3.1 WPR among Females in Rural Areas across Indian States, 2011-12, in %	53
Figure 3.2: Students as a Proportion of Rural Female Population (all ages), Indian States, 2011-12, in %	54
Figure: 3.3 Workers and Persons Attending to Domestic Duties (92+93) as % of total Rural Female Population (all ages), Indian States, 2011-12	55
Figure: 3.4 Proportions of Rural Females Population(all ages) engaged in Activity Status 92 and 93, 2011-12, in %	56
Figure: 3.5 Workers and Persons engaged in Activity Status 93, as Proportion of Rural Female Population, all ages, Indian States, 2011-12, in %	59
Figure: 3.6 Workers and Persons engaged in Activity Status 93 as Proportion of total Rural Female Population combined (all ages), 2011-12, in Indian States	59
Figure: 3.7 Illiterates and Workers in Agriculture& allied Sector as Proportions of total Rural Female population, Indian States, 2011-12, in %	61
Figure: 3.8 Distribution of Rural Female Workers by Educational Achievements, in %, Indian States, 2011-12	61
Figure: 3.9 Distribution of Rural Female Attending to Domestic Duties (92+93 code) by Educational Achievements, 2011-12, in %, Indian States	62

Figure: 3.10 Workers as Proportions of Rural Female Population, in Selected MPCE classes, 2011-12, Indian States, in %	62
Figure: 3.11 Proportions of Rural Female Workers in Agriculture & Allied and Non-Agriculture Sectors, 2011-12, in %	64
Figure: 3.12 Distribution of Rural Female Workers by Activity, 2011-12, Indian States, in %	66
Figure: 3.13 Workers in Agriculture & allied Sector and the Self-Employed as Proportion of total Rural Female Workers, all ages, Indian States, 2011-12, in %	67
Figure: 3.14 Net Change in Rural Female WPR between 1999-00 and 2004-05, Indian States, in %	69
Figure: 3.15 Net Change in Rural Female WPR between 2004-05 and 2011-12, Indian States, in %	70
Figure: 3.16 Net change in Share of Rural female Workers in Agriculture & allied and Non-Agriculture sectors between 1999-00 to 2004-05, Indian States, in %	75
Figure: 3.17 Net change in Share of Rural Agriculture & allied and Non-Agriculture Sectors between 2004-05 to 2011-12, Indian States, in %	76
Figure: 3.18 Net Change in WPR, Share of Rural Female Workers in Agriculture & allied sector and Self-employment Between 1999-00 to 2004-05, Indian States, in %	78
Figure: 3.19 Net Change in WPR, Share of Rural Female Workers in Agriculture & allied and Self-employment between 2004-05 and 2011-12	78
Figure: 3.20 Net Change in Share of Rural Female Workers across Activities between 1999-00 and 2004-05, Indian States, in %	79
Figure: 3.21 Net Change in Share of Rural Female Workers across Activities between 2004-05 and 2011-12, Indian States, in %	80
Figure: 3.22 WPR among Females in Urban Areas, all ages, Indian States, 2011-12, in %	82
Figure: 3.23 Students as a Proportion of Urban Female Population, all ages, 2011-12, Indian States, in %	83
Figure 3.24 Workers and those Persons Attending to Domestic Duties (92+93) as % of total Urban Female Population, all ages, 2011-12, Indian States	84
Figure 3.25 Proportions of Urban Females engaged in Activity Status 92 and 93, all ages, Indian States, 2011-12, in %	85
Figure 3.26 Urban Female WPR and Proportion of Urban Female engaged in 93 code Activities, all ages, Indian States, 2011-12, in %	86

Figure: 3.27 Distribution of Urban Female Workers by Educational Achievements, Indian States, 2011-12, in %	87
Figure 3.28 Distribution of Urban Female attending to Domestic Duties by Educational Achievements, 2011-12, Indian States, in %	88
Figure: 3.29 Urban Female Workers WPR across different MPCE Classes, 2011-12	89
Figure: 3.30 Share of Urban Female Workers across Agriculture & allied and Non-Agriculture Sectors, 2011-12, Indian States, in %	91
Figure: 3.31 Distribution of Urban Female Workers by Activity, Indian States, 2011-12, %	94
Figure: 3.32 Net Change in Urban Female WPR between 1999-00 to 2004-05, Indian States, in %	95
Figure: 3.33 Net Change in Urban Female WPR between 2004-05 and 2011-12, Indian States, in %	96
Figure: 3.34 Net change in Share of Urban Female Workers in Agriculture & allied and Non-Agriculture Sectors between 1999-00 to 2004-05, Indian States, in %	97
Figure 3.35 Net Change in the Share of Urban Female Workers in Agriculture & allied and Non-Agriculture Sectors between 2004-05 to 2011-12, Indian States, in %	98
Figure: 3.36 Net Change in the Proportion of Urban Female Workers across Activities between 1999-00 to 2004-05, Indian States, in %	100
Figure: 3.37 Net Change in the Share of Urban Female Workers across Activities between 2004-05 and 2011-12, Indian States, in %	100

List of Tables

1.1 Labour Force Participation Rates (UPSS), in per cent	3
1.2 Workforce Participation Rates in India (UPSS), in per cent	3
1.3 Females who are engaged in Domestic Duties as proportions of all Females (all ages), rural and urban India, in per cent	3
2.1 Distribution of India's Female Population by Activity Status, in % (All ages)	18
2.2 Distribution of India's Female population by Activity Status, numbers in millions (all ages)	19
2.3 Distribution of India's Male population by Activity Status, numbers in % (all ages)	20
2.4 Distribution of India's Male population by Activity Status, numbers in millions (all ages)	21
2.5 Distribution of Rural Females in India by Activity Status in 2011-12, for various Age-groups, in %	31
2.6 Distribution of Urban Females in India by Activity Status in 2011-12, for various Age-groups, in %	31
2.7 Distribution of Rural Females in India by Activity Status in 2011-12, for various Education classes, in %	32
2.8 Distribution of Urban Females in India by Activity Status in 2011-12, for various Education classes, in %	32
2.9 Distribution of Rural Females in India by Activity Status in 2011-12, for various MPCE classes, in %	33
2.10 Distribution of Urban Females in India by Activity Status in 2011-12, for various MPCE classes, in %	33
2.11 Sector-wise Distribution of Total Workers	35
2.12 Sector-wise Distribution of Female Workers in rural and urban India, in %	36
2.13 Sector-wise Distribution of Male Workers in rural and Urban India, in %	37

2.14 Sector-wise Estimates of Female workers in India, in millions	38
2.15 Net increase in the number of Workers (UPSS, all Ages), (in millions)	39
2.16 Net increase in the number of Workers (by Activity Status) (in millions)	40
2.17 Net increase in the number of Female Workers (by Sector) (in millions)	40
3.1 Distribution of Rural Female Population by Activity Status, across Indian States, 2011-12, all ages, in %	106
3.2 Distribution of Rural Female Population by Activity Status, across Indian States, 2011-12, in million	107
3.3 Distribution of Rural Female Workers by Sectors, across Indian States, 2011-12, all ages, in %	108
3.4 Distribution of Rural Female Workers by Sectors, across Indian States, 2011-12, in lakh	109
3.5 Distribution of Rural Female Workers by Activity, across Indian States, 2011-12, all ages, in %	110
3.6 Distribution of Rural Female Workers by Activity, across Indian States, 2011-12, in lakh	111
3.7 Distribution of Rural Female Workers by Educational Level, across Indian States, 2011-12, all ages, in %	112
3.8 Distribution of Rural Female Attending to Domestic Duties by Educational Level, across Indian States, 2011-12, all ages, in %	113
3.9 Rural Female WPR by MPCE classes, across Indian States, 2011-12, all ages, in %	114
3.10 Workers as a Proportion of Population (all ages) and Indicators of Social and Economic Development in Indian States, in 2011-12	115
3.11 Workers in Agriculture and Allied Activities as shares of all Workers, Across Indian States	116
3.12 Workforce Participation Rates of Rural Females (RF) and Average annual rates of Growth of wages and incomes (as ratios of the average annual rate of growth of wages and incomes in India), across Indian States, 2004-05 to 2011-12	117
3.13 Net Change in WPR among Females in Rural Areas, Indian States, in %	118

3.14 Net Change in Number of Rural Female Workers, Indian States, between 1999-00 and 2004-05, in lakhs	119
3.15 Net Change in Number of Rural Female Workers, Indian States, between 2004-05 and 2011-12, in lakhs	120
3.16 Distribution of Rural Female Workers by Sectors, Indian States, in %	121
3.17 Net Change in Share of Rural Female Workers in Agriculture & Allied Sector, Self- Employment, Indian States, in lakhs	122
3.18 Net Change in Rural Female Workers across Activities, Indian States, in %	123
3.19 Net Change in Number of Rural Female Workers, Indian States, in lakhs	124
3.20 Workers, students and those attending domestic duties, as proportions of population of rural females (all ages), various years, in %	125
3.21 Distribution of Urban Female Population by Activity Status, across Indian States, 2011-12, all ages, in %	126
3.22 Distribution of Urban Female Population by Activity Status, across Indian States, 2011-12, in million	127
3.23 Distribution of Urban Female workers by Sectors, across Indian States, in %	128
3.24 Distribution of Urban Female Workers by Sectors, across Indian States, 2011-12, all ages, in %	129
3.25 Distribution of Urban Female Workers by Sectors, across Indian States, 2011-12, in lakh	130
3.26 Distribution of Urban Female Workers by Activity, across Indian States, 2011-12, all ages, in %	131
3.27 Distribution of Urban Female Workers by Activity, across Indian States, 2011-12, all ages, in lakh	132
3.28 Distribution of Urban Female Workers by Educational Level, across Indian States, 2011-12, all ages, in %	133
3.29 Distribution of Urban Female Attending to Domestic Duties by Educational Level, across Indian States, 2011-12, all ages, in %	134

3.30 Urban Female WPR by MPCE classes, across Indian States, 2011-12, all ages, in %	135
3.31 Net Change in WPR among Females in Urban areas across Indian States, 2011-12, in %	136
3.32 Distribution of Urban Female Workers by Sectors, Indian States, 2011-12, in %	137
3.33 Net Change in Number of Urban Female Workers, Indian States, between 1999-00 and 2004-05, in lakhs	138
3.34 Net Change in Number of Urban Female Workers, Indian States, between 2004-05 and 2011-12, in lakhs	139
3.35 Net Change in the WPR of Urban Female Workers, by Activity, Indian States, in %	140
3.36 Net Change in Number of Urban Female Workers, by Activity, Indian States, in lakh	141
4.1 Shares of Different sectors in Haryana's Gross State Domestic Product (GSDP) (at constant prices)	146
4.2 Social Indicators in selected Indian states, 2011	149
4.3 Female Population and Workforce: across Districts of Haryana, 2011	151
4.4 Distribution of Population of Ambala by Sub-districts in 2011	152
4.5 Population and Non-Workers of Villages Selected for Survey in rural part of Ambala Sub-district	155
5.1 Distribution of Females in the sample by Caste, Ownership of land, Ownership of animals, and Marital status, Rural Ambala, in numbers	167
5.2 Distribution of Females in the sample by Social category and Age-group, in numbers	167
5.3 Distribution of Females in the sample by Social Category and Educational Achievements, in numbers	168
5.4 Distribution of Females in the sample by Social category and by Occupation of husband/father	168

5.5 Distribution of Females in the sample by Activity status, in numbers	169
5.6 Distribution of Female Workers in the sample by Social category, Ownership of land, Ownership of animals, Size of the family and Marital status, in numbers	169-170
5.7 Distribution of Working Females as per the Occupation of their Husband/Father, in numbers	170
5.8 Distribution of Female Workers in the sample by Social category and Educational achievements, in numbers	170-171
5.9 Distribution of Females Attending Domestic duties in the sample by Caste, Ownership of land, Ownership of animals, Size of the family and Marital status, in numbers	180
5.10 Distribution of Female Attending Domestic duties as per the Occupation of their Husband/Father, in numbers	181
5.11 Distribution of Females in the sample Attending Domestic duties by Social category and Educational achievements, in numbers	181
6.1 Distribution of Females in the sample by Caste, Size of the family and Marital status, Urban Ambala, in numbers	190
6.2 Distribution of Females in the sample by Social category and Educational achievements, in numbers	191
6.3 Distribution of Females in the sample by Social category and by Occupation of husband/father, in number	192
6.4 Distribution of Female Workers in the sample by Activity status, in numbers	192-193
6.5 Distribution of Female Workers in the sample by Caste, Marital status and Size of the family, in numbers	193-94
6.6 Distribution of Female Workers as per Social category and Age-groups, in numbers	194
6.7 Distribution of Female Workers as per Social category and Educational achievements, in numbers	194

6.8 Distribution of Female Workers by Social category and by Occupation of their Husband/Father	195
6.9 Distribution of Working Female belonging to different Communities by Type of their Activity	203
6.10 Distribution of females Attending to Domestic Duties in the sample by Caste, Size of the family and Marital status, Urban Ambala, in numbers	204
6.11 Distribution of Female Attending to Domestic duties as per Social category and Educational achievements, in numbers	205
6.12 Distribution of Female Attending to Domestic duties by Social category and by Occupation of their Husband/Father	205
6.13 Reasons for not working for Females who have completed Secondary or higher level of Education (More than one reason)	210