Thematics Journal of Geography

ISSN: 2277-2995

Vol-8-Issue-12-Deecember-2019

Female Work Participation Rate in Hill States of North and Northeast India, 2001 -2011

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Abstract

Women participation in work has been playing a tremendous role in the economic activities and it is an important indicator of their personal progression and their status in the society. Women mainly in hill states are very much involved in the socio-economic development due to their enormous role in primary activities. They have contributed in agriculture activities, exploitation natural resources, forestry, livestock, fisheries, sericulture, horticulture and very much participated in cottage industries like weaving, spinning, handlooms, handicrafts and others. The nature of hill areas has given opportunity to the women of these hilly areas to work in the agricultural settings and conditions which have been making their participation rate much higher comparatively to the rest of the states in India. Moreover, the large scale male out migration from hilly areas have put this extra burden on the females. The trend of female work participation rate (FWPR) in the Hill states has shown a mixture of progression and decay. Most of the women work in home or outside the formal economy which results to less opportunity in the organized sectors. The shift of economy from agriculture to the other sectors has made it difficult for the women to participate in formal economy because of their huge responsibilities at home keeping them in the unorganized or informal sector. Except Mizoram, Meghalaya and Arunachal Pradesh all have maintained their positive growth in FWPR. Among all the hill states, Himachal Pradesh has recorded highest female work participation in the country and has maintained its high participation of female workers. The present paper addresses a comparison, change, reasons for why female participation rate is high among these hills? For this data has been taken from Census of India, for 2001 and 2011.

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ISSN: 2277-2995

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Keywords: Female work participation rate, Hill states, Main and Marginal workers, Agricultural activities, economic activity.

Introduction

Historically females have been considered as house makers and males as main bread earners. United States in its report shows that women comprise 50 percent of the total population and contribute to the world economy with 60 percent of the working hours but get only 10 percent of the world's income and own only 1 percent of the property. As a result, three out of five women are impoverished. They find difficult to meet their needs and survive in the prevailing system. Females from all around the world mainly engaged in the agriculture production and farming contribute over 70 percent of food consumed but their livelihood is determined and undetermined by administration and institutions far away from them (Appelbaum and Robinson, 2005).

Another part of this picture is that the gap of getting wages between male and female is quite high. Women in the world get lesser wage than man that constitutes only 60 to 75 per cent of the male wages. Marx had suggested that women should play equal part in the society as it is a pre-condition for the development of any country. When the gap between women and men work participation reduces, it has been increasing the female participation which generally reduce gender gaps in labour force participation. The narrowed gap results growth of economy (OECD, 2012). However, their work has not been appreciated and the contribution in making money is marginalized, and man is considered to be the sole bread-winner .The most triggering fact behind this is in the fact that most of the women are wage workers and unpaid family workers that is; they work in micro-scale low waged activities and informal sectors. As a family worker, female spends 1 to 3 hours in house work (making food, cleaning home, collecting water and fuel,etc.) more than the male and 2 to 10 times more than the male in caring their children, elders and sick (World Bank, 2012). In addition to caring the people of house, female also does work in farming, livestock rearing and micro-level industries. Many of the work are not taken as *'economically active employment'* and these services are excluded in the national accounts (FAO, 2011). This combines women's participation in economic and purely domestic work hence lowers their ability to participate in main activities (Sundaram, 2001). For example, in the rural areas where

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females are highly active in the agricultural activities their work is almost informal and unpaid (Vanek et al, 2014). When paid and unpaid work is combined together the result shows high female work participation than male.

The burden due to the family work makes them unable to prosper their life in terms of education, leisure and participation in political activities (Eurostat, 2014). Apart from this, gender differences in law also play a key role in preventing female to participate in the economic activities. Study on 143 economies conducted by World Bank and women, business and law in 2014 reveals that almost 90 per cent of countries had at least one legal difference which restricted female's opportunities in economy. In 79 economies have laws that restrict women to do job of their own liking and in 15 economies, husbands create limitation to their wives to work and prevent them from accepting jobs.

Table 1: Labour force participation rate-2015

Countries	**WPR**	**FWPR**
General countries	62.9	49.6
Developed countries	60.5	52.6
Emerging countries	62.3	46.7
Developing countries	76.8	71.0

Source: ILO report, 2015.

The participation of women in work changes with their surrounding topography, ecology, society and culture in different part of the world and their role has been widely recognized as preserving and sustaining ecological and socio-cultural values (Bisht & Kothyari, 2010). According to ILO, The labour force participation rate across the world was 62.9 percent in 2015, in developed countries it was 60.5 percent and in emerging countries it was 62.3 percent. As well as in developing countries, the work participation rate was 76.8 percent. Female participation rate in the world was 49.6 percent where as in developed countries it was 52.6 percent, among emerging countries it was 46.7 percent and in developing countries it constituted 71.0 percent.

In South Asian countries, women work participation ranges from 20 percent in Pakistan to 80 percent in Nepal. In Nepal, women are less affected by social norms and engaged in subsidence agriculture as a result of poverty than choice (Verick, 2014). In Pakistan, the

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participation of women is constrained by their lack of skill, education and training beside socio-cultural norms (Isran, 2012). Bangladesh among them experienced rapid increase in female work participation due to the growth in readymade garment industries and livestock rearing (Rahman & Islam, 2013).

Table 2: Female Work Participation rate in India: 2001 and 2011

Sr. No.	States/Union Territories	Female Work Participation	
		2011	2001
1	**Himachal Pradesh**	**44.8**	**43.7**
2	Nagaland	44.7	38.1
3	Manipur	39.9	39.0
4	Chhattisgarh	39.7	40.0
5	Sikkim	39.6	38.6
6	Mizoram	36.2	47.5
7	Andhra Pradesh	36.2	35.1
8	Arunachal Pradesh	35.4	36.5
9	Rajasthan	35.1	35.8
10	Meghalaya	32.7	35.1
11	Madhya Pradesh	32.6	33.2
12	Karnataka	31.9	32.0
13	Tamil Nadu	31.8	31.5
14	Maharashtra	31.1	30.8
15	Jharkhand	29.1	26.4
16	Odisha	27.2	24.7
17	Uttarakhand	26.7	27.3
18	Tripura	23.6	21.1
19	Gujarat	23.4	27.9
20	Assam	22.5	20.7
21	Goa	21.9	22.4
22	Jammu & Kashmir	19.1	22.5
23	Bihar	19.1	18.8
24	Kerala	18.2	15.4
25	West Bengal	18.1	18.3
26	Haryana	17.8	27.2
27	Uttar Pradesh	16.7	16.5
28	Punjab	13.9	19.1
Union Territories			
1	Dadra & Nagar Haveli	25.3	38.7
2	Andaman & Nicobar Islands	17.8	16.6
3	Puducherry	17.6	17.2
4	Chandigarh	16.0	14.2
5	Daman & Diu	14.9	18.6
6	Lakshadweep	11.0	7.3
7	Nct Of Delhi	10.6	9.4
India		**25.5**	**25.6**

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ISSN: 2277-2995

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Source: Census of India, 2011-2001: Primary Census Abstract, Total Population.

The most notably point may be seen in India where the participation of women is low like other developing countries despite the fact that India has experienced high economic growth and raised wages and income (Verick, 2014).

According to Census of India 2011, female work participation rate was received 25.52 per cent while male work participation rate was gained at 53.26 per cent. Thus while one out of every two males were worker, in case of female one out of every four females were worker. The relatively lower female work participation may be attributed to their poor status in the society, patriarchal system, restricted female mobility, limited job opportunities, lack of education, frequent child birth, lack in decision making and moreover limited desire to participate in the economic struggle (Chandna, 2012).

The rural and urban population in the country also displayed wide range of variation in the female work participation rate. According to 2011 census, female work participation rate in rural areas was 30.03 percent as compared to 15.44 percent in urban areas. The work participation rate of female was higher in rural areas as compared to urban areas. The most significant factor behind this is the fact that most of the females are unpaid family workers and they work in micro-level industries. In rural area it is easy to work in home as well as in agricultural fields that may not be possible in urban areas. Also females find it difficult to adjust with modern organized industries. So there are lesser female workers in cities. Education level may also contribute to the lower work participation of females. As the earning of family rise, percentage of children staying in school also rises, who otherwise would be in industry. Thus, Economic development combining the rise of urbanization, rising level of education, and growth of modern organized industries will be accompanied by a progressive decline in the work participation rate of women (Nath, 1970).

Women belonging to the hill states are highly concerned with social and economical development of particular area or state. Due to their active participation in primary activity they are active agents of economic development in the hill states. They are contributing in agricultural activities, livestock, forestry, fishery and are also involved in running small cottage industries

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like weaving, spinning and making handlooms and handicraft at their own domestic level. Environment has given various work opportunities to women of these hilly areas.

In Himachal Pradesh, participation of female primarily appears high in cultivation both as in secondary and main activities which means women of the state work on their family farm on a large scale and participation of women in cultivation is high because of high concentration of small holdings. Whereas in Panjab, the concentration of small holding is very low, thus women's participation in cultivation is also low (Gulati, 1975). Broadly speaking, the areas which have large proportion of workers in non-agriculture activities they display low participation of rate and those which still depend upon agriculture sector results high participation rate of female.

Objectives: In the light of above discussion the objectives are as follows:

1. To evaluate and compare the female work participation rate among hill states of north and northeast India.
2. To study the female work participation rate as main and marginal worker.
3. Examine the changes in work participation rate of female in these states during 2001 to 2011.

Data and Methodology

For the proper analysis of the present study topic data was produced from the Census of India 2001 and 2011. Statistical abstracts (PCA) of these hill states were referred to for relevant information. The methodology is blend on primarily and secondary data analysis which paying attention on the female work participation rate (FWPR) in hill states of north and northeast India. Appropriate cartographic and statistical techniques have been use for representing the analyzed data.

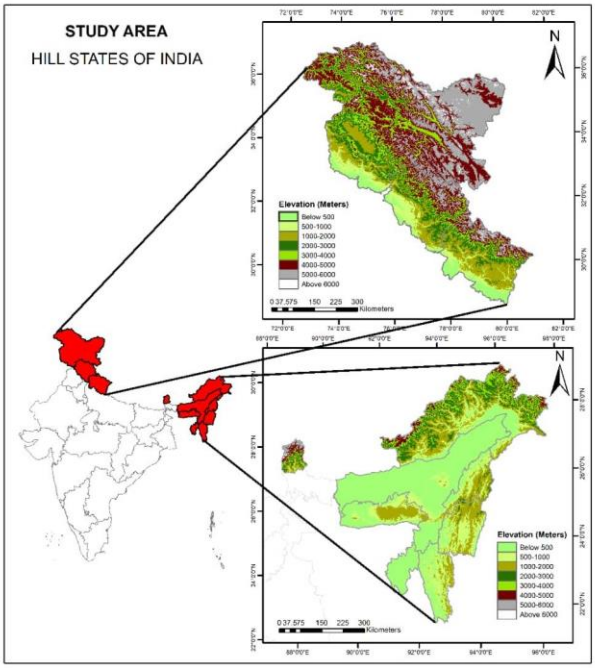
Study Area

The study will cover three hill states of North i.e. Jammu and Kashmir, Himachal Pradesh and Uttrakhand, and eight states of Northeast i.e. Arunachal Pradesh, Assam, Manipur, Meghalaya, Mizoram, Nagaland, Sikkim and Tripura. These states have high concentration of female worker. All these hill states have been taken for comprehensive analysis.

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ISSN: 2277-2995

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MAP 1

Source: ASTER GDEM (90 meters)

Results and Discussion

Table 3 shown the female work participation rate which observed both positive as well as negative changes in ıt WPR Mizoram (2001), was the highest achieved participation rate in national level which declined by 11.3 per cent in 2011. Reason behind this may be shifting in their economy from primary to secondary and tertiary sector. The other reason may be socio-culture characteristics of the region. Most of the women work in home or outside the formal economy which leads to less opportunity in the organized sectors.

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ISSN: 2277-2995
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Table 3: **Female work participation rate (in per cent) in the Hill states of North and Northeast (2001- 11)**

Sr. No	States	2011	2001
1	Arunachal Pradesh	35.4	36.5
2	Assam	22.5	20.7
3	Himachal Pradesh	44.8	43.7
4	Jammu and Kashmir	19.1	22.5
5	Manipur	39.9	39.0
6	Meghalaya	32.7	35.1
7	Mizoram	36.2	47.5
8	Nagaland	44.7	38.1
9	Sikkim	39.6	38.6
10	Tripura	23.6	21.1
11	Uttrakhand	26.7	27.3
	India	**25.5**	**25.6**

Source: Census of India, 2011-2001: Primary Census Abstract, Total Population.

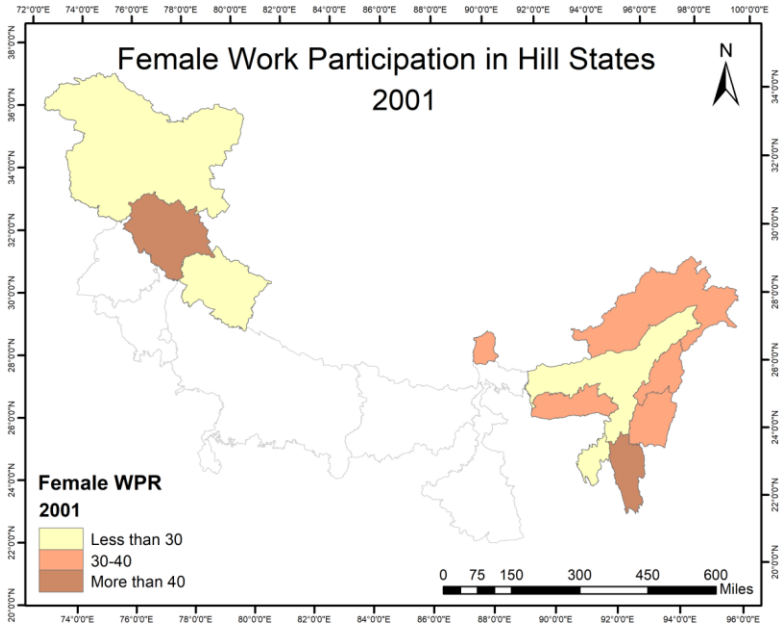
With the modernization in the system, the major shift faced by economy as agrarian in nature to the other sectors. It has made difficult to the women to participate in formal economy because of their massive responsibilities in home keeping remains them in the unorganized or informal sector. Although, Mizoram gender gap in wages is relatively small but the spatial and tribal wise gender wage gap is large. Also the poor status of the women in state has affected their participation in leadership and membership. Where the only work of women is to support their husband or relatives at election campaign and their participation in politics is negligible (Mizoram Human Development report, 2013: 27).

From the above table 3, it may be seen that Manipur (39.9 per cent) has maintained its progressive FWPR and shown a slight push of 0.9 per cent in 2011 for previous decade it was 39.0 percent. Arunachal Pradesh has also experienced slight fall from 36.5 per cent in 2001 to 35.4 per cent, decline in the state may be due to the increase in female education. The literacy rate (table 4) of the state was 43.5 per cent in 2001 which increased to 57.70 per cent. Females of the states are getting education rather to work in the field. This reason may also have affected the

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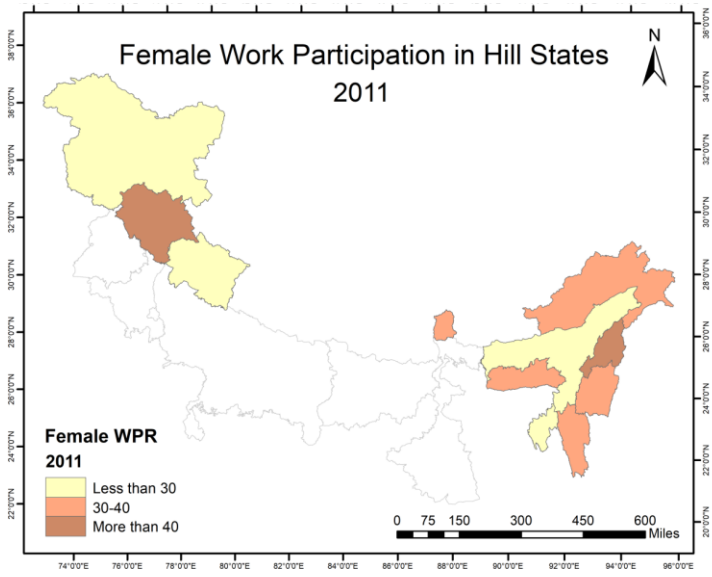
ISSN: 2277-2995

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Source: Census of India, 2001

Map 2



Source: Census of India, 2011 **Map 3**

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work participation rate of Meghalaya negatively because rising education level may have positive or negative impacts on participation rate (Sinha, 2005).

However, in Arunachal Pradesh, the education level and female ratio has been always low in comparison to the national average that may have discouraged the rate of female participation in work. The FWPR in Assam is reached at very low rate in comparison to the National. However, the work participation has increased from 20.7 per cent in 2001 to 22.5 per cent in 2011. The increase of 1.8 per cent is appreciable and the reason behind it may be contributed to the raised education level and sex ratio during the period 2001-2011.

Table 4: Literacy rate of Hill States, 2001-11

States	**2001**	**2011**
Arunachal Pradesh	43.53	57.70
Assam	54.61	66.27
Himachal Pradesh	67.42	75.93
Jammu and Kashmir	43.00	56.43
Manipur	60.53	70.26
Meghalaya	59.61	72.89
Mizoram	86.75	89.27
Nagaland	61.46	76.11
Sikkim	60.40	75.61
Tripura	64.91	82.73
Uttrakhand	59.63	70.01
India	53.67	64.63

Source: Census of India, 2001-11.

The trend of female work participation in the North-eastern states has shown a mixture of progression and decay. Except Mizoram, Meghalaya and Arunachal Pradesh all have maintained their positive growth in FWPR. Only Assam and Tripura have FWPR below National FWPR. In sense, the work participation in this region is determined by various factors such as level of education, sex ratio, increasing household income leads to withdrawal of female workers, wage discrimination and barriers to entry into preferred jobs (Pegu, 2015).

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Among all the hill states of north east India, Nagaland has the highest level of female work participation rate (2011). As level of education has improved, FWPR is low that is influenced by socio-cultural factors. The FWPR was 38.1 per cent in 2001 which later increased by 44.7 per cent in 2011. It has shown about 7 per cent increase during the particular decade. One can conclude that women participation in Nagaland has been a positive aspect which allowed them to maximize their knowledge and possible work skills in the society and participate equally in socio-cultural realm (Sashimatsung, 2015). Tripura has shown increased level of female work participation rate from 21.1 per cent in 2001 to 23.6 per cent in 2011. The FWPR has also increased in Sikkim from 38.6 per cent in 2001 to 39.6 per cent in 2011.

The scenario of FWPR is not more different in North-western part of India including the states of Himachal Pradesh, Jammu and Kashmir and Uttrakhand. Among these three states, Jammu and Kashmir is a muslim dominant society, here religion must plays a dominant role in deciding the occupational structure of the state and women are not allowed to participate in bread earning activities. In 2011, its FWPR rate has declined to 19.1 per cent which was 22.5 per cent in 2001. The women of state are facing gender discrimination and this plays an important role in pushing women far behind than men in many manners (Nayyar, 1987). Talking about literacy, there is 13.43 per cent gap between the male and female in terms of literacy (Census, 2001-2011). It shows the attitude of the society towards the education of female. Also the state has lowest sex ratio of 889 only after the Haryana. High birth rate, orthodoxy society, poor medical care and education, less opportunity for jobs and restriction of religion are some of many reasons which have lessen the status of women in the state and their participation in the economy is low . Uttrakhand has been recorded a very minor decline in FWPR during 2001-2011. The FWPR of Uttrakhand was 27.3 per cent in 2001 which has slight declined to 26.7 per cent in 2011.

A reason behind the low FWPR can be most of the women are left behind in home for domestic work when males migrate to the plains in search of jobs or they depend upon the earnings coming from tourists in that religious place. Females find it difficult to get job opportunities in nearby areas. Female participation rate has not raised yet even with the improvement in per capita income and high literacy rate (Agrawal and Joshi, 2015).

Himachal Pradesh has recorded highest female work participation in the country and has maintained its high participation rate of female workers. The FWPR of Himachal Pradesh was

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43.7 per cent in 2001 which was increased to 44.8 per cent in 2011. In Himachal Pradesh, level of education is relatively high and more than two third of the women are literate. The low gender disparity in the state has promoted the participation of women in the economic activities (Himachal Pradesh, Human Development Report, 2012). Thus, it is noticed that the trend of female work participation rate is different in all the hill states and it is most affected by the level of education, gender disparity and sex ratio.

Table 5: Change in Female Work Participation Rate among Hill States of North and Northeast India, 2001- 2011

States	Change
Arunachal Pradesh	-1.1
Assam	1.8
Himachal Pradesh	1.1
Jammu and Kashmir	-3.4
Manipur	0.9
Meghalaya	-2.4
Mizoram	-11.3
Nagaland	6.6
Sikkim	1.0
Tripura	2.5
Uttrakhand	-0.6
India	-0.1

Source: census of India, 2001& 2011

Above analysis which is given on the table 3 makes an overview on the female work participation rate of these states. Changes are noticeable here, as Mizoram face high decline 11.3 per cent of FWPR for the decade. One of the main leading factors behind this massive decline in FWPR in Mizoram was bearing very high level of female education i.e. 89.4 per cent as per census of India, 2011. Literacy could act either as a positive or negative agent (Gulati, 1975). Nagaland 6.6 per cent emerged as the hub of females where their participation rate marinated good growth in their nature of work. Arunachal Pradesh received decline of 1.1 per cent, Assam incline with 1.8 per cent and Himachal Pradesh 1.1 per cent also shown progressive nature in

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WPR of female. Jammu and Kashmir face decline 3.4 per cent due to its orthodoxy nature of society which not to permit female to move more in working hierarchy. Meghalaya with 2.4 per cent of decline, Sikkim 1.0 per cent of slight increase observed where as Tripura 2.5 per cent also show progressive nature in economic actives of female and Uttrakhand received slight decline in FWPR during decade.

Female work participation rate: Main and Marginal workers in 2001

Table 6 shows that Female as main worker has been experienced 14.68 per cent rate and 10.95 per cent as marginal worker in the given decade at the national level. Mizoram a state of Northeast has been maintained high concentration of female main workers and Nagaland 29.61 Per cent emerges as one of the good growth facing state in context of FWPR. Arunachal Pradesh

Table 6 : Female Work Participation (in per cent) in the Hill States (2001-11)

Sr. No.	State	Female Work Participation Rate					
		2001			2011		
		Total Workers	Main	Marginal	Total Workers	Main	Marginal
1	Arunachal Pradesh	36.54	28.50	8.04	35.44	26.52	8.92
2	Assam	20.71	9.82	10.89	22.46	10.82	11.63
3	Himachal Pradesh	43.67	21.09	22.58	44.82	18.43	26.39
4	Jammu and Kashmir	22.45	7.98	14.47	19.11	5.73	13.38
5	Manipur	39.02	21.39	17.63	39.88	25.33	14.55
6	Meghalaya	35.15	23.74	11.41	32.67	22.78	9.89
7	Mizoram	47.54	31.91	15.63	36.16	28.00	8.16
8	Nagaland	38.06	29.61	8.45	44.74	31.34	13.40
9	Sikkim	38.57	26.30	12.27	39.57	24.31	15.27
10	Tripura	21.08	10.93	10.15	23.57	10.51	13.06

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ISSN: 2277-2995

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11	Uttrakhand	27.33	16.41	10.92	26.68	16.16	10.52
Total	India	25.63	14.68	10.95	25.52	15.21	10.31

Source: Census of India, 2001& 2011.

With 28.50 per cent is one among received high concentration of FWPR, Sikkim 26.30 per cent, Meghalaya 23.74 per cent, and Manipur maintained 21.39 per cent rate of female as main worker. Himachal Pradesh observed 21.09 per cent and Uttrakhand experienced 16.41 per cent of female WPR as main worker in economic activities. These above mentioned states are experienced increasing rate as main worker. Jammu and Kashmir 7.98 per cent where the female as main worker is less active in economic actives followed by Assam 9.82 per cent and Tripura 10.93 per cent. These states observed less active female workers.

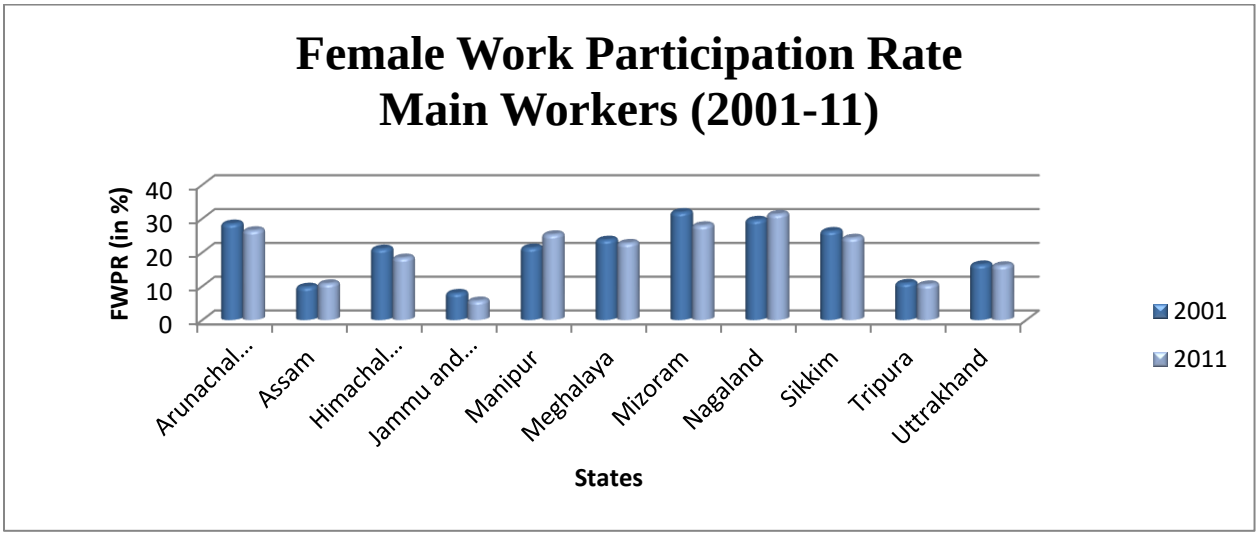


Fig:1, Female Work Participation , Main Workers, 2001-11

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ISSN: 2277-2995

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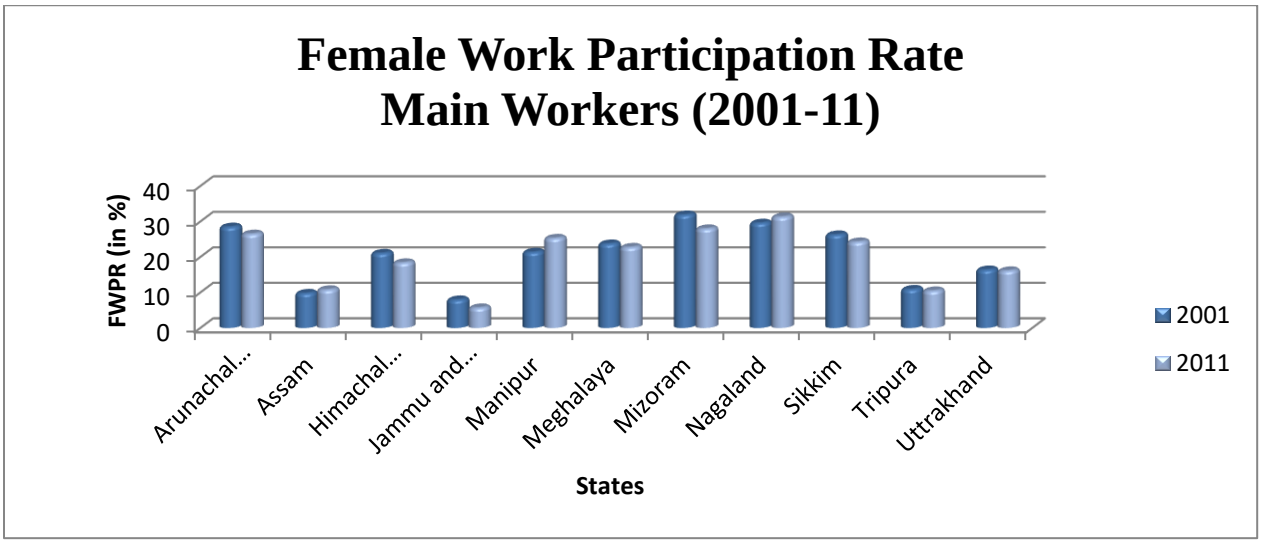


Fig:2, Female Work Participation , Main Workers, 2001-11

In the context of marginal FWPR, India has obtained 10.95 per cent rate. Himachal Pradesh 22. 58 per cent maintained high rate as marginal worker which followed by Manipur 17.63 per cent, Mizoram 15.63 per cent, Jammu and Kashmir 14.47 per cent, Sikkim 12.27 per cent and Meghalaya 11.41 per cent. These mentioned states have incline graph which shows more participation of female as marginal worker. Arunachal Pradesh 8.04 per cent, Nagaland 8.45 per cent and Tripura 10.15 per cent and Uttrakhand 10.92 per cent were recorded less female worker as marginal worker.

Female work participation rate: Main and Marginal workers in 2011.

Above given table 6 confine that, India has recorded 15.21 per cent main FWPR and 10.31 per cent rate as marginal worker for the decade. Nagaland has maintained increasing main FWPR 31.34 per cent followed by Mizoram 28.00 per cent and Arunachal Pradesh 26.52 per cent. Manipur received 25.33 per cent, Sikkim 24.31 per cent, Meghalaya 22.78 per cent. Himachal Pradesh experienced 18.43 per cent and Uttrakhand 16.16 per cent. This analysis concludes that these states have overviewed good growth as main FWPR. Jammu and Kashmir obtained 5.73 per cent, Tripura 10.51 per cent and Assam 10.82 per cent. These were those states which have least participant as marginal worker.

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ISSN: 2277-2995

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Himachal Pradesh has recorded highest marginal FWPR 26.39 per cent which followed by Sikkim 15.27 per cent, Manipur 14.55 per cent, Nagaland 13.40 per cent, Jammu and Kashmir 13.38 per cent, Tripura 13.06 per cent, Assam 11.63 per cent and Uttrakhand 10.52 per cent. These above mentioned states have maintained good growth in marginal workers. Mizoram 8.16 per cent, Arunachal Pradesh 8.92 per cent and Meghalaya 9.89 per cent were experienced low active female workers in marginal category.

The figure 1 & 2, shows continuously considerable changes in FWPR among these hill states during 2001to 2011. On the above analysis it has been noticed that the work participation rate of females was determined by various social economic and cultural factors such as caste, religion, ideology of family, environment, customs etc., these states are predominantly agricultural sates. So females in the region mainly are involved in agriculture and allied activities.

Conclusions

The above analysis exhibits a clear picture of high rate of female workers in hill state of North and Northeast India, which proves them as an active participant in the economy. Their participation in economic activity is a multidimensional attribute and varies accordingly from one region to another. Most of female counts as unpaid worker because they involve themselves in domestic duties, agricultural and allied actives. They work on their own farms and the fragmented share of small and marginal land holding provide work to them in the fields. The topography of hill states is very much different from plans. The nature of topography also creates job which results high participation rate in work. But some of the state of North and Northeast fall decline which results effect of social and cultural settings. Such as Mizoram which received highest participation rate of female for decade 2001 but in 2011 its face huge decline in rate. Here literacy rate plays a negative role, as one individual became actively part of educational society their count shift from worker to educational list. Literacy is the one of main tool of socio-cultural which affecting the nature and extent of female employment. A higher level of literacy rate is estimated to have a depressing impact on female participation in work. Hills of India creates a picture of rural India and its backbone is depends upon rural working population. As women play an active part in rural economy hence their growth as female worker shows incline graph. Gender is one better variable after education which leads to promote work females more

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and somewhere the low sex ratio also restricts them. As Jammu and Kashmir has been observed 889 per 1000 males create massive differences in their role in economy as active agent. The average sex ratio for 2011, was 940 per 1000 males at national level but 889 sex ration in itself revels the discrimination among these people, which can also drag them below men. Himachal Pradesh emerges with high participation rate it may be because of level of education is relatively high and half of the female population is receiving benefits of education. It has helped in reducing female feticide because of rising social awareness which has led to the relatively high and healthy sex ratio. The low gender disparity in the state has promoted the participation of females in the economic activities as more active agent.

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