

Characteristics of women employment in Haryana: 2004-05 to 2017-18

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Abstract

The employment generation in post-liberalization period of the Indian economy is largely confined to unorganized sector while the organized sector remained largely stagnant or in some cases declined. The question of women workers in such a situation merits serious academic analysis. In unorganized sector women's employment is largely characterized by seasonal, contractual, low wages and poor working environments. The NSSO in 2017-18 reported that only 13.3 percent workers are engaged in organized sector in both agricultural and non-agricultural sectors in India. In this context, the present paper attempts to study the type and characteristics of women employment in organized and unorganized sectors in Haryana. The study is based on secondary data obtained from National Sample Survey Organisation (NSSO), annual Periodic Labour Force Survey (PLFS) for the year 2017-18. The unit level data of PLFS has been utilized. The study reveals that the women work participation rate in the state during 2017-18 is 9.5 percent as compared to 49.4 percent for the males. Overwhelming 79.9 percent women workers are employed in unorganized sector with large variations of 88.6 percent in rural and 62.6 percent in urban areas, suggesting that in rural areas women are predominantly employed as unorganized worker. The socio-spatial analysis reveals that increase in the level of education is related to decline in their participation in unorganized sector. Higher proportion of women from the marginalized social groups represented by the Scheduled Castes is employed in unorganized sector. The monthly per capita consumer expenditure (MPCE), which has been taken as proxy of income reveals that women workers in higher MPCE groups are employed in organized sector. The characteristics of employment in organized as well as unorganized sector reveal a disquieting picture for women in Haryana.

Keywords: *Employment, women work Participation Rate, organized sector, unorganized sector, socio-economic status.*

Introduction

India is the second most populous nation in the world and with high population growth its young population in the working age group is on the rise. Employment is a significant feature of economic development and at present 465.1 million persons are workers which account for 34.7 percent of India's total

population (NSSO, 2019). Employment in India is broadly classified under two sectors-organized and unorganized. In the organized sector the employment terms are fixed and regular and the employees get assured work, whereas the employment in the unorganized sector is characterized by seasonal nature

of work, uneven/low wages, absence of job security, and poor social security. Moreover, the organized sector in India employs only a small fraction of all the workers, only 13.26 percent (61.7 million) (NSSO, 2019). Hence, the Indian economy is overwhelmingly propelled by the informal or unorganized labour employment. It may also be noted that unorganized sector not only dominates the labour market but also plays a significant role in terms of employment opportunities and contribution to National Domestic Product.

Contrary to popular perception, organized employment exists both in public and private sectors in various industries such as agriculture, mining, manufacturing, trade, transport and community, social and personal services. Moreover, public sector employment is on continuous decline over time as indicated by the public-private ratio in organized sector at present being 62:38 (Kumar et.al 2012, GOI, 2020). Manufacturing is the leading industry in private organized employment (48%), while in public sector, it is community, social and personal services (55%). The types of unorganized employment are extremely diverse including agricultural activities in own farm, working in home-based and household enterprises, self-employment and casual work. The unorganized sector is present in all industrial sections of the economy.

In India, the share of unorganized sector has always remained high. During 1972-73, the unorganized sector constituted 92.01 percent and it remained almost stagnant till 2000 (Bhalla, 2003). During 2004-05, in terms of employment only, the share of unorganized sector was 89 percent (NSSO, 2006) and by 2011-12, its proportion had only marginally declined to 84 percent (NSSO, 2014). The employment in organized sector did show

some increase, but only in relation to the total size of workers employed by it. There are evidences which show that the total size of the workers indeed declined during the period from 2004-05 to 2011-12 and this decrease has been quite sharp from 2011-12 to 2017-18 (Table 2). Therefore, with shrinkage of workers size and decline of unorganized sector workers, the proportion of organized workers in total employment changed, without much change of employment characteristics. The male female composition of workers however did change over this period. During 1972-73, there were 77 million women workers and the male-female ratio was 69:31. There was little change to this ratio (68:32) in 2004-05. During this period, total workers were estimated at 457.5 million of which 148 million (32.3 percent) were women workers. Significantly the ratio witnessed dramatic changes to 81:19 in 2011-12 and 85:15 in 2017-18 (NSSO, 2019) revealing increasing dominance of male workers and/or withdrawal of women workers from the organized economic space. The women workers in turn were pushed to the unorganized sector (95.9% in 2004-05) (NCEUS, 2007) where the working conditions are highly unfavourable with little or no social security (Devi, 1985; Nihila, 1999; Warriar, 2001; Divyakamakshi, 2014).

The present study examines the characteristics of women employment in Haryana state in this background. Haryana is a state where per capita income is higher than the national average but the women work participation rate (WWPR) is lower than most other states of India, i.e. 9.8 percent (NSSO, 2019). The men-women composition of workers is also very uneven where women constitute 14 percent (1.13 million as per PLFS, 2017-18) of the total workers. A great

majority of women in the state are working in the unorganized sector. The low WWPR is generally explained by increase in female literacy or levels of education; increase in family income, low mobility, social norms and low work opportunities (Rangarajan et al. 2011; Chowdhury, 2011; Kannan and Raveendran, 2012; Hirway, 2012; Papola and Sahu, 2012; Abraham, 2013; Klasen and Pieters, 2015). In the case of Haryana, female literacy in both rural and urban locations is increasing at a rate of 10 percent per decade; levels of poverty are low, urbanization is increasing and the changing aspirations of the people for modern ways of living is matched with the increased use of a variety of gadgets and household assets (Yadav and Jaglan, 2021). It may be quite interesting to examine the economic space of women, their employment type as well as their working conditions in this rapidly changing socio-economic milieu.

Objectives

The present research has the following broad objectives:

- (i) to analyse spatial variations in female employment in organized and unorganized sectors and their socio-economic correlates in Haryana from 2004-05 to 2017-18.
- (ii) to examine the social security aspect of women workers from 2004-05 to 2017-18.

Database and methodology

The study is exclusively based on data collected from National Sample Survey Organisation (NSSO). The unit level (household level) data of 61st and 68th round

(relating to year 2004-05 and 2011-12) and Periodic Labour Force Survey (PLFS for the year 2017-18) for Haryana has been used for the present study. It is worth mentioning that the NSSO defines worker as ‘all those persons who are engaged in any economic activity. The unpaid household members who assisted in the operation of an economic activity in the household farm or non-farm activities are also considered as ‘workers.’ In this study, ‘worker’ is taken as defined by the NSSO and the total workers here refer to all those working irrespective of their principal or subsidiary working status. NSSO categorizes workers in principal and subsidiary status on the basis of working days¹. The terms ‘employed’ and ‘workers’ are used interchangeably in the paper.

NSSO provides information on the nature and characteristics of workers or goods producing/employing units. Information on enterprise type which distinguishes workers in organized and unorganized sector has been considered. The organized sector consists of workers employed in government/local body, public sector enterprises, autonomous bodies, public limited company, private limited company, co-operative societies, trust, and Non-Profit Institutions (NPI). In unorganized sector, the units operate at a low level of organization, with little or no division between labour and capital as factors of production and on a small scale. In this sector, the labour relations are based mostly on casual employment, kinship or personal and social relations rather than contractual arrangements with formal guarantees. Further, production units of the informal sector have the characteristic features of household

1 The principal status worker is the one who is employed for major time period in a year, while subsidiary status worker is the one who worked for a shorter period, but not less than 30 days).

enterprises. Hence, on the basis of enterprise type, the organized and unorganized sector workers are classified.

Households' caste affiliation has been considered as the most important basis for social analysis by classifying these into broad social groups, such as those belonging to the most marginalized sections represented by the Scheduled tribe (ST) and the Scheduled caste (SC) as well as groups which are socially and educationally backward represented by Other Backward classes (OBC) and others. The STs in the state have negligible presence and hence excluded from the analysis. 'Others' refers to the more privileged sections of the population compared to the remaining two groups namely the SC and the OBC. Women workers are classified into four broad age-groups, i.e. 15-29, 30-44, 45-59 and 60+. Educational characteristics of workers have been grouped into five categories: (i) illiterate, (ii) up to primary (iii) middle to secondary,

higher secondary and graduate and above. In the absence of wealth index, Monthly Per Capita Consumer Expenditure (MPCE) has been considered as a proxy for income. On the basis of MPCE, the population is grouped into quintiles. The first quintile represents the bottom 20 percent population, whereas the fifth quintile refers to the top 20 percent population in both rural and urban areas.

Results and discussion

At all India level, the work participation rate (often used interchangeably with population worker ratio in the present analysis) in 2017-18 is 52.1 percent for men and 16.5 percent for women. As stated earlier, 13.3 percent of total workers are employed in organized sector. There is little male-female variation in the organized sector employment, though the rural and urban gap (Table 1) is striking. The rural urban gap in the organized sector for women is 17.96 percent points, which

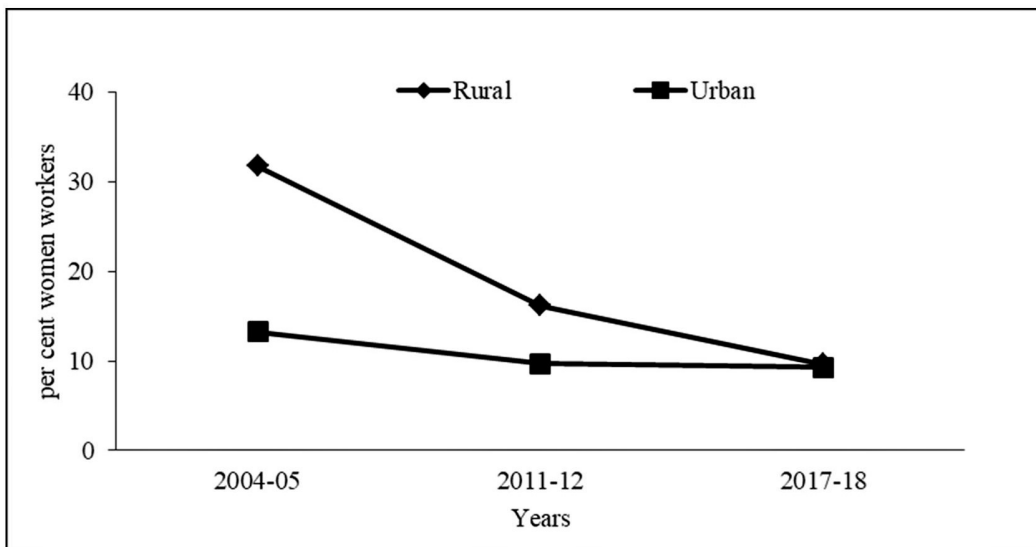


Fig. 1: Trend in women work participation rate in Haryana, 2004-2018
 Source: Calculated from unit level data of NSSO 61st, 68th round (2004-05; 2011-12) and PLFS (2017-18), MOSPI, New Delhi

Table 1: Work Participation Rate (WPR) and Sectoral Distribution in India and Haryana, 2017-18

Sector/ Sex		India			Haryana		
		Organized	Unorganized	WPR	Organized	Unorganized	WPR
Rural	M	7.59	92.41	51.70	13.93	86.07	47.80
	F	9.29	90.71	17.50	11.41	88.59	9.60
	Total	8.12	91.88	35.00	13.54	86.46	29.70
Urban	M	25.15	74.85	53.00	36.34	63.66	52.30
	F	29.52	70.48	14.20	37.45	62.55	9.30
	Total	26.07	73.93	33.90	36.49	63.51	32.00
Total	M	12.81	87.19	52.10	22.05	77.95	49.40
	F	14.4	85.6	16.50	20.04	79.96	9.50
	Total	13.3	86.7	34.70	21.75	78.25	30.50

Source: Calculated from unit level data of NSSO, PLFS (2017-18), MOSPI, New Delhi

suggests that employment for women in rural areas exists predominantly in unorganized sector (Table 1). In the case of Haryana, the population worker ratio is 34.70, while WWPR is 9.5- lowest among all the Indian states. The organized sector employment is better than all India average (21.75%) with little male female variation. It may however be noted that in rural Haryana, organized sector employment is lower than its urban areas. As far as male female variations are concerned, it is marginally higher among the males in rural areas, while in urban Haryana, it is marginally higher among the females (Table 1). It may be noted that similar to national scenario, the rural-urban gap in the organized sector employment among women is huge (26.04% points). Evidently the rural women are largely employed in the unorganized sector even in an agriculturally and economically developed state of Haryana.

WWPR and sectoral employment (organized/unorganized) in Haryana

The WWPR in the state is continuously declining from 2004-05 in both rural and

urban areas (Fig. 1). The decline is more conspicuous in rural Haryana as compared to their urban counterparts in both the periods i.e. 2004-05 to 2011-12 and 2011-12 to 2017-18. It may however be noted that urban WWPR has been much lower as compared to rural WWPR during 2004-05 but by 2017-18 the rural urban gap in WWPR has been nearly wiped out. A number of factors are associated with this decline which range from gender disparity in wages, displacement of women workers by their male counterparts due to increased mechanization in agriculture, increased female literacy, lack of employment opportunities in non-farm activities, increase in household income and cultural factors (Himanshi and Rajeshwari, 2021). Since women in rural areas are largely employed in agriculture, the WWPR decline indicates that there is a definite shift away from agriculture.

The composition of women workers in organized and unorganized sector and the change over a period of 14 years has been presented in Table 2 and Fig. 2. It shows that during 2004-05, the organized sector

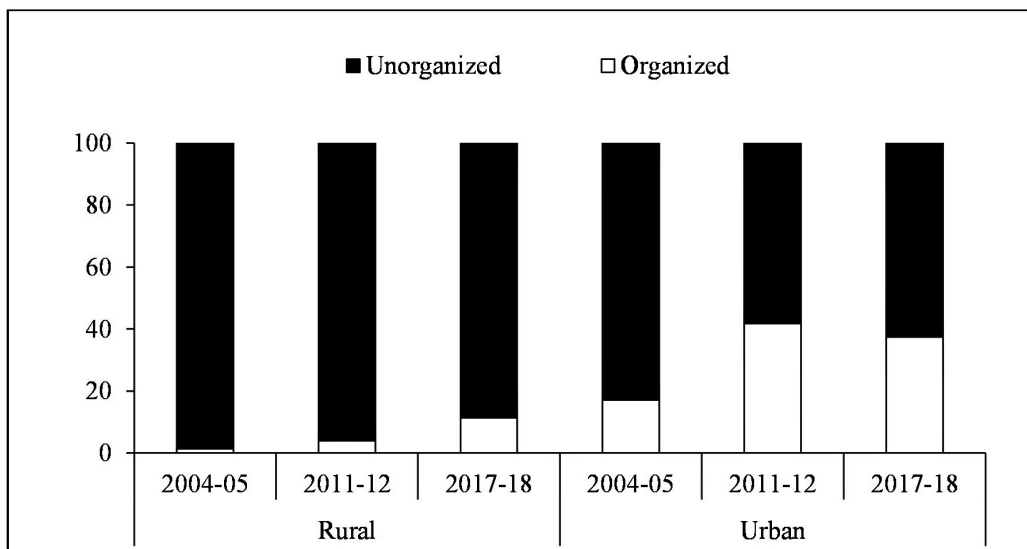


Fig. 2: Sectoral distribution of women workers
 Source: Calculated from unit level data of NSSO 61st, 68th round (2004-05; 2011-12) and PLFS (2017-18), MOSPI, New Delhi

Table 2: Women Workers and their Participation Rate in Haryana: 2004-05 to 2017-18

	2004-05		2011-12		2017-18	
	Rural	Urban	Rural	Urban	Rural	Urban
Women Worker	2384212	347275	1237553	335566	761754	377191
Unorganized Women Worker	2349562	287697	1187754	195391	674801	235927
WWPR	31.73	13.21	16.16	9.68	9.63	9.27

Source: Calculated from unit level data of NSSO 61st, 68th round (2004-05; 2011-12) and PLFS (2017-18), New Delhi.

employment in rural areas was just 1.45 percent, while in urban areas, 17.1 percent women workers were in this sector. During 2011-12, the employment composition in organized sector changed in rural and urban Haryana (4.0 percent and 41.7 percent respectively). It has further been modified during 2017-18 when 11.4 percent women in rural areas and 37.4 percent women in urban Haryana were working in organized sector. This change in composition however, is not a shift from unorganized sector employment

to organized one rather must be seen in relation to decline in WWPR. In reality, there has not been much change in employment characteristics of women workers in the state, as there has been a decline in women workers in absolute number (2.73 million in 2004-05 to 1.57 million by 2011-12 and further to 1.13 million by 2017-18). Hence, the decrease in total women workers altered the proportion of organized and unorganized sector scenario. The decline was steep in rural areas in both time periods and hence the composition of

organized and unorganized sector in rural areas changed dramatically (Table 2). In urban Haryana the WWPR has not witnessed much change during 2011-12 to 2017-18, hence the composition of organized and unorganized sector women employment showed little change during this period. In rural Haryana however, the decline of WWPR has affected the unorganized sector employment inversely (Table 2). It suggests that in rural Haryana, those who were engaged in primary activities- i.e. agriculture and own farm employment which constitute unorganized sector and also those less skilled, low paid and belonging to marginal socio-economic group, have been affected disproportionately. The share of organized sector increase is largely a statistical phenomenon than a real shift from unorganized to organized economy which may be seen from Table 2.

Though at the state level, higher WWPR is associated with unorganised sector employment but the same is not found to be entirely true when examined at the district level (Fig. 3 and Fig. 4). At the district level unorganised sector employment is high in such rural areas and where migrated labour is not available easily (Rajeshwari and Jaglan, 2010). Broadly, it may be concluded that organised sector women employment is very low in the districts and has not increased to commensurate the economic development, rising women education and aspirations of population in the state in both its rural and urban areas.

WWPR vis-à-vis socio-economic characteristics (2004-05 to 2017-18)

Table 3 shows a steep decline in the proportion of the women workers irrespective of their caste background but is far more conspicuous

in rural areas. However, it was more evident among the rural OBCs during the period 2004-05 to 2011-12. In contrast, the decline was more manifest among the non-SC, non-OBC rural women in the second phase, i.e. 2011-12 till 2017-18. In urban Haryana, it is the SCs who were more affected by a decline in WWPR during 2004-05 to 2011-12 as compared to women from other social groups. In the later period i.e. 2011-12 to 2017-18, the WWPR of SC women did show an increase, while it remained unchanged for women belonging to OBC category.

It is not easy to quantify the level of skills of the labour force due to unavailability of data. Table 3 shows that there has been steep decline in rural areas among illiterates in both time periods and a rise in the proportion of women workers among the better educated (graduate and above). In case of urban areas though there has been decline of WWPR among illiterates during first phase, but in later period, their WWPR has improved. The WWPR also increased for better educated women in the first phase (2004-05 to 2011-12), but declined in the second phase (2011-12 to 2017-18) even among the better educated something that merits further probing.

Sectoral Employment by socio-economic classes of women workers

The structure of women employment and their socio-economic characteristics, presented in table 4 and 5 shows that an overwhelming majority of the women irrespective of their social status were working in unorganized sector in rural areas and with little variation among them. By 2017-18 however the gap increased largely on account of the OBC women's significant withdrawal from unorganised sector in rural areas. Relatively

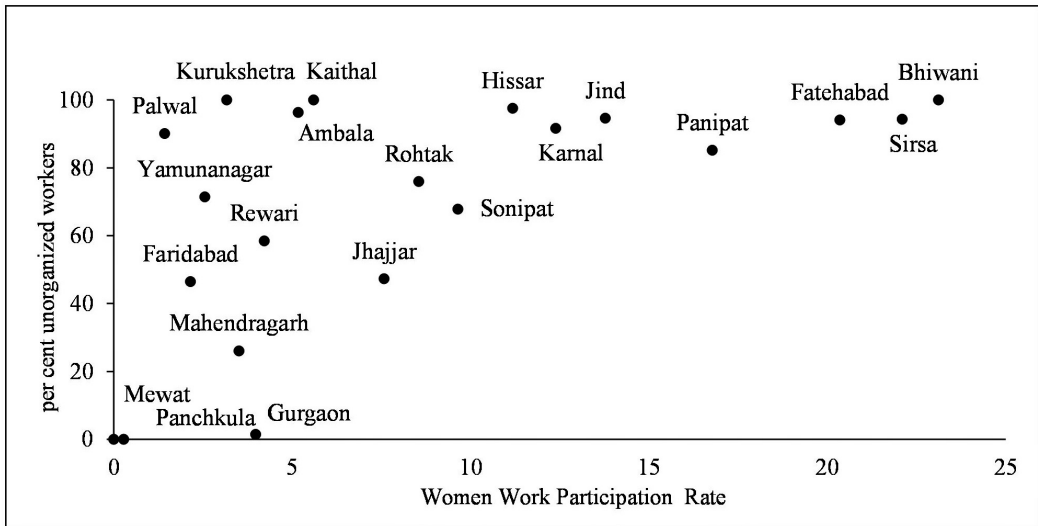


Fig. 3: Relation between WWPR and women workers in unorganized sector in Rural Haryana, 2017-18

Source: Calculated from unit level data of PLFS (2017-18), MOSPI, New Delhi.

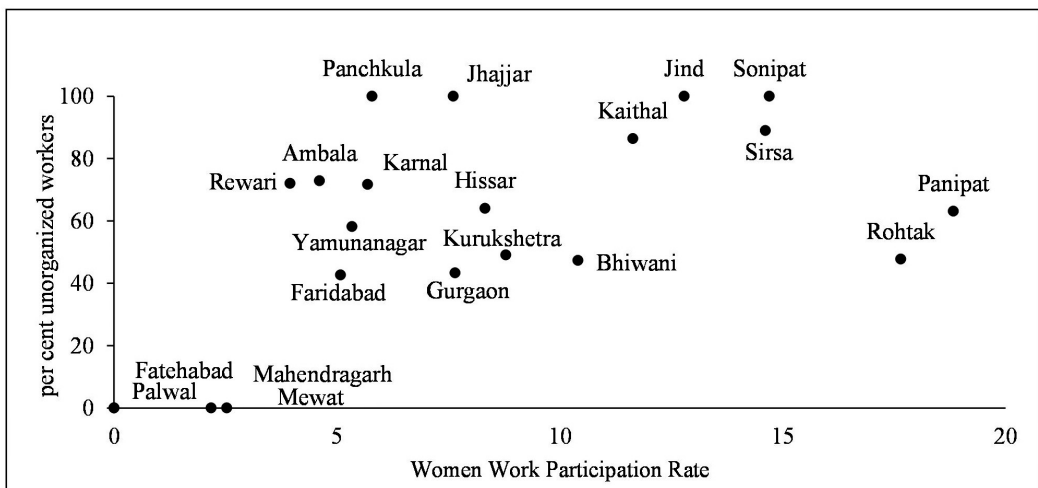


Fig. 4: Relation between WWPR and women workers in unorganised sector in Urban Haryana, 2017-18

Source: Calculated from unit level data of PLFS (2017-18), MOSPI, New Delhi.

greater proportion of women belonging to 'Others' (the non-SC and non-OBC) category working in unorganised sector in rural areas can be attributed to their landed status as they continued to work in their own farms as self-employed workers. In urban areas,

there is a variation among women workers in unorganised sector and according to their social status during 2004-05 (Table 4). Less privileged women from the SC communities were engaged more as compared to non-SCs and non-OBCs women due to poverty, lower

Table 3: WWPR by location and Socio-Economic classes in Haryana, 2004-05 to 2017-18.

Characteristics	Rural			Urban		
	2004-05	2011-12	2017-18	2004-05	2011-12	2017-18
Social Groups						
Scheduled Castes	30.17	19.54	12.06	18.85	10.54	15.55
OBCs	31.31	9.50	8.62	12.97	8.17	8.23
Others	33.15	18.31	8.47	11.66	10.25	7.69
Educational Status of women						
Illiterate	37.33	19.73	8.86	14.41	6.18	8.84
Up to Primary	20.47	12.11	7.43	7.00	3.54	6.18
Middle to Sec.	37.95	14.38	11.81	13.51	7.42	7.36
Higher Secondary	35.88	17.30	6.04	12.15	11.67	6.05
Graduate and above	16.28	17.72	25.74	26.80	26.54	19.49
Age-groups						
15-29	41.91	14.08	9.02	12.98	8.81	7.35
30-44	65.24	30.33	23.49	29.04	21.05	19.95
45-59	54.84	33.99	12.67	20.20	13.10	15.40
60 and above	18.83	10.58	4.08	2.79	2.76	1.90
MPCE Classes						
Q1(bottom 20%)	24.67	15.86	8.01	12.78	6.81	9.48
Q 2	33.15	15.52	9.61	12.27	6.18	9.25
Q 3	32.40	12.16	13.69	11.78	8.28	7.89
Q 4	35.98	21.48	9.29	13.67	10.92	8.03
Q5(top 20 %)	32.21	17.59	9.74	16.15	19.12	11.18
Haryana	31.73	16.16	9.63	13.21	9.68	9.27

Source: Calculated from unit level data of NSSO 61st, 68th round (2004-05; 2011-12) and PLFS (2017-18), MOSPI, New Delhi

skill level and lesser aversion to take up casual wage work. They face little social restrictions in choosing type or nature of work unlike the more privileged women belonging to upper castes (Srivastava and Srivastava, 2009). In urban areas, 46.2 percent non-SCs and non-OBCs women workers are in organized sector, followed by SC (36.5 percent) and OBC (21.2 percent) (Table 5). This can be explained as urban areas have more employment opportunities than rural spheres.

Studies also reveal that more privileged upper caste dominates the modern sector of the economy and occupations which have better work conditions (Neetha, 2014).

The decline of women workers in unorganised sector in younger age group of 15 to 29 years both in rural and urban areas and in both the phases (2004-05 to 2011-12 and 2011-12 to 2017-18) is a typical example of the effect of education. The decline of rural

Table 4: Haryana: % unorganized sector women workers by socio-economic classes, 2004-18

Characteristics	Rural			Urban		
	2004-05	2011-12	2017-18	2004-05	2011-12	2017-18
Social Groups						
Scheduled Castes	98.21	96.12	90.67	82.46	64.06	63.44
OBCs	98.93	97.33	78.30	93.43	68.05	78.75
Others	98.45	95.43	93.20	78.43	52.96	53.78
Educational Status						
Illiterate	99.18	98.52	93.50	91.93	86.49	81.97
Up to Primary	99.41	96.70	95.74	90.57	80.74	78.92
Middle to Secondary	97.10	96.29	92.16	85.60	78.68	66.27
Higher Secondary	91.44	84.27	86.34	81.84	53.86	51.66
Graduate and Above	89.13	70.46	52.31	56.81	37.30	41.69
Age-Groups						
15-29	99.44	92.82	89.35	86.94	63.17	59.42
30-44	98.29	96.79	86.70	81.31	51.87	66.43
45-59	96.52	99.04	90.27	77.79	66.99	60.83
60 and above	100.00	90.71	100.00	100.00	89.62	19.48
MPCE Classes						
Q1	98.12	96.64	94.97	91.04	85.21	75.03
Q2	99.22	96.58	91.34	99.49	84.69	76.68
Q3	99.74	99.03	90.13	81.38	71.79	57.43
Q4	99.21	93.83	86.12	87.04	39.60	55.31
Q5	95.94	93.10	69.62	62.21	37.03	41.08
Haryana	98.55	95.98	88.59	82.84	58.23	62.55

Source: Calculated from unit level data of NSSO 61st, 68th round (2004-05; 2011-12) and PLFS (2017-18), MOSPI, New Delhi.

women employment in unorganised sector in 30 to 44 years of age however shows a definite shift away from agriculture of younger women (Table 4). This need to be seen with reference to organised sector employment (Table 5) which indicates that decline is compensated by their engagement in organised sector in both rural and urban areas.

As far as education and sectoral employment is concerned, there is clear

inverse relation between the proportion of women workers in the unorganized sector and education. In other words, more educated women are employed in organized sector (Table 5). This feature is in consonance with various other studies which have demonstrated that better educational level of women is associated with valuable jobs and greater availability of employment (Srivastava and Srivastava, 2009; Chatterjee et al., 2018).

Table 5: Haryana: % organized sector women workers by socio-economic classes, 2004-18

Characteristics	Rural			Urban		
	2004-05	2011-12	2017-18	2004-05	2011-12	2017-18
Social Groups						
Scheduled Castes	1.79	3.88	9.33	17.54	35.94	36.56
OBCs	1.07	2.67	21.70	6.57	31.95	21.25
Others	1.55	4.57	6.80	21.57	47.04	46.22
Educational Status						
Illiterate	0.82	1.48	6.50	8.07	13.51	18.03
Up to Primary	0.59	3.30	4.26	9.43	19.26	21.08
Middle to Secondary	2.90	3.71	7.84	14.40	21.32	33.73
Higher Secondary	8.56	15.73	13.66	18.16	46.14	48.34
Graduate and Above	10.87	29.54	47.69	43.19	62.70	58.31
Age Groups						
15-29	0.56	7.18	10.65	13.06	36.83	40.58
30-44	1.71	3.21	13.30	18.69	48.13	33.57
45-59	3.48	0.96	9.73	22.21	33.01	39.17
60 and above	0.00	9.29	0.00	0.00	10.38	80.52
MPCE Classes						
Q1	1.88	3.36	5.03	8.96	14.79	24.97
Q2	0.78	3.42	8.66	0.51	15.31	23.32
Q3	0.26	0.97	9.87	18.62	28.21	42.57
Q4	0.79	6.17	13.88	12.96	60.40	44.69
Q5	4.06	6.90	30.38	37.79	62.97	58.92
All Haryana	1.45	4.02	11.41	17.16	41.77	37.45

Source: Calculated from unit level data of NSSO 61st, 68th round (2004-05; 2011-12) and PLFS (2017-18), MOSPI, New Delhi.

A few others show positive relationship between urbanization and gender equality in education and employment (Dunn, 1993) too. For better educated women, the decline in their participation in the unorganised sector is compensated by their participation in the organised sector in rural Haryana (Table 5) but it does not seem to be the case for the second phase in case of urban Haryana, which clearly hints at lower job opportunities available in urban areas.

As discussed in methodology, in the absence of wealth index, consumer expenditure is taken as proxy of income and the workers are divided into quintiles as per their monthly per capita consumer expenditure (MPCE) classes. Studies have shown that unorganized sector employed low skilled workers and women join this sector due to economic compulsions while the women with high family income with

better educational attainment enter service-oriented jobs (MWCD, 2016). This is true of rural Haryana too where women employment in unorganised sector declines sharply in top 20 percent income group during 2011-12 to 2017-18 (Table 4) with a corresponding increase in their employment in the organised sector (Table 5). In urban areas, women employment in the organised sector does show a correspondence with rise in income levels in all the phases. The change in the proportion of organised and unorganised sector employment shows little correspondence with rising MPCE levels.

Social security

The social security has been defined by ILO as ‘the protection that a society provides to individuals and households to ensure access to health care and guarantee to income security, particularly in cases of old age, unemployment, sickness, invalidity, work injury, maternity or loss of a breadwinner’ (ILO, 2001). Government of India has also defined social security on these lines but in 2020, the code on social security has been revised and the definition has been widened as “the measures of protection afforded to workers to ensure access to health care and to provide income security, particularly in cases of old age, unemployment, sickness, invalidity, work injury, maternity or loss of a breadwinner” (GOI, 2020). It is pertinent in this context to assess the social security aspects of women workers employed both in organized and unorganized sectors in the state of Haryana with particular reference to paid leave, provident fund, gratuity, health care and maternity benefits.

It is highly distressing to find (Table 6) that the condition of work for women even

in organised sector is deteriorating with time. Around 77 percent women in 2004-05 were entitled to paid leave which reduced to 54.6 percent by 2017-18. While in 2004-05, 50 percent women in organised sector were eligible for all the social security benefits in combination (i.e. PF, pension, gratuity, health care and maternity benefits), it reduced to only 44.8 percent by 2011-12 and further to 38.7 percent by 2017-18 (Table 6). Again, while in 2004-05, about one-third organised sector women workers were not covered under any one such social security benefit, this proportion increased to 50 percent by 2017-18, which is highly disquieting.

Studies have shown that in recent years the share of informal jobs within public sector has increased (Part time or contractual) and workers are forced to work without any social security benefits (Mehrotra and Parida, 2019). This seems true in the case of Haryana women working in organized sector in contractual jobs (Table 6).

The situation of women working in unorganized sector is more appalling in terms of social security. During 2004-05, an overwhelming 97 percent were not eligible for any social security benefits and the proportion is 94 percent in 2017-18. As far as paid leave is concerned, 70 percent are not eligible for any earned leave in 2017-18. This proportion however was almost 90 percent during 2004-05. As far as nature of job contract is concerned, 80 percent were without any written contract in 2017-18. The job contract over a period of time has been more formalized but the written contract remains for one year or less in majority of the cases and hence shows deteriorating terms and conditions for women workers in both the sectors in the state.

Table 6: Haryana: Social security of women worker in organized and unorganized sector, 2004-05 to 2017-18

	2004-05		2011-12		2017-18	
	Organized	Unorganized	Organized	Unorganized	Organized	Unorganized
Eligible for paid leave	77.19	10.36	74.22	20.45	54.61	30.91
Not eligible for paid leave	22.81	89.64	25.78	79.55	45.39	69.09
Total	100.00	100.00	100.00	100.00	100	100
Availability of social security benefits						
Eligible for: only PF/ pension (i.e., GPF, CPF, PPF, pension, etc.)	12.46	0.26	8.71	4.02	0.41	0.13
Eligible for: only gratuity	1.04	0.00	0.00	3.15	0.00	0.00
Eligible for: only health care & maternity benefits	0.48	1.41	1.23	0.00	2.57	0.00
Eligible for: only PF/ pension and gratuity	0.50	0.00	3.16	1.73	5.27	2.31
Eligible for: only PF/ pension and health care & maternity benefits	0.00	0.75	6.18	0.00	0.93	0.00
Eligible for: only gratuity and health care & maternity benefits	1.89	0.00	2.94	1.75	0.91	0.00
Eligible for: PF/ pension, gratuity, health care & maternity benefits	50.36	0.57	44.81	1.58	38.76	2.57
Not eligible for any of above social security benefits	33.27	97.02	32.93	85.01	50.73	94.33
Not Known	0.00	0.00	0.04	2.76	0.42	0.65
Total	100.00	100.00	100.00	100.00	100	100
Type of job contract						
No written job contract	41.33	95.14	38.78	87.85	43.24	79.68
Written job contract for 1 year or less	1.32	1.74	18.68	8.81	4.81	10.42
Written job contract more than 1 year to 3 year	4.47	0.00	3.72	0.63	7.30	7.91
Written job contract more than 3 years	52.88	3.11	38.82	2.72	44.66	1.98
Total	100.00	100.00	100.00	100.00	100.00	100

Source: Calculated from unit level data of NSSO 61st, 68th round (2004-05; 2011-12) and PLFS (2017-18), MOSPI, New Delhi.

Conclusion

The WWPR and its structure reveals various aspects of employment such as nature of work, income and social security benefits. The temporal pattern throws light on how the economy is moving and changing work conditions of women workers.

The analysis reveals that the women work participation rate in the state has been falling continuously since 2004-05 to reach a low of 9.5 percent by 2017-18. The decline was steeper for rural women as compared to their urban counterparts. An overwhelming majority of the women are employed in unorganized sector in the state and the decline in WWPR has impacted the rural working women in this sector. The rural urban inequality in type of employment was an outcome of women being cultivators or working in agriculture in family farms. The decline of women workers in agriculture is not compensated by their participation in organized sector. The increased employment in the organized sector is largely a relection of statistical change due to absolute decrease of women workers without any major shift from unorganized sector to organized sector. The concentration of lower caste and illiterate women in unorganized sector is an outcome of persisting structural inequalities in the society without much change. Further, increase of organized sector employment among upper quintile women in rural areas suggests that inequalities in employment opportunities are reinforced which is an outcome of complex web of caste, skill levels, income and gender.

The social security provision of women workers is disquieting in both the sectors. Even in the organized sector, half of women workers are uncovered with the benefit of

provident fund, gratuity, earned leave or maternity leave. Contrary to expectation, the situation is only deteriorating over time, more so in recent years. As far as unorganized sector is concerned, the social security benefits are minimal. It must be noted that majority of women workers are absorbed by the unorganized sector and the scale of such uncertainty and economic dependence is one among the important factors of gender inequality and subordinate status of women in the state.

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