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# CHAPTER - III

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**CHAPTER – III****ACCOUNTING THE FEMALE WORKFORCE**

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## CHAPTER – III

### ACCOUNTING THE FEMALE WORKFORCE

#### 3.1 INTRODUCTION

Manpower is the basic resource of an economic development of a region. How well a region employs its human resource is an important aspect in deciding how much it has been developed economically. The utilisation of human skill and the level and structure of workers, participation is a function of the supply of manpower. And the demand for the labour force is mainly affected by the population growth and changes in its composition.

This chapter deals with the profile of economic female population in India, Maharashtra and Kavathe Mahankal tehsil.

The term 'economic female population' has been referred to as working population during the period under study. The profile of economic population in the Kavathe Mahankal tehsil has changed in respect of size, distribution and composition. The population growth affects the labour supply in underdeveloped countries.

This chapter comprises of composition of economic population by economic activities and the decadal variations therein. The composition of and the decadal variations differs by residence and sex.

### **3.2 WORKFORCE OR LABOUR FORCE**

The definition of workers has been changed many times, for example in 1951 census, the classification of 'Workers' and 'non workers' was based on the 'Dependency approach' in which persons were classified as earners, earning dependents and non earning dependents on the basis of their 'gainful occupation'.

This approach has been changed in 1961 census and 11 labour force approach has adopted to enumerate the workers which is still continuing. In the 'Labour Force Approach' a worker is a person whose main activity is participation in any economically productive work by his physical or mental activity.

Labour force is defined as who actually work for wages and salaries, self employed workers and unpaid family workers and also who are unemployed but seeking work.

### **3.3 MAIN WORKERS AND MARGINAL WORKERS**

As defined by the census of India 1981 " Main workers" are all those persons who had worked for the major part of the preceding year (i.e. at least 6 months or 183 days) while 'marginal workers' are all those persons who had worked for some time during the preceding year but not for the major part.

### **Classification of Main Workers**

As mentioned earlier main workers were classified into nine broad industrial categories described below.

#### **a) Cultivators**

A person is considered as cultivator if he or she is engaged either as employer, single worker or family workers in cultivation of land owned or held from private persons or institutions for payment in money, kind or supervision or direction of cultivation.

A person who has given out his/her land to another person or share of crop and who did not even supervise or direct cultivation of land is not treated as cultivation similarly, a person working in another persons land for wages in case or kind or a combination of both is not treated as cultivator.

Cultivation involves ploughing, sowing and harvesting and production of cereals and millet crops such as wheat, paddy, jawar, bajra, ragi, etc. and pulses, raw jute and kindred fibre crop, cotton etc. but did not include fruit growing or vegetable growing keeping or chards or groves or working on plantations like tea, coffee, rubber, cinchona and other medical plantation.

#### **b) Agricultural Labour**

A person who worked in another persons land for wages in cash, kind or share of crops was regarded as an agricultural labour.

A person has no risk in cultivation but merely worked in another persons land for wages. An agricultural labour had no right of lease or contract on land on which he worked.

**c) Livestock**

This includes livestock production, trapping and game propagation forestry and logging, fishing in sea, coastal and in land waters, collection of pearls, conches and other sea products, etc.

**d) Mining and Quarrying**

This includes coal mining crude petroleum, natural gas, stone quarrying and other type of mining, salt chemicals, precious stones, mica and gypsum, etc.

**Household Industry**

Household industry is defined as an industry conducted by the head of the household himself/herself and/or by the members of the household at home or within the village in rural area and only within the precincts of the house where the household lives in urban areas. The large proportion of workers in a household industry should consist of members of the household including the head.

The main criterion of a household industry is the participation of one or more members of a household. The criterion will apply in urban areas too. Even if the industry is not actually located at home in rural area there is greater possibility of the village limits. In the urban

area where organised industry takes greater possibility of the village limits. In the urban areas where organised industry takes greater prominence the household industry should be confined to the precincts of the houses where the participants live. In urban area even if the members of the household by themselves run an industry but at a place away from the precincts of their home, it will not be considered a household industry.

A household industry should relate to production, processing, servicing, repairing or making and selling of goods. It does not include professions. Such as a pleader or doctor or barber, musician, dancer, waterman, dhobi, astrologer, etc. or merely trade or business even it. Such professions trade or services are run at home by members of the household.

Sometimes it is likely that the person who may not be working in his/her own. Household industry may be working in another persons household industry.

### **Manufacturing**

It includes those engaged in all types of production, processing, servicing or repairing of goods. This category does not include production or processing which may be classified as household industry.

**Construction**

This category includes working engaged in construction and maintenance of buildings, roads, railways, bridges, telegraph, telephones, etc.

**Trade and Commerce**

This category includes workers engaged in any capacity in wholesale, retail trading activity and commercial transaction relating to imports and exports, real estate and property, stocks and shares insurance, money lending, banking, etc.

**Transport, Storage and Communication**

This category includes workers engaged in transport activity by air, rail, road or water and in services incidental to transport such as packing, carrying, loading, unloading, etc. workers engaged in storage were housing and compunction services such as posts, telegraph, telephones, wireless signaling, information and broadcasting are also includes.

**Other Services**

This includes –

1. Public utility services like electricity or gas or water supply, sanitary services.
2. Central, State or Municipal employees.
3. Professional services.



4. Trade or labour association, recreation services, etc.

### 3.4 SIZE OF WORKFORCE

Size of economic population in particular region is determined by size and growth of population, socio economic conditions, geographical conditions and migration in that particular region. Again migration is affected by socio economic conditions along with geographical conditions in this area. The present study compares female workforce in India, Maharashtra and Kavathe Mahankal tehsil.

### 3.5 LABOUR FORCE PARTICIPATION RATE OR ACTIVITY RATES

The labour force participation rates indicates the size of the labour force in proportion to the size of the total population crude or total labor force participation rate and general labour force participation rate are calculated separately for different sex considering respective population. Such type of labour force participation rates are calculated by using following formulas.

$$1) \quad \text{TLFPR} = \frac{W}{P} \times 100$$

where TLFPR = Total Labour Force Participation Rate

W = Total number of workers

$$2) \quad \text{TLFPR (M)} = \frac{WM}{PM} \times 100$$

where TLFPR (M) = Total Labour Force Participation Rate for Male

Wm = Total Number of Male Workers

PM = Total Male Population

$$3) \quad \text{TLFPR (f)} = \frac{Wf}{Pf} \times 100$$

where TLFPR (f) = Total Labour force Participation Rate for Female

Wf = Total Number of Female Workers

Pf = Total Female Population

### 3.5 FEMALE WORK FORCE IN INDIA

Although the economic activity rates are computed for the total population. In female economic activities are computed from the total population. The following Table No. 3.1 shows the female workforce participation rate in India.

**Table No. 3.1**  
**Female Workforce Rate in India**

Sr. No.	Census	1981	1991
	Female Workforce participation Rates		
1	Total Female Population	321351418	91397489
2	Main Workers	44973167 (14.00)	66489434 (50.54)
3	Marginal Workers	18551606 (5.77)	25208055 (6.26)
4	Cultivators	14932165 (33.20)	228771441 (25.02)
5	Agricultural Labour	20767857 (46.18)	28833387 (31.54)
6	L. S. H.	832483 (1.85)	-
7	Mining & Quarrying	163158 (0.36)	-
8	Household Industry (a)	2063890 (4.59)	3062829 (3.35)
9	Other than H. I. (b)	1598204 (3.55)	-
10	Construction	358121 (0.80)	-
11	Trade & Commerce	916504 (2.04)	-
12	Transport, Storage & Communication	170432 (0.38)	-
13	Other services	3170353 (7.05)	-

The Table No. 3.1 shows the female workforce participation rates in India. Total female population in 1981 was 321357418 and 91397489 in 1991, in which 44973167 and 66489434 were the main workers, respectively. In 1981 and 1991 there were 18551606 and 25205055 female workers, respectively. There were 14932165 female

cultivators in 1981 and in 1991 it was 22871441. In 1981, 20767857 female workers were the agricultural labour and in 1991 it has gone to 2883387. The female workforce in livestock, fishing and hunting was 832483. And in mining and quarrying it was 163.158. In the household activities female workers in 1981 was 2063890 and in 1991 it went to 3062829. In the construction section the female workforce was 358121. In trade and commerce section there were 916504 female workers in 1981. In transport, storage and communication the female workforce was 170432 in 1989. And in other services it was 3170352. Female workforce rate in 1981 was higher than the rate of female workforce in 1991.

The present situation of female workforce in India is given in Table No. 3.2.

**Table No. 3.2**  
**Workforce Participation Rate 2001**

Total	Number	Ratio
Workers	314131370	37.46%
Male	224363807	51.55%
Female	89769563	22.75%

Source : Census of India, 2001

Table No. 3.2 represents workforce participation rates by sex. It is observed that female workforce participation ratio in India is less than male workforce participation ratio.

**Table No. 3.3**  
**Main workers for atleast 183 days a year**

Total	Numbers	Ratio
Workers	285932493	34.10%
Male	2211658584	50.93%
Female	64273909	15.93%

Source : Census of India, 2001.

Table No. 3.3 also shows that the female workforce ratio is very less than male.

**Table No. 3.4**  
**Percentage of Main workers**

	Persons	Males	Females
Primary Sector	67.5%	63.6%	81.2%
Secondary Sector	12.0%	13.1%	8.0%
Tertiary Sector	20.5%	23.3%	10.8%

Source : Census of India, 2001.

Table No. 3.4 shows that in primary sector female workforce ratio is very high (81.2%) and male workforce ratio is less than female workforce ratio. But in secondary sector female workforce is less than male. Tertiary sector has also less workforce of female than male.

### **3.6 FEMALE WORKFORCE IN MAHARASHTRA**

The total population of Maharashtra as at 0.00 hours of 1<sup>st</sup> march 2001 stood at 96752247 sharing 9.42 percent of total population. Maharashtra ranked second among all states and union territories in the country in terms of population. Female workforce in Maharashtra is shown in Table No. 3.5

**Table No. 3.5**  
**Female Workforce in Maharashtra**

Census	1981	1991
Total Female workers	4787247	12568538
Main Workers	-	10146570
Marginal Workers	-	242968
Cultivators	1617451 (33.78)	3943952
Agricultural Labours	2467596 (5.15)	4422353
Household Industry Workers	-	268996
Other workers	-	1511269
Livestock, Fishing, Hunting	29479 (0.61)	-
Mining & Quarrying	9766 (0.20)	-
Manufacturing (a)	138915 (2.90)	-
Manufacturing (b)	127161 (2.65)	-
Trade & Commerce	74372	-
Transport and Storage and Communication	23735	-
Other Services	265367	-

Source: Census of India,

The Table No. 3.5 shows that the female workforce in Maharashtra during 1981 and 1991 decades. In the year 1981 the total female workforce in the state was 4787227 and in 1991 it remained at 12568538. Main workforce in the year 1991 was 10146570 and marginal workforce was 2421968. In cultivation activities, there were 1617451 female workforce in the year 1981 and in 1991 it was 3943932. In agriculture labour there was 246759 female workforce and in 1991 it was 4432353. In household industry sector

268996 workers were involved in 1991. Other works in the year 1991 were 1571269. In livestock, fishing, hunting the female workforce was 29479. In mining and quarrying it was 9766. It was very small than any other sectors. In manufacturing activities the female workforce was to the extent 266176. In trade and commerce it was 74372. In transport, storage and communication the female workforce remained at 23735. And in other services it was 265367 in 1980. Female workforce in 1981 was less than the 1991 workforce.

### 3.7 FEMALE WORKFORCE IN KAVATHE MAHANKAL

Kavathe Mahankal tehsil is totally rural area as well as drought affected area. Therefore, the study on the female workforce in Kavathe Mahankal tehsil is quite interesting. Table No. 3.6 shows the female workforce in Kavathe Mahankal tehsil.

**Table No. 3.6**  
**Female Workforce in Kavathe Mahankal Tehsil**

Census	1981	1991
Category		
1. Total Main Workers	7544	11874
2. Cultivators	3859 (51.15)	6630 (55.83)
3. A. L.	3005 (39.83)	3987 (33.51)
4. Livestock, Fishing, Hunting & Plantation, Other and allied activities	184 (2.43)	212 (1.78)
5. Mining & Quarrying	-	-
6. Manufacturing Processing (a)	184 (2.43)	162 (1.36)
7. Processing	496 (6.57)	58 (0.48)

Table No. 3.6 shows the female workforce in Kavathe Mahankal tehsil. Female workforce in cultivation in 1981 was 51.55 percent and in 1991 it was 55.83 percent. female workforce in cultivation sector has increased by 4 percent in 1991. majority of female workforce is involved in cultivation activities followed by agricultural laborers. In 1981 and 1991 census the female workforce ratio remained at 39.83 and 33.51 percent , respectively. In other sectors a very little female population is involved in workforce.

### **3.9 CONCLUSIONS**

Thus the female workforce in India, Maharashtra and Kavathe Mahankal tehsil is observed similar trend which is an important part of the study. Majority of female workforce is involved in primary sector. Wherein secondary and tertiary sectors the female workforce is very less as compared to male workforce. In Kavathe Mahankal tehsil female workforce is totally high in primary sector.

### **References**

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