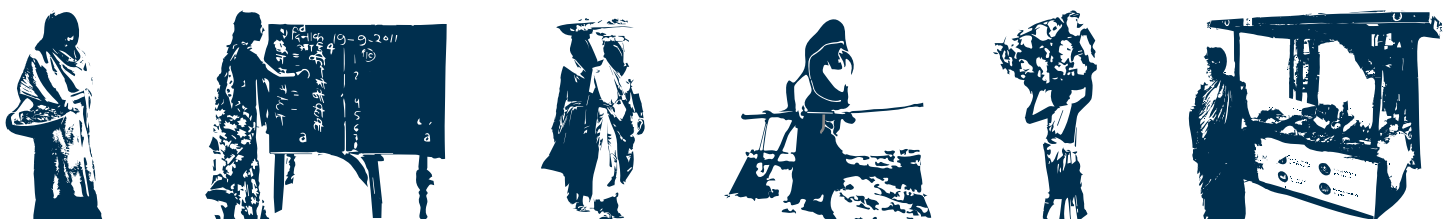


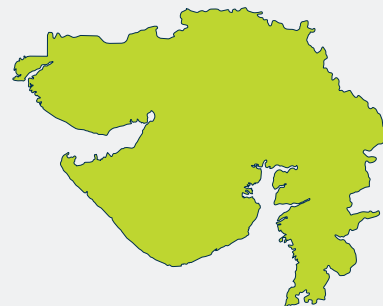
## WOMEN'S WORK PARTICIPATION RATES: STATEWISE TRENDS

# GUJARAT



This series of state factsheets highlights important aspects of women's employment across states in India. The factsheets use secondary data provided by the National Sample Surveys' Periodic Labourforce Survey (PLFS), 2018-19. The factsheets also draw on data from the employment-unemployment surveys (EUS) conducted by the same agency in previous years as well as data from other sources to support state specific analyses.

# GUJARAT



## Gujarat

Gujarat is a western state of India and is one of the more industrially advanced states. It is a hub of textile manufacturing and is also a center of diamond trade in India. Gujarat is also one of the highest-income states and ranked 6<sup>th</sup> in Gross State Domestic Product (GSDP) per capita among all states with a figure of Rs 1,65,414<sup>1</sup> in 2017-18. The share of industry to the state GSDP stands at 51.3 percent, followed by services at 35.3 percent. Agriculture and allied activities have the lowest share in GSDP at 13.4 percent as of 2018-19<sup>2</sup>.

Despite its high GSDP per capita, the state's performance compares poorly with others in terms of social development indicators on nutrition, healthcare, gender equality and so on. With a sex ratio of 866 females per 1000 males<sup>3</sup>, Gujarat is among the low ranked states in the country. The incidence of hunger and under-nutrition among women and children in the state is high. Approximately 55 percent women in the age group 15-49 years are anaemic<sup>4</sup>. The share of undernourished children below age five is also high (at 51.7 percent)<sup>5</sup>. Gross Enrolment Rates (GERs) at all levels of education are lower than those observed at the all India level. At lower levels of education, the figures are still close to national figures. However, at the secondary level Gujarat's GER is 66.82 percent while India's GER stands at 80.97 percent; at senior secondary level the state's GER is 41.42 percent (all India 56.41 percent) and at levels higher than senior secondary, GER stands at 18.3 percent (all India 23.5 percent)<sup>6</sup>. Gujarat ranks fifth from the bottom among all states in terms of immunisation rate of children aged 12-23 months<sup>7</sup>. Despite such trends, provisions of public health infrastructure in the state are dismal as reported by several studies<sup>8</sup>.

Gender equality in the labour market is also a concern in the state. Women's work participation rates are lower than the average recorded for India. The recently released Periodic Labour Force Survey (PLFS) 2018-19 reports that female labourforce participation rate (FLFPR) in Gujarat is 16.9 percent, lower than the national figure of 18.6 percent. Disaggregating across sectors, FLFPRs in both rural and urban areas are below the all India figures, with larger gaps in urban FLFPR. Further, gender differences in labourforce participation rates are wider in Gujarat compared to those observed at the national level: the gender difference is 40.8 percentage points for rural Gujarat, as opposed to 35.4 percentage points for rural India. Urban Gujarat shows greater male-female disparity in LFPRs with a gender difference of 47 percentage points, again higher than the gap observed at the all-India level. These figures indicate the prevalence of gender inequality in the labour market within the state.



<sup>1</sup> Source: Ministry of Statistics and Programme Implementation; calculated at 2011-12 prices

<sup>2</sup> Source: EPWRF India Time Series. Data available at: <http://epwrfits.in/DisplaySDPTreeViewData.aspx>

<sup>3</sup> Source: Table 16: Sex ratio at birth (female per 1000 male) by residence, India and bigger States/UTs, 2012-14 to 2016-18, Sample Registration System Statistical Report 2018

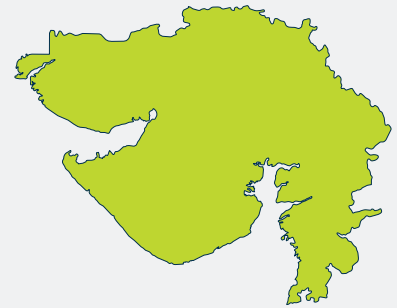
<sup>4</sup> Source: Women and Men in India 2018, 20th issue, Central Statistics Office, Ministry of Statistics and Programme Implementation

<sup>5</sup> Source: Drèze, J., & Sen, A. (2013). An uncertain glory: India and its contradictions. Princeton University Press.

<sup>6</sup> Ibid

<sup>7</sup> Source: NFHS 2015-16

<sup>8</sup> Source: Drèze, J., & Sen, A. (2013). An uncertain glory: India and its contradictions. Princeton University Press.

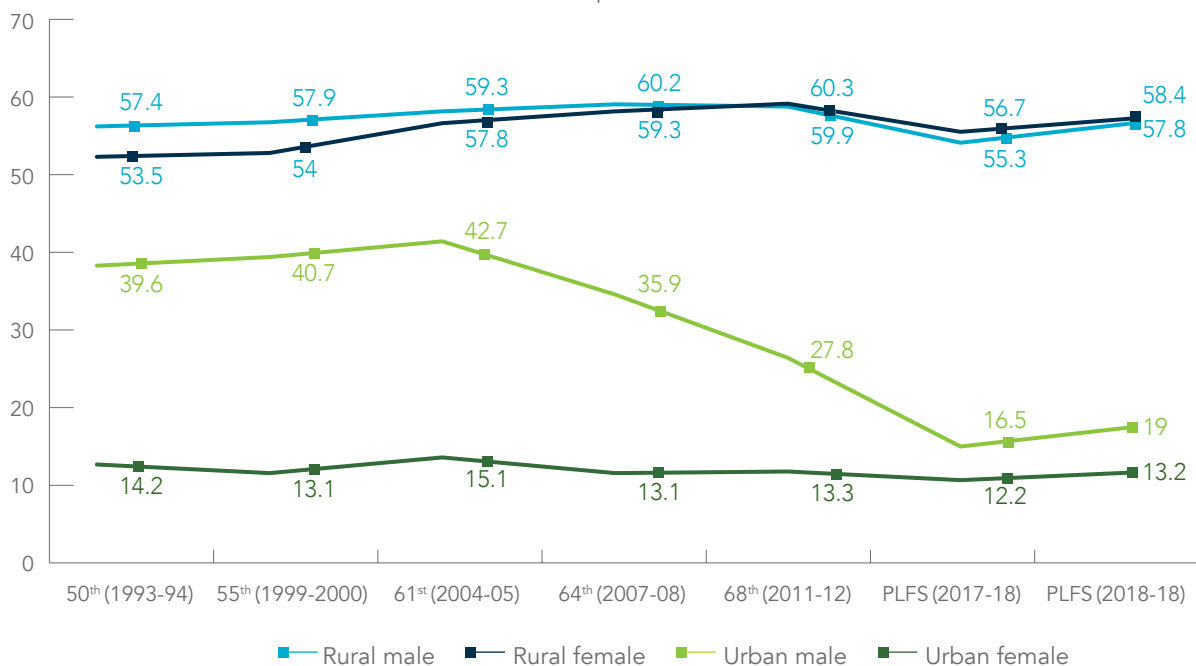


## Trends in Female Workforce Participation Rates (FWPR) (Chart 1)

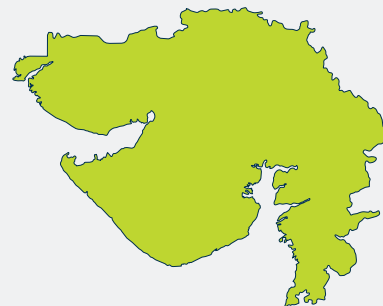
The FWPR measures the ratio of employed female to total female population, unlike the FLFPR which also includes the unemployed in its measurement. Some interesting trends for Gujarat are as follows:

- Rural FWPR continued to experience decline till 2017-18. The year 2018-19 showed an improvement in the FWPR by 2.5 percentage points. Although still too low, this improvement needs to be examined in greater detail to understand the reasons for the increase.
- The urban FWPRs have stagnated at an average of 13 percent for the last three and a half decades. Again, this stickiness at a certain level of FWPR needs investigation, especially as Gujarat is an industrially advanced, urbanised state. To do so, it would be important to understand the obstacles faced by women who are part of the urban workforce in the state, as well as examine reasons for those who remain outside the workforce in urban centres.

Chart 1: Trends in Work Participation Rates



Source: EUS 1993-94, 1999-00, 2004-05, 2007-08, 2011-12, PLFS 2017-18 and PLFS 2018-19, NSSO, MoSPI, GOI. The WPR figures are calculated for women and men of all age groups.



## Distribution of women workers by broad industry divisions (Chart 2)

- Rural women who work in Gujarat are concentrated mostly in agriculture and allied activities. The sector employs 81.7 percent of all rural women workers. Services and manufacturing employ 8.7 percent and 5.1 percent respectively. Despite being an industrially advanced state, the high proportion of women workers in agriculture reflects lack of appropriate and adequate opportunities for women in non-agricultural sectors.
- In urban areas, the share of women workers is highest in services at 39.7 percent, closely followed by manufacturing (at 37.5 percent). In particular, 11.5 percent women workers are employed in the field of education and 4.7 percent are engaged in health and social work activities, among services<sup>9</sup>. A significant share of women workers in urban areas (9.1 percent) is also engaged in trade, hotels and restaurants.

Chart 2: Distribution of women workers by broad industry divisions

Chart 2a: Rural Female

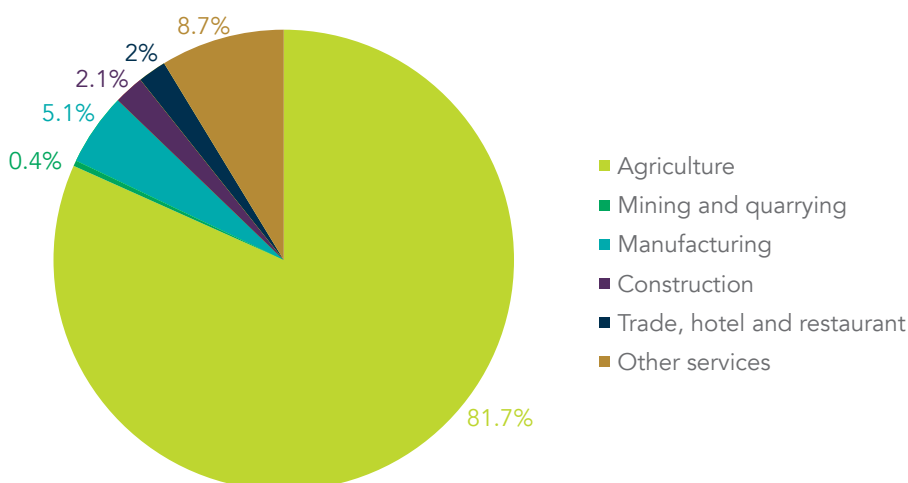
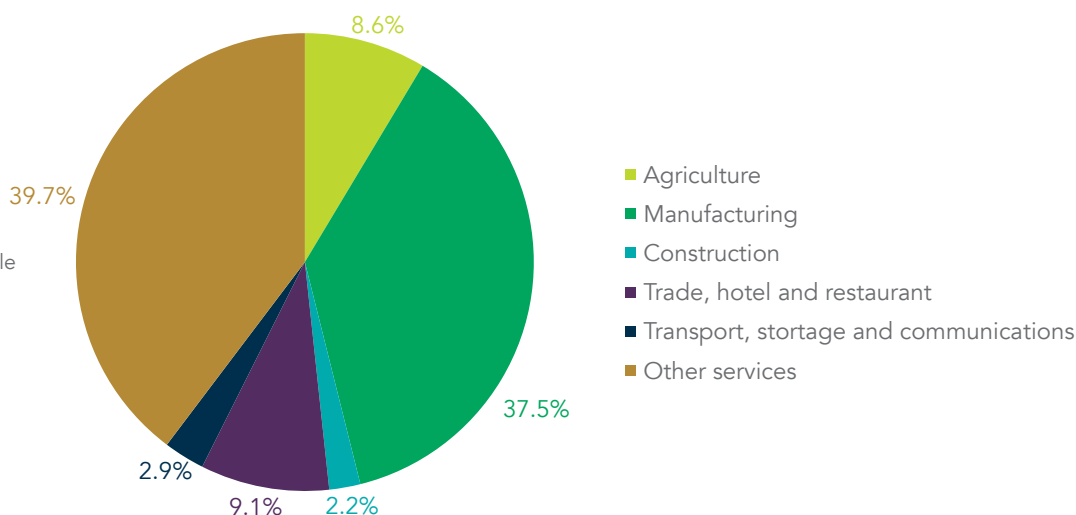
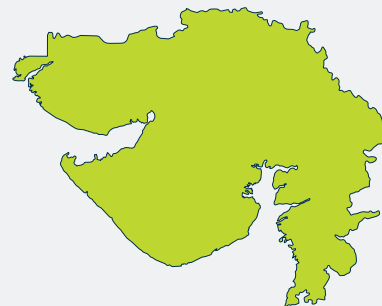


Chart 2b: Urban Female



Source: Authors' calculations based on unit level data from PLFS 2018-19

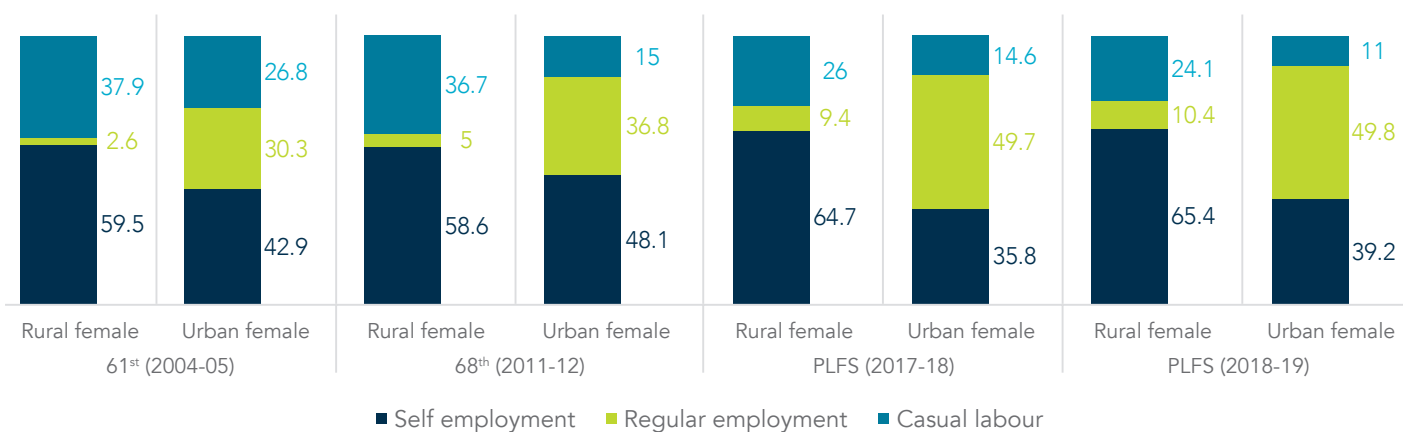
<sup>9</sup> Source: Authors' calculation based on unit level data from PLFS 2018-19



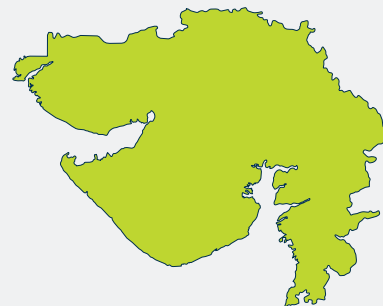
## Distribution of women workers by status of employment (Chart 3)

- Nearly one in every two women who work in urban areas in Gujarat report themselves to be in regular employment. Clearly for urban women workers, regular employment predominates.
- In rural areas, 65.4 percent of women workers report themselves to be self-employed. In fact, the share of self-employed among rural female workers has shown a substantial increase since 2004-05, especially in the last two rounds of the PLFS (Chart 3). This requires further investigation, especially to locate the sectors and activities that have contributed to growth in self-employment among rural women workers in Gujarat.
- On the contrary, self-employment declined in urban areas by 12.3 percentage points between 2011-12 and 2017-18. There has been a rise of 3.4 percentage points in 2018-19, but clearly there are more women in regular employment in the urban areas.
- The share of regular wage work increased from 36.8 percent in 2011-12 to 49.8 percent in 2018-19, emphasising the importance of such employment for women in urban areas in the state.
- On a positive note, the share of casual wage work among women has been declining consistently over the years, both in rural and urban Gujarat (Chart 3).

Chart 3: Distribution of women workers by status of employment



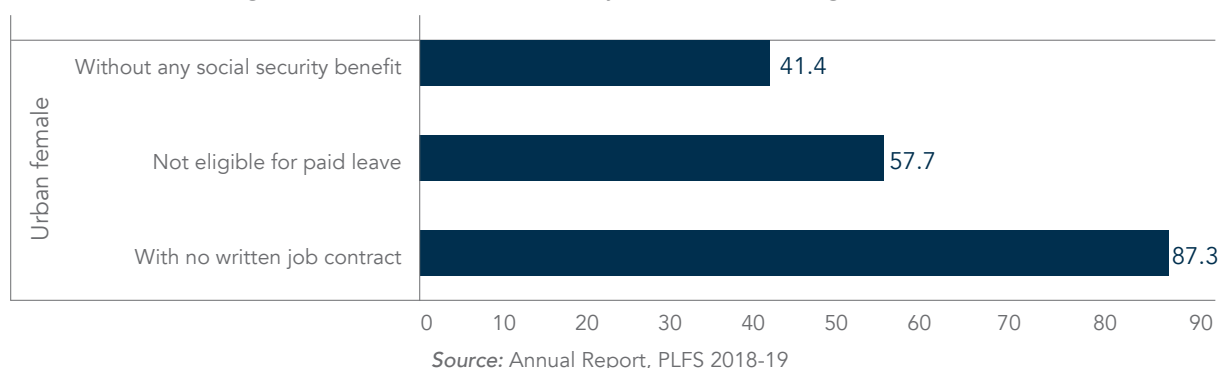
Source: EUS 2004-05, 2011-12 and PLFS 2017-18, 2018-19, NSSO, MoSPI, GOI



## Working conditions in regular employment (Chart 4)

- Given the increasing importance of regular work for urban women, the associated trends of non-wage remunerations received by these workers raise concerns. 87 percent of regular women workers in urban Gujarat do not have a written job contract.
- Further, 57.7 percent are not eligible for paid leaves and 41.4 percent work without any social security benefits.

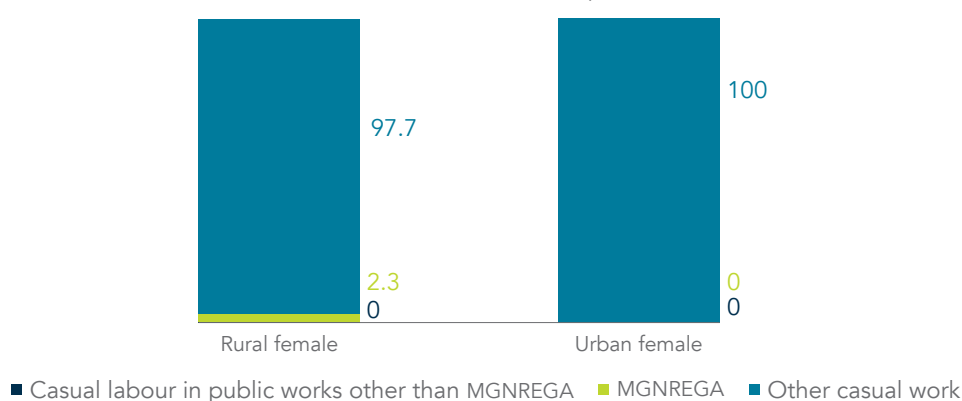
Chart 4: Share of regular women workers in urban Gujarat without non-wage remunerations (PLFS 2018-19)



## Women workers in casual employment (Chart 5)

- Casual wage work has declined rapidly in recent years. While this indicates that the share of those employed on a daily wage basis has declined, almost all casual work performed by women are in activities other than public work in both rural and urban areas (Chart 5).
- MGNREGA work accounts for only 2.3 percent of total employment in casual work for women, and is 6.4 percentage points lower than the national average.
- Women person days generated by MGNREGA in Gujarat account for only 44.5 percent women person-days, much lower than the national average of 54.2 percent (Chart 6) in the year 2018-19. The percentage of women person-days in total has also been declining between 2015-16 to 2017-18, only to improve marginally in 2018-19<sup>10</sup>.

Chart 5: Distribution of women workers in casual employment, Gujarat (PLFS 2018-19)



<sup>10</sup> Source: Authors' estimates from MGNREGA data available from MGNREGA Public Data Portal ([https://nregarep2.nic.in/netnrega/dynamic2/dynamicreport\\_new4.aspx](https://nregarep2.nic.in/netnrega/dynamic2/dynamicreport_new4.aspx))

# GUJARAT

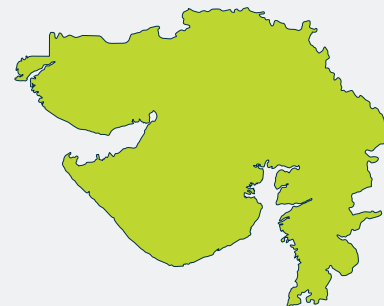
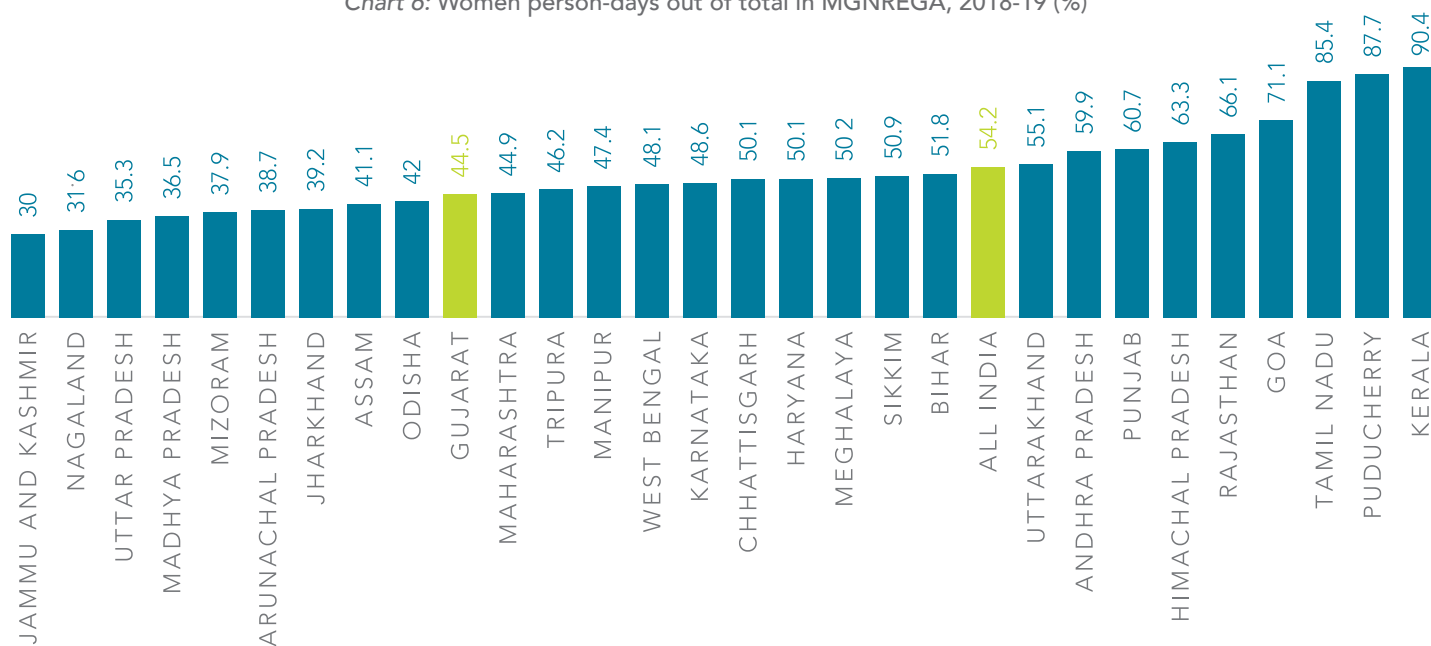


Chart 6: Women person-days out of total in MGNREGA, 2018-19 (%)



Source: MGNREGA Public Data Portal ([https://nregarep2.nic.in/netnrega/dynamic2/dynamicreport\\_new4.aspx](https://nregarep2.nic.in/netnrega/dynamic2/dynamicreport_new4.aspx))

## Women workers in self-employment (Chart 7)

- In rural Gujarat, 65.4 percent women workers are self-employed and a majority of them, approximately 54 percent, work as unpaid helpers in household enterprises. Remaining 45.4 percent of self-employed women are own account workers, operating their own enterprises.
- Employers among self-employed women in urban areas form a significant share of 5.9 percent. This is notable as it is much higher than the national average and needs to be examined more.
- The share of women's own account enterprises is also high among the self-employed in urban areas as 68.2 percent of the urban self-employed are engaged in this type of work.
- Despite encouraging trends of self-employment among urban women, 25.9 percent women who are self-employed still work as unpaid helpers in family enterprises.
- According to the sixth economic census (2014), 13.3 percent business establishments in Gujarat were owned by women and employment within these enterprises accounted for 10.4 percent of the employed population.
- However, about 70 percent of these enterprises were situated in rural areas, primarily in livestock related activities within agriculture. In urban areas, a majority of women owned enterprises were non-agricultural, comprising of activities concentrated in manufacturing, retail trade and services.
- Combining the economic census figures and the insights from the PLFS, there exists great potential for improving women's entrepreneurial ventures in the state. This would be an important area for exploring policy options to improve women's workforce participation in Gujarat.

# GUJARAT

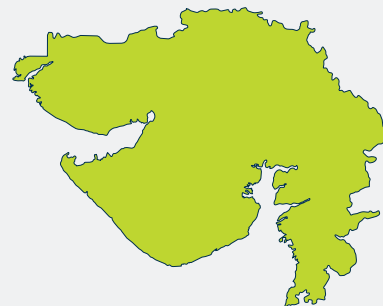
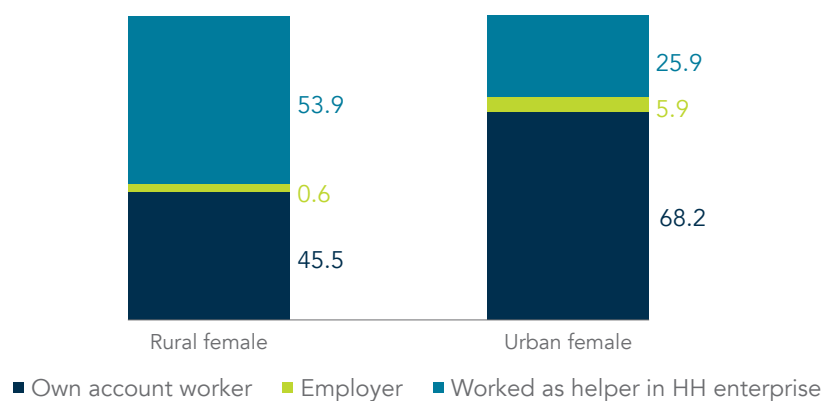


Chart 7: Distribution of women workers across self-employed categories, Gujarat (PLFS 2018-19)



Source: Authors' estimates using unit level data from PLFS 2018-19

In summary, despite being an industrial state, women's participation in regular wage employment in Gujarat, particularly in its manufacturing sector, has been poor. This is regardless of the improvements in FWPRs witnessed by the state in recent times. The lower than average participation of women in the economy might be indicative of a failure of manufacturing-led growth in the state to engage women in production processes. Traditional gender stereotypes may have also acted as a constraint on women exploring regular wage employment within the state, an issue that needs closer scrutiny.

On the flip side, women's self-employment shows encouraging trends. A significant share of self-employed women works in their own enterprises, more so in urban areas. Urban women show greater entrepreneurship, evident from data as approximately 6 percent of the self-employed women are also employers. Policies working towards improving women's workforce participation in the state may want to focus more on this segment, improving women's incomes as well the scale of such enterprises.

This factsheet is prepared by Nidhi Gyan Pandey and Sona Mitra, IWWAGE - Lead at KREA University. Copyright @2020

**IWWAGE**  
INITIATIVE FOR WHAT WORKS TO ADVANCE WOMEN AND GIRLS IN THE ECONOMY

IWWAGE - an initiative of LEAD at Krea University



[www.facebook.com/IWWAGEIFMR](https://www.facebook.com/IWWAGEIFMR)



[www.twitter.com/IWWAGEIFMR](https://www.twitter.com/IWWAGEIFMR)

M-6, 2nd Floor, Hauz Khas, New Delhi – 110 016, India | +91 11 4909 6529 | [www.iwwage.org](http://www.iwwage.org)