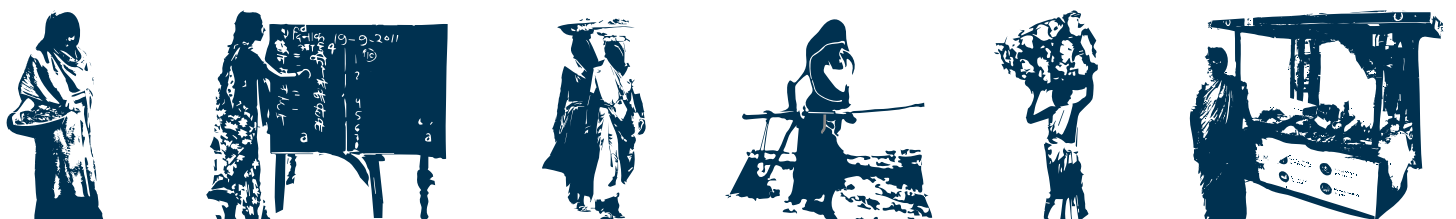
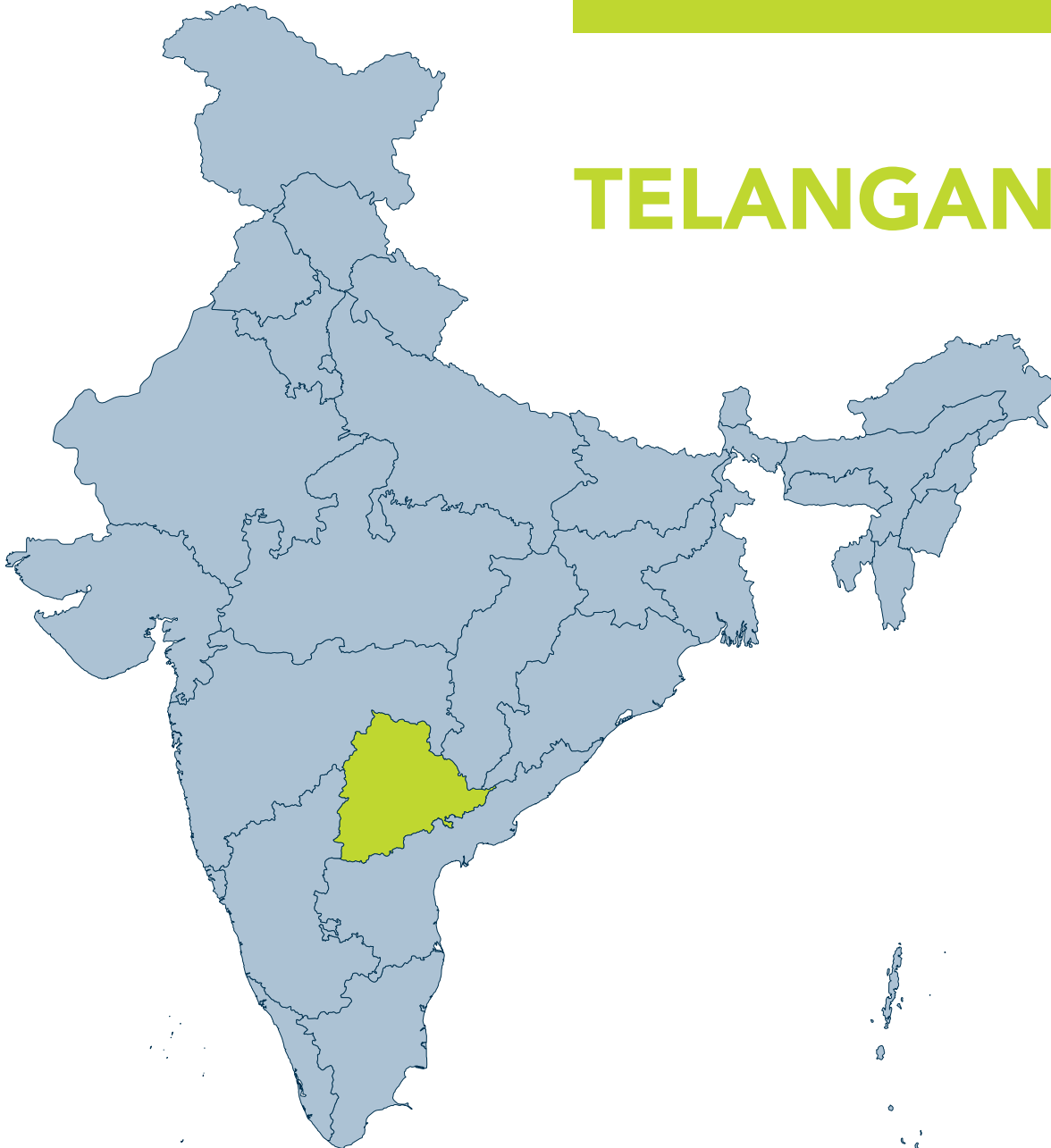


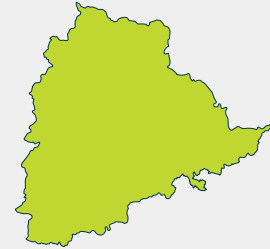
WOMEN'S WORKFORCE PARTICIPATION IN INDIA: **STATEWISE TRENDS**

TELANGANA



This series of state factsheets highlight important aspects of the status of women's employment in the states. The factsheets use secondary data provided by the National Sample Surveys' Periodic Labour Force Survey (PLFS) 2017-18, 2018-19, 2019-20 and 2020-21. 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 analysis.

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Telangana

Awarded statehood in June 2014, Telangana is India's newest state created from the northern part of Andhra Pradesh. It is the 12th largest and also the 12th most populous state of the country¹. With a per capita income at current prices almost twice that of the national per capita income in 2021-22, more than half of its population resides in rural areas². Agriculture is the key activity in its rural areas, which employs about 38 per cent of the population in the entire state³. Yet, the highest contributor to Telangana's Gross State Value Added (GSVA) at the current prices is the services sector (61.3 per cent), followed by the industrial sector (20.4 per cent) and agriculture and the allied sector (18.3 per cent)².

The state's Gross Enrolment Ratio (GER) for higher education is 35, which is also much better than the national average of 27⁴. The Gender Parity Index (GPI), which measures access to higher education among genders, was at 1.05 in 2019-20, with a disparity in favour of women. This positive marker for women in education is combined with 33.3 per cent reservation for women in state government jobs, and other government measures such as provision of financial assistance during weddings, creation of huge networks of Self-Help Groups, etc., to further women's economic empowerment.

Using Periodic Labour Force Survey (PLFS) data to understand the impact of these government initiatives on employment statistics of women in Telangana may help identify priority areas for further policy action.

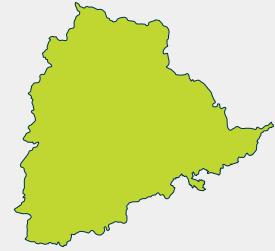


¹ Prathap, S. et.al. (2019). Reviving rural economy: A study on Telangana, India. Asian Journal of Multidimensional Research (AJMR) 8(4):280 https://www.researchgate.net/publication/333008473_Reviving_rural_economy_A_study_on_Telangana_India

² Government of Telangana. (2022). Telangana Socio Economic Outlook 2022. <https://www.telangana.gov.in/PDFDocuments/Telangana-Socio-Economic-Outlook-2022.pdf>

³ Author's estimates using unit level data from PLFS 2020-21.

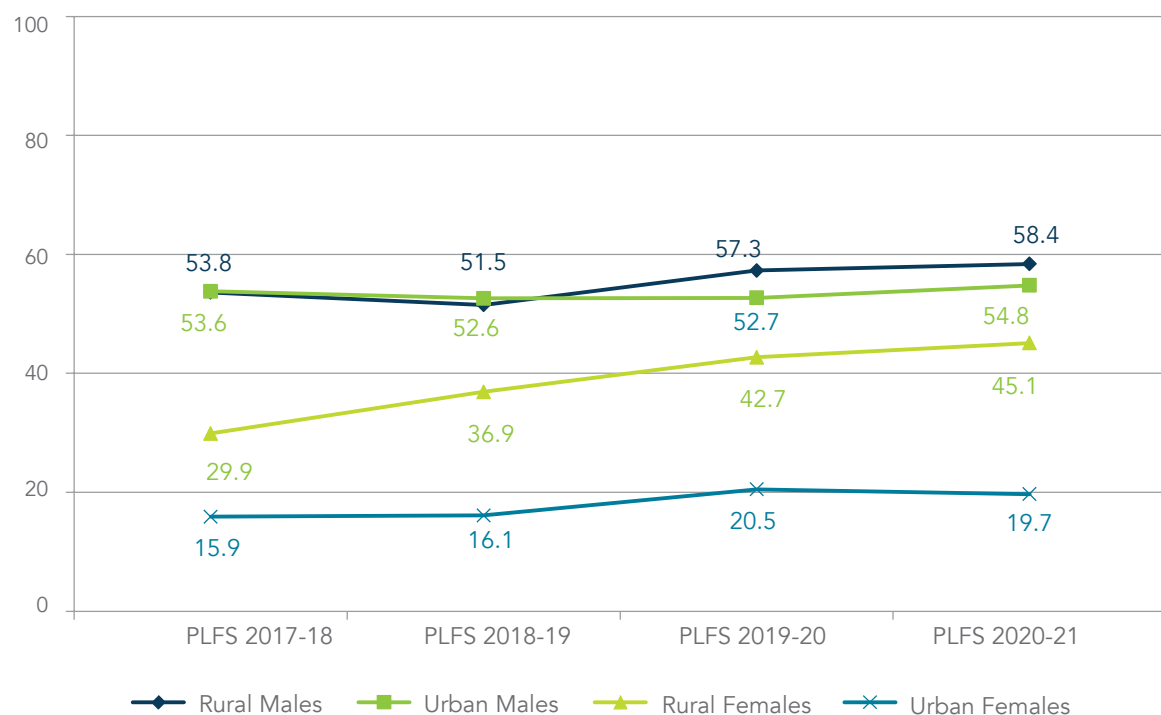
⁴ Government of India (2020). AISHE All-India Survey of Higher Education (2019-20) <https://ruralindiaonline.org/en/library/resource/all-india-survey-on-higher-education-aishe-2019-20/>



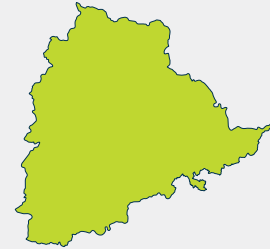
A. Trends in Female Work Participation Rates (FWPR)

- Participation of rural women in the workforce is at 45.1 per cent, which is a significant 23.5 per cent points higher than the national trend. This rising trend also refutes the wide rural gender differences that exist nation-wide.
- There are considerable variations among rural and urban women. The Work Participation Rate (WPR) for rural women was higher than that of urban women throughout 2017 to 2021 by at least 15 per cent points. The WPR of rural women has increased over time, from 25.9 in 2017-18, 36.9 per cent in 2018-19, 42.7 per cent in 2019-20 to 45.1 per cent in 2020-21, while the WPR of urban women has declined from 20.5 per cent in 2019-20 to 19.7 per cent in 2020-21.

Figure 1: Trends in WPR in Telangana (all age groups)



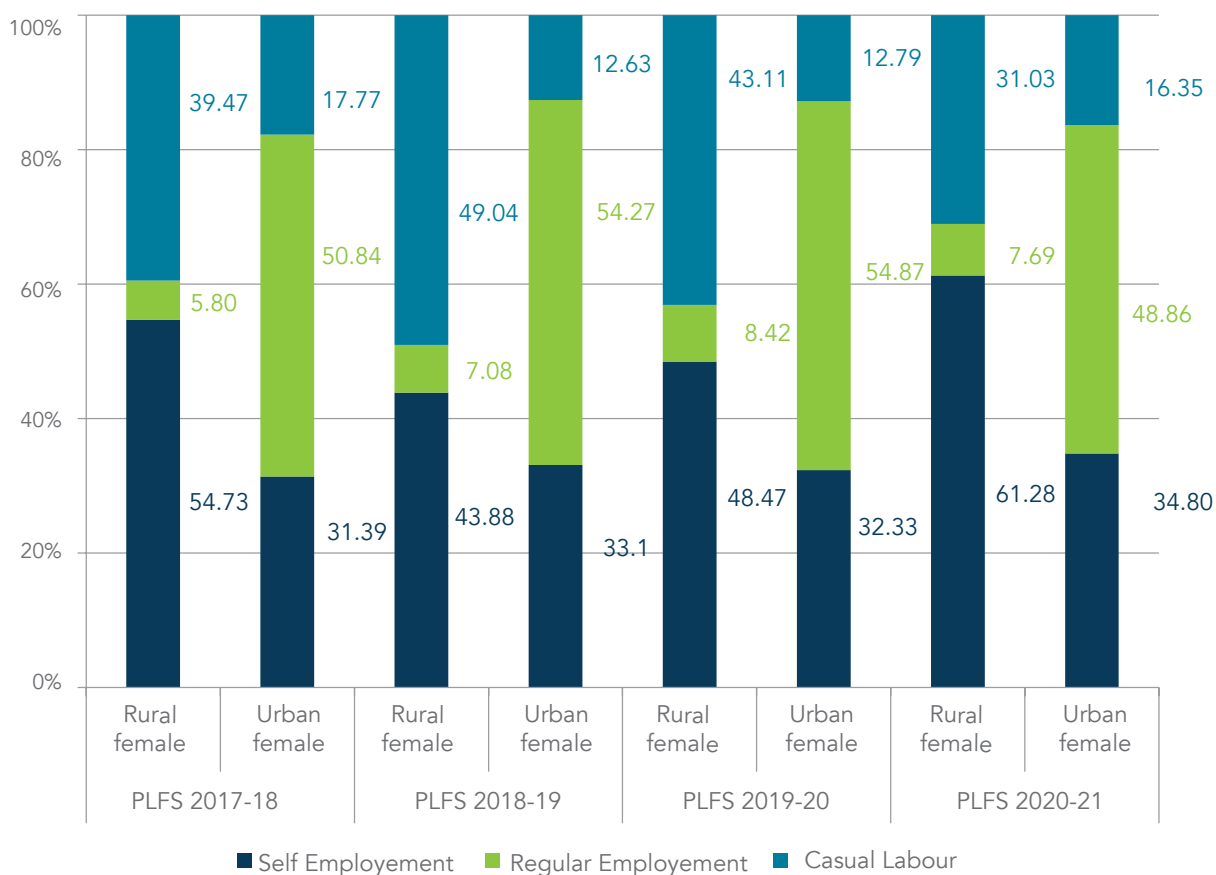
Source: PLFS 2017-18, PLFS 2018-19, PLFS 2019-20, and PLFS 2020-21, National Sample Survey Organisation (NSSO), Ministry of Statistics and Programme Implementation (MoSPI), Government of India (GoI). The WPR figures are calculated for males and females of all age groups.



B. Distribution of Women Workers by Status of Employment

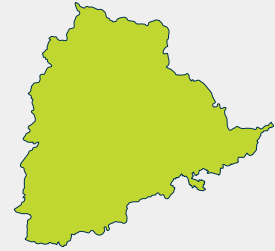
- The usual status of employment for women in Telangana is in line with the national trend: a larger proportion of rural women, despite some variation, is self-employed while a large share of urban women is involved in regular employment.
- However, the proportion of urban women involved in regular employment has decreased from 54.3 per cent in 2018-19, 54.9 per cent in 2019-20, to 48.9 per cent in 2020-21. Simultaneously, their proportion of employment in casual labour increased from 12.8 per cent in 2019-20 to 16.35 per cent 2020-21.
- Longer term rural women's employment shows a decline in self-employment from 54.7 per cent in 2017-18 to 43.9 per cent in 2018-19; there has been an increasing trend with their share rising to 61.3 per cent in 2020-21.

Figure 2 : Distribution of Women Workers by Status of Employment in Telangana



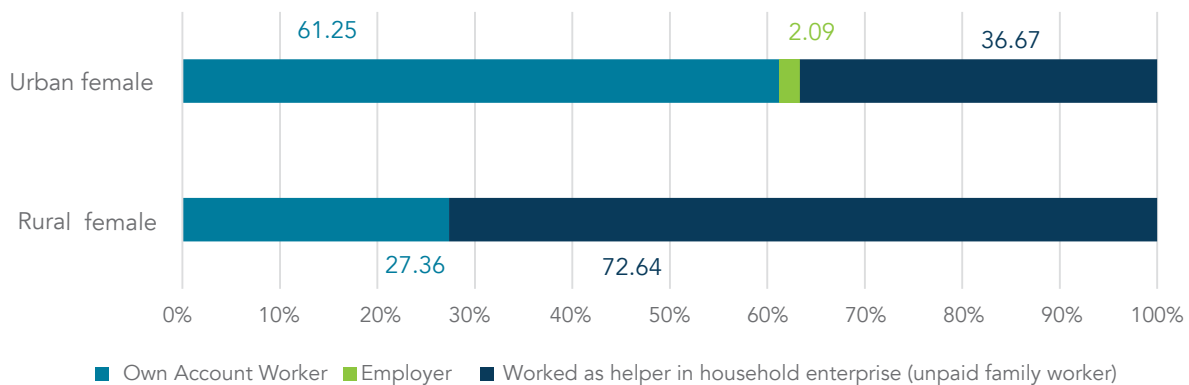
Source: Author's Estimates using Unit Level Data from PLFS 2017-18, PLFS 2018-19, PLFS 2019-20 and PLFS 2020-21

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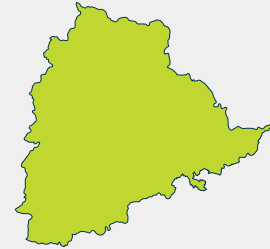
- Probing the slight rise in self-employment among urban women over the years, we find that a significant 61.25 per cent of urban women in Telangana reported themselves as their own account workers⁵ (Figure 3). Only 2.09 per cent self-employed women work as employers, which is slightly higher than the national figures. Further, the share of women employed as household unpaid workers is 36.7 per cent, which is also significantly lower than the rural regions.
- In rural regions, 27.4 per cent of women work as unpaid helpers in household enterprises, while the remaining 72.6 per cent work as their own account workers.

Figure 3: Distribution of Self-employed Women Workers



Source: Author's Calculations based on unit Level Data from PLFS 2020-21

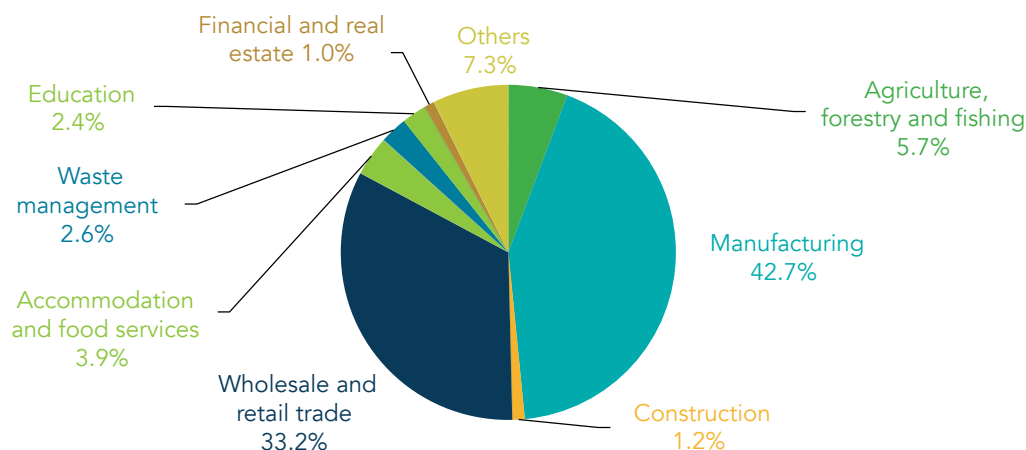
⁵ Over the reference period, the share of self-employment has risen for both urban and rural women in Telangana. This could be due to distress or the state's support to women entrepreneurs under Start-Up Telangana as part of its Innovation Policy 2016, and through various other self-employment schemes.



C. Distribution of Self-employed Women Workers across Industry Groups⁶

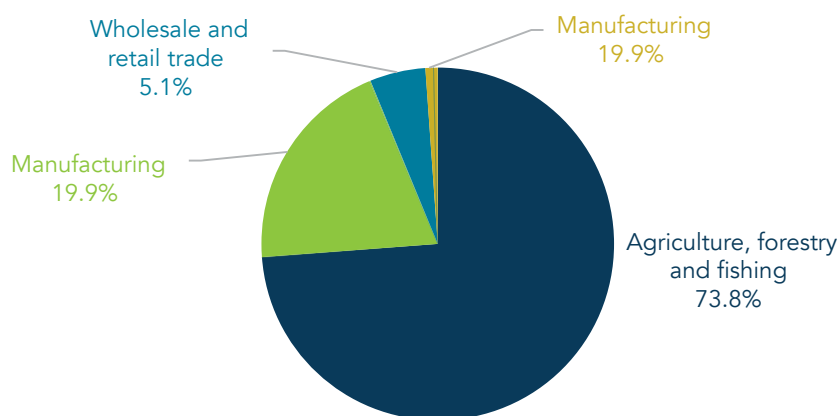
- 42.7 per cent women are employed in manufacturing and 33.2 per cent women in wholesale and retail trade. The rest are also engaged in other female-dominated sectors such as accommodation and food services (3.9 per cent), waste management (2.6 per cent) and education (2.4 per cent).

Figure 4a: Self-employed urban Women across Industry Groups



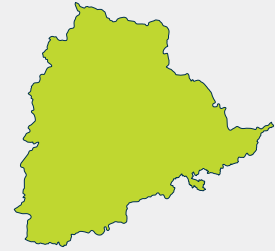
- 73.8 per cent self-employed rural women work in agriculture and allied sectors which has significantly risen from the previous years and may also be the cause for an overall increase in self-employment of women in rural areas. The remaining 19.85 per cent of self-employed rural women work in the manufacturing sector, 5.1 per cent in wholesale and retail trade and about 1 per cent in accommodation and food services.

Figure 4b: Self-employed rural Women across Industry Groups



Source: Author's Calculations based on Unit Level Data from PLFS 2020-21

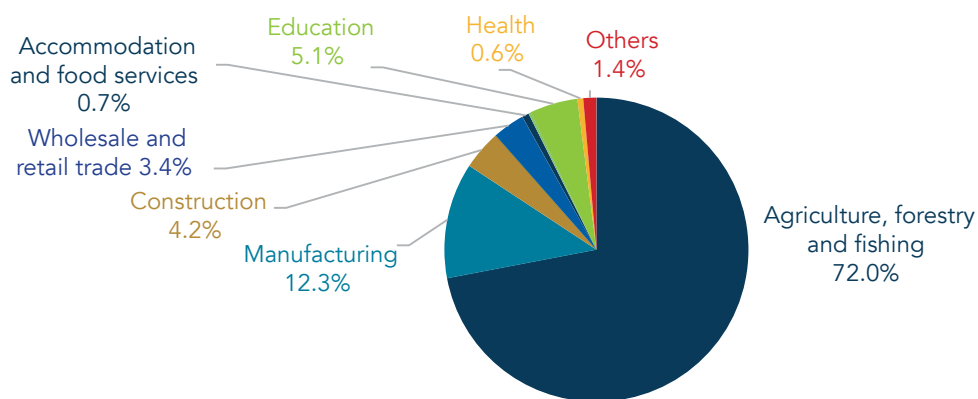
⁶ Others' category includes the following sectors: information and communication, professional, scientific and technical activities, administrative and support service activities, public administration and defence; compulsory social security, arts, entertainment and recreation and other service activities.



D. Distribution of Women Workers by Broad Industry Divisions⁷

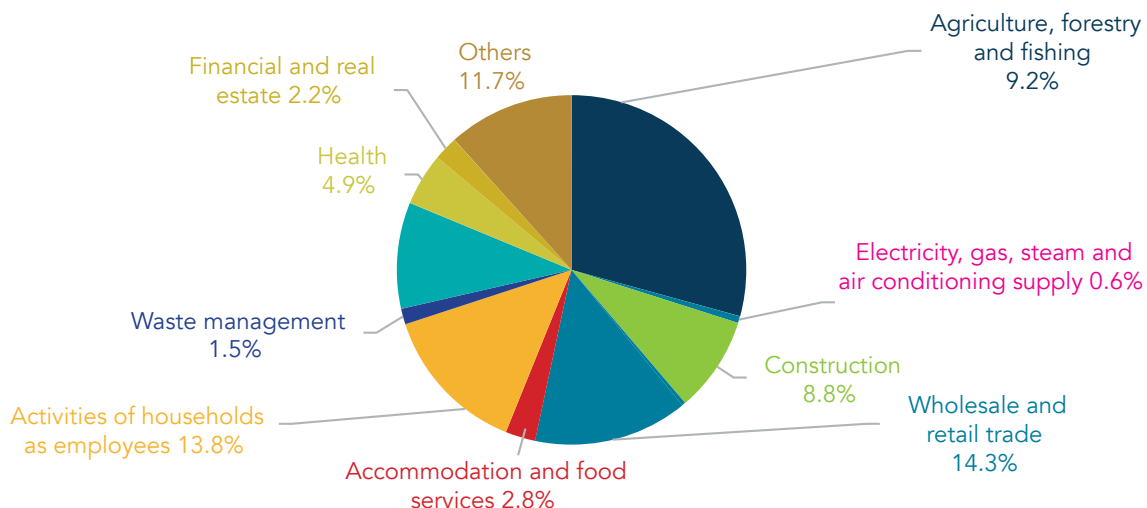
- Overall, about 72 per cent of women in rural Telangana are employed in agriculture and allied sectors, and 12.3 per cent in manufacturing; the remaining majority works in education. Contrary to national trends, 4.2 per cent of rural women are employed in the construction sector.

Figure 5a: Industry-wise Distribution of Rural Women Workers



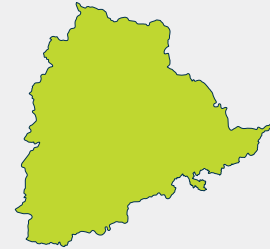
- In urban Telangana, 20 per cent and 14.3 per cent women are working in the manufacturing and wholesale trade sectors, respectively, while 13.9 per cent women are employed in paid household work, and 9.8 per cent in education. As in rural Telangana, the prevalence of female workers in the construction sector is also seen in urban regions; about 9 per cent of urban working women are employed by this non-traditional sector. In addition, about 2.2 per cent women are employed in finance and real estate, and 1.5 per cent women in the sanitation sector.

Figure 5b: Industry-wise Distribution of Urban Women Workers



Source: Author's Calculations based on Unit Level Data from PLFS 2020-21

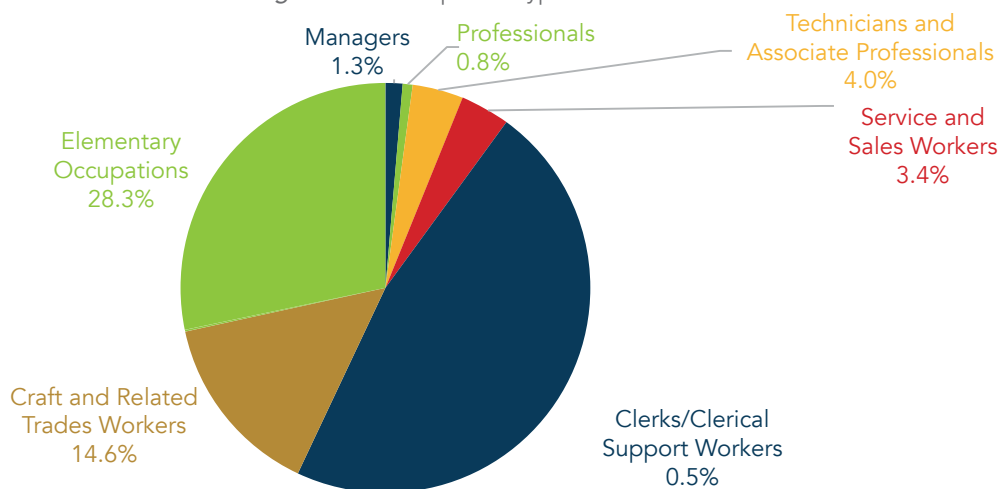
⁷ Others' category includes the following sectors: information and communication, professional, scientific and technical activities, administrative and support service activities, public administration and defence; compulsory social security, arts, entertainment and recreation and other service activities.



E. Distribution of Women Workers by Occupation Types

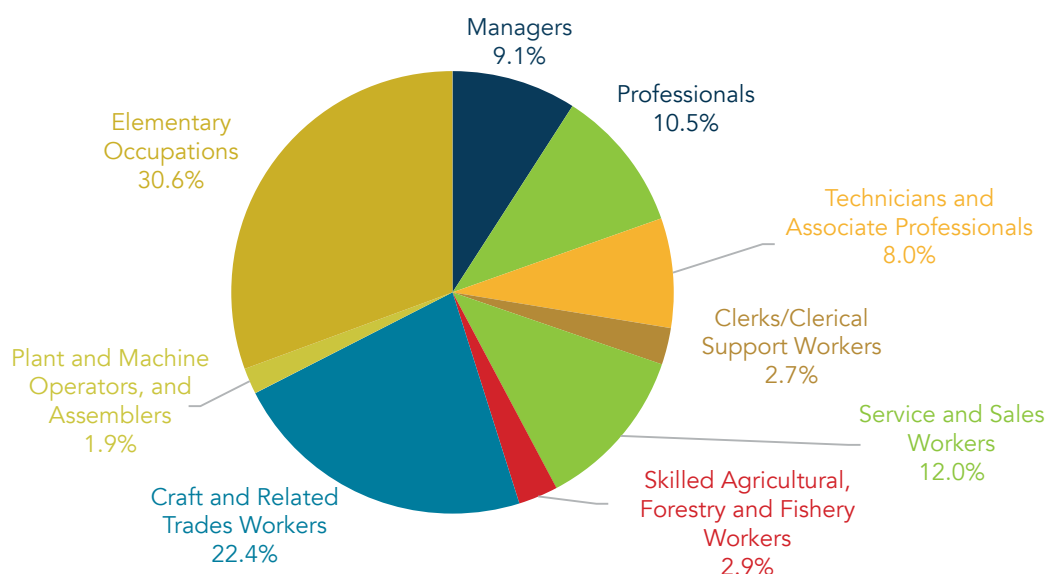
- 47 per cent rural women work as skilled agriculture workers while 28 per cent are employed in elementary occupations such as labourers and domestic helpers.

Figure 6a: : Occupation Types of Rural Women

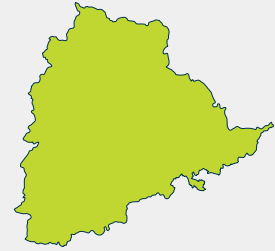


- More than 30 per cent of women in the urban areas are employed in elementary occupations, while 22.4 per cent women work in craft and related trades.
- More than 10 per cent urban women work as service and sales workers, and also as professionals.
- 9.1 per cent women in urban Telangana are employed as managers, which is 3 percentage points lower than the national figure.

Figure 6b: : Occupation Types of Urban Women



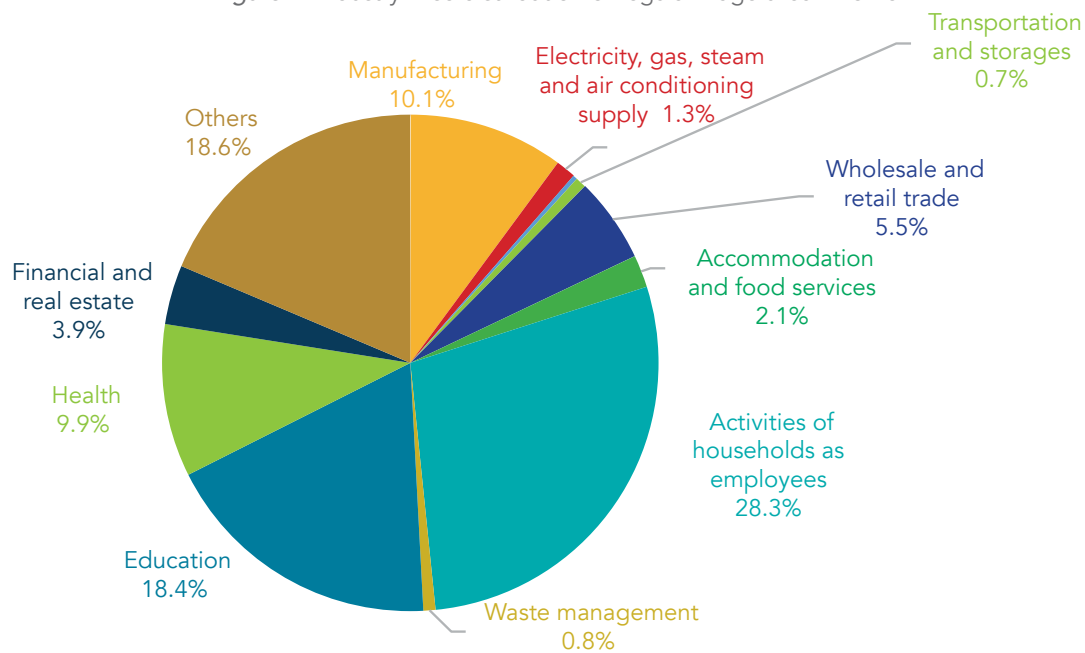
Source: Author's calculations based on Unit Level Data from PLFS 2020-21



F. Distribution of Regular Wage Women Workers by Broad Industry Types⁸

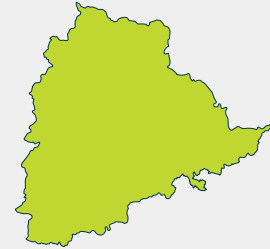
- Urban women involved in regular wage work are distributed across female dominated sectors: 18.4 per cent women are employed in education, 29.3 per cent as domestic workers, 10.1 per cent in manufacturing and about 10 per cent women in health and social services. A substantial 18.6 per cent of women are also employed in other sectors such as information and communication (6.4 per cent), administrative and support service activities (3.4 per cent) and public administration and defence (3.6 per cent), which is unlike the national trend on female employment.

Figure 7: Industry-wise distribution of regular wage urban women



Source: Author's Calculations based on Unit Level Data from PLFS 2020-21

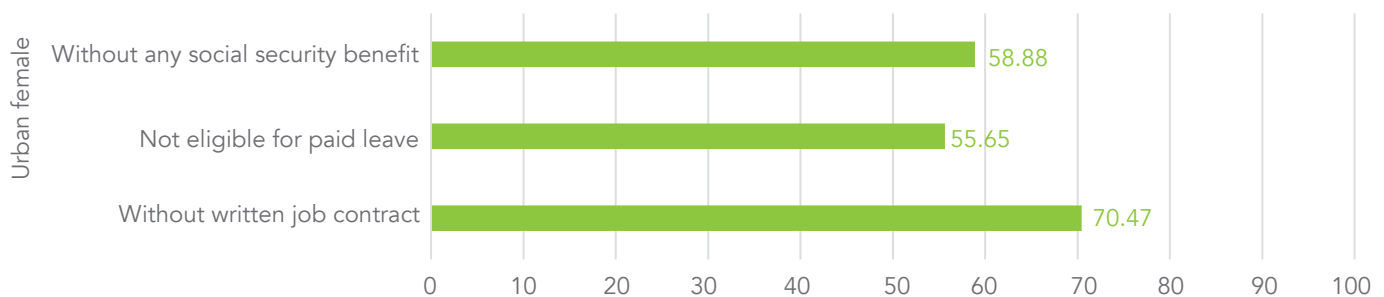
⁸ Others' category includes the following sectors: information and communication, professional, scientific and technical activities, administrative and support service activities, public administration and defence; compulsory social security, arts, entertainment and recreation and other service activities.



G. Working Conditions in Regular Employment

- Regular wage work shares the highest proportion of urban women workers. However, women work at below par working conditions.
- 70.5 per cent of urban women working in regular wage employment are employed without a written job contract while 58.9 per cent women do not have social security benefits, and 55.6 per cent women are not eligible for paid leave.

Figure 8: Working Conditions in Regular Employment

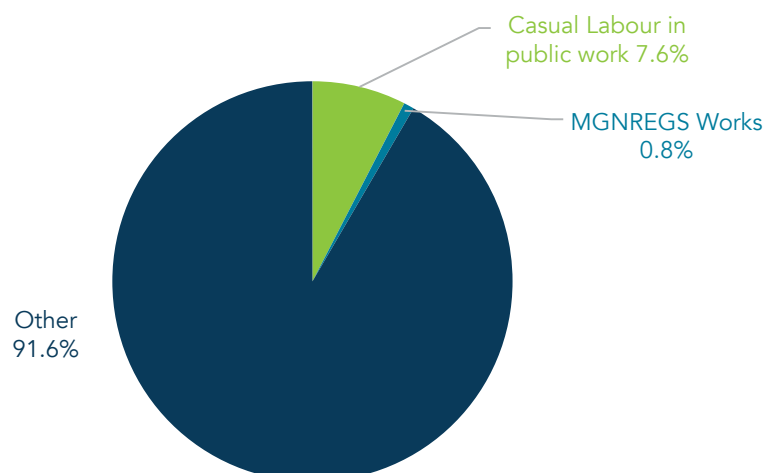


Source: PLFS 2020-21

H. Women Workers in Casual Employment

- Despite more than 30 per cent of rural women being employed in casual work, as per PLFS, a meagre 0.8 per cent rely on the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)⁹ for their income. Only 7.6 per cent rural women participate in casual labour in public works, while the remaining majority of 91.6 per cent work in other casual non-public work.

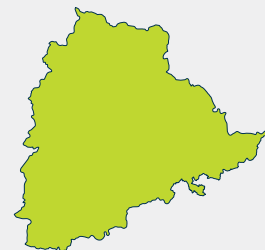
Figure 9: Rural women Workers in Casual Employment



Source: Author's Calculations based on Unit Level Data from PLFS 2020-21

⁹ MGNREGA: The Mahatma Gandhi National Rural Employment Guarantee Act 2005.

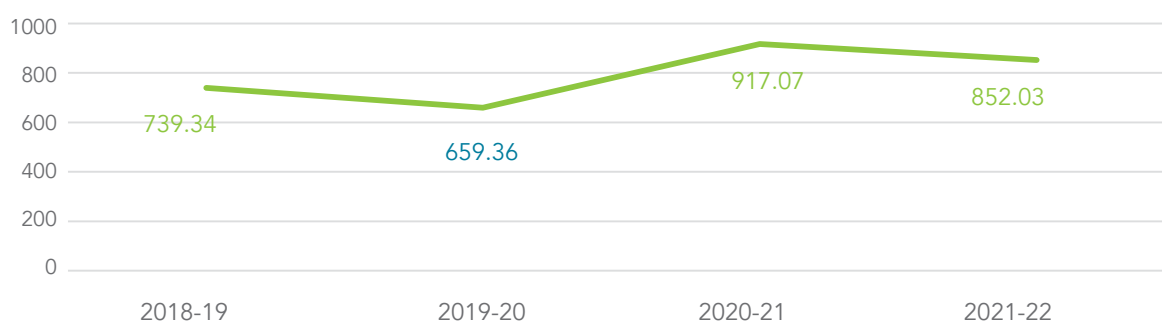
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I. Women workers in MGNREGA

- The proportion of women involved in MGNREGA as per PLFS may be underestimated when compared with the percentage share of women person-days generated in Telangana. The figures are significantly higher in Telangana than the national average and other states.
- Currently, 60.18 lakh women from rural Telangana are registered under MGNREGA, of which 60.18 per cent are active members¹⁰.

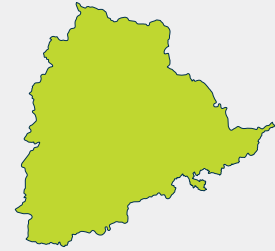
Figure 10: Women Person-days under MGNREGA (in lakhs)



Source: Author's Calculations based on MGNREGA's State Dashboard.

¹⁰ Author's calculation using the state's category wise households/workers (MGNREGA Dashboard).

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CONCLUSION

Telangana demonstrates interesting trends for working rural women – though the PLFS data showcase a significant rise in the share of employed rural women, the proportion of self-employed rural women working as domestic workers, dominantly in agriculture and allied services has increased. There is also a simultaneous decline in women employed in casual work. This decline may indicate the relegation of women earning casual work wages into lower earning avenues within the agriculture and allied services sector through self-employment. This shift could be attributed to the heavy impact the COVID-19 pandemic has had on casual work, and may require further investigation. Despite the shift, high demand for casual labour is witnessed through continued involvement of rural women under MGREGA and other non-public works.

The decline in the urban women's workforce is also witnessed in the overall national trend which could be due to the rise in the burden of domestic responsibilities with the onset of COVID-19, or even women losing jobs to men. This decline is joined with an increase in vulnerable working conditions in regular employment, and female workforce employed in low- to semi-skilled sectors most hit by the pandemic. Intensification of skill development initiatives through government schemes such as the Pradhan Mantri Kaushal Vikas Yojana, Deendayal Antyodaya Yojana-National Urban Livelihoods Mission and work towards acknowledgement and measures to accommodate unpaid household work may help enhance urban women's workforce in Telangana.

The factsheet is prepared by Prakriti Sharma and reviewed by Sona Mitra and Bidisha Mondal, IWWAGE – Lead at KREA University. Copyright @2022

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