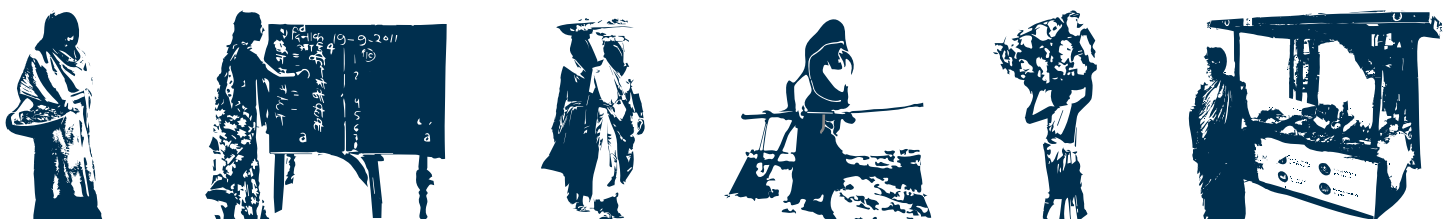
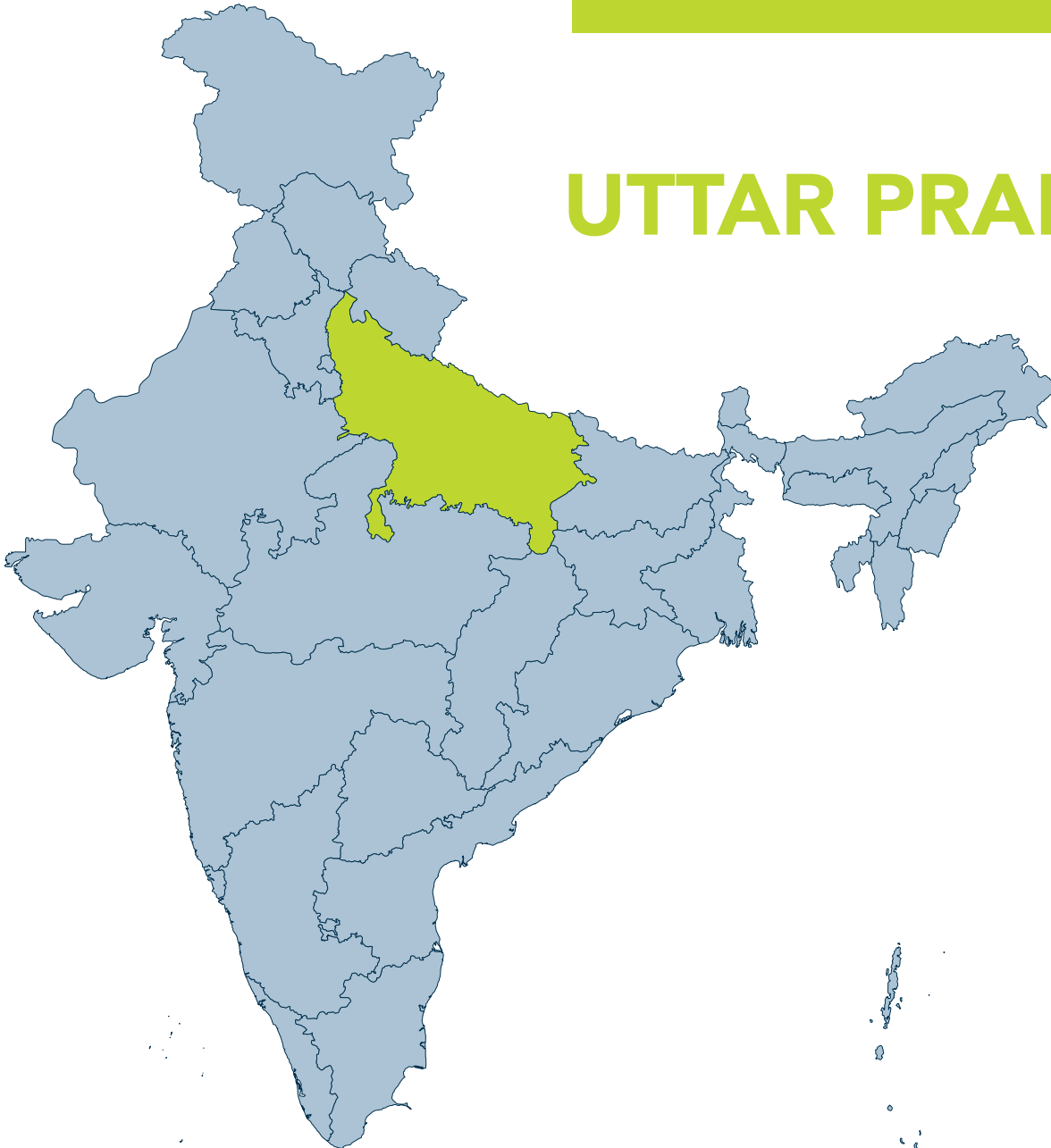


WOMEN'S WORKFORCE PARTICIPATION IN INDIA: **STATEWISE TRENDS**

UTTAR PRADESH



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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Uttar Pradesh

With a population¹ of almost 200 million, Uttar Pradesh (UP) is the fourth largest and the most populous state in India. Census 2011 data show that there are 912 females for every 1,000 males, which is lower than the 940 females for every 1,000 males national average². In 2011, the literacy rate was 77.2 per cent for men and 57.1 per cent for women. In 2020-21, the female unemployment rate³ in rural and urban areas was 1.5 per cent and 13.1 per cent, respectively, as compared to the national figures of around 2.1 per cent and 8.6 per cent. In 2021-22, at current prices, the Gross State Domestic Product (GSDP)⁴ of UP was around INR 17.49 trillion, making it the third largest economy in India. UP's per capita GSDP was around INR 81,398 as compared to the national level which is calculated to be INR 1,72,761. The state continues to be the largest producer of food grains such as wheat, rice, maize and lentils, among others, and accounted for about 17.83 per cent share in the country's total food grain output in 2016-17. Besides that, it ranks as the third highest fabric producing state⁵, generating 13.24 per cent of the national production, producing around 90 per cent of India's carpets and is the largest market for textiles and handlooms. In 2021-22, the tertiary sector⁶ contributed 49 per cent to UP's Gross State Value Added, followed by the primary sector (26 per cent) and secondary sector (25 per cent).



¹India Brand Equity Foundation, 2022 <https://www.ibef.org/states/uttar-pradesh-presentation>

²Census 2011 <https://www.census2011.co.in/census/state/uttar+pradesh.html#:~:text=Sex%20Ratio%20in%20Uttar%20Pradesh%20is%20912%20i.e.%20for%20each,940%20as%20per%20census%202011.>

³Annual Report PLFS 2020-21 <https://dge.gov.in/dge/sites/default/files/Annual%20report/Annual%20Report%20PLFS%202020-21.pdf>

⁴UP Budget Analysis 2022-23: <https://prsindia.org/budgets/states/uttar-pradesh-budget-analysis-2022-23>

⁵Invest India: <https://www.investindia.gov.in/state/uttar-pradesh>

⁶Uttar Pradesh, IBEF <https://www.ibef.org/download/Uttar-Pradesh-March-2021.pdf>

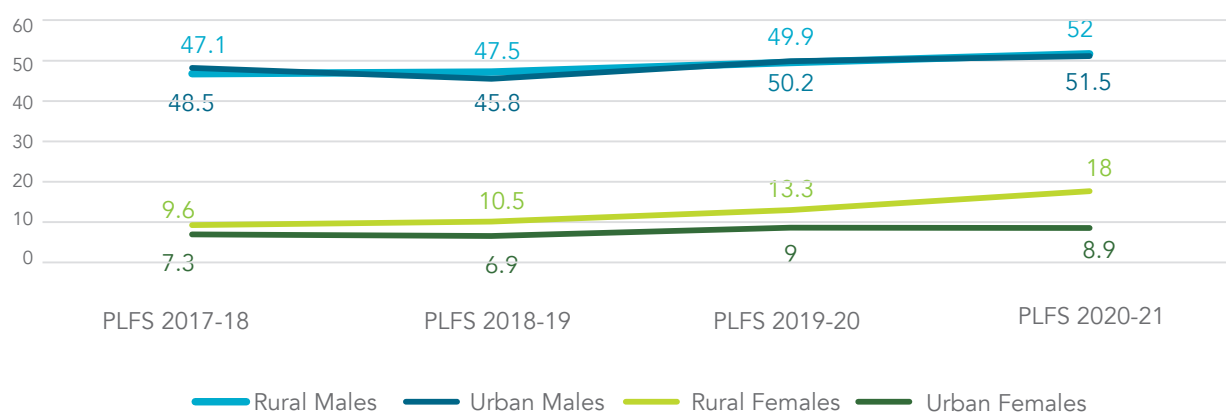
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Trends in Female Workforce Participation Rates

- In 2020-21, rural UP's Female Workforce Participation Rate (FWPR) was around 18 per cent, which is 9.1 percentage points lower than the national average. It was 8.9 per cent in the urban region, 8.1 percentage points lower than the national levels.
- The highest jump can be observed in the rural FWPR where it doubled (8.4 percentage points) between 2017-18 and 2020-21 from 9.6 per cent to 18 per cent, which is primarily due to an increase in the number of Micro, Small and Medium Enterprises (MSMEs) in the state. On the other hand, in the urban region, there was a marginal increase in FWPR from 7.3 per cent to 8.9 per cent in the same reference period.
- There has been a noticeable decrease in male-female gap in the workforce participation by 3.5 percentage points in the rural region. In the urban areas, the trends are different with the gender gap increasing by 1.4 percentage points across the reference period.

Figure 1: Workforce Participation Rate



Source: PLFS 2017-18, PLFS 2018-19, PLFS 2019-20, and PLFS 2020-21, National Sample Survey Office, Ministry of Statistics and Programme Implementation, Government of India. The Work Participation Rate figures are calculated for males and females of all age groups.

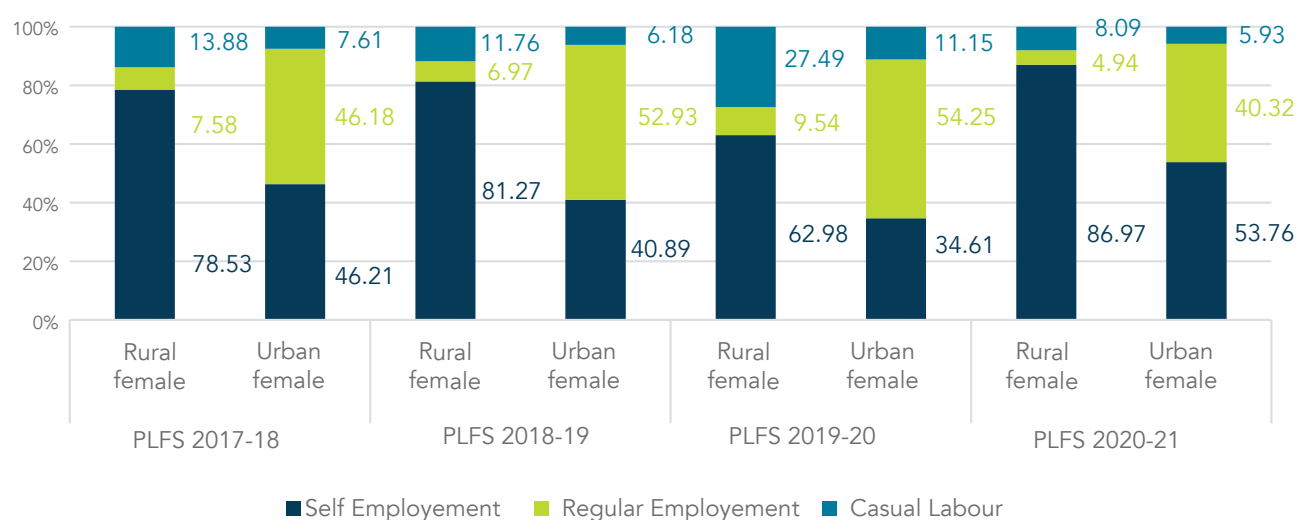
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Distribution of Women Workers by Status of Employment

- The bulk of rural women in UP are self-employed but their urban counterparts are primarily engaged in regular or salaried work. The only exception to this trend has been the year 2020-21, when more women were engaged in self-employment than regular employment in urban areas as well. The proportion of women employed in casual work is higher in rural than in urban areas.
- In the rural areas, the percentage of self-employed women increased from 78.5 to 86.9 per cent between 2017-18 and 2020-21. This can be attributed to an increase in the number of women agricultural laborers⁷ from 75.1 to 90.6 per cent in the same reference period. On the other hand, the number of women engaged in other forms of employment, i.e., regular and casual labour, decreased in the same period from 7.5 to 4.9 per cent and 13.8 per cent to 8 per cent, respectively.
- In the urban areas, the situation seems similar with the number of self-employed women increasing from 46.2 to 53.7 per cent between 2017-18 and 2020-21. The rise in self-employment is associated with an increase in own account workers⁸ from 49.2 to 54.2 per cent in the same reference period. One plausible reason for this increase can be misreporting by unpaid women worker as own account worker. Alongside, female engagement in regular and casual labour has been declining from 46.1 to 40.3 per cent and 7.6 per cent to 5.9 per cent, respectively, in the same period.
- This indicates that women in UP are shifting from regular salaried jobs to self-employment as a result of job loss and necessity to earn some extra income instead of access to opportunities.

Figure 2: Distribution of Women Workers by Status of Employment



Source: Author's estimates using unit level data from PLFS 2017-18, PLFS 2018-19, PLFS 2019-20 and PLFS 2020-21.

⁷Author's estimates using PLFS 2017-18 and 2020-21.

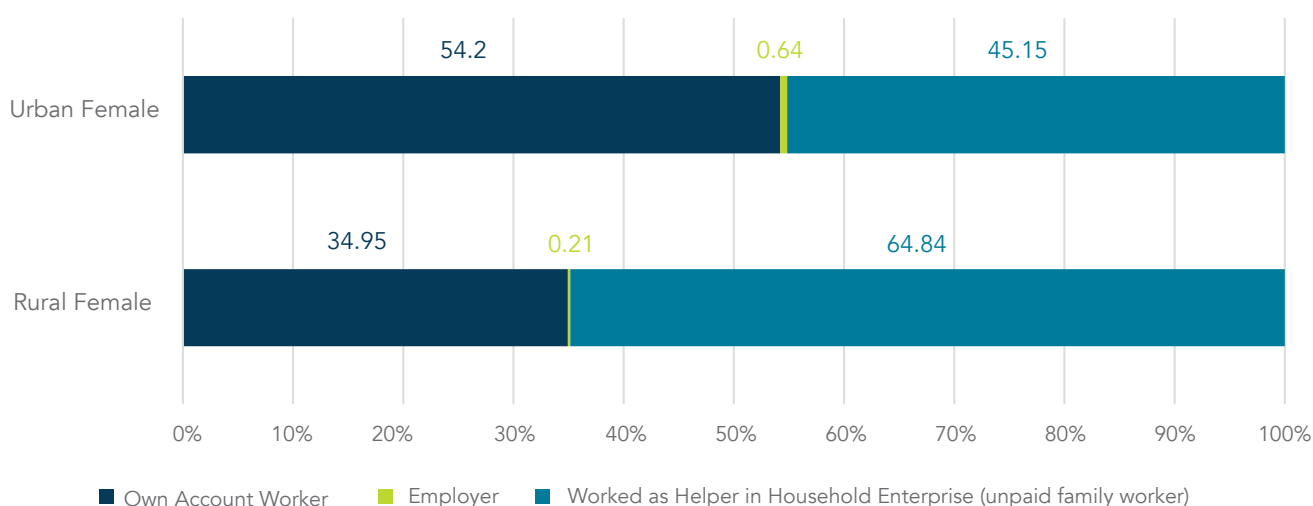
⁸Author's estimates using PLFS 2017-18 and 2020-21

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- The number of women employed as own account workers is larger in the urban region than in the rural region, and they frequently start small enterprises to supplement their income. According to the National Sample Survey (NSS) 73rd round⁹, UP is the leading state with 89.9 lakh MSMEs, accounting for 14 per cent of the total share. Women own 9.7 per cent of MSMEs and the state contributes 6.9 per cent of MSMEs to the country's total women owned MSMEs.
- On the other hand, unpaid women workers are more prevalent in the rural region as compared to the urban region. Interestingly, a very small proportion of women are employers in both the regions across the reference period.

Figure 3: Distribution of Self-employed Women Workers



Source: Author's estimates using unit level data from PLFS 2020-21

⁹Annual Report Ministry of MSME year 2021-22: <https://msme.gov.in/sites/default/files/MSMEENGLISHANNUALREPORT2021-22.pdf>

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Distribution of Self-employed Women Workers by Broad Industry Types

- According to PLFS 2020-21, 86.9 per cent of women in the rural region and 53.7 per cent of women in the urban region are self-employed (Figure 2) with 90.6 per cent of rural women being engaged in agriculture and fishing, 5.3 per cent in manufacturing and 2.7 per cent in wholesale and retail trade.
- The urban region has similar trends with 36.7 per cent women being self-employed in agriculture and fishing, followed by 25.2 per cent in manufacturing and 18.7 per cent in wholesale and retail trade. Women are primarily employed in the production of clothes (51.4 per cent), textiles (23.3 per cent), and tobacco products (12.6 per cent) in the manufacturing sector¹⁰.
- The sector which saw fewer than 10 per cent aggregated women employees are construction, accommodation and food services and education, amongst others, across both regions.

Figure 4a: Self-employed Rural Women Across Industry Groups

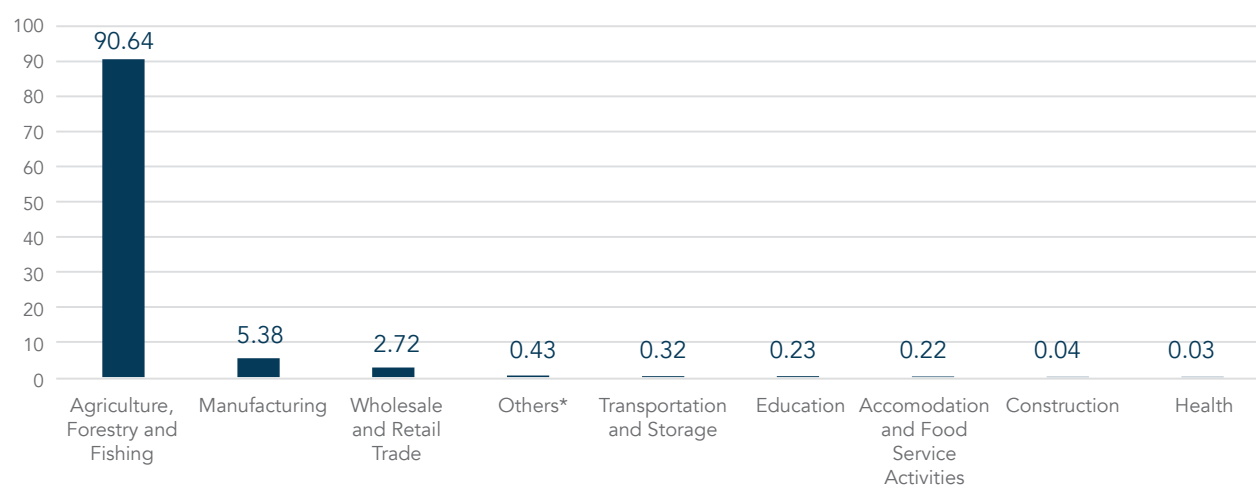
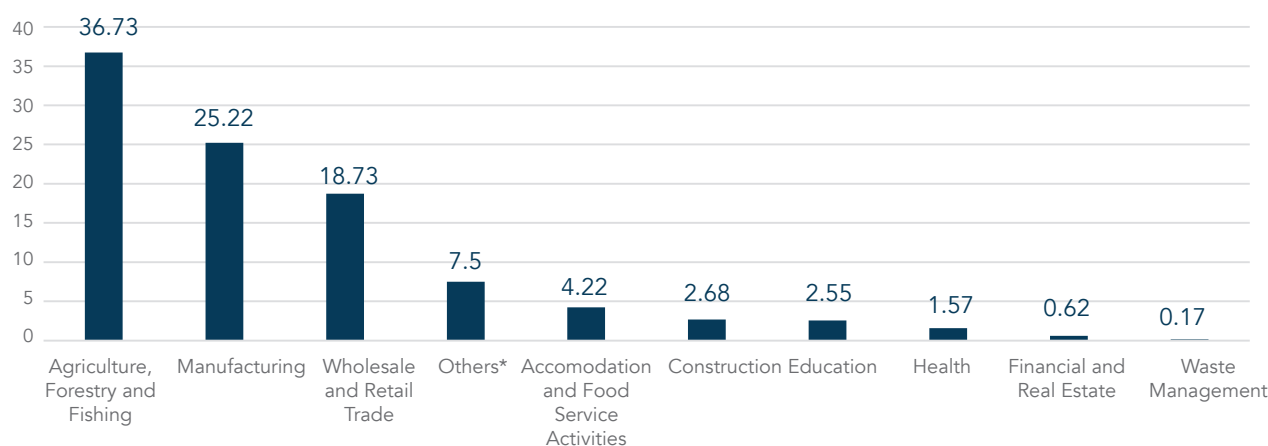


Figure 4b: Self-employed Urban Women across Industry Groups



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

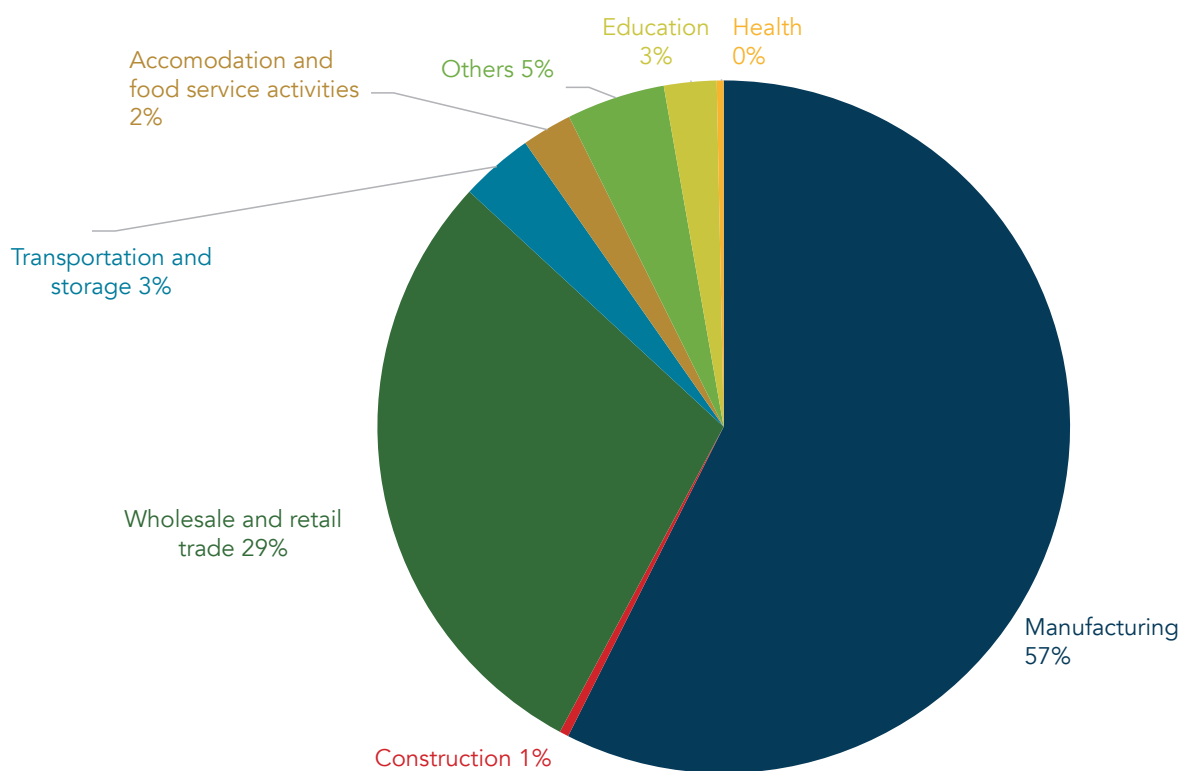
¹⁰Author's estimates using PLFS 2020-21.

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- A deeper examination of the rural non-agricultural sector reveals that the majority of women is involved in manufacturing, wholesale and retail trade and other¹¹ services. Again, in the manufacturing sector, women are engaged in apparel (56.1 per cent), textile (17.5 per cent) and tobacco (11.4 per cent) production¹².

Figure 4c: Self-employed Rural Women across Industry Group in Non-Agricultural Sectors



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

¹¹'Other' 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.

¹²Author's estimates using PLFS 2020-21.

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Distribution of Women Workers by Broad Industry Divisions

- In rural UP, 84 per cent women are engaged in agriculture, forestry and fishing which is higher than the national trends, followed by 4.7 per cent in manufacturing and the remaining spread across different industries.
- In urban UP, trends are similar with 22.8 per cent women involved in agriculture, forestry and fishing, followed by 16 per cent in education and manufacturing.

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

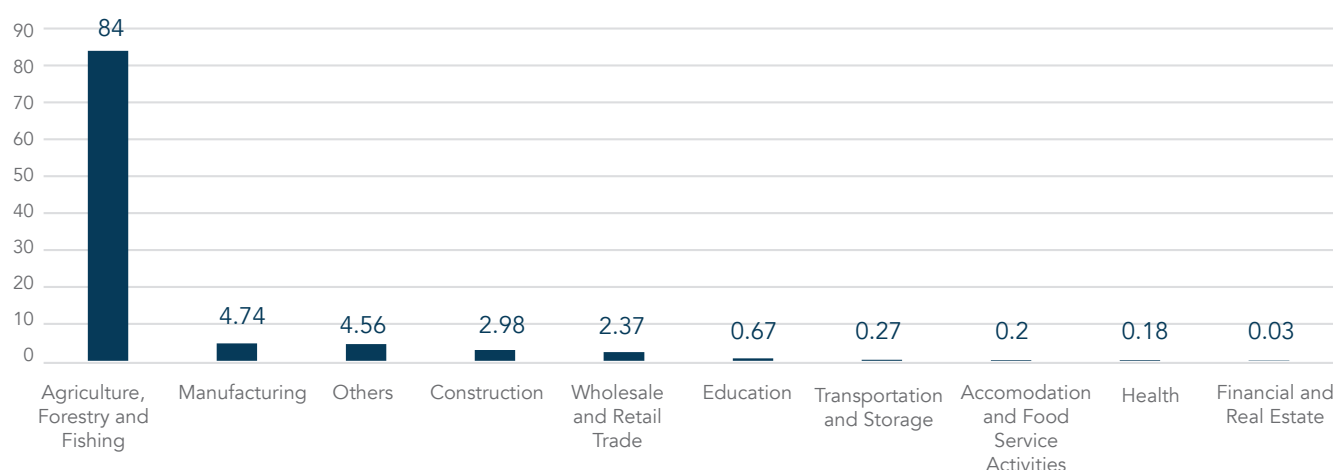
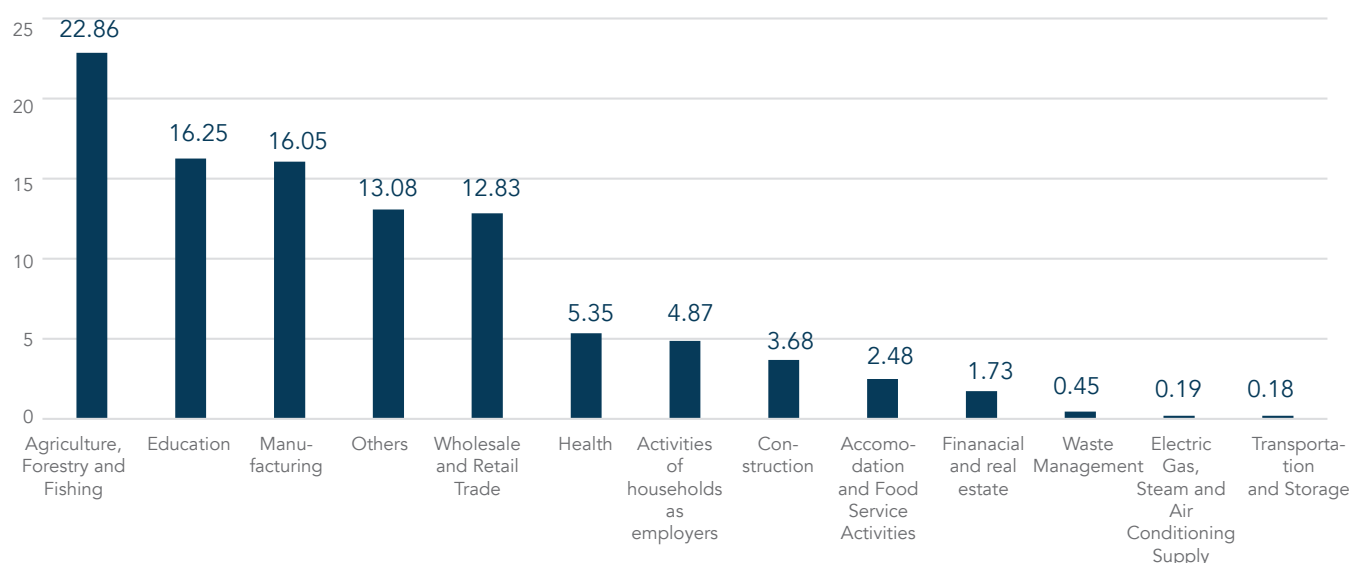


Figure 5b: Industry-wise Distribution of Urban Women Workers



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

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Distribution of Women Workers by Occupation Types

- In rural UP, 78.3 per cent women are involved in skilled agriculture and fishery work. Around 8.8 per cent women are engaged in elementary occupations, which is lower than the national figure of 27 per cent.
- In urban UP, 20 per cent women are involved in skilled agriculture and fishery work as compared to the national figure of 6.7 per cent, followed by 15.5 per cent women in craft and related trade work which is similar to the national figure.
- Across both the regions, less than 10 per cent women are employed as clerks, plant and machine operators and technicians.

Figure 6a: Occupation Types of Rural Women

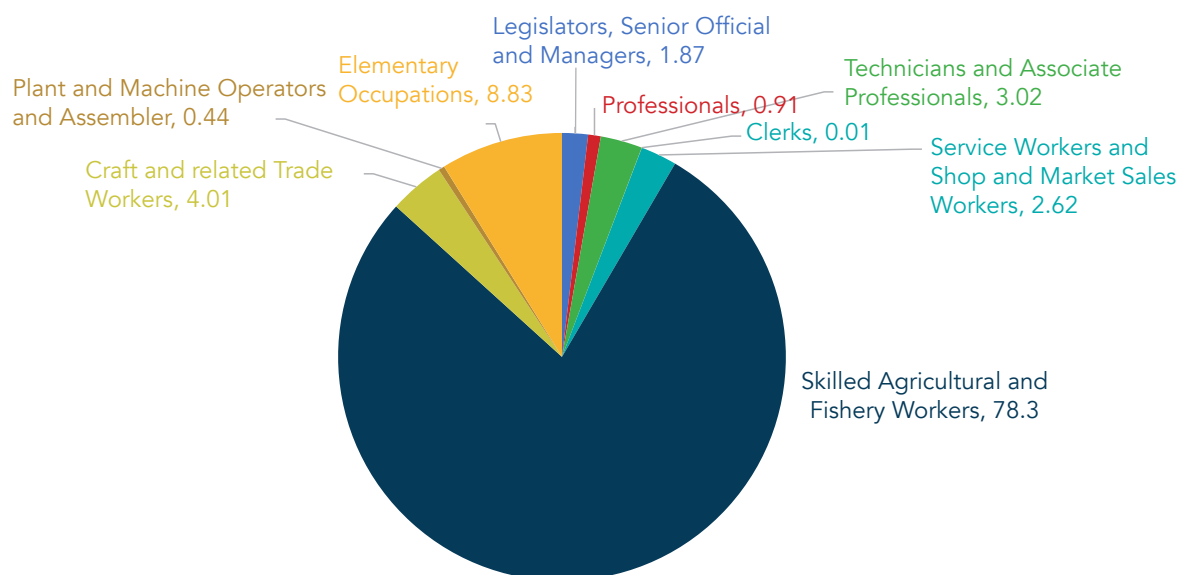
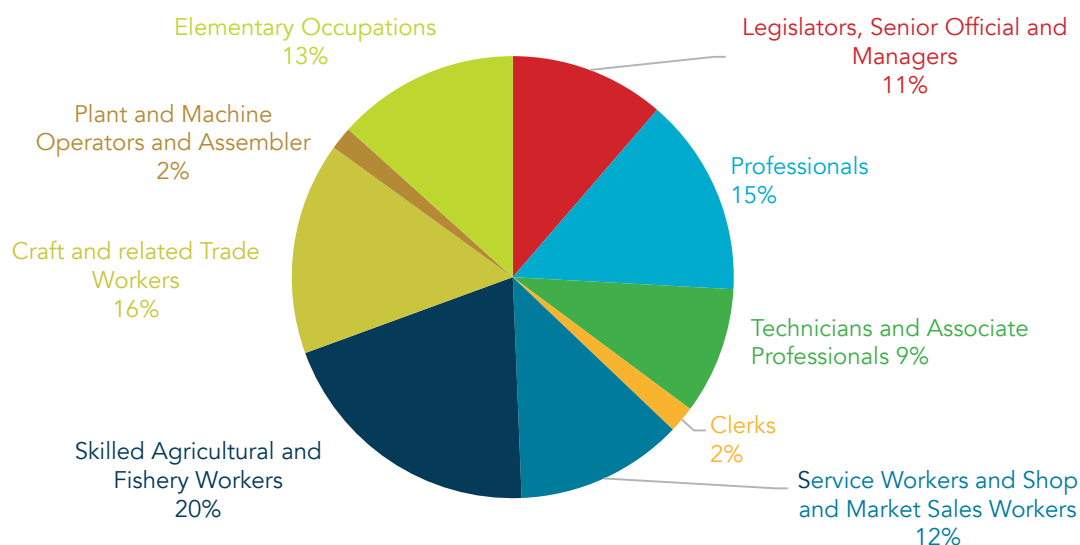


Figure 6b: Occupation Types of Urban Women



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



Distribution of Women Regular Workers by Broad Industry Types

- According to PLFS 2020-21, just 4.9 per cent of women are regularly employed in the rural region, compared to 40.3 per cent in urban regions (Figure 2). In the rural region, around 50.8 per cent women are engaged in the education sector followed by 32.5 per cent in health care and 10.7 per cent in other¹³ activities.
- In the urban region, women are distributed similarly across sectors with 36.8 per cent in education and 21.7 per cent in other¹⁴ activities.
- The sector which saw less than 10 per cent aggregated women workers engaged across both regions are agriculture, forestry and fishing, financial and real estate, and accommodation and food services activities, amongst others.

Figure 7a: Industry-wise distribution of Regular Wage Rural Women

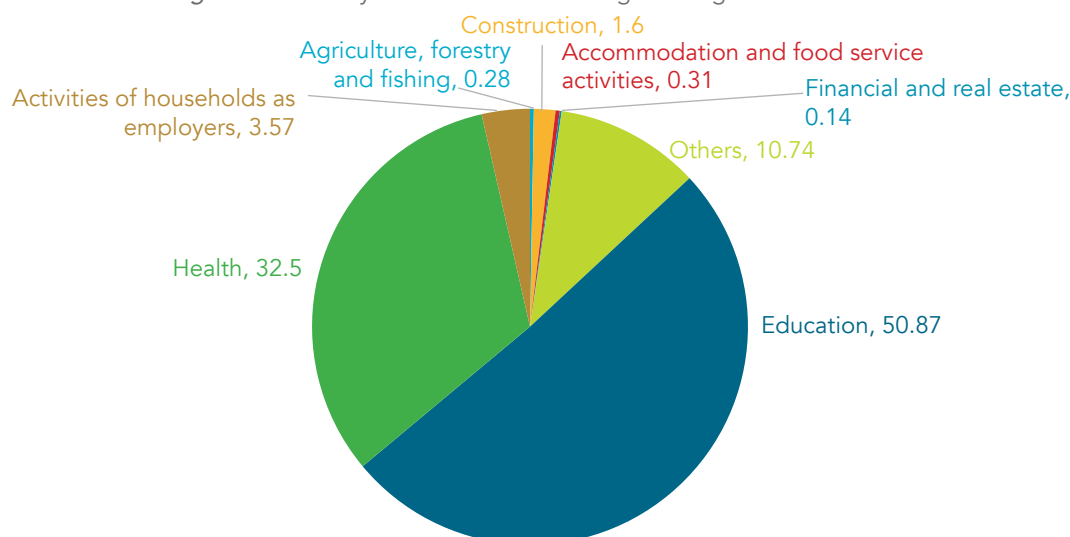
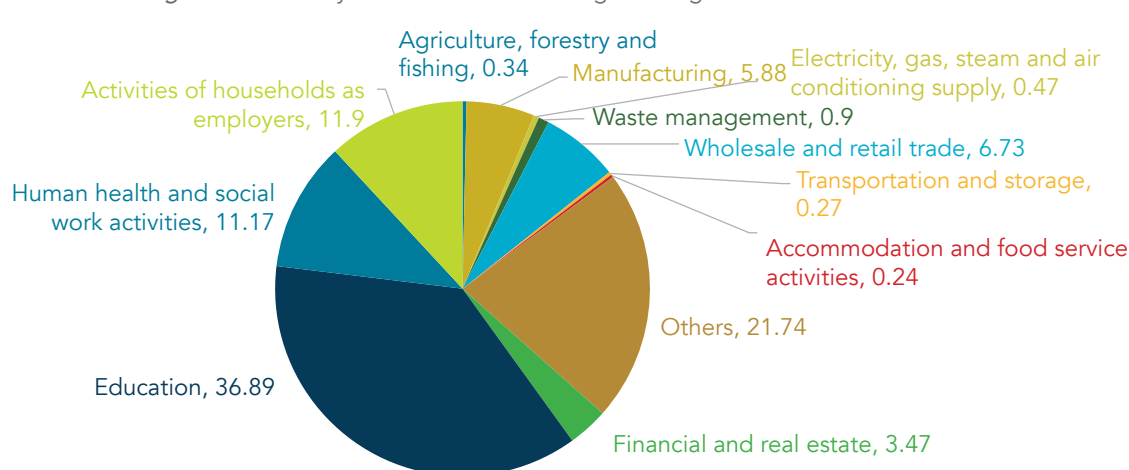


Figure 7b: Industry-wise distribution of Regular Wage Urban Women



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

¹³'Other' 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.

¹⁴Ibid.

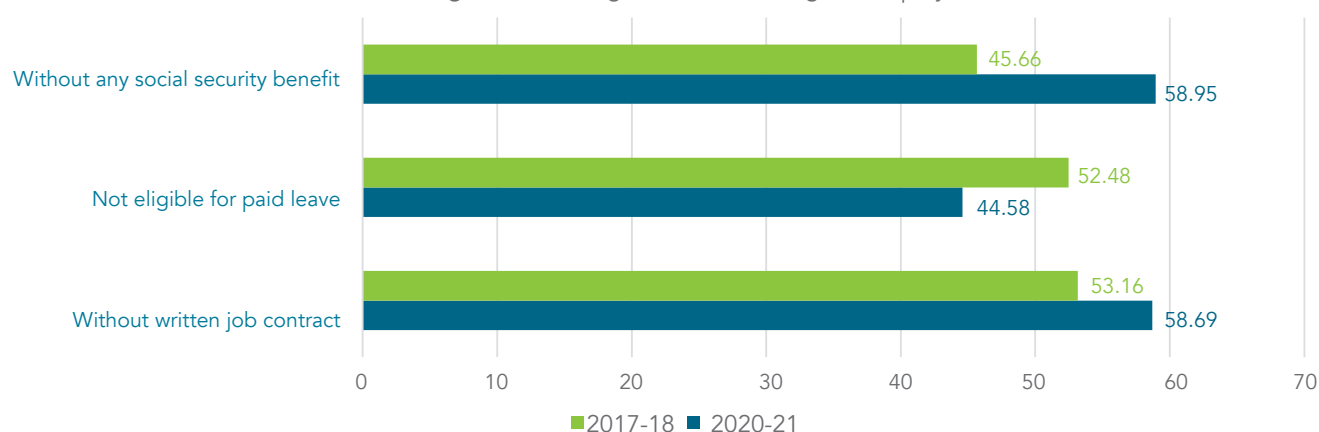
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Condition of Work in Regular Employment

- The number of women employed as regular or salaried employees has been decreasing over the reference period across both urban and rural regions because of vulnerable working conditions.
- The data suggest that there has been a significant increase in the proportion of urban women working in vulnerable conditions. They further show that the percentage of women without written job contracts and social security benefits has increased from 45.6 to 58.9 per cent and 53.1 per cent to 58.6 per cent, respectively, between 2017-18 and 2020-21; in the same period, the percentage of women with access to paid leave declined from 52.4 per cent to 44.5 per cent.

Figure 8: Working Conditions in Regular Employment

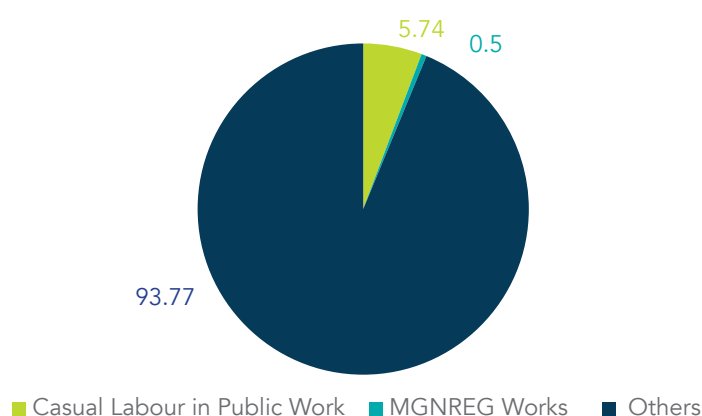


Source: Author's estimates using unit level data from PLFS 2017-18 and PLFS 2020-21.

Women workers in Rural Casual Employment

- According to PLFS 2020-21, 8 per cent of women work as casual labour in the rural region (Figure 2). Around 93.7 per cent women are engaged in non-public work, followed by 5.74 per cent women in public work and a small proportion of 0.5 per cent women benefiting from the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS).

Figure 9: Women Workers in Casual Employment



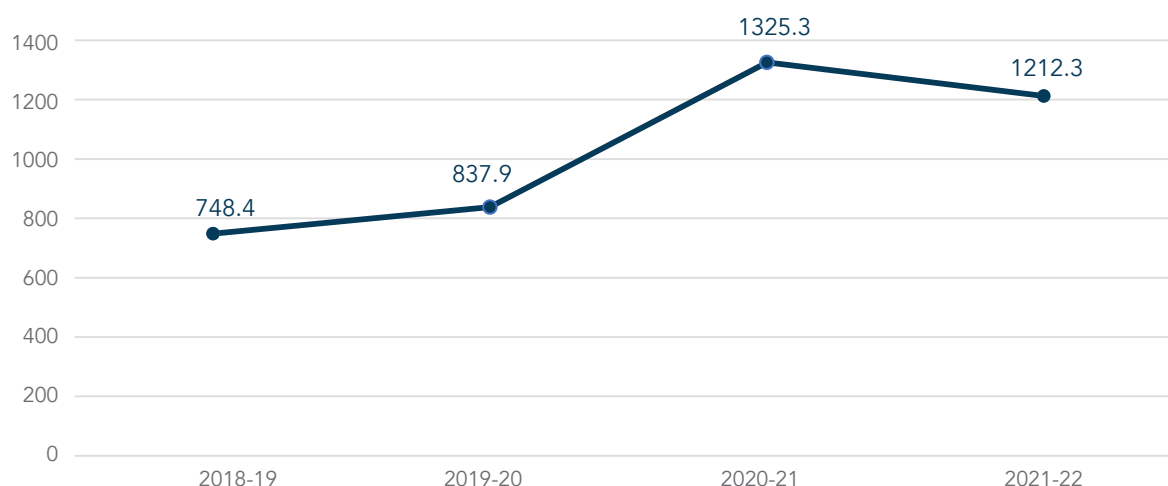
Source: Author's estimates using unit level data from PLFS 2020-21.

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- The number of women person days under MGNREGS in UP are slightly higher as compared to other Indian states. In 2021-22, women person days increased continuously to 1,212.3 lakhs except in 2020-21 where it dipped from 1,325.3 lakhs.
- Currently, 108 lakh women from rural UP are registered under MGNREGS, of which 53.8 per cent are active members¹⁵. The high number of women engaged in MGNREGS work can be ascribed to the state's efforts to appoint 'Mahila mates' from women's Self-Help Groups in every village to ensure support in managing and administering MGNREGS jobs and job location for women¹⁶.

Figure 10: Women Persondays under MGNREGA (in lakhs)



Source: Author's estimates using MGNREGA dashboard¹⁷.

CONCLUSION

In the rural region, UP has made progress toward closing the gender wage gap that has existed for some time, owing to the existence of a fair percentage of women owned MSMEs. However, in the urban context, gender disparity has increased. The number of self-employed women has increased, and the majority of them works in agriculture, fishing and manufacturing sectors and as own account workers. This implies that a large proportion of the women is still dependent on land for their livelihood as small farm labourers. The number of regular salaried women workers is declining due to severe vulnerable conditions across both regions. There is a need to pay attention to the fact that a sizable percentage of women in rural UP are engaged in unpaid family work. Also, the PLFS data show that a small proportion of women is engaged in MGNREGS work, while the MGNREGS dashboard depicts that around 54 lakh women are employed; this disparity requires further study.

¹⁵ Author's estimates using MGNREGA dashboard for 2022-23.

¹⁶ MGNREGA Scheme: Participation of women in rural jobs on the rise, says govt <https://indianexpress.com/article/cities/lucknow/mgnrega-scheme-participation-of-women-in-rural-jobs-on-the-rise-says-govt-8117853/>

¹⁷ MGNREGA Dashboard: https://mnregaweb4.nic.in/netnrega/all_lvl_details_dashboard_new.aspx?Fin_Year=2022-2023&Digest=ftWywJ4W7YWkLDX82gF7Mw

The factsheet is prepared by Suchika Gupta and reviewed by Sona Mitra and Bidisha Mondal, IWWAGE – Lead at KREA University. Copyright @ 2023

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