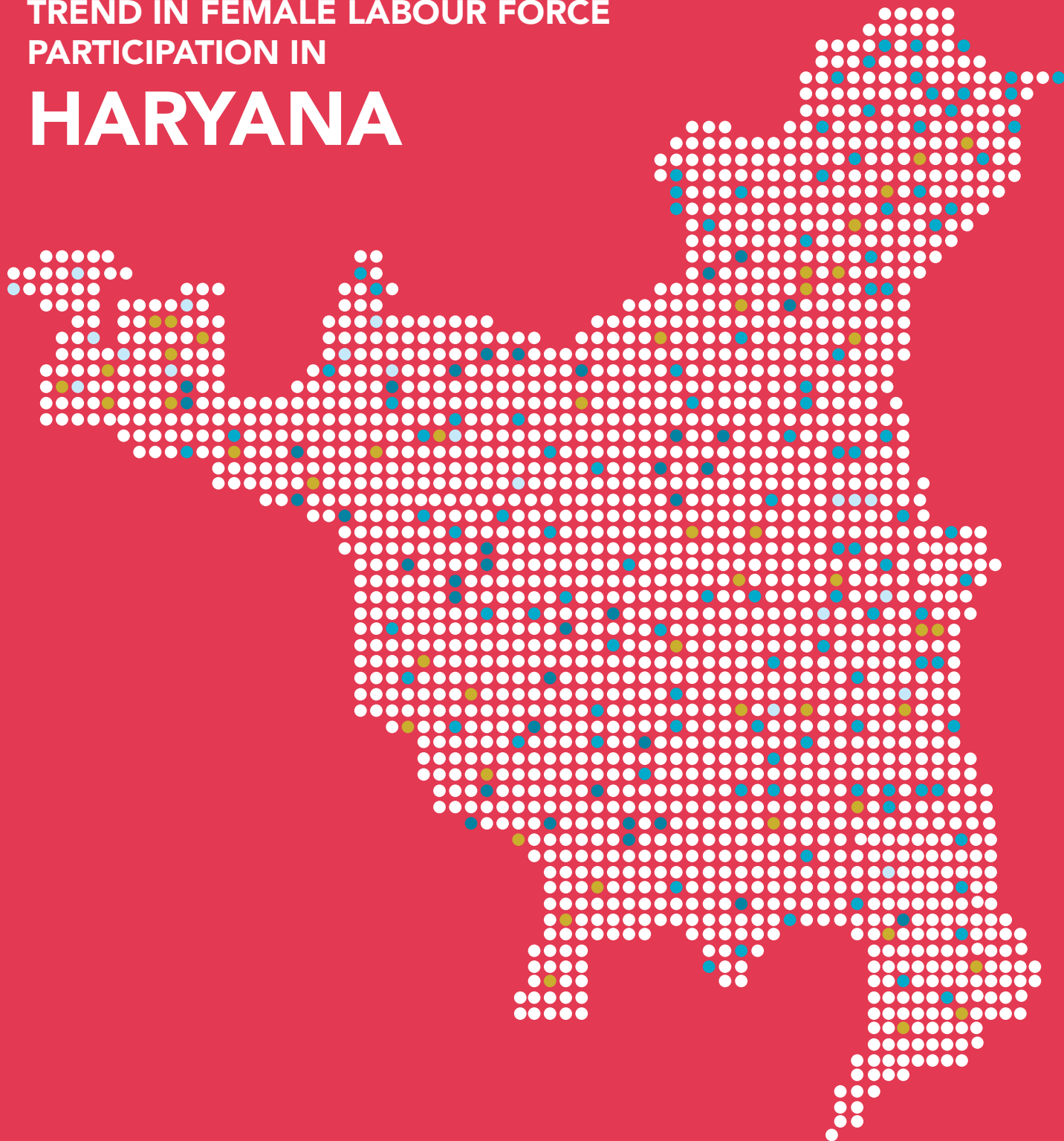


TREND IN FEMALE LABOUR FORCE PARTICIPATION IN HARYANA



This factsheet highlights important aspects of the status of women's employment in Haryana. The factsheets use secondary data provided by the National Sample Surveys' Periodic Labour Force Survey (PLFS), 2017-18 to 2023-24





HARYANA

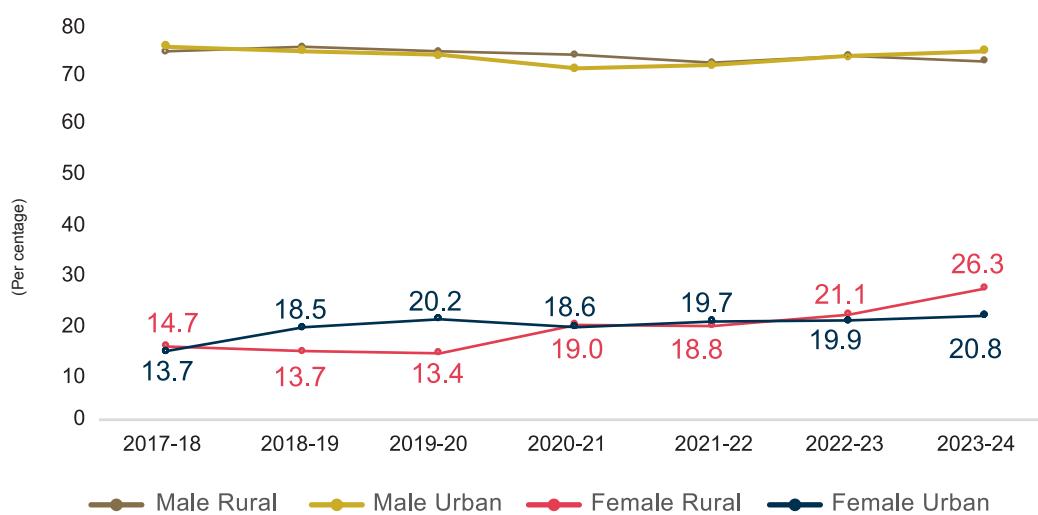
Introduction

The state of Haryana is known for its agricultural prosperity with significant contributions of wheat and rice to the national repository system of surplus food grain. Haryana has made rapid strides in automotive, IT, petrochemicals industries and has been undergoing structural transformation from an agrarian state to industrial state. Despite covering only 1.3 per cent of the country, the state contributed 3.7 per cent to the National Gross Domestic Product at real prices as per Quick Estimates of 2022-23.¹ Despite the state's economic progress, it continues to grapple with high unemployment rates, particularly among youth and women. There has been a growing discontent over the quality and availability of formal jobs in particular. Structural issues such as limited absorption by the private sector, continued farm distress and reliance on agricultural allied activities remain central concern.² This factsheet analyses the evolving patterns on female labour force participation in Haryana from 2017-18 to 2023-24, highlighting sectoral trends, occupational segregations and barriers to join the workforce.

Trends in Female Labour Force Participation Rates

- Since 2018-19, rural FLFPR has shown a steady increase- rising from 13.7 per cent to 26.3 per cent by 2023-24, despite a temporary dip during the pandemic. In contrast, rural male LFPR has remained relatively stable, with a slight decline from 73.9 per cent to 71.9 per cent over the same period.
- In urban Haryana, the Female Labour Force Participation Rate (FLFPR) began to rise from 2017-18, increasing from 13.7 per cent to 20.8 per cent by 2023-24. In contrast, the LFPR for men declined slightly during the same period, from 74.9 per cent to 73.9 per cent.

Figure 1: Trend in LFPR from PLFS 2017-18 to 2023-24



*For ages 15 years and above

Distribution of Women Workers by Status of Employment

- In rural Haryana, the share of self-employed women has grown substantially- from 50.1 per cent in 2017-18 to 68.3 per cent in 2023-24. This rise in self-employment has been accompanied by a sharp decline in casual employment among women, which has nearly halved over the same period. Notably, the proportion of women in regular salaried employment had temporarily increased to 24.2 per cent in 2020-21 but has since declined to 16.6 per cent by 2023-24.

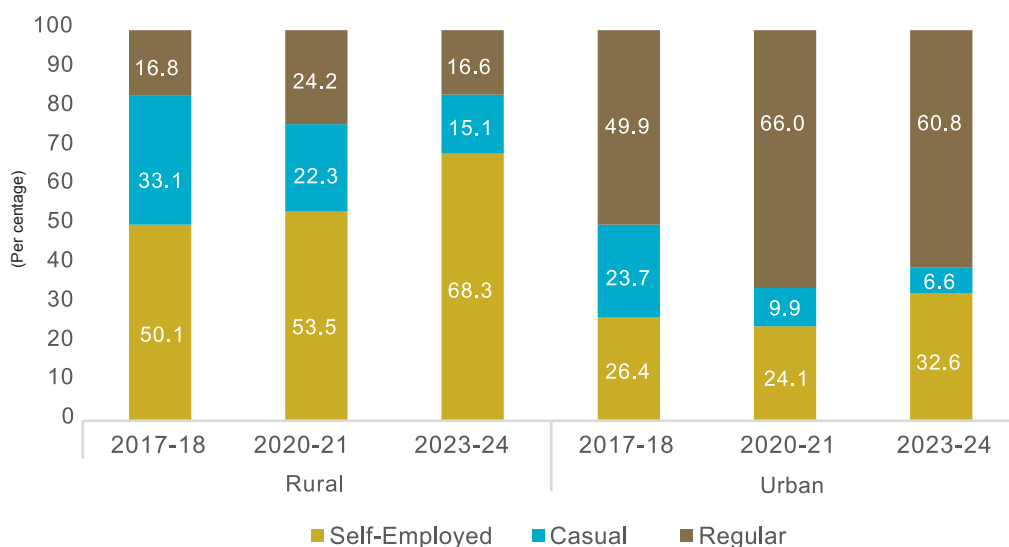
¹ GOVERNMENT OF HARYANA & DEPARTMENT OF ECONOMIC AND STATISTICAL AFFAIRS, HARYANA. (2024). Economic Survey of Haryana 2023-24 (Report Publication No.1356). DEPARTMENT OF ECONOMIC AND STATISTICAL AFFAIRS, HARYANA. <https://static.investindia.gov.in/s3fs-public/2024-04/Haryana%20Economic%20Survey%202023-24.pdf>

² Hooda, B. S. (2022, January 18). Unemployment in Haryana needs to be addressed - The Tribune. The Tribune. <https://www.tribuneindia.com/news/comment/unemployment-in-haryana-needs-to-be-addressed-362208/>



- Self-employment among urban women increased only marginally, from 26.4 per cent to 32.6 per cent between 2017-18 and 2023-24. Contrary to the national trend, the proportion of regular employed women increased from 50 per cent to 60 per cent. At the same time, the proportion of casual employed women decreased significantly from 23.7 per cent to 6.6 per cent.

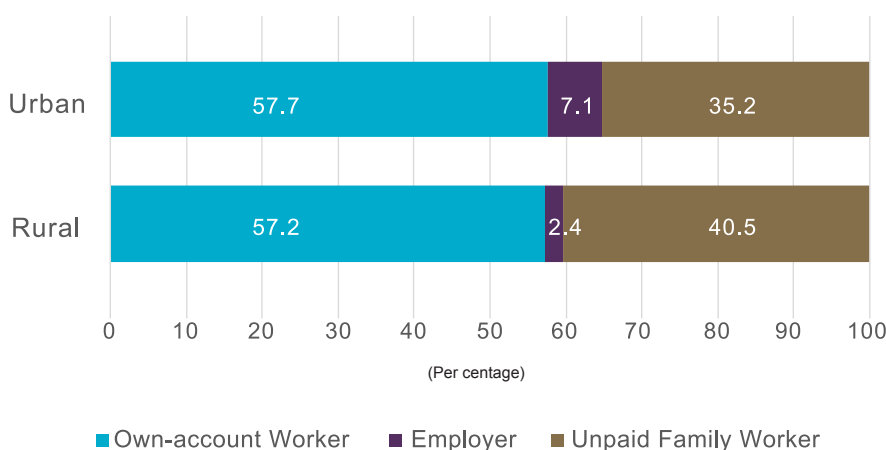
Figure 2: Women Workforce Distribution across Type of Employment



*For ages 15 years and above

- In rural Haryana, 57 per cent of self-employed women are own-account workers, while 40.5 per cent are unpaid family workers, indicating a higher proportion of women engaged in unpaid work. However, this varies from national trends that constitute larger shares of unpaid family labour than own-account workers.
- In urban areas, 57 per cent of self-employed women are own-account workers, and 35 per cent are unpaid family workers. There is a significant proportion of women (7.1 per cent) engaged as employers in this category. These values are much higher than national trends and even some other states, suggesting a unique pattern of female entrepreneurship. This trend may be influenced by Haryana's targeted women-centric initiatives such as the Matrushakti Udyamita Yojana³ which supports women's economic participation through accessible financing. The scheme offers loans up to Rs. 5 lakh without collateral, and includes a three-month moratorium period.

Figure 3: Distribution of Self-Employed Women



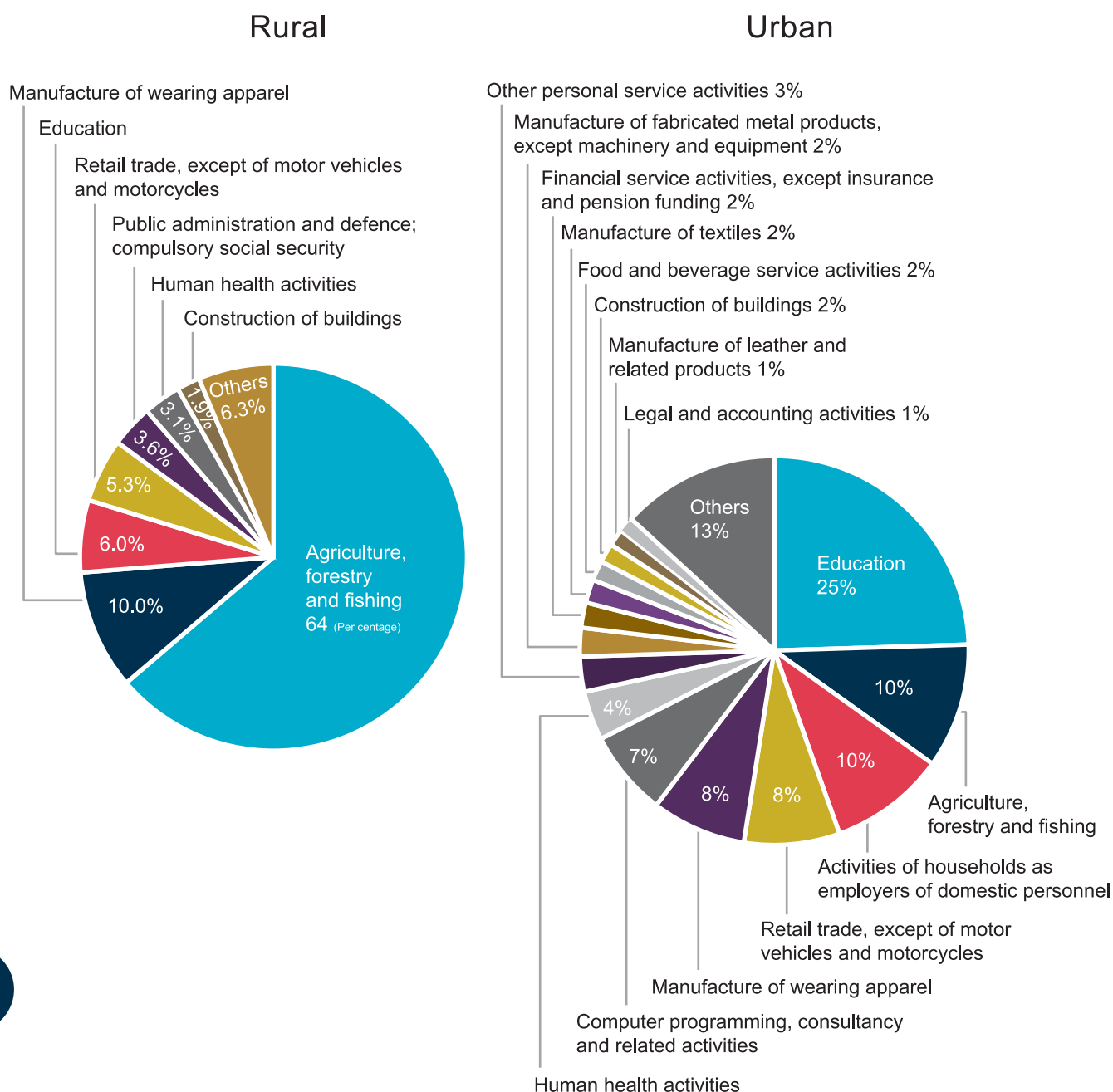
*For ages 15 years and above

³Haryana Women Development Corporation Limited, Haryana, India. (n.d.). <https://www.hwdcl.org/matrushakti.php>

Distribution of Women Workers by Broad Industry Divisions

- In the rural female workforce of the state, 63.8 per cent are employed in agriculture and allied activities, followed by manufacturing of wearing apparel and education, with a 10 per cent and 6 per cent share respectively. The share of women in agriculture is much lower in Haryana compared to the national numbers.
- In urban areas, 24.5 per cent of the female workforce is employed in education. These estimates are almost doubled than the all India values of urban women working in education. Followed by education, the urban women workforce composition includes agriculture (10.4 per cent) and domestic workers (9.7 per cent).

Figure 4: Distribution of Women Workforce by Broad Industry Divisions



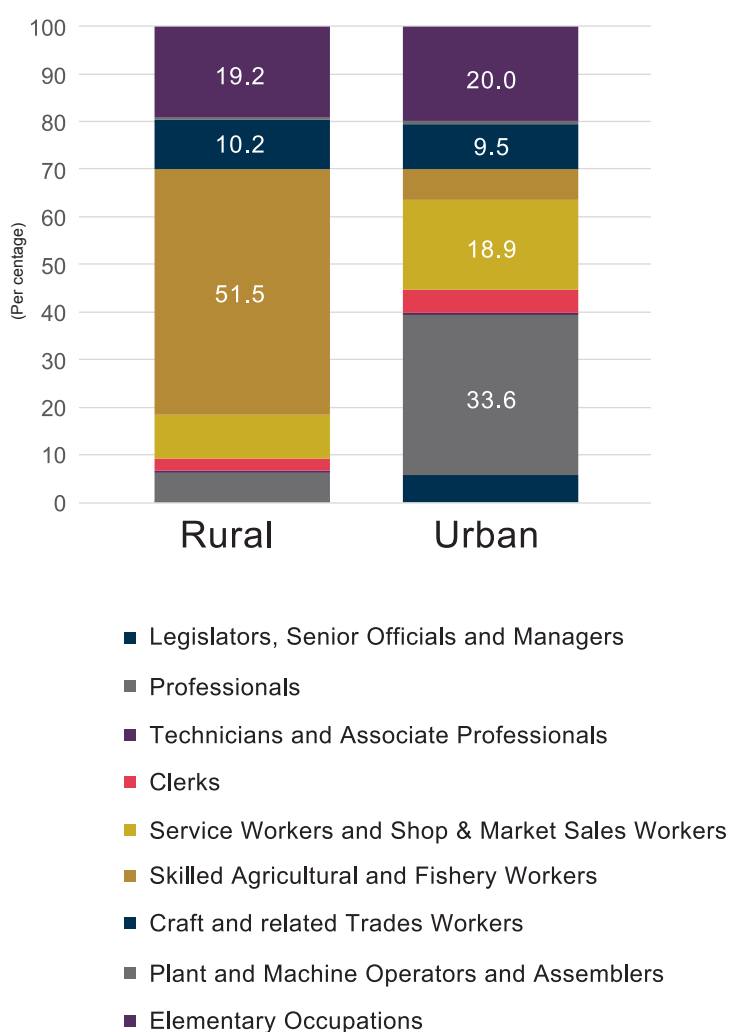
*For ages 15 years and above



Distribution of Women Workers by Occupation Types

- In rural areas, skilled agricultural and fishery work (51.5 per cent) is the primary occupation for women workers, followed by elementary occupations (19.2 per cent).
- In urban areas, professional workers have the highest share (33.6 per cent) which is in contrast to the all India values of professionals (18.3 per cent). Elementary occupations (20 per cent) holds the second highest share of women workforce in urban Haryana. Overall, elementary occupations form a major share of women's employment in both the geographies.

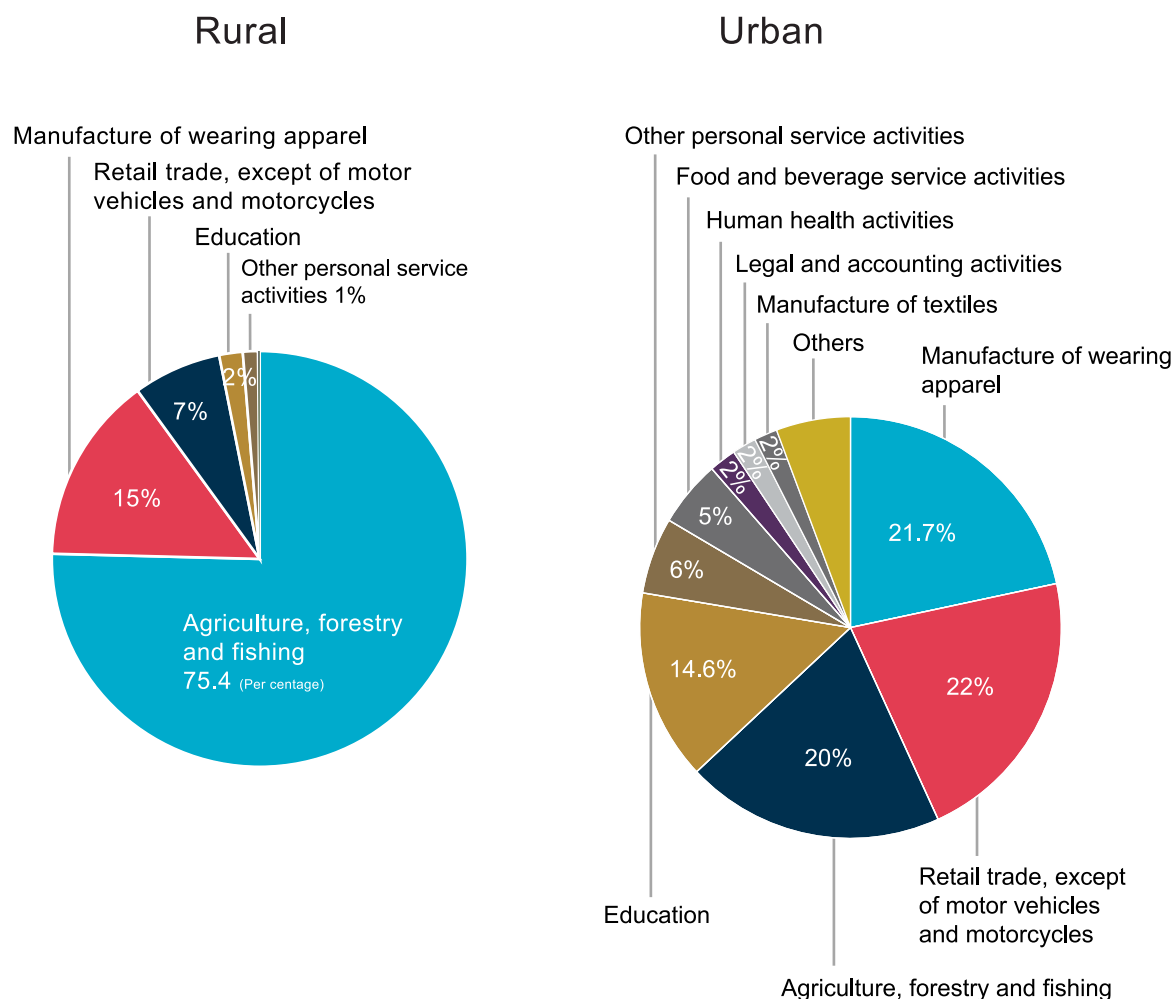
Figure 5: Occupational Classification of Women Workers



Distribution of Self-employed Women Workers by Broad Industry Types

- In rural Haryana, 75.4 per cent self-employed women are engaged in agriculture, forestry and fishing activities. This is followed by manufacturing of wearing apparel (14.6 per cent).
- In urban Haryana, self-employed women are engaged equally in three types of occupations. These occupations include- manufacturing of wearing apparel (21.7 per cent), retail trade (21.5 per cent), and agriculture (19.8 per cent).

Figure 6: Distribution of Self-employed Women Workforce by Broad Industry Types

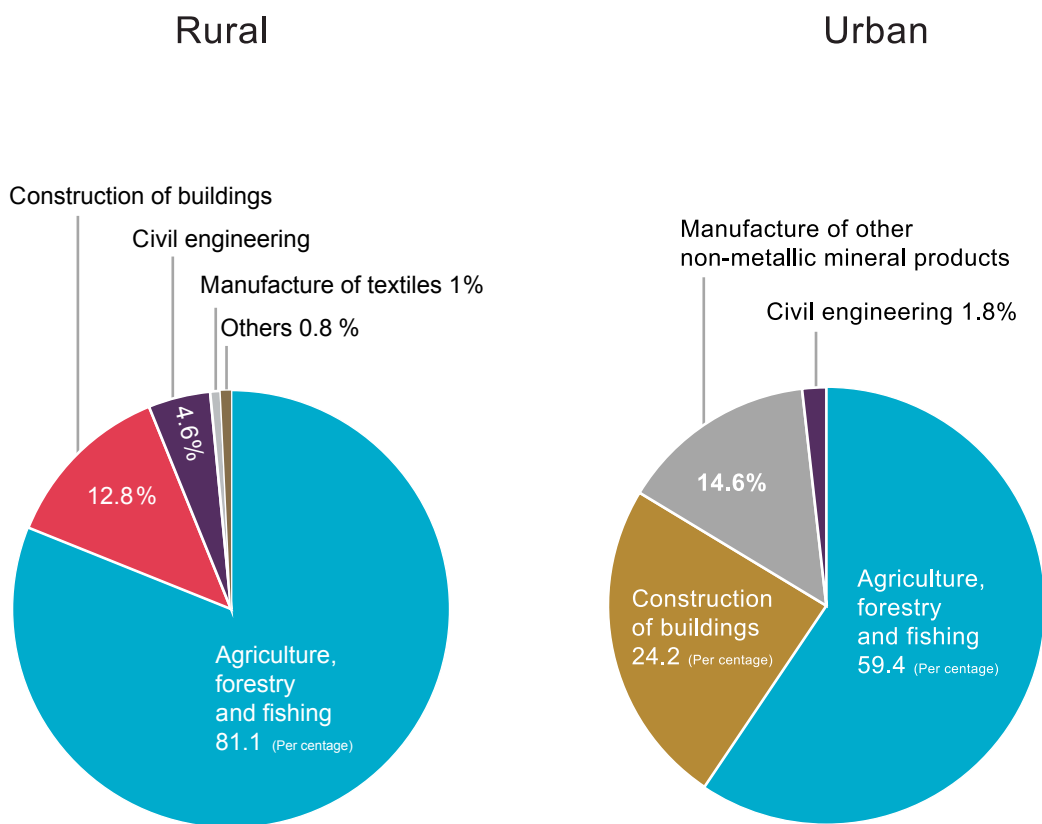


*For ages 15 years and above

Distribution of Casual Women Workers by Broad Industry Types

- Following the national trend, in rural regions of the state, 81 per cent of the casual women workforce are in agriculture followed by construction of buildings with the share of 12.8 per cent.
- The urban region, nearly 60 per cent of the casual women workers workforce are in agriculture, followed by construction of buildings (24.2 per cent). These trends also align with the national trends.

Figure 7: Distribution of Casual Women Workforce by Broad Industry Types

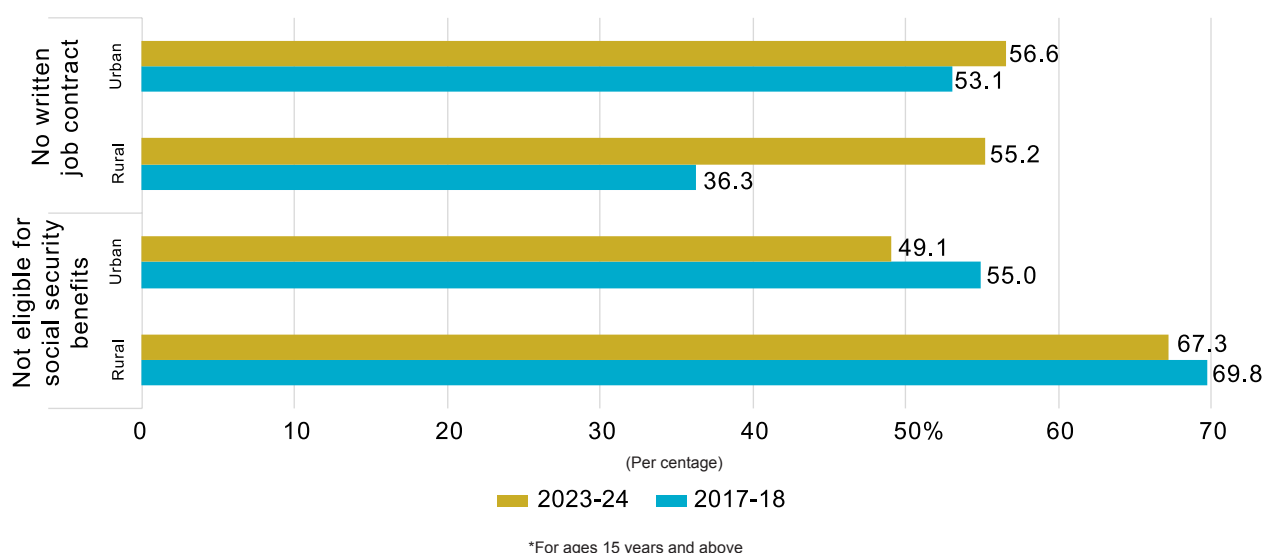


*For ages 15 years and above

Condition of Work in Regular Employment

- Between 2017-18 and 2023-24, access to social and job security among regular salaried women has remained limited, especially in rural areas.
- Between 2017-18 and 2023-24, the share of regular salaried women without access to social security benefits declined modestly- from 70 per cent to 67 per cent in rural areas, and from 55 per cent to 49 per cent in urban areas. However, despite this improvement, the proportion remains higher than the national average in rural regions, indicating persistent gaps in social protection for women in these areas.
- In terms of job insecurity, there has been an increase in it from 2017-18 to 2023-24, contrasting the national trend which shows a decrease.

Figure 8: Presence of Social Security and Job Contracts-For Regular Salaried Women



Reason for Not Being in the Labour Force

- In rural areas of the state, the proportion of women citing childcare and domestic chores as the primary barrier to labour force participation has decreased slightly, from 59.2 per cent in 2022-23 to 57.8 per cent in 2023-24.
- Similarly, in urban areas of the state, the proportion of women citing childcare and domestic chores as the primary barrier has decreased from 68.3 per cent to 65.5 per cent within a year. At the same time, the proportion of women citing 'want to continue studying' as a reason for not being in the labour force rose slightly from 16.1 per cent to 17.3 per cent. This modest shift could indicate a growing aspiration for higher education.

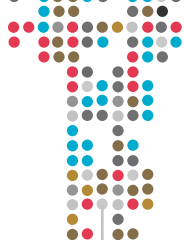
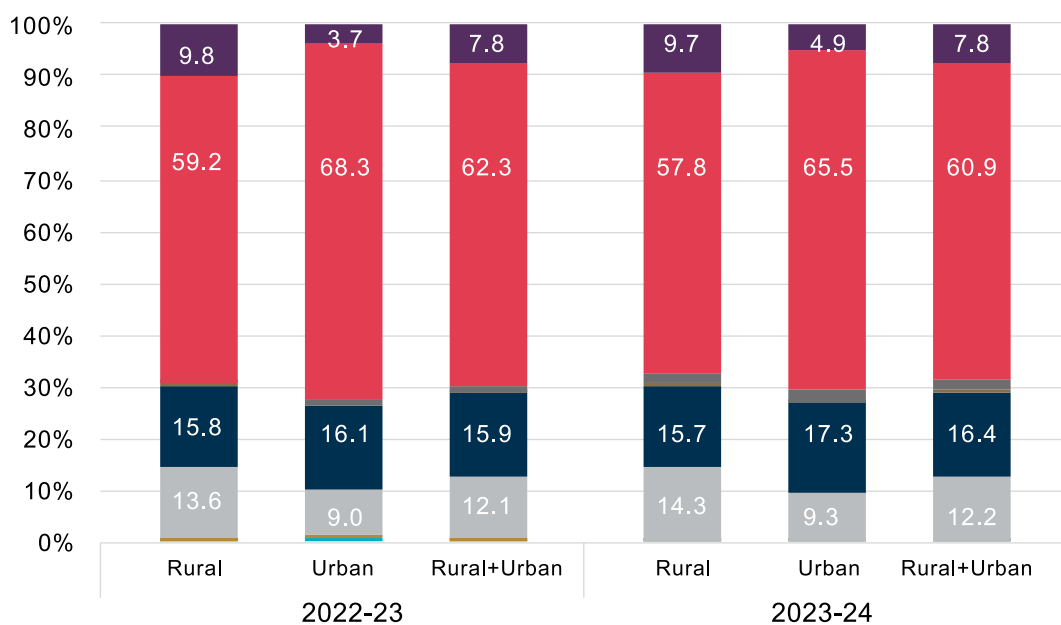


Figure 9: Reason For Not Being in the Labour Force



- Did not have the request train/qualification/age for work
- Health/age related reason
- Social reasons
- Child care/personal commitments in home making
- Non availability of work a convenient location
- Want to continue study
- Finacially well-off
- Others

Conclusion

Between 2017-18 and 2023-24, Haryana witnessed a marked increase in female labour force participation rates, driven by both urban and rural areas. In the state, the rise in self-employment among women aligns with the national trends, but there are certain unique and noteworthy features that merit attention. This includes- increase in salaried employment among women, especially in education and as professionals and a relatively higher share of employers, contrasting with national trends. There is growing evidence supporting the U-shaped relationship between education and female labour force participation in Haryana. Women with higher levels of education, particularly in urban areas, exhibit higher participation rates in formal sector opportunities in fields like education and healthcare⁴. This could be the potential reason why women perform significantly better in urban Haryana in professional roles.

Occupational patterns continue to reflect segmentation in agriculture and low paying elementary jobs, revealing barriers to upward mobility. However, an encouraging sign is the decline in the number of women citing childcare responsibilities as the primary reason for staying out of the workforce. This decline can most likely be the result of the expanding care infrastructures under the Haryana State Creche Policy 2022. Strengthening care infrastructure has been key to sustaining women's economic engagement, particularly, among mothers of young children.

Additionally, in order to encourage women's employment in the IT sector, permission under Punjab Shops and Commercial Establishments Act, 1958 have been relaxed, allowing measures such as relaxed night shifts for women to work at night. These exemptions have benefited over 35,000 women employees, while ensuring that their employers take full responsibility for their security and transportation. Overall, while the state faces structural challenges- limited job security, occupational segmentation and high presence of unpaid labour, the state exhibits potential to enable equitable participation of women by continuing investments in care infrastructure, skilling, and social protection.

⁴ Choudhary, P., Kumari, P., & Singh, M. (2023). Determinants of Women's workforce participation in Haryana: An Empirical analysis using PLFS data. REDVET - Revista Electrónica De Veterinaria, Vol 24(No. 4), 464–465. <http://www.veterinaria.org>

⁵ GOVERNMENT OF HARYANA & DEPARTMENT OF ECONOMIC AND STATISTICAL AFFAIRS, HARYANA. (2025). Economic Survey of Haryana 2024-25 (Report Publication No.1385). DEPARTMENT OF ECONOMIC AND STATISTICAL AFFAIRS, HARYANA. <https://cdnbbsr.s3waas.gov.in/s32b0f658cbffd284984fb11d90254081f/uploads/2025/03/20250317378593833.pdf>



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