

TREND IN FEMALE LABOUR FORCE PARTICIPATION IN GUJARAT



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





GUJARAT

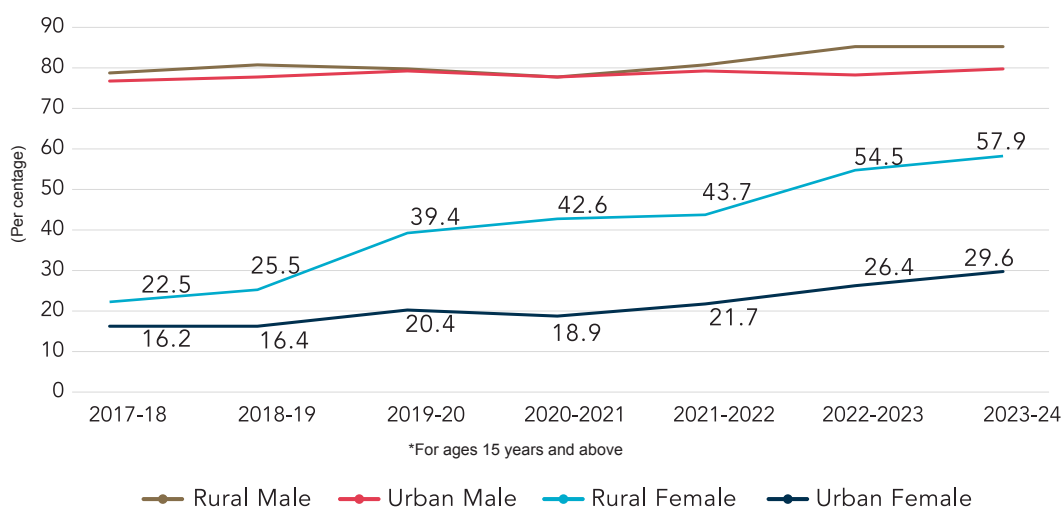
Introduction

As one of India's most industrialised states, Gujarat exhibits a Female Labour Force Participation Rate (FLFPR) that surpasses the national average. This higher participation can be attributed to a convergence of governmental policies and schemes aimed at empowering women economically. Notably, the *Mukhyamantri Mahila Utkarsh Yojana* provides crucial financial support to women's *Self-Help Groups* (SHGs), fostering collective entrepreneurship and financial inclusion at the grassroots level. Complementing this, the *Mahila Swavalamban Scheme* directly targets women below the poverty line, offering access to loans designed to facilitate their economic upliftment and self-reliance. Furthermore, the state government actively promotes women's entrepreneurship through dedicated training programmes and awareness campaigns, equipping them with the necessary skills and knowledge to establish and manage their own ventures^{1,2}. Given this context of an elevated FLFPR, potentially fueled by targeted government interventions and distinct employment trends, this fact sheet will present the characteristics of women's employment in Gujarat, utilising the data provided by the Periodic Labour Force Survey (PLFS) 2023-24. This analysis will delve into the nature of the jobs women are engaged in, the sectoral distribution of their employment, and other pertinent indicators to provide a comprehensive understanding of the nuances within Gujarat's female workforce.

Trends in Female Labour Force Participation Rates

- Gujarat has experienced an increase in its FLFPR in rural areas, rising from 43.7 per cent in 2021-22 to 58 per cent in 2023-24.
- For urban areas the FLFPR rose from 22 per cent in 2021-22 to 30 per cent in 2023-24.
- Consistent with the national trend, the increase in FLFPR in Gujarat is particularly noticeable in rural areas, where it has risen significantly from 22.5 per cent to 58 per cent between 2017-18 and 2023-24.
- The FLFPR in the urban region rose from 16.2 per cent to 29.6 per cent over the seven years.

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

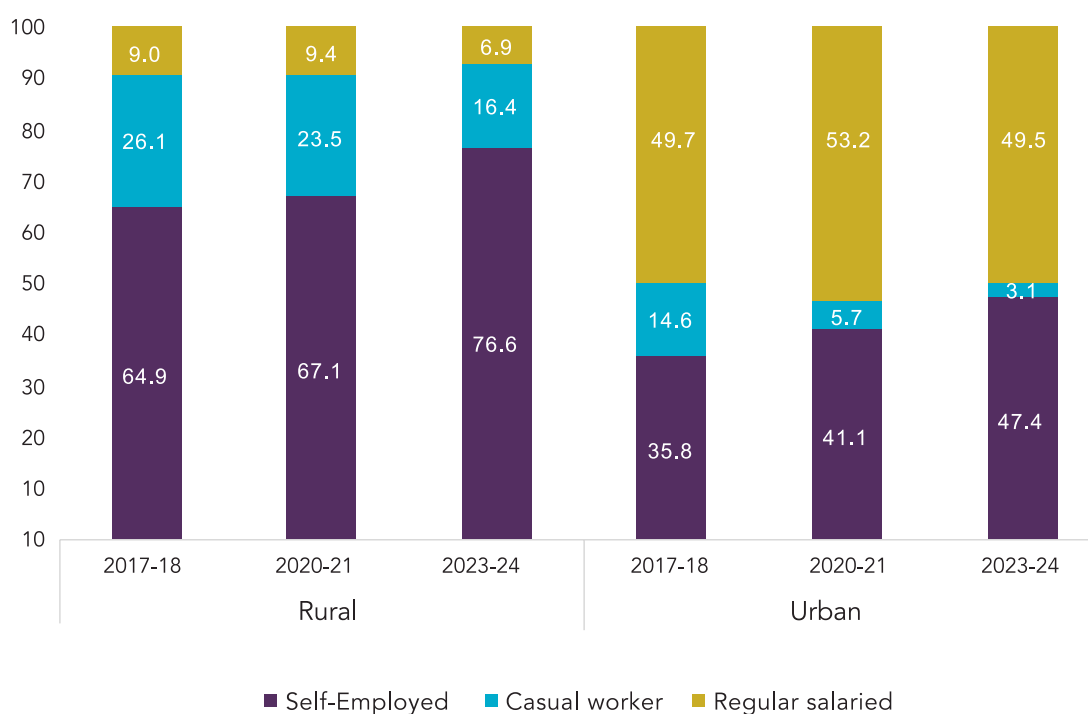




Distribution of Women Workers by Status of Employment

- In rural areas, the proportion of self-employed women workers remained high, increasing from 65 per cent in 2017-18 to 77 per cent in 2023-24. Consequently, the proportions of casual and regularly salaried workers consistently declined between 2017-18 and 2023-24.
- In urban areas, the percentage of women engaged in self-employment increased from 36 per cent in 2017-18 to 47.4 per cent in 2023-24. Simultaneously, the proportion of women in casual employment declined significantly from 14.6 per cent to 3 per cent over the same period, mirroring the national pattern. Furthermore, contrary to the overall trend in India, the percentage of women in regular salaried work remained stable at 50 per cent between 2017-18 and 2023-24.

Figure 2: Trend in Women Workforce across Type of Employment

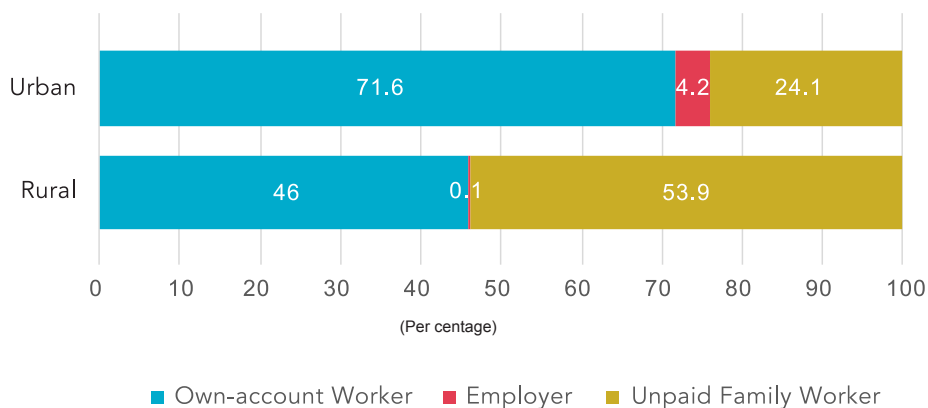


*For ages 15 years and above

- In rural Gujarat, the majority of self-employed women are unpaid family workers, constituting over 54 per cent of this group. The urban regions exhibit more than 71 per cent of the own account self-employed female workforce.



Figure 3: Distribution of Self-Employed Women



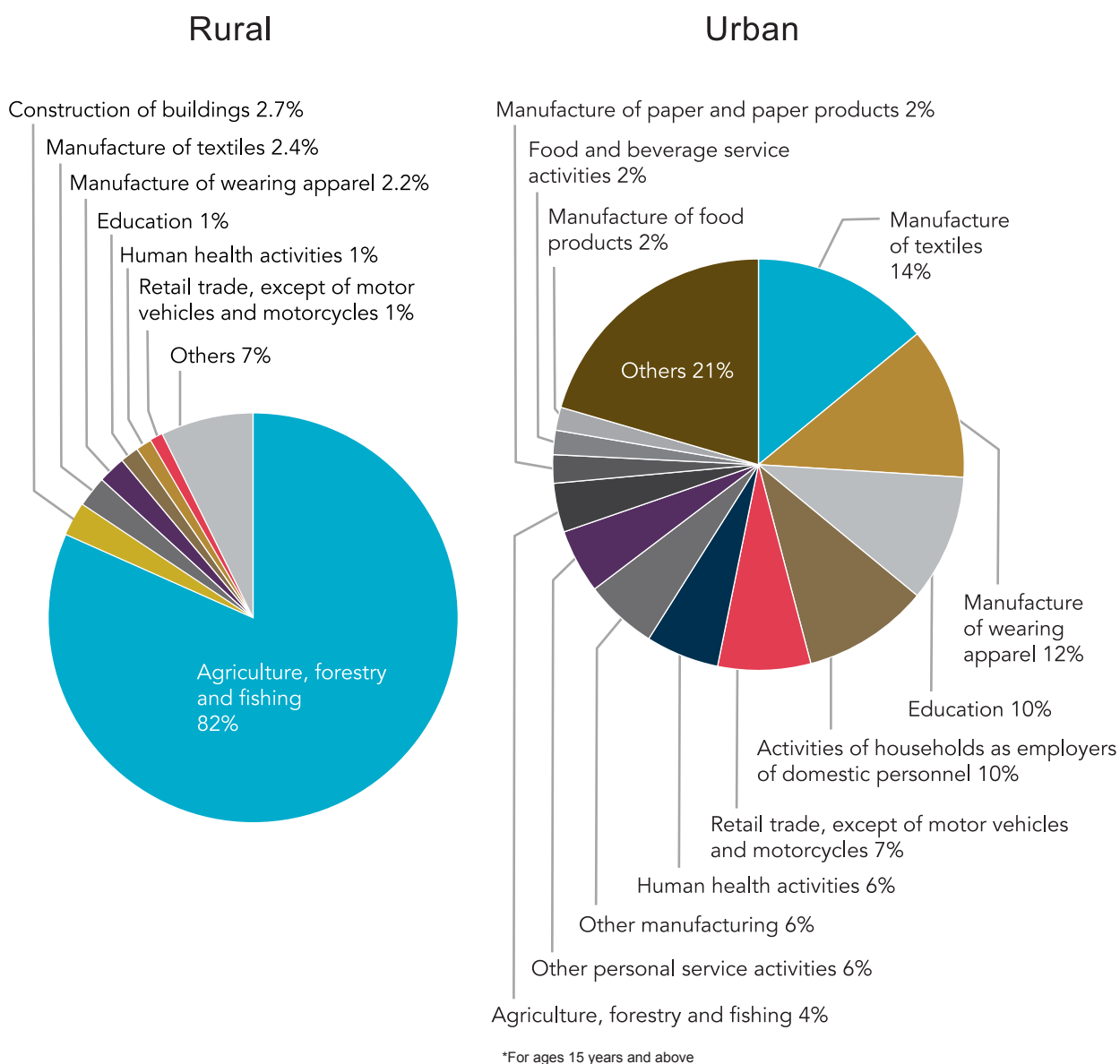
*For ages 15 years and above

Distribution of Women Workers by Broad Industry Divisions

- Consistent with the national trend, the sectoral distribution of women in rural Gujarat shows that approximately 82 per cent are employed in agriculture and allied activities, followed by construction of buildings at 2.7 per cent and textile manufacturing at 2.4 per cent.
- In urban areas, the primary employment sectors for women are textile manufacturing (14 per cent), apparel (12 per cent), and education (10 per cent). This urban sectoral distribution of women's employment is notably different from the national trend.



Figure 4: Distribution of Women Workforce by Broad Industry Divisions

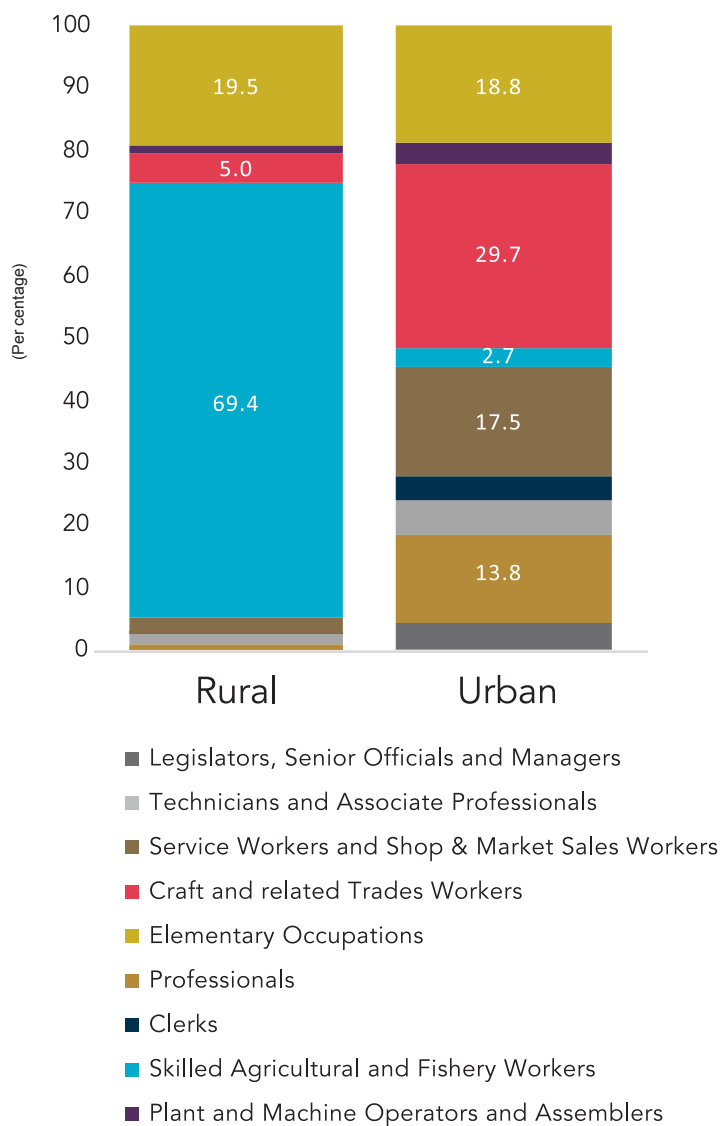


Distribution of Women Workers by Occupation Types

- In the rural region of the state, over 69.4 per cent of women are employed as skilled agricultural and fishery workers, followed by 19.5 per cent in elementary occupations.
- In urban areas, service workers and shop market sales workers represent the largest proportion of employed women at 30 per cent, followed by those in elementary occupations at 18.8 per cent.



Figure 5: Occupational Classification of Women Workers

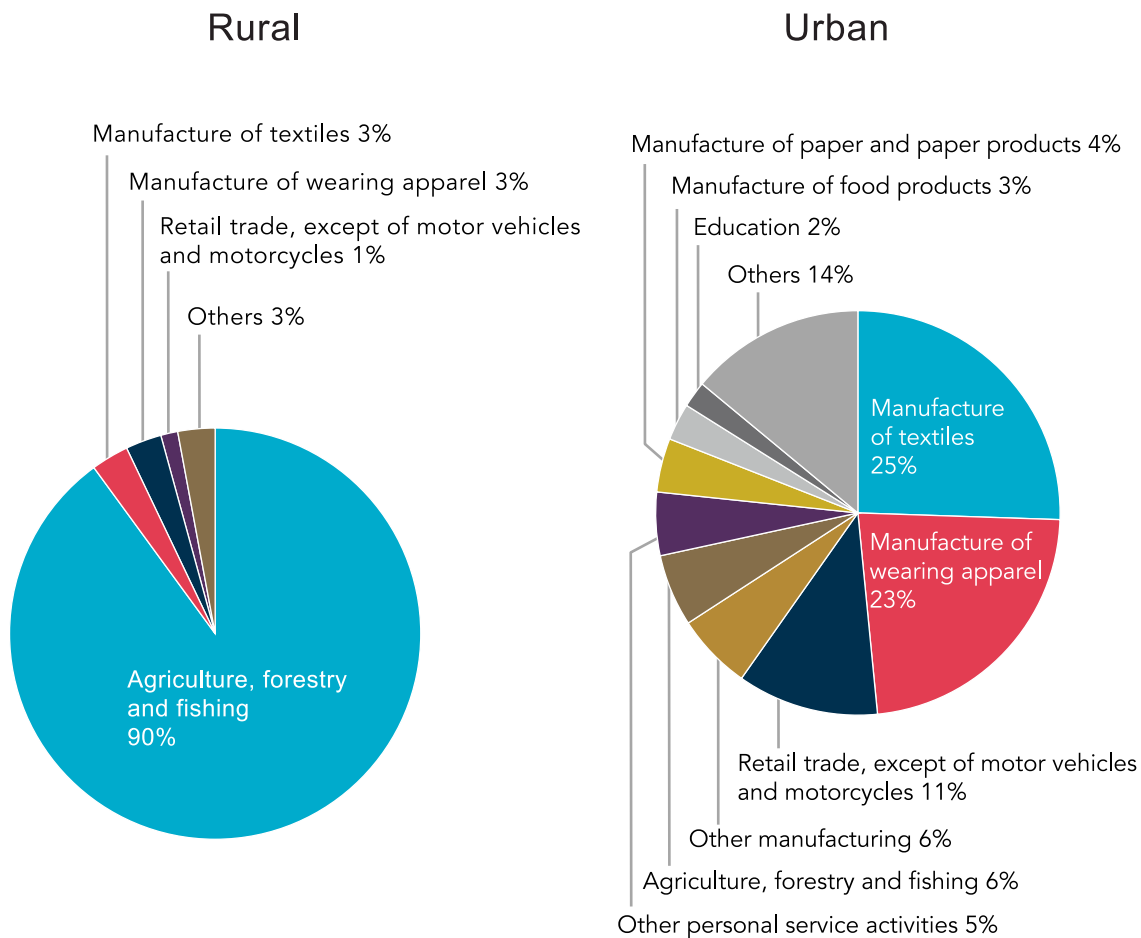


Distribution of Self-employed Women Workers by Broad Industry Types

- Among self-employed women in rural Gujarat, over 90 per cent are engaged in agriculture, followed by the manufacturing of wearing apparel at 3 per cent, a distribution similar to the national pattern.
- The urban distribution of self-employed women is primarily concentrated in the manufacturing of textiles (25.5 per cent) and the manufacturing of wearing apparel (23 per cent).



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

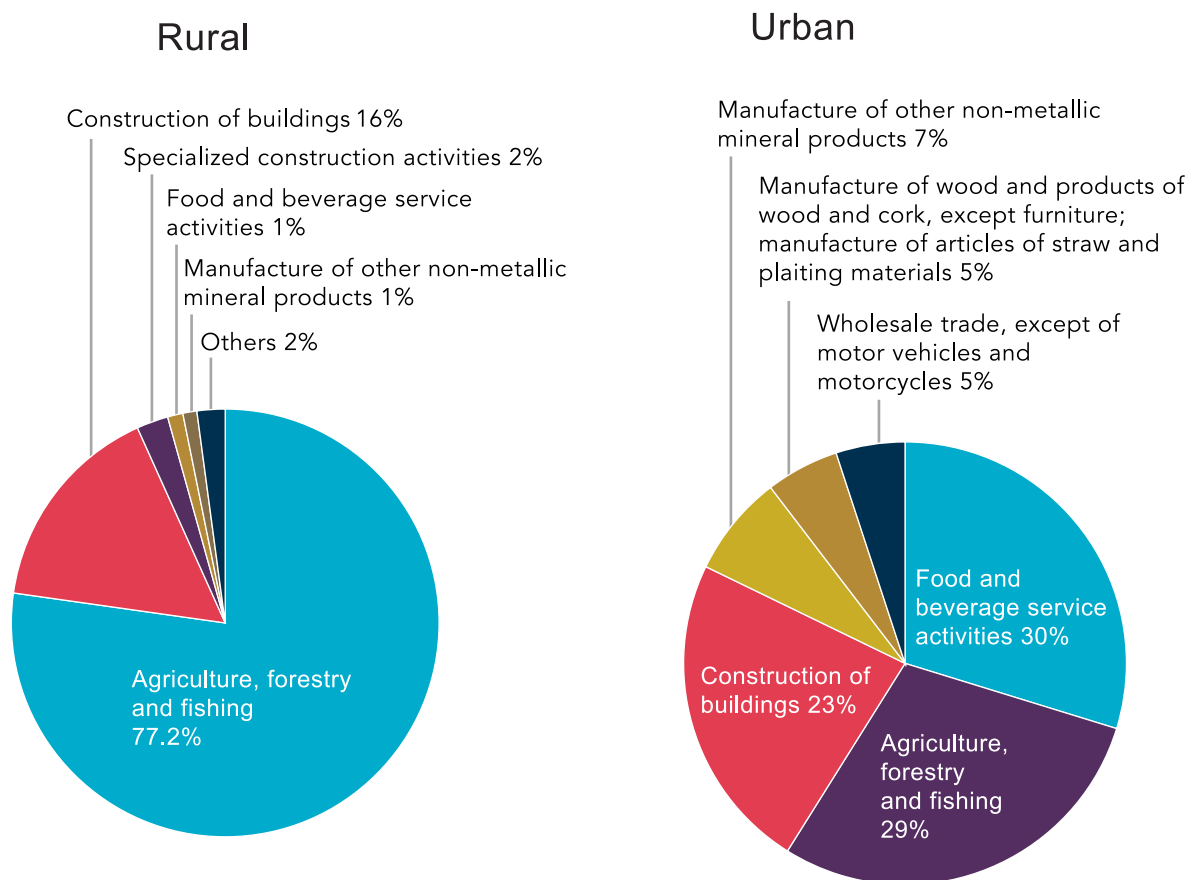


*For ages 15 years and above

Distribution of Casual Women Workers by Broad Industry Types

- In rural areas, 77.2 per cent of women in casual employment work in agriculture, and 16 per cent work in building construction, mirroring the national trend.
- In urban areas, 30 per cent of casual workers are engaged in food and beverage service activities, followed by agricultural activities, which account for 29 per cent of casual women workers.

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



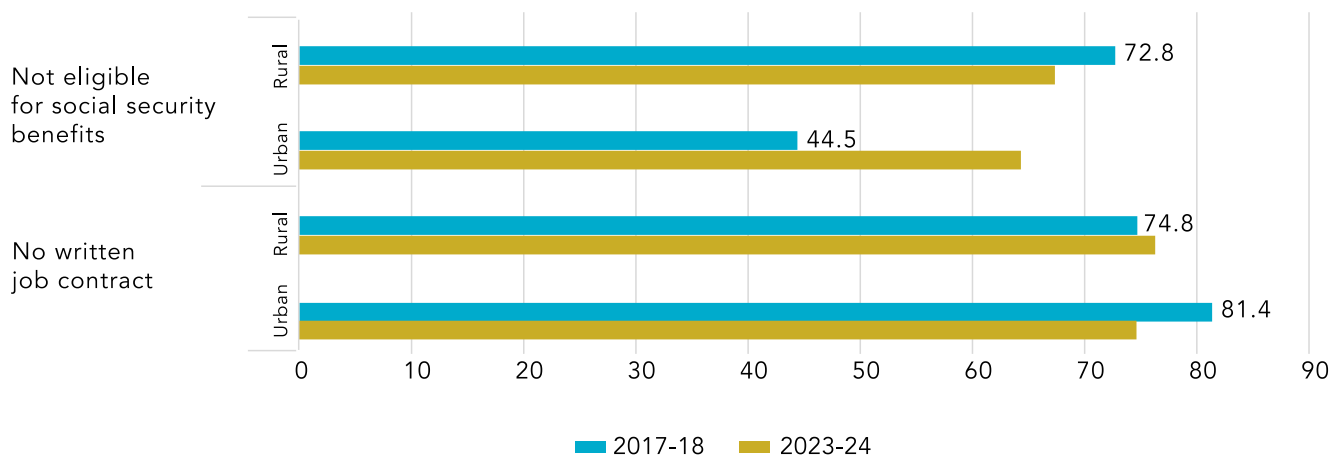
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Condition of Work in Regular Employment

- Over the past seven years, Gujarat has witnessed a decrease in the proportion of regularly salaried working women lacking social security benefits in rural areas, falling from 73 per cent in 2017-18 to 67.3 per cent in 2023-24. In contrast, urban areas experienced a more significant increase in this proportion, rising from 44.5 per cent to 64.3 per cent during the same period.
- Regarding job security, the proportion of regularly salaried women in rural areas without written job contracts has marginally increased from 75 per cent in 2017-18 to 76.4 per cent in 2023-24. Conversely, urban areas have seen a marginal decrease in the proportion of women without job security, declining from 81.4 per cent in 2017-18 to 75 per cent in 2023-24.



Figure 8: Job and Social Security Benefits over the Years

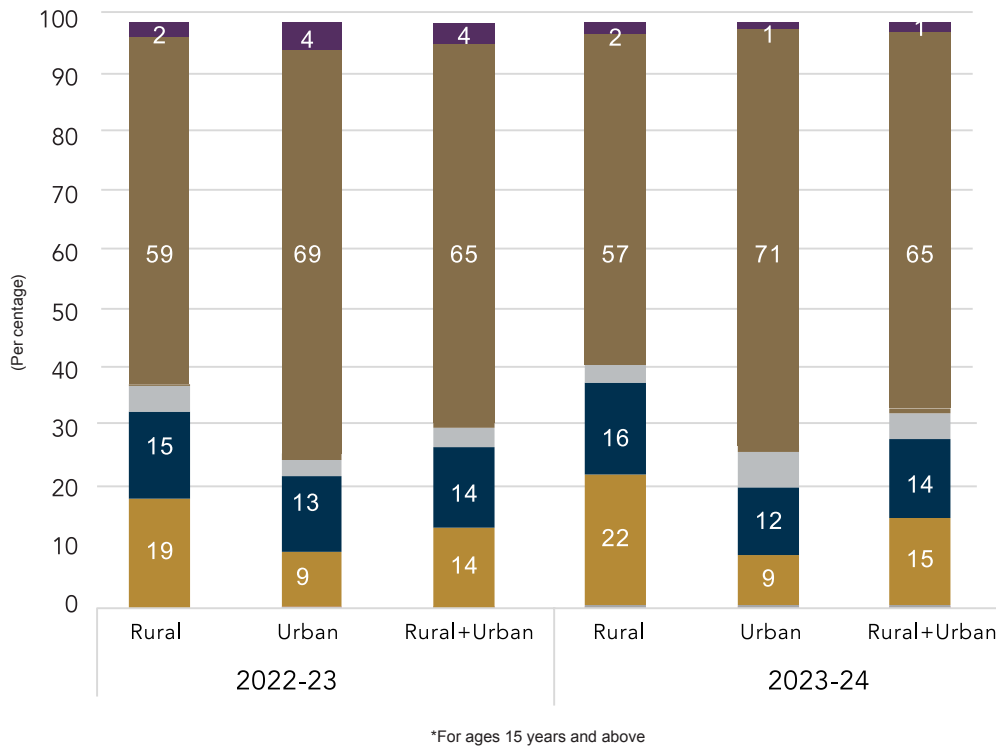


*For ages 15 years and above

Reason for Not Being in the Labour Force

- Consistent with the trend observed in most of India, the primary reason individuals cited for not participating in the labour force in 2023-24 was 'child care and domestic chores'. The prevalence of this reason decreased over the past year in rural areas to 57 per cent.
- In the urban region of the state, the share has increased from 69 to 71 per cent in 2022-23 to 2023-24.

Figure 9: Reason for Not 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

The trend in Gujarat's FLFPR mirrors the national pattern, with the primary increase stemming from self-employed women in rural areas. However, unlike the national scenario, the state has seen an increase, or rather a stagnation, in regular salaried employment. While the majority of self-employed women in rural Gujarat are engaged in agriculture, the urban landscape deviates from the national trend, with a significant proportion of women working in textile and apparel manufacturing. Social security benefits for urban women have improved over the past seven years, although the share of women with written job contracts has decreased during the same period. In contrast to major north Indian states, Gujarat's FLFPR and its characteristics appear more opportunity-driven for the urban areas. Nevertheless, caregiving and domestic work remain the primary obstacles preventing women from joining the labour force. Therefore, a comprehensive policy framework is necessary to further boost FLFPR, including the provision of accessible crèches for both rural and urban women and improvements in household infrastructure.



Endnotes

¹ <https://timesofindia.indiatimes.com/city/ahmedabad/women-lending-a-bigger-hand-to-gujarats-workforce-goi-report/articleshow/120289183.cms>

² <https://wcd.gujarat.gov.in/posts?id=453>



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