

**FEMALE OCCUPATIONAL STRUCTURE :  
EVIDENCE FROM SELECTED REGIONS  
IN RURAL INDIA**

Dissertation submitted to the Jawaharlal Nehru University  
in partial fulfilment of the requirements  
for the award of the Degree of  
**MASTER OF PHILOSOPHY**

**CAMELLIA MAJUMDAR**

**CENTRE FOR THE STUDY OF REGIONAL DEVELOPMENT  
SCHOOL OF SOCIAL SCIENCES  
JAWAHARLAL NEHRU UNIVERSITY  
NEW DELHI-110067, INDIA**

**1991**



जवाहरलाल नेहरू विश्वविद्यालय  
JAWAHARLAL NEHRU UNIVERSITY  
NEW DELHI - 110067

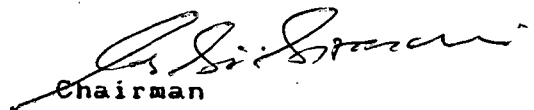
Centre for the Study of Regional Development  
School of Social Sciences

We certify that the dissertation entitled, "FEMALE OCCUPATIONAL STRUCTURE : EVIDENCE FROM SELECTED REGIONS IN RURAL INDIA", submitted by Camellia Majumdar in fulfillment of six credits out of the total requirements of twenty four credits for the degree of Master of Philosophy (M.Phil) of the University, is to the best of our knowledge, a bonafide work and may be placed before the examiners for evaluation.

Dated: 18.07.1991.

  
Supervisor

Dated: 18.07.1991.

  
Chairman

### ACKNOWLEDGEMENT

I am deeply grateful to my supervisor Professor Aijazuddin Ahmad for his valuable comments and suggestions during the course of my dissertation. Despite a busy schedule, he has spared his valuable time and supervised the preparation of this dissertation.

I gratefully acknowledge the cooperation received from the faculty members of CSRD.

I am also thankful to Mr. Satyendra Kumar for his assistance in computer work, and Satya for his assistance in cartographic work.

Mr. G.L. Sharma who has typed out my dissertation with such patience and care deserves my sincere gratitude.

It is also my pleasure to recall all my friends who have been the constant source of encouragement.

Last but not the least, I am deeply grateful to my parents for their inspiring guidance in my academic pursuits.

*Camellia Majumdar*  
CAMELLIA MAJUMDAR

## CONTENTS

		Pages
ACKNOWLEDGEMENT		i.
LIST OF TABLES		iv.
LIST OF FIGURES		viii.
CHAPTER - I	INTRODUCTION	1-081
1.1	Statement of the problem	1
1.2	Objectives of the study	4
1.3	Hypotheses	5
1.4	Choice of the study area	6
1.5	The study regions	10
1.6	Data base, coverage and limitations	17
1.7	Analytical frame	22
1.8	Methodology and chapter organisation	22
1.9	Literature review	26
1.10	Significance of the study	76
CHAPTER - II	STRUCTURE OF FEMALE OCCUPATIONS	82-198
2.1	Introductory statement	82
2.1.1	Female participation rates in India	82
2.1.2	A regional level analysis	93
2.1.3	A district level analysis	96
2.1.4	Rural urban difference	105
2.2	Occupational structure of rural females	110
2.2.1	A regional level analysis	113
2.2.2	A district level analysis	138
2.2.3	Comparative analysis among major occupations	177
2.3	Concluding statement	194
CHAPTER - III	LEVEL OF CONCENTRATION OF FEMALE WORKERS IN MAJOR OCCUPATIONS	199-222
3.1	Introductory statement	199
3.2	Level of concentration of female workers in major occupations in the districts	200



		iii.
3.3	Occupations with maximum concentration of female workers in the districts	218
3.4	Concluding statement	221
CHAPTER - IV FEMALE WORKFORCE: EVIDENCE OF OCCUPATIONAL DIVERSIFICATION		223-238
4.1	Introductory statement	
4.2	Multiplicity of Occupations . Regional level	
4.3	Multiplicity of occupations District level	
4.4	Occupational diversity	
4.5	concluding statement	
CHAPTER - V FEMALE OCCUAPATIONS : ITS ASSOCIATION WITH SELECTED FACTORS		239-253
5.1	Introductory statement	239
5.2	Environmental and ecological factors	242
5.3	Socio-cultural factors	243
5.4	Agricultural factors	245
5.5	The nature of association	246
5.6	Concluding statement	252
CHAPTER - VI CONCLUSIONS		254-261
BIBLIOGRAPHY		262-270
APPENDIX		271-285

LIST OF TABLES

Number	Name	Pages
I.1	Table showing the regional characteristics	8
I.2	Ratio of female to male workers in different industry groups.	62
I.3	Study districts with codes	80
II.1	Percentage distribution of female workers and their work participation	85
II.2	States and U.T. arranged in descending order of their 1981 female work participation rate.	90
II.3	Worker rate of rural females - Frequency of districts.	98
II.4	Worker rate of urban females - Frequency of district.	102
II.5	Worker rate of rural and urban females in seven regions.	107
II.6	Regions showing their districts with the maximum and minimum participation rate (rural)	108
II.7	Regions showing their districts with maximum and minimum participation rate (urban)	109
II.8	Frequency distribution of the regions at different percent level in major divisions.	114
II.9	Frequency distribution of the regions at different per cent level in major groups	116
II.10	Frequency distribution of the regions at different per cent level in minor groups.	122

11.11	Percentage share of female workers in the major occupation to the total female workers in each region.	130
11.12	Percentage share of female workers in the first, second and third ranking occupations to the total female workers in each region.	132
11.13	Percentage share female workers in the first, second, third and fourth ranking occupations - western Rajasthan.	143
11.14	Female workers in the first, second, third and fourth ranking occupations - Punjab and Haryana.	144
11.15	Female workers in the first, second, third and fourth ranking occupations - Central doab	146
11.16	Female workers in the first, second, third and fourth ranking occupations in Ghagra-Gondok Doab	148
11.17	Female workers in the first, second, third and fourth ranking occupations - Chotanagpur.	150
11.18	Female workers in the first, second, third and fourth ranking occupations - Coastal Orissa and Andhrapradesh	152
11.19	Female workers in the first, second, third and fourth ranking occupations - Kerala	153
11.20	Number of occupations and the average percentage share of female workers in the first four ranking occupations in the seven regions.	154
11.21	Frequency of districts in each region in the first ranking occupations under different per cent categories.	140
11.22	Frequency of districts in each region in the second ranking occupations under different per cent categories.	159

II.23	Frequency of districts in each region in the third ranking occupations under different per cent categories	168
II.24	Frequency of districts in each region in the fourth ranking occupations under different per cent categories.	174
II.25	Frequency of districts in each region in (first and second) ranking occupations under different per cent categories.	184
II.26	Frequency of districts in each region in the first, second and third ranking occupations under different per cent categories.	185
II.27	Frequency of districts in each region in the first, second, third and fourth ranking occupations under different per cent categories.	186
II.28	Districts where the percentage share of female workers in the first two ranking occupations account for more than 50% of the total female workers.	191
II.29	Districts where the percentage share of female workers in the first-three ranking occupations account for more than 50% of the total female workers	192
II.30	Districts where the percentage share of female workers in the first four ranking occupations account for more than 50% of the total female workers.	193
III.1	Index of concentration of female workers in the first ranking occupations	201
III.2	Index of concentration of female workers in the second ranking occupations	203
III.3	Index of concentration of female workers in the third ranking occupations	205

III.4	Index of concentration of female workers in the fourth ranking occupations	207
III.5	Occupations with the maximum concentration in the districts	213
IV.1	Level of multiplicity of occupations	226
IV.2	Level of diversity of occupations	233

LIST OF FIGURES

Figure No.	Name of the figures	Page
Fig.1	Location of the study regions	9
Figure 2	The study districts	79
Figure 3	Work participation-Male and female	31
Figure 4	Female workers per 1000 men worker	31
Figure 5	Rural-urban difference in work participation by sex	33
Figure 6	Work participation rate by age-sex rural-urban areas	33
Figure 7	Ratio of female to male workers in different industries.	60
Figure 8	Female participation of work - rural	92
Figure 9	Histogram showing the frequency of districts according to work participation of rural females	99
Figure 10	Female participation in work - urban	101
Figure 11	Histogram showing the frequency of districts according to work participation of urban females	103
Female 12	Work participation rate of rural and urban females	117
Figure 13	Percentage share of female workers in the major occupations (Region-wise)	133
Figure 14	Proportion of female workers in the first ranking occupation	139
Figure 15	The first ranking occupations - frequency of districts.	141
Figure 16	Proportion of female workers in the second ranking occupations	158

Figure 17	The second ranking occupations - Frequency of districts	160
Figure 18	Proportion of female workers in the third ranking occupations	167
Figure 19	The third ranking occupations - frequency of districts	169
Figure 20	Proportion of female workers in the fourth ranking occupations.	173
Figure 21	The fourth ranking occupations - frequency of districts	175
Figure 22	Proportion of female workers in the first, second, third and fourth ranking occupations.	178
Figure 23	Index of concentration of female workers in the first ranking occupations	200
Figure 24	index of concentration of female workers in the second ranking occupations	204
Figure 25	Index of concentration of female workers in the third ranking occupations	206
Figure 26	Index of concentration of female workers in the fourth ranking occupations	208
Figure 27	Histogram showing the frequency of districts according to the index of concentration of female workers in first, second, third and fourth ranking occupations	209
Figure 28	Occupation with maximum concentration of female workers	212
Figure 29a	Histogram showing the frequency frequency of districts according to the index of concentration of female workers in selected occupations.	235

Figure 29.b	Histogram showing the frequency of districts according to the diversity of occupations	235
Figure 29.c	Histogram showing the frequency of districts according to the multiplicity of occupations	235
Figure 30	Districts showing the multiplicity of occupations	223
Figure 31	Districts showing the diversity of occupations	232



## CHAPTER - I

### I N T R O D U C T I O N

#### 1.1 STATEMENT OF THE PROBLEM

Geography has lagged far behind the other social sciences in the appreciation of the importance in gender. Various trends in geographical research have encouraged the recent growth of interest in topics relating to women, but it is clear that the field of geography and gender is in a state of flux with the new and exciting research initiatives emerging. Women have been invisible to geography for a long time and we are only beginning to take into account half the human in human geography.

The interrelationship of gender with race and class, core and periphery, rural and urban make a very complex picture. Women and men are facing real dilemmas as they grapple with systematic constraints unexpected consequences and ever changing condition in the countries of the developing periphery. It must be accepted that the implication of gender on the study of geography are at least as important as implications of any other social and economic factor which transforms space and society.

It is not just a question of adding women to

development theory but demands a fundamental assessment of the very foundation of development theory and practice. Boserup (1970)<sup>1</sup> in her seminal work on 'women and development' was first to identify women as victims of development and as Sutcliffe<sup>2</sup> (1984) points out, industrialisation in practice has not led to the satisfaction of human needs, particularly within rural areas and women.

In developing countries generally women form a high proportion of rural workforce with some variations based on cultural and traditional practices as well as class or caste distinctions. The overwhelming majority of women workers in rural areas is afflicted by the problems of poverty, unemployment and under-employment. Historically, the sustained labour of women has been the pivot of the village economic system. Rural women share abundant responsibilities and perform a wide spectrum of duties in running the family, maintaining the household, attending the farm operations, tending domestic animals, engaging in rural artisan works and handicrafts and various other productive works, but female labour engaged in such activities is usually not measured in economic terms, any productive work she carries out is

- 
1. Boserup Ester (1970) "Women's role in economic development, George Allen and Unwin.
  2. Sutcliffe, R.B. (1971), "Industry and Urban Development, Addison Wesley Publishing Company, London.

considered socially secondary, an extension of her primary function, and thus it has tended to remain unnoticed, more so in the case of rural women. Women in rural India are engaged in a number of occupations and that their pattern varies over the different regions of India, depending upon economic, demographic socio-cultural and ecological factors and the changes that have overtaken in Indian villages and have contributed to its transformation. These changes are not always visible, and they have also not maintained an even pace over time and space, while their impact on rural society has been quite rapid. Since women migrate less than their menfolk in search of jobs, we can expect therefore, such kind of changes will have a greater effect on women's work and occupation rather than on men. It is increasingly realised that the bulk of the rural women have not only bypassed in the distribution of the fruits of development but whose traditional roles and status in their own society are also being altered adversely by the nature of development process<sup>3</sup> (Majumdar, 1978).

The nature of occupations that the rural women are engaged in and their variation over the regions (Ecological settings) has been one of the most neglected and

---

3. Majumdar Vina (Ed) (1978), "Role of Rural Women in Development", Allied Publishers, N.D.

discriminatory assessed area of study. Therefore in this study, an attempt is made to highlight the nature and diversity of occupations where rural women are actively engaged and whether there is any variation of it over geographical regions.

## 1.2 OBJECTIVES

- (i) One of the main objectives of this dissertation is to study the structure of women's occupation. In the rural areas and its variation over the region characterised by different levels of development and by various social and cultural milieu. / ✓
- (ii) To identify the pattern of spatial variation in female participation between the rural and urban areas and the factors which might affect such pattern.
- (iii) An attempt has been made to measure the level of concentration and diversification of the major occupations.
- (iv) It attempts to find out some explanations to the variation of women's occupation with the help of some environmental, ecological, socio-cultural and agricultural factors.

Keeping in view the above objectives, the structure of women workforce has been studied for seven regions in India.

### 1.3 HYPOTHESIS

The following hypothesises have been proposed:

1. The extent of aridity and humidity are expected to have a significant influence upon the nature of occupations. Under extreme arid and humid condition not only agriculture but also many other activities tend to get retarded. As a result women are expected to be found in a narrow range of occupations which can sustain in an extreme environment.
2. The presence or absence of forests may have an impact on the occupations since in the rural areas forest related activities are common. The presence of forests therefore may push women towards forest related occupations.
3. ✓ The presence of scheduled caste population is likely to have an influence on the nature of women's occupation. Since in Indian society, specially in rural India, jobs are assigned according to one's caste status, physical and manual occupations are expected to be common in the scheduled caste dominated areas.
4. In the tribal dominated areas, occupations are expected to have a close link with the local resource base. ✓ Therefore the occupations in the tribal areas tend to have a different nature than the rest of the regions.

5. High incidence of literacy among females is expected to be inversely related with female preference for agricultural works and positively related with the work in the tertiary sector.
6. Agricultural development in terms of gross area sown and gross area irrigated tend to have a negative impact on the female preference for agricultural work. The penetration of capitalism in agriculture has rather displaced the women from the field, therefore the agriculturally prosperous areas tend to have more women in the secondary and tertiary sectors of the rural economy.

#### 1.4 CHOICE OF THE STUDY AREA

For the present analysis seven regions have been selected. These regions are different from each other in terms of physiography, ecology, economy and the levels of development. The regions cover a wide area from different parts of India encompassing the arid western Rajasthan, semiarid Punjab and Haryana plain, Humid doab regions, Chotanagpur plateau, coastal Orissa-Andhra pradesh and malabar coast indicating a gradual shift from arid ecology to humid ecology while the Western Rajasthan is characterised by true desertic condition, arid climate and dry agriculture, Punjab and Haryana plain is characterised by semi-arid

climate, the area has been hit by the recent green revolution technology. The two doabs Ganga-Yamuna and Gondok-Ghagra are ecologically similar, but the former is more prosperous than the latter. Tribal dominated Chotanagpur plateau has its own personality, whose economy is essentially based on forests and minerals. The two coastal areas - east coast and malabar coast are not only different from the rest in terms of their regional ecology and economy, but within the two, there exists a considerable variation. The above discussion may highlight the fact that these seven regions can be considered as a true representative of regional diversity of the country which can exert a great influence on the nature of occupations of the region.

The following table depicts a clear picture about the regions on the basis of which they can be distinguished.

TABLE .I. I

Sr. No.	Name of the Region	Physiography	Ecology	Economy
1.	Western Rajasthan	Plain	Arid	Dry agriculture and animal husbandry
2.	Punjab-Haryana	Plain	Semi-arid	Mechanised agriculture, wheat predominates
3.	Area lying between Ganga-Yamuna	doab	Semi-humid	Wet agriculture, paddy and sugar-cane predominates
4.	Area lying between Ghagra and Gondok	doab	Humid	Depressed economy, agriculture, (Paddy dominates)
5.	Chotanagpur	Plateau	Humid	Forests and mineral based economy
6.	Orissa-Andhra Coast	Coast	Humid	Fishing and agriculture (Food crops predominate )
7.	Malabar Coast	Coast	Humid	Fishing, agriculture and industry (Food crops as well as plantation)

The following section gives a brief account of each of the study regions.



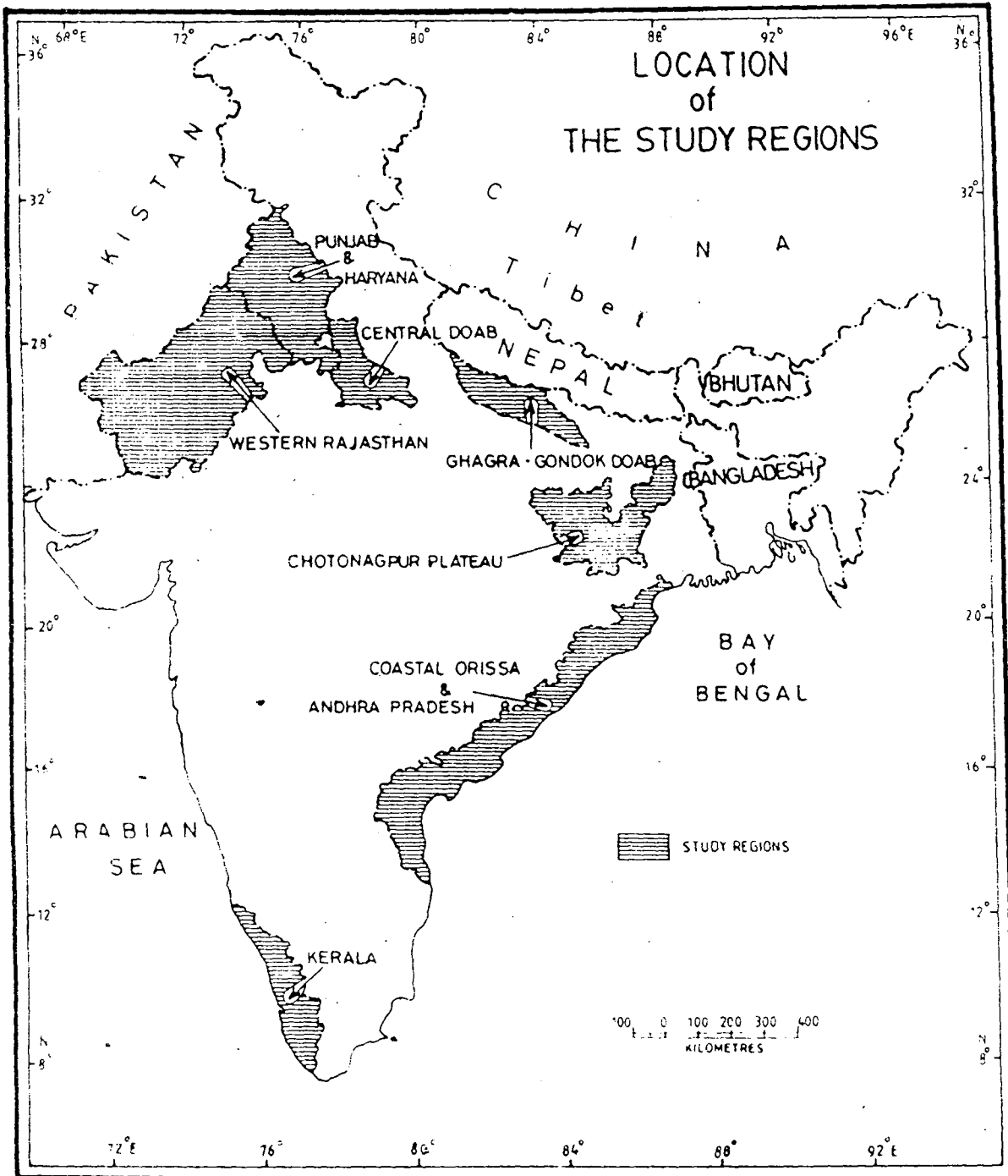


FIG. 1

## 1.5 THE STUDY REGIONS

The regional approach has been taken to study the women's occupation in rural India as it can be expected that the personality of each of the region will play an important role to the variation of women's occupations. The seven regions which have been selected for the study are as follows:

1. Western Rajasthan
2. Punjab and Haryana
3. Central doab
4. Ghagra - Gondok doab
5. Chotanagpur's plateau
6. Orissa and Andhra Pradesh coast
7. Kerala

### 1. WESTERN RAJASTHAN

It is distinct for its arid landscape with true Indian desertic condition. There is a clear impact of aridity upon its physical, cultural and economic features. The region is characterised by high to very high temperature, deficient and uncertain rainfall, herbaceous and scrubby vegetation which is very unevenly distributed. Extensive sand dunes and sand ridges marked with occasional rock exposure and sparse population. All the factors have in turn greatly

influenced the habit and economy of the region. Because of this physio-climatic condition, cultivation is confined to very small areas where water is available. Lack of adequate irrigation facilities in the area has restricted the cultivated area and 90% land remains unclaimed. Therefore animal husbandry has become the significant occupation of the people in this area.

## 2. PUNJAB AND HARYANA

The Punjab and Haryana plain is a part of the Indo-Gangetic plain which was formed by the deposition of the alluvial sediments brought by the Himalayan rivers. The climate of this region is semi-arid type due to its continental location on the outer margins of the monsoons region between the Thar desert and the Himalaya. Being a plain area of smaller size temperature is far less inconsistent from year to year than the rainfall, but here great annual range of temperature is important, giving rise to two cropping seasons - being fertile land. Wheat, gram, maize and sugarcane are the main crops of the region. The region's agriculture has undergone rapid transformation during the late sixties. There has been increase in agricultural production and improvement in farm practices. The breakthrough achieved in agricultural production is due to a vastly improved and sophisticated irrigation system and

optimum utilisation of water resources.

This region has taken a big lead in increasing industrial production in urban and rural centres. A systematic planning of its industrial activity and sustained promotion of new enterprise in an atmosphere of harmonious industrial relations have contributed significantly to the achievement of the present high level of industrialisation in the state.

### 3. CENTRAL DOAB (Ganga-Yamuna doab)

The Central doab popularly known as the doab of U.P. is again distinct geographical region in the western section of the great plains. The rivers and ground water resources together with alluvial soil and transitional climate between the semi-arid Punjab plains and humid central plains make it a distinct physical region which has provided a resource base for the development of an agrarian and agro-industrial economy leading to one of the significant concentration of population in the great plain.

### 4. GHAGRA GONDOK DOAB

This area lying between Ghagra and Gondok is an example of an economically depressed area mainly owing to historical political factors. Although it lies in the northern part of the sub-continental interior of the

subtropical climatic belt, yet the monsoon reigns supreme here with all its characteristic rhythms and extremes, and carries great weight in the human occupancy in the region. Both drought and floods sap the economic health of the region. The characteristics of rivers and rainfall have dominantly influenced different aspects of regional personality.

The region derives its resource base from the rich fertile soils of the vast plains, yet the region is one of the poorest and the most underdeveloped part of the country. This region reflects in essence, all the problems of under-development in the country in an acute form, though its economy, which has to be essentially agricultural and agro-industrial can be made viable and healthy.

##### 5. CHOTANAGPUR PLATEAU

Chotanagpur plateau which partakes the characteristics of the peninsula and the Great plain has a diverse physical landscape and is endowed with a variety of resources occurring in unique combinations. Chotanagpur represents not merely a physiographic entity but also a politically recognised cultural unit inhabited, originally by aboriginal tribes but experiencing rapid transformation of the cultural landscape during the present century through the influx of people from the adjoining plains lured by its

immense mineral wealth and industrial opportunities. This area is endowed with a variety of natural resources which form a composite whole a sound base for the development of a well integrated economy. In spite of the availability of a wide variety of raw materials and the attraction of a number of favourable factors, the industrial development of South Bihar is limited. The majority of the population in this area is therefore still found to be in agriculture and mining operation. The presence of luxuriant forest has given rise to numerous small scale consumer goods industries where the local people are actively engaged in. Tertiary activities occupy an insignificant place in the economy of Chotanagpur.

#### 6. COASTAL ORISSA AND ANDHRAPRADESH

The Orissa and A.P. coast forms a strong contrast to the western, instead of the narrow platforms of the west, there is in general a much under coastal plain, formed in part of the great deltas of the Mahanadi, Godavari, Krishna and Cauvery. The climatic variation of the coast is highly significant. From Orissa, as we move towards southwards, we enter the largest area of anomalous rainfall regime in the subcontinent. The region is dominantly rural in outlook as 80% of the people live in the countryside. Agriculture has been the most-dominant occupation in the coastal plain. The two subregions differ appreciably in their agricultural

characteristics and warrant separate treatment. Though paddy is predominant all through, jute in Orissa, Tobacco and oil seeds in Andhra, creates regional distinctiveness in agricultural landscape. Being a coastal region, fishing is also an important occupation of the people in this area. Industrially this part of the east coast is not significant as there is a general lack of industrial raw materials for the development of any large scale industry.

#### 7. KERALA (THE MALABAR COAST)

In contrast to the rest of the country, Kerala is a distinct physical and cultural entity hemmed in between the Sahyadris on the east and Lakshadweep sea on the west, the land is a beautiful tract with a maritime climate with high temperature and uniformly high rainfall throughout the year. Agriculture is the mainstay of the people in this region. Both cereal and cash crops farming is carried mainly by manual labour. Paddy is the most intensively cultivated field crop of the Kerala low lands, occupying a prominent place in the agricultural economy, along with various plantation crops. Kerala low land have varied complex of industries, mostly agro-based and cottage type; cashew processing is most important among food industries. Fish product, tea processing, coffee curing, bidi and coir making industries along with various forest and mineral based

industries are also found to be located in this region.

From the above discussion, it is clear that each of the region may be identified by certain characteristics which make them unique. The seven regions that I have selected are different in terms of their physiography, ecology, economy and technological advancement.

Western Rajasthan is distinct for its arid landscape with true Indian desertic condition, animal husbandry remains the principal occupation of the people.

Punjab and Haryana being a part of the Indo-Gangetic plain is characterised by the semi-arid climate with capitalist form of agriculture.

Central doab and Ghagra-Gondok are the two doabs, while the former is situated in the western Uttar Pradesh in a semi-humid condition, the Ghagra-Gondok doab is situated in the fringe of U.P. and Bihar border in a more humid condition with abundance of rainfall. The former is agriculturally more prosperous region, while the latter is the economically depressed region.

Chotanagpur, in contrast, is a forested plateau area, endowed with a wide variety of minerals. Therefore the area is characterised by forest and mineral based occupations with a low level of technology.



Physio graphically the last two regions belong to the coastal areas with equable climate. The regional economy is principally based on fishing and agriculture. While in the former coast, food crops constitute the major portion of agricultural production, in Malabar coast the plantation crops also take a major share of the production. Industrially, also, the Malabar coast is more prosperous than the other coast.

Thus we find that each of these regions can be identified on the basis of their physiography, ecology, economy and the level of technological development. Therefore, the understanding of my research problem should seek its explanation in this wide spectrum of man nature interaction, where technology remains as an important catalyst.

#### 1.6 DATA BASE, COVERAGE AND LIMITATIONS

The study is mainly based on the secondary information available from various sources. The data for women workers in different occupations (on the basis of three digital level of industrial classification) has been obtained from the General Economic table (Part III A and B).

The data for scheduled caste and scheduled tribe population has been collected from the primary areas abstract

of (part II-B) of 1981 while the data for rural female literacy has been collected from the social and cultural (Part IV-A) of the respective states.

The data for gross sown area and gross irrigated area has been obtained from the Indian Agricultural Statistics (81-82 to 85-86) Vol. I - Data for area under forest has been obtained from the agricultural statistics of the respective states. The data for aridity index and moisture index has been obtained from agro-climatic classification of India.<sup>4</sup>

As my entire work is based on the three digit level of industrial classification, I must discuss about the nature of data which is available in such classification.

The NIC classification has divided all economic activities in nine main categories, each category being assigned one digit from 0 to 9 except manufacturing which has been assigned "2" digits 2 and 3. Each of these 0 to 9 groups have been further subdivided into '10' or less major groups. Each of the major groups in turn are further desegregated into 10 or fewer groups and are assigned '3' digit numbers. Thus in the '3' digit-classification, the first digit identifies the division or group, the second

---

4. Rao K.N. George C.J. and Ramasastry K.S. (1973) - Agro-climatic Classification of India, (Mimeograph), Meteorological Office, Poona.

digit indicates the major groups whereas the third digit pertains to the desegregated minor groups.

The NIC divisions are as follows:

<u>Division</u>	<u>Major Groups</u>	<u>Minor Groups</u>
0 (Agriculture, hunting, forestry, fishing)	00 - 06	000 - 069
1 (Mining and quarrying)	10 - 19	100 - 199
2 and 3 (Manufacturing and repair)	20-21 - 39	200 - 399
4 (Electricity, Gas and water)	40 - 42	400 - 420
5 (Construction)	50 - 51	500 - 519
6 (Whole sale trade in food, textiles, live animals, beverages, intoxicants)	60 - 69	600 - 691
7 (Transport, storage and communication)	70 -75	700 - 759
8 (Financing, insurance, new estate and business services)	80 - 83	800 - 830
9 (Community, social, and personal services)	90 - 99	900 - 990

NIC provides the data only for main workers other than cultivators and agricultural labourers by sex and by divisions, major groups and minor groups. The data presented in the table are for all areas and urban at state and district level which are based on 20% sample. The data for rural areas has been obtained by subtracting data of urban areas from the total.

TH-5807

It must be mentioned here for information that the term 'industry' denotes the sector of economic activity in which the worker is engaged while 'occupation' denotes the exact function or work that an individual performs in that industry.

In 1981 census the whole population was divided into three categories - main workers, marginal workers and non-workers.. The main worker was defined as a person whose main activity was participation in any economically productive work by his physical or mental activities and who had worked for 183 days or more. Work involved not only mutual work but effective supervision and direction of work.

The definition of main worker is important to know as the NIC division provides the data only for the main workers and not for 'marginal' or 'non-worker'.

The limitations of the study mainly arise from the inherent difficulties in the enumeration of women as worker in census operations. The data used for female workers cannot be fully reliable. First of all it is difficult to determine whether a woman is a worker in the strict sense of the term. A female may be assisting the husband in the economic activity, occasionally or partially without any remuneration in terms of cash or kind. The census does not recognise her as a worker. Secondly, because of social

DISS

331.48

M2891 Fe



TH3807



prejudices the female may not be covered as a worker although, she might actually be engaged in gainful economic activity, such as family worker. Thirdly, even if a woman is enumerated as worker, in many cases it is difficult to determine as to which industrial category she belongs. For an example, the wife may be working in some household industry and simultaneously helping her spouse in cultivation.

#### 1.7 ANALYTICAL FRAME

The factors which are likely to exert influence on regional variation of women's occupations in the rural areas can be grouped into :

- (i) Environmental and ecological factors - Aridity index, moisture index, area under forest;
- (ii) Socio-cultural factors - proportion of scheduled caste and scheduled tribe population - female literacy rate; and
- (iii) Economic factors (Agricultural factors) - Gross cropped area, gross irrigated area.

#### 1.8 METHODOLOGY AND CHAPTER ORGANISATION

The study has been organised into six Chapters. The first chapter deals with the nature of study, objectives hypotheses to be tested, data base, limitations of the study,

analytical framework, and the review of literature.

The second chapter analyses in detail about the structure of women's occupation in the rural areas. This chapter has been further divided into two sections. The first section gives a broad picture about the over all work participation rate of women in the rural and urban areas and its variation over the study region. The second section analyses in detail the spatial variation of the structure of women's occupations over the regions as well as over the districts. In order to show the structure of female workforce, the percentage share of women workers in each occupation out of the total women workers has been worked out. Out of these percentage shares the first four ranking occupations have been identified for each of the districts which seem to contribute the major share of workers in the districts. Apart from these first four most important occupations, the percentage share of women workers in other occupations is so less that they have been excluded from the periphery of my study.<sup>5</sup> At the same time, in order to find out the major occupations at the regional level, region's share in each of the four ranking occupations has been worked

---

5. The occupations where the number of women workers is less than 50 has been excluded from the study.

out. It also attempts to make a comparative study among these first four occupations.

The third chapter deals with the level of concentration of women workers in the major occupations while the fourth chapter deals with the diversity of the occupations. The extent of concentration has been measured with the help of index of concentration. The index of concentration measures the magnitude of spatial concentration of occupations whose formula is as follows:

$$\frac{\text{Total women workers in X occupation in a district}}{\text{Total women workers in X occupation in a region}} \times 100$$

The level of concentration has been measured for the first four ranking occupations. Out of these, occupations have been identified which form the highest level of concentration in the districts.

In order to ascertain regional diversification of women workers in the study districts, an index of diversification has been worked out employing the Greenburg method.<sup>6</sup> Such an index gives an indication of the manner in

---

6. Joseph H. Greenburg, "The measurement of linguistic diversity" and in David E. Sopher (1980) - An exploration of India, Cornell, New York, pp.235-56.

which women workers are distributed among the occupations in the rural economy. The index of diversity is as follows:

$$D = 1 - \sum_{i=1}^n x_i^2$$

When D is the diversity

$X_i$  is the proportionate of women workers in each category of the occupations to the total women working population.

The fifth chapter attempts to analyse the nature of association that exists between the structure of female workers and the environmental-ecological and socio-economic characteristics of the region.

The conclusions of the dissertation are presented in Chapter VI.



## 1.9 REVIEW OF LITERATURE

The relationship of women to the economy is a special problem area because economic development influences women's work in a different way than man's work. The valuation of women's work is subject to influence and forces which are different from those of men. Simple law of supply and demand is not uniformly applicable. The kind of work they do, where and what terms - all these are determined by women's position in society. As a category of workers, they therefore need special focus and analysis because the problems and issues that face them are different.

The volume of literature available on women's work have been divided into following categories:

1.9.1 Women's work - Theoretical explanations from different schools of thought.

1.9.2 Temporal and Regional variation of women's participation in work in India.

1.9.2.1 Economic factors.

1.9.2.2 Technological factors.

1.9.2.3 Socio-cultural factors.

1.9.3 Occupational segregation

1.9.3.1 Economic factors.

1.9.3.2 Psychological factors.

1.9.3.3 Socio-cultural factors.

1.9.4 Regional Studies

1.9.5 Women in Selected Occupations

1.9.1 THEORIES ON WOMEN'S WORK - (SCHOOLS OF THOUGHT)

Several theoretical explanations have been offered for some of the special features about women and work in the advanced countries. The most important question taken up first for a theoretical investigation was why women go out for paid employment? These theoretical explanations can be classified as (i) Neo classical, (ii) Institutional, (iii) Marxist and (iv) Radical.

According to the neoclassical explanation - Whether women will go for paid employment or not will rest upon the effect of income and price. A cross section study show that women's labour force participation and husband's income are inversely related, while a time series shows the opposite. The contradiction is supposed to have been resolved by showing that when income of the family increases, women prefer more leisure that is the substitution effect is greater than the negative income effect-1 (Mincer, 1980).<sup>7</sup>

According to Becker<sup>8</sup> (1974) "women hire men as bread

---

7. Jacob Mincer (1980), "Labour force participation of married women - study of labour supply" in Alice H. Amsden (ed) The economics of women and work, Penguin.

8. Gray Becker (1974), "A theory of marriage", in T.W. Schultz (ed) "Economics of the family, marriage, children and human capital" University of Chicago.

earner because men earn more than women in the market and men hire women to bear and rear the children as women have the superior skills for this task.

The institutions associate women and work with the growing availability of women's work - This shows that women do not take the choice, but it is the market which decides the jobs they would do.

While the neoclassical maintains that in spite of the segmentation of labour market, women get a wage equal to their marginal products. The institutionalist attribute the lower pay of women to labour market segmentation and sex type of jobs. Division of labour by sex has always been there but at certain stages of economic development the rewards of specialisation are more equitably distributed between the sexes than at others. Thus women's position deteriorated with the invention of plough<sup>9</sup> - Boserup. It has been found that even in the advanced stage of capitalism, the difference between men and women cannot be explained merely by the difference in their productivity, due to age, schooling or experience. Institutional economists thus show that sex inequality takes the form of job discrimination that emerges from the institutional standpoint is that role of women is confined to certain sectors of the economy.

---

9. Boserup (1970), op. cit. pp.24-35.

Marxist approach from the very beginning has been historical and women's labour force participation is seen by them in a historical perspective. Engel<sup>10</sup> (1964) advanced a historical explanation of the dialectical relationship between the development of the means of production, food, the rise of property and the subjugation of women. Engle's traced the development of means of production through the periods of savagery, barbarism and civilization. In the first, private property was unknown. In the pastoral stage when surplus of wealth in terms of cattle, milk and meat was available; the need for private property emerged. It is at this stage, that there was a shift from the mother right to the father right, namely to patriarchal society. Thus Engel says that, "No wealth increased, it on the other hand, gave the man a more important status in the family than women - the overthrow of the mother right was the world historic defeat - of the female sex.

The radical approach focuses on the material and political benefits which capitalists derive from the family. They consider that family survives because it serves the interests of the capitalists and show that sex inequality in the market is based on the sex inequality at home. For the

---

10. E. Engels (1964), "The origin of the family, private property and the state", Progressive Publishers, Moscow.

radicals while the overthrow of capitalism is a necessary precondition to the liberation of women, it in itself is not sufficient. More important for them is the overthrow of patriarchal family structure - Brown (1970).<sup>11</sup>

Increasing number of women go for paid work, according to the radicals, to satisfy the needs of provincial capitalism which is industrially centres. First the value of women's labour at home decreased for capitalism as well as for husband's. Second the growth of capitalism requires an expanding labour force which could be only maintained by bringing women out of their house for wage labour.

The labour market segmentation according to them during the transition <sup>from</sup> ~~from~~ competition to monopoly capitalism arises in response to the needs of capitalists to divide and rule the working class (Reich, Gordon, Edwards).<sup>12</sup>

#### 1.9.2 TEMPORAL AND REGIONAL VARIATION OF WOMEN'S WORK PARTICIPATION IN INDIA

The rise of surplus labour and the birth of capitalism gradually changed the role of men and women in

---

11. Carol A. Brown (1975), "Patriachal capitalism and the female headed family", Social Scientist, Vol.4, No.4-5. pp. 28-39.

12. Michael Reich, David, M. Gordon and Richard G. Edwards (1973), "A theory of labour market segmentation", American Economic Review, Vol.63, No.2..

economic activities.

Industrial capitalism transplanted on Indian soil by colonial rule created major discontinuity for Indian economy. The social organisations of production in pre-colonial India was not comparable to the feudal society of Europe before the industrial revolution.

During pre-British era, although agriculture was the predominant occupation, every household carried on the work of spinning and weaving. Craft production was never a full time occupation but subsidiary to agriculture except in the farms. Village artisan families pursued their crafts on hereditary basis and had a caste monopoly of their particular craft.

British intervention took two phases - the first phase when the East India Company monopolised trade from India - this is the phase which led to a growth of India's trade and vast expansion of merchant capital. This was the phase when Indian manufacturers received a tremendous boost. In the second phase Britain curbed Indian industries by clamping heavy duties and flooding the country with British manufacturers. This phase is usually referred as de-industrialisation of India, when Indian industries suffered massive destruction. In this process vast numbers of urban and rural population became reduced to poverty. Women as

### WORK PARTICIPATION – MALES AND FEMALES

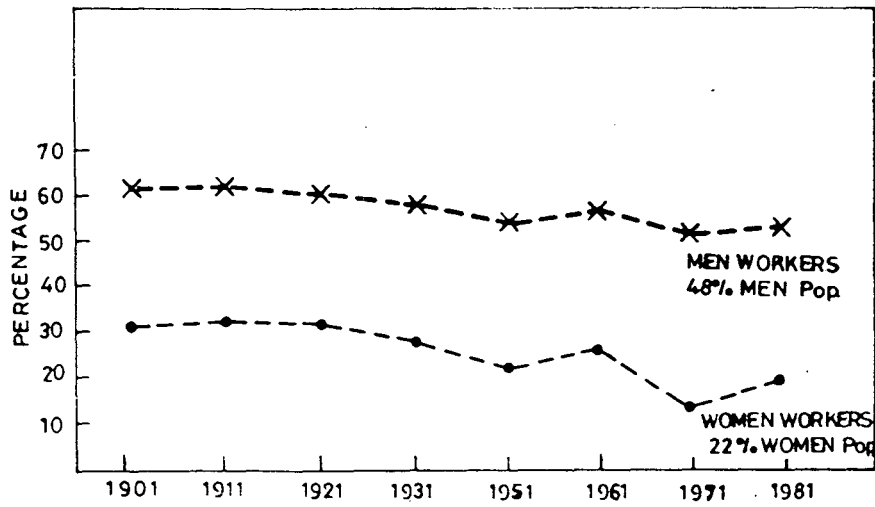


FIG. 3

1961 CENSUS COVERAGE WAS BROADER  
1971 NARROWER DEFINITION

FEMALE WORKERS PER 1000 MENWORKERS

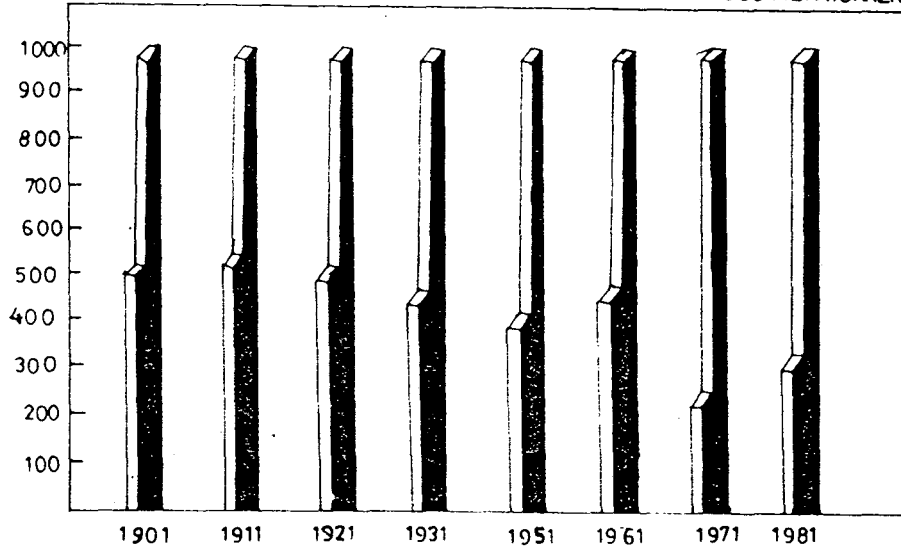


FIG. 4

major partners in the economic-activities of the household lost out more than men as the occupations in which they were engaged declined drastically. As a result women were pushed into agriculture, and within non-agricultural sector, they have gradually concentrated only in a few occupations (1987).<sup>13</sup>

The colonial history had a major impact on the present nature of women's occupation and their participation in various activities.

After 1901, there was a steep secular decline in women's labour force participation. Technological changes and the resultant change in demand, has been considered as the most important factor for this decline - Thorner (1962).<sup>14</sup>

Between 1911 to 1961, the worker rate fallen for both sexes, but while the decline for male was only 8.0%, the decline for females was 18%. More severe was the progressive de-industrialization for women to a greater extent than for males.

---

13. Desai Neera and Krishnaraj Mailthreyi (1987), "Women and society in India", Ajanta Publications, New Delhi.

14. Thorner Alice (1962), "The secular trend in the Indian economy" 1881-1951", The Economic Weekly, Special Number, Vol.1, Nos.28, 29, 1962.



RURAL-URBAN DIFFERENCES IN WORK PARTICIPATION BY SEX  
1961-1981

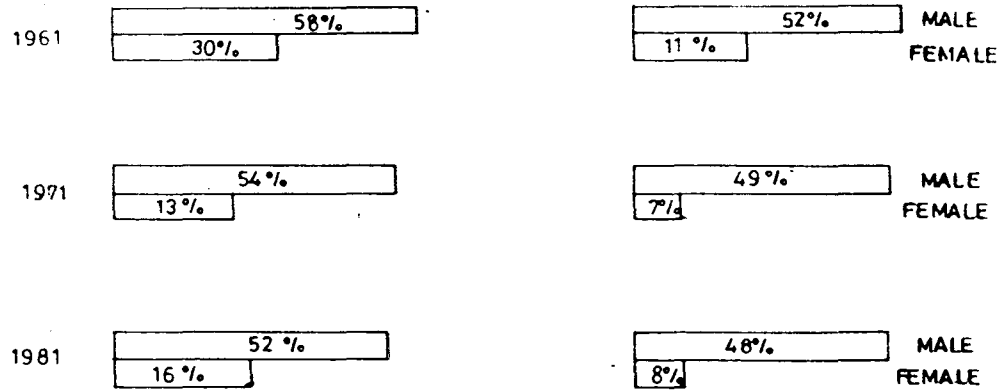


FIG. 5

WORK PARTICIPATION RATE BY AGE SEX RURAL URBAN AREAS  
1981

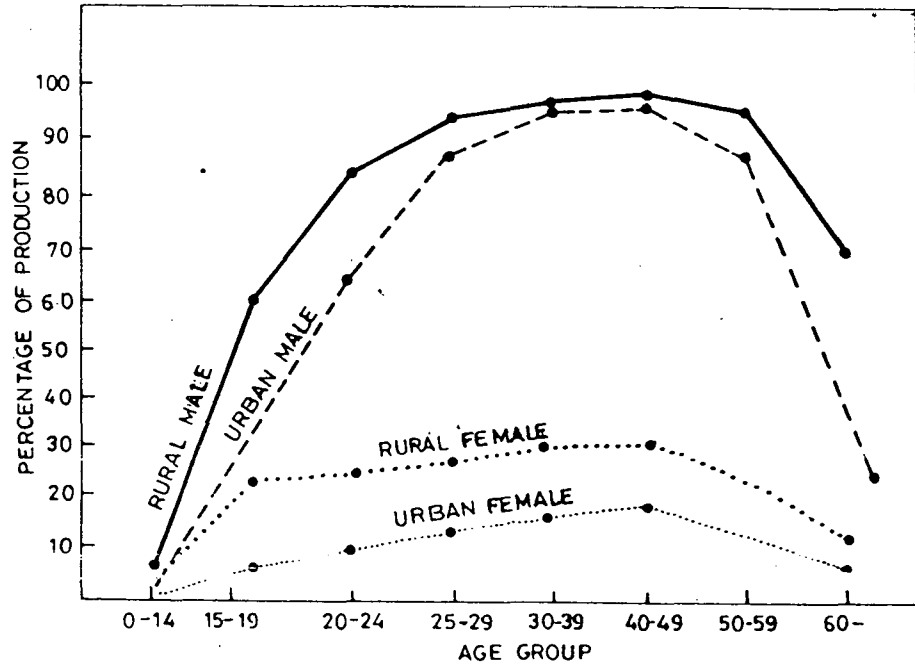


FIG. 6

Mitra, Pathak and Mukherjee (1979)<sup>15</sup> have tried to estimate the falling tendency of women participation rate during 61 and 71. They divided the involvement of women into traditional, mixed and modern occupations. They find that in 1961, the female participation is highest in the traditional, less in mixed and least in modern occupations (such as mechanisation and machine based industries). In 1971, too, participation remains least among modern occupations.

Banerjee<sup>16</sup> (1989) observes that the 1971-1981 decade was marked by a noticeable increase in the number of rural women workers. Their share in the rural workforce went up by nearly a third. The increase in the number of rural women workers was overwhelmingly confined to agriculture. The same pattern was also observed by Pathak in 1979. While the pattern remaining the same, women's share in total employment had increased significantly in household manufacturing industry in both rural and urban areas. In non-household manufacturing their number had increased fast though not as fast as that of men.

---

15. Mitra Asok, Pathak L.P. and Mukherjee S. (1980), "The status of women, shifts in occupational participation 1961-1971", Abhinav Publications, New Delhi.

16. Nirmala Bannerji (1989), "Trends in women's employment 1971-1981 - some macro level observations," EPW - Vol:24, No.17, pp.WS 10-22.

Women's participation rate declining partly because of the under-estimation of census and partly because of changes in the socio-economic status of the society. Some technological factors are also responsible for a declining rate of participation of women.

#### 1.9.2.1 Economic factors

Ambannavar<sup>17</sup> (1975) has also mentioned a long term trend of gradual decline in the share of women workers in the non-agricultural sector. He further observed that the modern factory type of industry offers little scope for the employment of women because it interferes with their responsibility towards household duties and child-care and it seeks to employ those with a certain level of education. The growth of such industry with the consequent decay of household industry results in a considerable loss of employment for women. Pressure of population on land and the lack of rapid growth of employment opportunities outside agriculture bring about competition between males and females, the former succeeding even in those activities which traditionally belonged to women.

---

17. Jaipal P. Ambannavar (1975), "Changes in economic activity of males and females in India, 1911-61", Demography India, Vol.IV, No.2, pp.345-361.

Vaidyanathan (1986)<sup>18</sup> feels that the level of rural employment in non-agricultural activity (relative to the rural labour force) can be viewed as a function of the following factors - the level of rural demand, the level of extra local demand from the urban areas in the vicinity as well as from other regions for rural products, location scale and technology of activities covering these demands.

For any given level of demand, the level of employment could vary depending on what kind of techniques are being used, and how production is organised. Whether non-agriculture activity is specialised or is an adjunct to agriculture may also make a difference to the employment, the extent of excess in labour supply relative to the requirement of workers in agriculture and exogenously determined non-agriculture activity.

Mukopadhyay and Ghosh<sup>19</sup> have analysed the census data for 1961, 71 and 81 by making adjustments for definational changes. They suggest that the level of women work

---

18. A. Vaidyanathan (1986), "Labour use in rural India - A study of spatial and temporal variations", Economic and Political Weekly, Vol.21, No.52, (Review of Agriculture), pp.130-46.

19. Bhanusikha Ghosh and Sudhim Mukopadhyay (1984), "Displacement of the female in Indian Labour force", Economic and Political Weekly, Vol.VI, no.47, pp.1998-2002.

participation may be explained in terms of dominant position of the male in the workforce, the low level of overall employment and the adverse sex ratio of females in the population. In spite of significant regional variation, among these factors, the main contribution is always offered by male domination in the total workforce, across all the states, regions and occupational categories. They feel that economic change has caused the technological and occupational structure of the economy to undergo a transformation biased in favour of males.

Sharma (1980)<sup>20</sup> feels that this might have a direct repercussions on the nature of women's work pattern. Women's work cannot be studied in isolation from the work which men do. Some changes in the women's pattern of work are a result of general changes which also affect the kind of work available to men. Some changes come as a direct consequence of changes in male pattern of employment, as for instance women take on more agricultural work to compensate for their husband's absence as migrant labourers.

Singh (1987)<sup>21</sup> relates the economic development with

---

20. Ursula Sharma (1980), "Women, work and property in north-west India", Invistock publications, London and New York, pp.116-133.

21. M.K. Singh (1987), "participation of women in economic Develoment", Trends and issues, Indian Journal of Industrial relations", Vol.23, No.1, pp.93-106.

women's work in a different manner. He says that both in rural and urban settings the forces of change and development are generating surplus labour, which is readily available for work and is on the increase. The phenomenon of surplus labour has adverse repercussions for the female employment too. Due to high level of unemployment and under-employment the surplus labour has become an important component in the interaction between sex specific supply and demand of labour. Discrimination against women is seen and rationalized on the grounds that in a situation of high unemployment, employment of females would further push up the male unemployment, the second phenomena is related with gender model which suggests that in developing economies, it is perceived that women have predominantly work related attitudes which are influenced more by prior specialisation into the family ethos than the work job sites. Hence women in developing countries have lower job aspiration, less involvement with work and exhibit greater concern with congenial work environment and peer relations. The gender model thus provides a negative image of women workers. this perception then implicitly comes in the way of their employment.

According to Patel (1979)<sup>22</sup> at the national level the

---

22. Krishna Ahooja Patel (1974), "Women, technology and Development process", Economic and Political Weekly, Vol.14, No.30, pp.1549-54.

majority of developing countries continue to make technological choice and take decisions which affect seriously their internal division of labour. There does not seem to be a balanced approach between the transfer of technology from abroad and the development of national technological capabilities, to take national decision in the national interest, there appear to be other constraints which may be called internalised, which play a decisive role in the existing division of labour, within an economy and within the household. These are directly or indirectly related to the modes of production, models of industrialisation and land farms system. These obstacles - Complex package of economic and social factors - seem to evade and perpetuate "technological dependence" of women in relation to scientific initiative, finance and technological control and skill. Therefore, he suggests that the indirect cost of women's dependence in technology could be heavy in terms of unutilised and untapped human resources to the economy and society as a whole and may adversely affect productivity and employment.

It has been found so far that the economic development accompanied by technological advancement is the sole cause for the female displacement from the labour force in India. This conform with the pattern which has been

suggested by Sinha (1965).<sup>23</sup>

It has been suggested that female activity rates form an U shaped pattern in relation to economic development. In the early stages of development scope for employment of women narrows as a result of contraction of agricultural and household industries. Though employment opportunities in modern sector grow, these accrue mostly to men on account of unemployment and under-employment prevailing in these countries in the early phase of development. On the supply side, the rising level of family income reduces pressure upon women to take up work as supplementary earners, though the trend is reversed at the later stage of development.

With the economic and technological development, the income level of the workforce is expected to rise which also determines the work participation of women. Rayappa and Grover (1978)<sup>24</sup> finds the relationship between income and labour force participation rather inadequate and useless. Sinha (1975)<sup>25</sup> found a negative association between female

---

23. J.N. Sinha (1965), "Dynamics of Female participation in economic activity in a developing economy", in proceedings of the world population conference, Belgrade, (Vol. IV).

24. P. Rayappa and Deepak Grover (1978), "Modernisation of female work participation", Demography India, Vol.7, No.(1-2), pp.157-74.

25. J.N. Sinha (1975), "Female work participation - A comment", Economic and Political Weekly, Vol.10, No.16, pp.672-74.



activity rate and male average income in the rural areas.

Flesher (1971)<sup>26</sup> finds the relationship between labour force participation and income rather complex. He says that there is a positive relationship between labour force participation and earning power and negative relationship with non-labour income which corroborates the fact that the net result of changes in the labour market unemployment changes in the opposite direction of labour force participation.

The author recognises that unemployment influence labour supply through at least two channels.

- i) The effect of unemployment on income.
- ii) Its effect on earning power. Conceptually the author seems willing to conclude that effect of unemployment that occurs because family income is lowered in the category of tastes rather than family resources - which are two of the categories into which they divide factors that influence labour force participation.

---

26. Belton H. Flesher (1971), "The economics of labour force participation - A review article, Journal of human resources, Vol.6, No.2, pp.139-48.

#### 1.9.2.2 TECHNOLOGICAL FACTORS

Some people have specifically related the female work participation with the technological development in agriculture. They feel that the capitalist penetration in agriculture not only changes the work pattern in agricultural sector but also in non-agricultural sector. The varying level of agricultural development has led to the regional imbalance in the work participation. In general, southwest and central parts are the regions where women's work participation is high. Northeast and North (excluding tribal areas) by contrast have low participation.

Chitnis (1975)<sup>27</sup> finds that women's participation rates are related to the kinds of crops grown in an area, being lower for wheat, cotton and sugarcane growing areas and higher for rice growing areas. This is because most of the rice growing areas have been unaffected by the recent green revolution technology. Therefore, the importance of family labour and of women remain high in traditional agriculture where farm technology continues to be underdeveloped when new technology is used to perform farm operation, women are dislocated from production tasks

---

27. Suma Chitnis (1975), "International women's year, its significance for women in India", Social Action, Vol.25, No.3, pp. 203-220.

Sandhu (1976)<sup>28</sup> and Reddy (1976)<sup>29</sup> and Sunder (1981)<sup>30</sup> also feel that inter-regional variation in female activity rates are firmly rooted in differences in agricultural factors Sandhu points out that the agricultural prosperity of the green revolution districts has led to a sharp drop in the number of women. He has also pointed out that with the rise in technology in land use, Punjab farmers have become more conscious about status, and some women are status symbol for them. Withdrawal from the labour force did not necessarily mean more leisure for women. They continue to make an economic contribution by keeping milch cattle and poultry at home as well as through better home and family maintenance.

#### 1.9.2.3 SOCIO-CULTURAL FACTORS

Economic and technological factors are often not considered as sufficient to explain the variation in female

- 
28. H.K. Sandhu (1975), "Technological versus economic contribution of women in rural Punjab", Social Change, Vol.6, No.3, pp. 69-72.
  29. D.N. Reddy (1975), "Female work participation" - A study of inter-state differences - A comment", Economic and Political Weekly, Vol.10, No.23, pp. 902-905..
  30. Pushpa Sunder (1981), "Characteristics of female employment - Implications of research and policy", Economic and Political Weekly, EPW, Vol.10, No.17, pp.863-70.

participation rate. For many scholars socio-cultural factors are the most important factors which determine the female participation rate, out of which the level of education and caste and religion play a vital role.

While most of the scholars have divided the female work participation in north and south India, Boserup (1970)<sup>31</sup> seeks her explanation in cultural factors. She compares the pattern of female work participation in north India with that of the west Asian and north African Arab countries, while central and south India have a pattern more like that of south-east Asia, where female work participation rates are all high. This she believes, shows that the influence from west Asian culture was strong in the northern parts and only slight in the southern parts.

According to Sen (1985)<sup>32</sup> the inter-regional variation is not so much due to agricultural or what we may call technological factors, but it is mainly due to inter-cultural variation in the taboos on women's work, for a given crop women if allowed to participate in the work retain almost identical tasks, but while in some regions, these

---

31. Boserup (1970) Op. cit., pp.89-91.

32. Geeta Sen and Chiranjib Sen (1985), "Wopmen's domestic work and economic activity - results from the National Sample Survey", Economic and Political Weekly, Vol.20, No.17, pp.WS 49-56.

tasks are wholly performed by women, in other they are shared by workers of both sexes.

While analysing the process of change in rural India and its impact in women's economic participation, Srinivas (1978)<sup>33</sup> points out that, the greatly increased opportunities for secular mobility available during British rule and in independent India also meant considerable increase in the quantum of sanskritisation. As more and more members of the lower castes obtained access to education, jobs and power, they felt the need to tread the well worn path to unfortunate effects of this is the moral, ritual and economic subordination of women. Sanskritisation coupled with landed wealth contribute to confine women to the four walls of the house. Several micro studies show that the cultural factors like caste and religion play an important role in the female work participation.

Murali Manohar (1985)<sup>34</sup> had attempted to analyse the position of rural women from the background of class composition of the present day rural society. She examines the process of social transformation that affects women both

---

33. M.N. Srinivas (1978), "Changing position of Indian women", Oxford.

34. K. Murli Manohar (1985), "Rural women, class formation and development", in Sushila Kaushik (ed) "Women's oppression - patterns and perspectives", Shakti Books, pp.40-49.

as an individual and as a member of a particular class. Thus the author has grouped the women into six categories - the landless women, poor peasant and near landless, artisan women, small peasant women, middle class peasant women, rich peasant class women and portrayed how their role and status differ among these various categories. It is evident from the study that community-wise women's participation in agriculture is highest among the backward classes and SC/ST group and it is lowest among the upper classes - Sisodia (1985)<sup>35</sup> gave group-wise analysis of female participation shows that only 20% of the upper class household permits their women to participate in the field operation whereas the corresponding figure for the backward and SC/ST households is 75% - 80% respectively.

Reddy's (1986)<sup>36</sup> work also points out that the women from lower socio-economic categories have a major share in directly productive roles also. They are doubly burdened with household work as well as work in farm fields. Women of higher socio-economic strata are however found to be less

---

35. J.S. Sisodia (1985), "Role of farm women in agriculture - A study of chambal command area in Madhya Pradesh", Indian Journal of Agriculture Economics, Vol.40, No.4, pp.223-28.

36. G. Narayan Reddy (1986), "Role of rural women in productive tasks", Khadi Gramodyog, Vol.32, No.6, pp.314-20.

contributive to directly productive tasks in villages. Role was played in decision making social and institutional factors, particularly caste, land holding status, family education and mechanisation have exerted more adverse influence in female labour participation and on their decision making roles. Chakravarty and Tiwari (1979)<sup>37</sup> shows that in the Bihar villages women from the Brahmin households had never done any outdoor agricultural work.

Chandna (1980)<sup>38</sup> has found the similar pattern in Punjab where women belonging to upper castes do not participate in agricultural activities at all because of cultural taboos, the cultural history of the region does not allow much freedom and mobility to females and discourage their participation in outdoor activities. Only when there are certain economic compulsions or it becomes unavoidable due to some other reasons, men allow their women to enter the labour force and they like to withdraw as soon as their status improved - D. Souza (1980).<sup>39</sup>

- 
37. K. Chakravarty and G.C. Tiwari (1979), "Regional variation in women's employment - A case study of five villages in three Indian states", Economic and Political weekly, Vol.4, No.2.
38. R.C. Chandna and M.S. Sidhu (1980), "Introduction to population Geography", Kalyani Publishers, New Delhi.
39. D. Souza Alfred (1980), "Women in contemporary India and South Asia" - Manohar Publications, New Delhi.

Omvedt (1977)<sup>40</sup> seeks the explanation simply in terms of poverty. She feels that where agricultural productivity, income and wage rates are low, female work participation tends to be high simply because women of the poorest families are forced to work irrespective of male desires, although cultural factors may play a role. The north and northeast is more affected by islamic culture and tend to have lower participation.

Gulati<sup>41</sup> and Reddy<sup>42</sup> however do not find any significant relation between women's work participation and the caste structure. Leela Gulati (1975) tried to establish such a correlation, however she found no correlation at the state level and she concluded that interstate difference in the proportion of population accounted for by the scheduled caste and scheduled tribe does not seem enough to explain the interstate disparities in female work participation Reddy (1979) also finds no explanation in the social factors like religion, caste and literacy.

- 
40. Gail Omvedt (1977), "Women and rural revolt in India", Social Scientist, Vol.6, No.1, 1977, pp.3-17.
  41. Leela Gulati (1975), "Occupational distribution of working women - An inter-state comparison", Economic and Political Weekly, Vol.10, No. 43 pp. 1692-1704
  42. Narsimha Reddy (1979), "Female work participation in India - Facts, problems and policies", Indian Journal of Industrial Relations, Vol.15, No.2, pp.196-212



Apart from the caste structure the level of education is supposed to have a great impact on the work participation rate of women.

It is mostly believed that women education leads to (i) greater participation of females in the labour market, (ii) reduction in family size (iii) greater per capita income and better quality of human capital. In fact the first one is obtained through the second two factors. Because education raises income aspirations, gradually increases the opportunity cost of inactivity and weakens the restrictive power of cultural traditions, committing women's non-domestic services. Education also has got some indirect positive effects. For example, it tends to have a strong negative effect on the number of children women want to have, and many lead not only to later marriage but to postponement of the period of child-bearing. These changes in themselves tend to increase female participation in the labour force - Standing (1976)<sup>43</sup> In India, the location between labour force participation and educational attainment is rather mixed - both in rural and urban areas. Urban activity ratio are found to be lower for literate than for illiterate women. Though within literate groups advanced education appear to

---

43. Guy Standing (1976), "Education and female participation in the labour force", International labour review, Vol.114, No.3, pp.281-97.

favour increased labour force participation - Rayappa and Grover (1978)<sup>44</sup>. Similar non-linear relationship has been identified by Sinha (1965)<sup>45</sup> between education and employment. Marital status and the number of children and their age are related with the extent to which women can participate the work outside home. Both in the developed and developing areas, the labour force participation is much lower than those who are single divorced or separated (Rayappa - 1978)<sup>46</sup>

The consequence of rapid growth of population has affected women in a variety of ways. The entire responsibility of bearing and the major share of rearing the children fall on the shoulder of women. Excessive rearing and bearing responsibility, coupled with mal-nourishment and under-nutrition has reduced the life span of women resulting in a rapidly declining sex ratio. It is mostly felt that the above factors are also responsible for the low level of their skills and if forces them to accept low wages and in most cases reduces their employment capability.

---

44. P. Rayappa and Deepak Grover (1978), op. cit. pp. 157-74.

45. Sinha (1965), op. citp. 337.

46. ibid.

However Nagaraj feels (1989)<sup>47</sup> child care responsibilities and involvement in domestic work as a constraint in the formation of female workforce, do not affect social classes uniformly and to the same extent. For the working population, from which women do come out to work, they do pose constraints for the landlord and the rich in rural areas for whom the economic compulsion to send women out to work are absent and socio-cultural barriers to such a move are quite strong, domestic work or childcare responsibilities perhaps do not represent a real constraint.

The type of family has implications for female work participation both in terms of socio-cultural dimensions and the nature and extent of involvement in domestic work (Nagaraj).<sup>48</sup> The joint or extended family system can influence on the female work participation in two ways. The joint family system perhaps is representative of a more traditional value system which discourages female participation in work for socio-cultural reasons - this system may also entail unnecessary and senseless drudgery for the women thus acting as a constraint on her

---

47. K. Nagaraj (1989), "Female workers in Tamilnadu", in A.V. Jose (ed), "Limited option ' Women workers in rural India", ARTEP, pp.109-201.

48. Ibid., pp.156-57.

participation in work. The incidence of joint family system or the process of formation of nuclear households may vary from one social group to another and hence may be a reason why the female participation rate also vary across social groups.

Boserup (1974)<sup>49</sup> gives a different explanation about the work of joint family on the participation, she says that the prevailing extended family pattern proved to be quite conducive for women to perform both productive as well as motherly roles. The two roles can be easily explained since members of the extended family cooperate in discharging her responsibilities. Infants can be looked after at the work place by less active members and older children can assist their mother and thereby ensure sustained production and work participation. Dandekar (1982)<sup>50</sup> feels that household responsibilities is only one of the hurdles in the way of greater employment of women and therefore barring a few occupations, requiring heavy physical hazards, there is no activity in which women should not do well as men.

Family structure variables such as overall household size, the dependency ratio or the presence of nuclear versus

---

49. Boserup (1970) op. cit., pp.106-9.

50. V.M. Dandekar (1982), "Integrating women in economic development", Economic and political weekly, Vol.52, No.44, pp.1782-1786.

joint families are not the dominant variables determining female labour force participation.<sup>51</sup>

### 1.9.3 OCCUPATIONAL SEGREGATION

A glance at the census data indicates that female participation rate is not only declining over the period of time, but there are significant regional variations. Further within each state there are significant variations in different occupations as some of the occupations are more preferred than others or in some occupations, jobs are more easily available than others due to change in the educational and occupational structure of the society.

We have already found that various economic social and demographic factors are responsible for the declining women's participation rate and its regional variation, the same factors also act on the occupational segregation between men and women although in a different way. The question of occupational segregation of a woman is a major problem area. The actual is rationalized as women being good at certain tasks. This is actually never the real reason. The reasons could be partially historical, in that women initially entering into some occupations stayed there. At other times, female preferences may be dictated by the distinct advantages of female labour to employers.

---

51. Sen and Sen (1985), op. cit. pp. WS.49-56.

Mitra, Srimay and Pathak's study (1979)<sup>52</sup> has illustrated the very low position of women that women occupy in employment vis-a-vis men. It shows that women are in employment wherever they are mainly in very low earning sectors of the economy demanding strenuous, drudge work in low skill and low technology sectors of low productivity.

The average sex ratio of workers in non-household level engage females in higher proportion than in non-household economic activity. This is a testimony to the low social and economic position of women, to their low literacy and technological levels, to the impediments of their development of skill and to the social taboos against unescorted women going out to work. Activities engaging higher rates of female participation in household industry are relating to different textiles, tobacco products, forestry and logging which are characterised by high labour intensity and tediousness, less mobility, less skill coupled with less remuneration. Some of the major groups in non-household industry commanding higher rates of female participation are water supply and sanitation services, educational and scientific services, medical and health,

---

52. Mitra Asok, Srimay A.K. and Pathak L.P. (1979), "The Status of women, household and non-household economic activity", Allied Publishers Pvt. Ltd., Bombay, Delhi.

other services, which may be said to enjoy more mobility, more skill and higher remuneration.

Mitra<sup>53</sup> also pointed out the <sup>with</sup> structural change ✓ has occurred in work participation among the various industrial sectors in the last seventy years. He also shows that the primary sector, almost unchanged providing the great bulk of employment. It is not only the case of India but in all over the world that (certain jobs are performed only by men, while others are performed only by women.) In most societies there are some works which may be done by both men and women, but this is somewhat exceptional. The rationale of sharp diversion of tasks in either male or female gradually disappears as economic development moves some tasks out from the home and transforms them into a specialised occupation. But / the idea that men and women should avoid doing work which by custom belongs to the domain of other sex is so firmly rooted in the national culture in all countries that male occupations continue to be male and female occupations continue to be female / even after such activities have been moved from home to the specialised workshops, service establishments or modern industries. ("The division of labour according to sex is often explained as a natural

---

53. Ibid.

result of psychic and physiological differences between men and women. But apart from the obvious case of child bearing, there are extremely few convincing examples of sex division of labour being truly explainable in terms of natural differences between men and women. This is apparent when the sex pattern of work in different parts of the world, are compared in different human communities, quite different tasks are labelled as male and female work.

#### 1.9.3.1 ECONOMIC FACTORS

The concentration or crowding of women into a limited number of occupation was first analysed by John Stuart Mill, who in 1848 asked why pay in the particular employments of women was always greatly below that of employment of equal skill and equal disagreeableness carried on by men.<sup>54</sup> He argued that in the occupations in which employers take full advantage of competition, the low wages of women as compared with the ordinary earnings of men are a proof that the individual employments are overstócked, that although so much smaller a number of women, than of men, support themselves by wages, the occupations which accessible to them are comparatively so few, that the field of their employment is still more overcrowded, because few women had family to

---

54. F.Y. Edgeworth (1922), "Equal pay to men and women for equal work", Economic Journal, Vol.32, No.3.



support, the reserve price to which competition beat their wages down was much lower than that of men. The crowding hypothesis was discussed again at some length in England in 1920's. There has been a revival of interest in it, in recent years the main line of argument is that the major reason for the low wages of women workers is that, by being denied from access to many occupations, They are crowded to a limited number of occupations, where they have to compete with each other for the jobs available because of the various range of occupation in which women are accepted. The supply of labour in that artificially increased, and the remuneration is therefore reduced accordingly. In the same way men are preferred in many occupations from the competition of women workers, so that the supply of labour in mens' occupation is artificially kept down, and their remuneration is higher than if otherwise would be.

Polachek (1976)<sup>55</sup> gives an alterantive view for the occupational segregation. He <sup>explains</sup> gives a supply oreinted approach for the segregation as against the dual market theory which says occupational segregation arises from blatant demand discrimination on the part of the farms. He says that the variation of occupational distribution rather

---

55. Solomon W. Polachek (1976), "Occupational segregation, an alternative hypothesis", Journal of Contemporary Business, Vol.5, No.1, pp.1-11.

arises out of differing labour force commitments, on the basis of which it has been pointed out although the aggregate male female occupational distribution differ, women enter into all the occupations. Women with the most labour force commitments tend towards the professional type occupations and those with the greater intermittency tend towards the more manual occupations.

Sawhill (1973)<sup>56</sup> discusses two models - the Becker model and Bergman model which deal with employment discrimination and the wage discrimination respectively. According to Becker the locus of discrimination is in the pay practices of firms where the psychic costs of employing, buying from or working with women create a wage differential between men and women. By contrast, in the Bergman model, each worker is paid the value of his marginal product, but the productivity of females is lowered by occupational discrimination which crowds them into a number of low paying, low productivity jobs. According to the author, although employment discrimination is much more important than wage discrimination, but she says that this employment discrimination may be one of the most important factors which forces women into low productivity jobs, but she emphasizes

---

56. Isabell Sawhill (1973), "The economics of discrimination against women - Some new findings", Journal of Human Resources, Vol.6, No.3, pp.383-396.

that the wholesale reform of the sex roles and of the existing institutions of marriage and child bearing is the necessary pre-requisite to equal opportunities in the labour market.

Waldman (1974)<sup>57</sup> feels that why women remain clustered in fewer occupation groups than men can be explained by the different roles assigned to men and women which affects the choice of occupation.

According to D'Souza (1959)<sup>58</sup> when the husband's income is not adequate for the support of the family, the wife is also compelled to work. This hypothesis agrees with the fact that the vast majority of women are employed at lower occupational prestige levels and it can be presumed that their husbands are also employed in correspondingly lower prestige occupations.

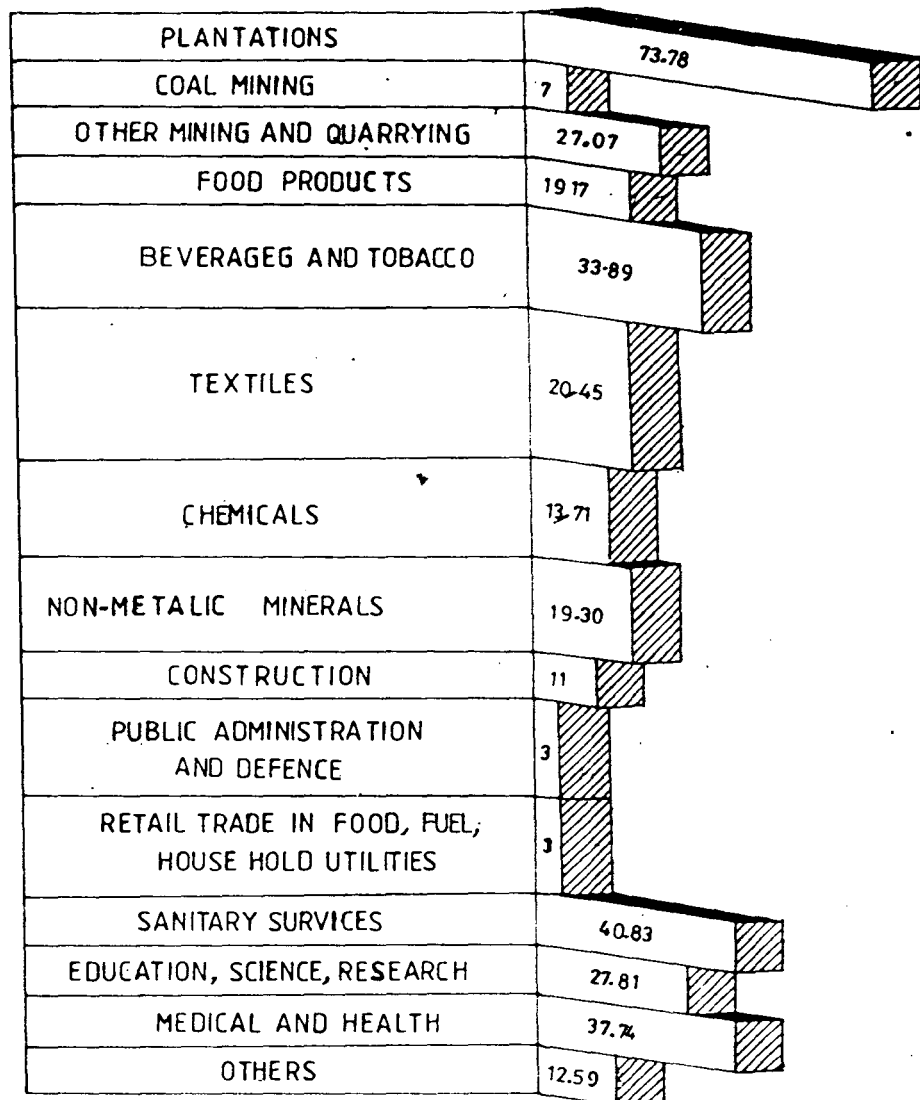
In rural India, women are mostly found in the lower prestige occupations,. The increasing mechanisation have been further pushing them into the traditional occupations - at the same time it is also the fact that the women are

---

57. E. Waldman and B.J. Mc. Eddy (1974), "Where women work - An analysis of industry and occupation", Monthly Labour Review Vol.97, No.5, pp.3-14.

58. Victor S. D'Souza (1959), "Implications of occupational prestige for employment policy in India", Artha Vijana, Vol.1, No.3, pp.233-74.

## RATIO OF FEMALE TO MALE WORKERS IN DIFFERENT INDUSTRIES



(RATIO :FEMALE WORKERS PER 100 MEN )

FIG. 7

getting employment in some newly growing industries like electronic, electrical goods, fine chemicals and pharmaceuticals, garments and other fancy consumer goods, in most of these cases the reason why women are finding employment is either because the industries had adopted fairly labour intensive primitive techniques for some processes or because they involve considerable amount of repetitive mindless tasks.<sup>59</sup>

---

59. Nirmala Banerjee (1985), "Women's work and discrimination", in Devaki Jain and Nirmala Banerjee (ed) Women in Poverty, "Tyranny of the Household" Vikas, Delhi.

TABLE 1.2

RATIO OF WOMEN TO MEN WORKERS IN DIFFERENT INDUSTRY GROUPS, 1981

Division/Major group of NIC	Total Workers	Males	Females	Ratio of females to men	Ratio of females to total
01 Plantations	1364528	937160	427368	45.60	31.3
03 Agricultural services	420831	390034	30797	7.9	7.42
05 Forestry and logging	359988	300678	59309	19.73	16.47
10 Coal mining	657802	620180	34643	5.59	5.29
11 Crude production natural gas	18174	17269	905	5.24	4.98
12 Metal ore mining	155102	124066	31036	25.02	20.01
19 Other mining	436011	339436	96574	28.45	22.15
20-21 Manufacturing of food products	2336074	2031365	304689	14.49	13.04
22 Manufacturing of beverage, tobacco etc.	1819878	896605	923272	102.47	50.73
26 Manufacturing of textile products	2840888	2474258	366630	14.82	12.90
32 Manufacturing of non-metallic mineral products	1828166	1469376	356790	24.78	19.54
4 Electricity, gas and water	973799	949663	24135	2.54	2.47
5 Construction	3565408	3207287	358121	11.17	10.04
65 Retail trade and food articles	5805911	5321702	484209	9.10	8.34
67 Retail trade in fuel	1118897	1026030	92869	9.05	8.30

68 Retail trade in others	1575600	1494942	78657	5.26	4.99
7 Transport, storage and communication	6069332	3898901	170432	2.89	2.81
8 Financing, insurance and real estate	1764237	1656407	107830	6.51	6.17
90 Public administration and defence services	6129664	5797066	332598	5.94	5.43
92 Education, scientific	4393202	3241063	1151139	35.51	26.21
93 Medical and Health services	1441567	1069247	372319	34.82	28.8
94 Community services	631728	576046	55682	9.6	8.6
96 Personal services	3047458	2214510	832948	39.61	29.33
98 International and extra territorial services	8939	7943	995	12.42	11.13
99 Other services	2230072	1944068	286004	14.71	12.82

Source: Neera Desai and Maithreyi, Krishnaraj (ed) women and Society in India.

### 1.9.3.2 PSYCHOLOGICAL FACTORS

Many scholars find that the psychological factors also play an important role in the sex-wise division of labour Boserup (1975)<sup>60</sup> argues that why women are found in certain occupations, are related with their psychology. In communities where girls receive an education and training which make them feel inferior to men in the labour market, it

60. Ester Boseup (1975), "Women in labour market", in Deepak Jain (ed), "Indian women" Ministry of Information and Broadcasting, Govt. of India, pp.101-12.

is inevitable that young women who enter the labour market, will suffer from a deep feeling of insecurity and insufficiency. It is not surprising therefore, that they seek security by sticking to certain jobs and occupations, which are traditionally regarded as female in the society to which they belong, while only a small minority want to enter into open competition with men in the fields which are considered as unsuitable or at least unusual for women. ✓

Apart from this discrimination in treatment from the childhood, women develop a psychology to underestimate their own talents and powers and this complex becomes a stumbling block in their attaining economic emancipation to compete to the counter sex.<sup>61</sup> and secondly social evils rampant in village society are the main hindrances in enabling rural women to play an effective role in the process of development. Rural women suffer from social discrimination which limit their sphere of activities to do manual labour.

#### 1.9.3.3 SOCIO-CULTURAL FACTORS

The nature of the specific women type jobs are sometimes created with the varnashram system whereby women as a sex are considered an inferior group in the caste hierarchy. In reality women of higher castes do retain their

---

61. J.C. Verma (1978), "Women in rural economy", Kurukshetra, Vol.26, No.10, March, pp.7-10.



higher status over men of lower castes even in the labour market.

It is well known that the social valuables of caste status and ethnic group in India are highly correlated and women with different work characteristics can often be identified as belonging to different ethnic groups. The different groups live in the same place, subject to a rigid sex caste ethnic pattern of division of labour and leisure.

A large number of village studies from all parts of India describe the intricate hierarchial pattern of work in Indian villages.

The description of social pattern of a village in Andhra Pradesh may be mentioned as an example, where Dube (1956)<sup>62</sup> found four main social groups. In the top group of high caste people women took no part in any outdoor activities and many observed pardah. Below this top group was the local cultivator caste, their women were occupied with domestic duties and never earned money for the support of the household. In the third group of ordinary low caste people women assisted their husbands in the fields. The poorest and the lowest social group was composed of women belonging to the poorest of the low castes who were expected

---

62. S.C. Dube (1956), "Indian Villages", London.

regularly to seek paid work for the support of their families. The women being at the bottom of the caste hierarchy continue to retain in the traditional jobs. The case study of Valmiki women shows that most women in the agricultural economy as well as those in low status service occupations are subjected to cumulative inequality,<sup>63</sup> with the increasing mechanisation in agriculture and civic facilities, males have left their traditional occupations and have joined in non-traditional occupations, women are thus further depressed in relation to their mobile menfolk.

For Standing (1976)<sup>64</sup> discrimination of education between two sexes is the principle factor for sex type compartmentalization of work.) He says that in the course of industrialisation and urbanisation, a dualistic development of human potential is observed on the basis of sex. The state of affairs evolves from a situation in which education, training and career prospects are reserved predominantly for males. Women are likely to be increasingly channelized into secondary jobs, largely because of their limited access to education and training. Because lack of training keeps their

---

63. Malavika Karlekar (1984), "Sweepers" in Joya Lebra, Joy Paulson and Jana Everett (ed), "Women and work in India - Continuity and change", Promilla Publishers, New Delhi, pp.79-94.

64. Guy Standing (1976), "Education and female participation in the labour force", International Labour Review, Vol. 114, No.3, pp.281-97.

productivity low. In this way, employers come to regard women workers in general as having low productivity and a lower degree of labour force on the basis of sex, preferring to hire men even when an individual woman seeking employment may have a higher education, training and labour force commitment.

A cumulative pattern of discrimination is thereby built up which forces a large number of women into low status secondary jobs.

The various economic and socio-cultural factors which have been so far discussed exert some impact on the structure of occupation to a lesser or greater extent, of course not all the factors are operational at the same place and at a same time.

There are various studies which explain the factors which may influence upon the choice of occupations at the regional level.

#### 1.9.4 (REGIONAL STUDIES)

(Chand and Sidhu's <sup>65</sup> study shows that modernization of

- 
65. Ramesh Chand, D.S. Sidhu and J.L. Kaul (1985), "Impact of agricultural modernization on labour use pattern in Punjab with special reference to women labour", Indian Journal of Agricultural Economics, Vol.40, No.4, pp.252-59.

agriculture in Punjab has resulted an increased employment per hectare of cultivated area for all kinds of female labour - as a consequence the general employment pattern of both male and female labour has changed significantly.

(Chandna and Krishnan (1974)<sup>66</sup>) while studying the working force and its occupational structure concluded that despite a net gain in the balance sheet of in and out migration, Haryana has the lowest proportion of workers in the country. Its low participation rate and the consequent high dependency ratio is the product of extremely low participation of female in economic activity.

In Himachal Pradesh, there is a sharp decrease in the conventional economic workload of peasant women. The individual migration for low paid urban jobs have compelled these women to engage themselves with more non-traditional occupations lying outside the farm work.<sup>67</sup>

(Saikia (1986)<sup>68</sup>) throws some light on the status and role of the rural women in Assam. In Assam, most of the

---

66. R.C. Chandna and Gopal Krishnan (1974), "Haryana - working force and its occupational stgtructure", Manpower Journal, Vol.10, No.2., pp.47-62.

67. Ursula Sharma (1980), "Women, work and property in Northwest India", Tavistock Press.

68. P.D. Saikia (1986), "Indian rural women - A study on role and status of rural women in Assam", Mittal Publications, Delhi.

women are found to be engaged in some outside wage earning jobs. The women perform all kinds of tedious and endless works which are not generally considered to be women specific. This, the author feels is related with the psychological factor rather than any other factor. The women of the sample village have a very open attitude towards work, because they feel there should not be any sex-wise compartmentalization of occupation, women should be employed like men in all the occupations.

Bardhan (1978)<sup>69</sup> provides some quantitative dimension for some of the employment and unemployment characterisation of rural women in West Bengal.

His general conclusion is that low caste and tribal women participate more in the rural activities, than the higher caste women, participation is also negatively associated with the number of adult males in the household, it is found smaller are their number, the greater is the necessity for women to join the labour force.

Roy, Ranga Rao and Attari's (1985)<sup>70</sup> study on Kerala,

---

69. Pranab Bardhan (1978), "Some employment and unemployment characteristics of rural women", An analysis of NSS data for W.B., Economic and Political Weekly, Vol.13 No.12 pp.421-26.

70. A.K. Roy, Ranga Rao and B.R. Attari, (1985), "Impact of technological changes in economic status of female labour", Indian Journal of Agricultural Economics, Vol.40, No.4, pp.244-252.

Madhya Pradesh and Rajasthan shows that employment of female labour is relatively lower than that of male labour. In contrary to the general notion that the technology displaces women from farm and non-farm activities, they find that in these three states the adoption of new production technology has increased the use of female labour enormously in all size groups of farms.

Dantawala<sup>71</sup> from Bihar and Gujarat surveys concludes that unemployment and employment vary with need for income and heavy responsibilities of women at home prevents to their fuller participation.

In Kerala, the women are found to be in the various occupations due to the changes in the agrarian structure. The progressive breakdown of landlordism in Palghat district and the accompanying socio-cultural changes affected women belonging to different strata of agrarian community.<sup>72</sup>

Reddy and Girija Rani (1982)<sup>73</sup> discusses about some salient features of women's occupation in Warangal district

---

71. M.L. Dantwala (1974), "A profile of poverty and unemployment in India", Agricultural Economics, Vol.1.

72. R. Saradamoni (1982), "Women's status in changing agrarian relations - A Kerala experience", Economic and Political Weekly, Vol.17, No.5 pp.155-162.

73. Sudarshan A. Reddy, H. Girija Rani (1982), "Role of women in rural development", Social Scientist, Vol.10, No.6, pp.51-57.

of Andhra Pradesh. The female participation rate is found to be higher among cultivators families compared to artisan and agricultural labour families. In the first category dairy and crop husbandry provide the more important source of employment to women while crop husbandry provides demand for hired labour from the agricultural labour families and has a greater potential for increasing the role and participation of women in agriculture.

Kalapagam and P. Usha (1980)<sup>74</sup> highlights the inter-district variation and certain discernible patterns of female participation occupation-wise in Tamilnadu. They find a wide variation in the female participation within the districts which are ought to be due to certain social and economic factors, such as cropping pattern, industrial specialization, urbanisation, literacy rate and the proportion of S.C. and S.T. in the district population. The coefficient of variation of female participation in various occupations is higher than the coefficient of variation for the corresponding male participation rate. They have found that the districts with high cropped area and high paddy area have lower female participation rates while districts with moderately cropped area and high millets with moderate or low

---

74. U. Kalapagam and P. Usha (1980), "Female workforce in Tamilnadu", Bulletin of Madras Development Seminar Series, Vol.10, No.5-6, pp.262-273.

paddy areas have in general high female participation rate - this phenomena is quite contrary to the general expectation.

#### 1.9.5 WOMEN IN SELECTED OCCUPATIONS - THE CASE STUDIES

It is found that the sexual division of labour operates in the labour force, whereby women get slotted into specific sectors and within each sector, specific occupation and within each occupation, further concentration into a narrow range of specific operations. Women are generally found in the industries which are considered to be female dominated industries. Not only in the present, but also in the past women had tendency to concentrate in these industries. These industries are cashew processing, bidi industry, coir industry, lace making, a considerable number of them are also found in various services - like domestic services, sanitation and laundry services etc. Many scholars have focused their attention essentially on such female specific occupations, and discussed about various aspects of such occupations.

Bhadra (1986)<sup>75</sup> has observed that there has been a steady increase in the number of women workers in the tea plantations, while in other industries, the picture is just

---

75. Mita Bhadra (1986), "Plantation women workers and their commitment to industrial work", Man in India, Vol.66, No.3, pp.233-43.



reverse. Her paper claims that the tribal women can easily adjust themselves in the industrial occupation, their commitment to industrial work is also very high, more committed than the men workers of the plantation industry.

Mies (1981)<sup>76</sup> through her study on the life and work of women lace makers of Narsapur, a village of West Godavari district of Andhra Pradesh, highlights the fact that the classical role definition of women as non-working housewives is a necessary precondition for the unlimited exploitation of their labour in the house and in the informal sector. She feels that though it is true that the exploitation of the subsistence production of the lacemaker of Narsapur has enabled some men of the area to become capitalist manufacturers in an export trade, this integration of the labour of these women into a world system of accumulation has not and will not transform them into free wage labourers, for it is precisely the fact of their not being free wage labourers, but housewives, which make capital accumulation possible.

Brouwer's (1987)<sup>70</sup> study is an attempt to

---

76. Maria Mies (1981), "Dynamics of sexual division of labour and capital accumulation - Women lacemakers of Narsapur", Economic and Political Weekly, Vol.16, No.10 (Annual No.) pp.487-500.

77. J. Brouwer (1987), "A matter of Limitations - A study of women and crafts in South India" Economic and Political Weekly, Vol.67, No.1, pp.1-18.

conceptualise the problem of traditional division of labour between the sexes in fourteen different crafts in South India. On the basis of his observations, he had categorised the crafts into four divisions. (i) crafts in which women fully participate - these are Agrabatti, Bamboo work, cane work, comb work, pith work and neat knitting.

In the second group women may help their husbands in the following crafts - these are neat weaving, pottery and blacksmithy. In the third group women are not allowed to be engaged in the crafts in any way. These crafts are sandalwood carving, lacquerware, copper smithy, sculpture and gold smithy. It is found that the lower the ritual rank of the caste, the more the women participate in the crafts. The Brahmins who try to minimise their social relationships allow their women to be engaged in a craft, that is not traditionally linked with a particular caste. Women of migrant castes are engaged in a craft that belongs to their own caste.

On the basis of the study of garment industry in Bombay, Krishnaraj (1987)<sup>78</sup> says that women in garment industry do not represent a clear case of occupational segregation - but within the workforce in the industry, they

---

78. Maithreyi Krishnaraj (1987), "New opportunities on old terms - The Garment industry in India", Economic and Political Weekly, Vol.15, No.6, pp.45-54.

have only a temporary status, enjoy less rewards for experience and have little or no chance of managerial or supervisory positions, their special proclivity to this occupation is not because of a gender linked occupational syndrome. In the Indian context where tailors have always been men, there is no tradition of female seamstresses. Further we rely on woven garments even today. This segregation is accompanied by the concentration of women in the more centralised bigger units.

Gulati (1979)<sup>79</sup> finds a rigid compartmentalization of work on the basis of sex in the brick industry. Women are employed exclusively for carrying head loads, while all skilled and semi-skilled work, such as moulding, striking etc is done exclusively by men. As a result, women's wages for work which is not physically less exhausting than that done by men, are only about half those earned by men. Nevertheless, women cling to the brick industry because of the uncertainty of work opportunities elsewhere and the continuity of employment which brick work offers.

Murali Monohar, V. Shobha and Rao (1981)<sup>80</sup> identified

---

79. Leela Gulati (1979), "Female Labour in organised sector", Economic and Political Weekly, Vol.14, No.16, pp.744-52.

80. Murali Manohar, V. Shobha and B. Janardhan Rao (1981), "Women construction workers in Warangal", Economic and Political Weekly, Vol.16, No.4, pp.97-99.

some works which are specifically performed by women within the construction industry. The author points out that the wage differentiation, turn over of equal work and the more submissive nature of women are important attractions for the employees to use women in this field.

Gulati (1984)<sup>81</sup> while evaluating the technological impact on the fishing household in the three villages in Kerala, noted that fisherwomen from the two religious groups have responded somewhat differently in accepting the work opportunities. Women from the Latin catholic villages have been rather selective in the choice of work opportunities. They have the immense advantage of easy access to independent, better paying activities, whereas these were virtually closed for the Aryan fisherwomen.

#### 1.10 Significance of the study

Rural female's participation and contribution in the development of rural sector has been one of the most neglected and discriminatory assessed area of study. Various efforts have been made and studies have been done so far on the diversified participation of the urban females in the development activities of different sector. As far as rural

---

81. Leela Gulati, (1984), "Fisherwomen on the Kerala Coast", Interantional Labour Organization, Geneva.

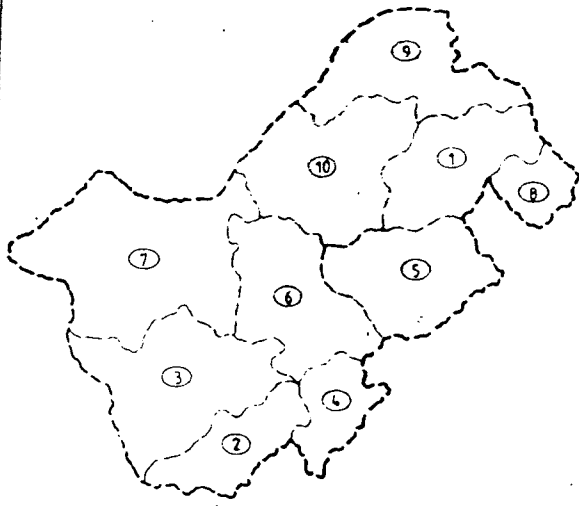
females are concerned, most of the works have been done either on the farm women because it is agriculture which absorbs the largest chunk of women in rural areas, not much work has been done on the women who are engaged in non-agricultural occupations, because the active involvement of rural females in the non-rural sector has always been overlooked, under estimated and neglected too. In this study therefore an attempt is made to highlight the areas where rural female are actively engaged in the development activities and if their work is properly assessed.

It has been seen that in the recent decade there has been an appreciable rise in the female employment, not only the female labour force has gone up but it has also undergone a far reaching structural change. The composition of the female labour force has changed and there has been industrial occupation to the service sector while collared jobs. While it is important to know the growth of female employment, it is perhaps more important to find out how it is distributed among various occupations in different sectors. Occupational distribution will make it clear how far female workers are effectively utilized and in which occupation they are absorbed and in to which sector they can be re-employed with advantage. Therefore, for policy purposes it is very essential to identify the major occupation where the female workers are predominantly engaged

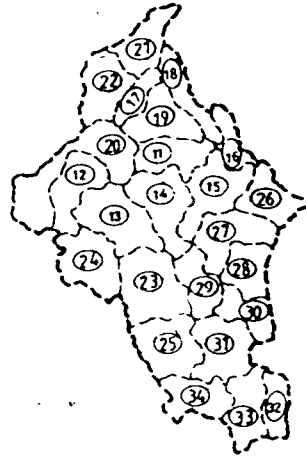
so that short and long term decisions can be taken on the sectors on which more investment efforts and training for necessary skills among female workers could be concentrated for employment expansion. For any kind of policy making one must know the factors which actually regulate the female entry into the labour market. Since these elements are not mutually exclusive and vary in their rigour at micro level, a spatial analysis has to be undertaken to explain the variability of occupation.

# STUDY DISTRICTS

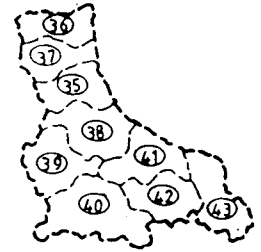
1981



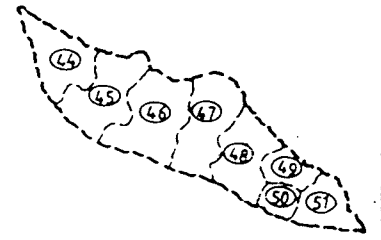
WESTERN RAJASTHAN



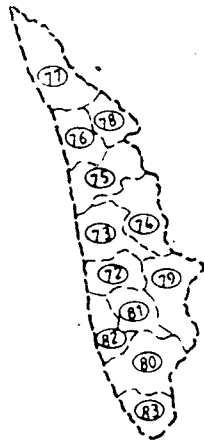
PUNJAB AND HARYANA



CENTRAL DOAB



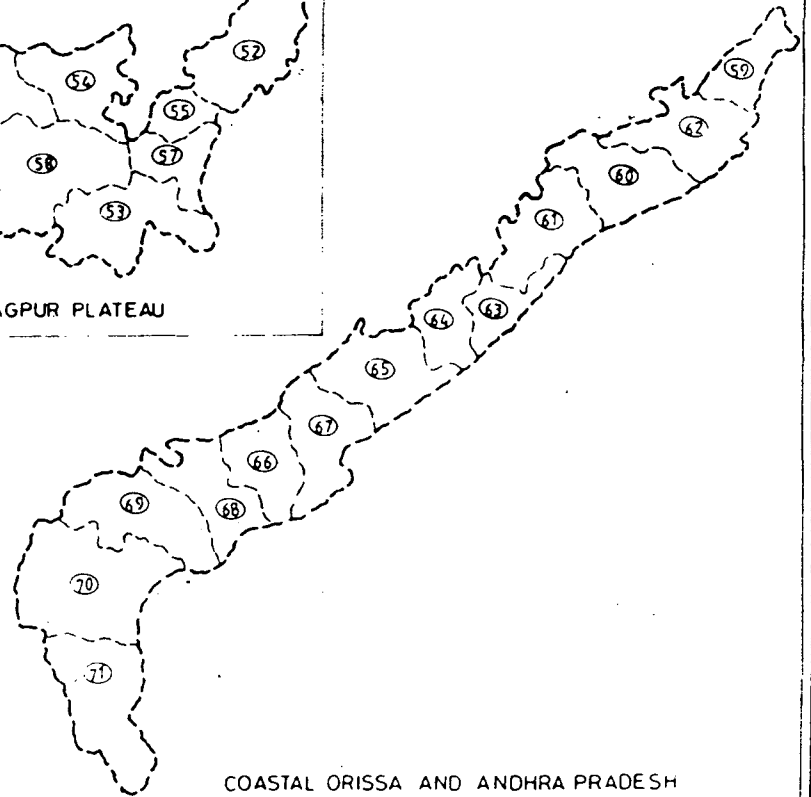
GHAGRA - GONDOK DOAB



KERALA



CHOTONAGPUR PLATEAU



COASTAL ORISSA AND ANDHRA PRADESH

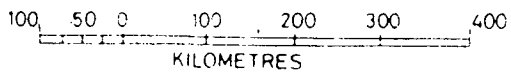


FIG. 2

TABLE I.3

LIST OF DISTRICTS AND THEIR CODES

CODE	NAME OF THE DT	CODE	DISTRICTS
<b>WESTERN RAJASTHAN</b>		<b>CENTRAL DOAB</b>	
1	Churu	35	Bulandshahr
2	Jalor	37	Ghaziabad
3	Barmer	38	Aligarh
4	Pali	39	Mathura
5	Nagaur	40	Agra
6	Jodhpur	41	Etah
7	Jaisalmer	42	Mainpuri
8.	Jhunjhunun	43	Farukhabad
9.	Ganganagar		
10.	Bikaner		
<b>PUNJAB AND HARYANA</b>		<b>GHAGRA-GONDOK DOAB</b>	
11	Ludhiana	44	Bahraich
12	Faridkot	45	Gonda
13	Bhatinda	46	Basti
14	Sangrur	47	Gorokhpur
15	Patiala	48	Deoria
16	Rupnagar	49	Gopalganj
17	Kapurthala	50	Siwan
18	Hoshiarpur	51	Saran
19	Jalandhar		
20	Firozpur		
21	Gurdaspur		
22	Amritsar		
23	Hisar		
24	Sirsa		
25	Bhiwani		
26	Ambala		
27	Kurukshetra		
28	Karnal		
29	Jind		
30	Sonepat		
31	Rohtak		
32	Faridabad		
33	Gurgaon		
34	Mahendragarh		
		<b>CHOTANAGPUR PLATEAU</b>	
		52	Santhal Parganas
		53	Singhbhum
		54	Hazaribagh
		55	Dhanbad
		56	Palamau
		57	Puruliya
		58	Ranchi



CODE	NAME OF THE DT
------	----------------

**ORISSA AND ANDHRA COAST**

59	Baleshwar
60	Puri
61	Ganjam
62	Cuttack
63	Srikakulam
64	Vizianagaram
65	Visakhapatanam
66	W. Godavari
67	East Godavari
68	Krishna
69	Guntur
70	Prakasam
71	Nellore

CODE	DISTRICTS
------	-----------

**KERALA**

72	Ernakulam
73	Tirichur
74	Palghat
75	Mallapuram
76	Kozhikode
77	Cannanore
78	Wayanad
79	Idukki
80	Quilon
81	Kottayam
82	Alleppey
83	Trivandrum

## CHAPTER - II

### STRUCTURE OF FEMALE OCCUPATION

#### 2.1 INTRODUCTORY STATEMENT

Under the prevailing socio-economic setup the rural women of India tend to participate more in economic activities than the urban women, but it is also true that in spite of high worker rate and great diversity of occupations in rural India, the bulk of the women are found to be engaged in a few activities, which have been the traditional domain of women.

This chapter therefore first gives an overview about the pattern of work participation rate of women both in rural and urban India. The following section of the chapter attempt to identify the structure of occupations both at the regional as well as at the district level, and it also attempts to make a comparative study among the major occupations in the districts.

#### 2.1.1 FEMALE PARTICIPATION RATES IN INDIA

Female participation in economic activities is considered as sine quo non for development. Low female participation is considered as a sign of under-development in the third world countries of today. Several economic and social forces prevent large scale female involvement in development activities.

It is because of these reasons that participation rates of women in the labour-force are lower than men in most of the countries of the world. Further within a country they vary in different communities as well as areas in India. Labour force participation rates of women are comparatively low and it is declining over the years.

A close look in Table-11.1 reveals a long term trend in *economic participation of women which indicate an overall decline* both in percentage of workers to total female population and their percentage to the total labour force after 1921. It is evident from the same table that female work force participation rate indicates a dramatic fall especially between 1961 and 1971. During the decade 61-71, while the male and female population decreased by 25 per cent and 24 per cent respectively, the number of male workers increased by 15.2 per cent, while that of female declined by 41.4 per cent. According to the census of India, after careful standardization of the definition of worker, the work force participation rate of women has dropped from 27.9 per cent in 1961 to 12.13 per cent in 1971. However there is a slight improvement in 1981 with the corresponding figure climbed back to 14.14 per cent. In the light of the results of the 1981 census, it seems that the main factor responsible for this deteriorating employment situation for the women was

the sex-substitution in the work force as a whole.<sup>1</sup>

This declining trend of female participation in the workforce may be explained with the help of three possible reasons.<sup>2</sup> One obvious reason is that economic change in India might have caused the technological and occupational structure of the economy to have undergone a male biased transformation to the extent such that there had been a smaller expansion of the sectors while female workers have a relative advantage.

- 
1. Hossain Jahangir, Adikary Maneklal and Chaudhary, Madhu, "A cross section study of women participation in the Indian economy", in Mahajan V.S. (ed.) (1989), "Women's contribution to India's economic and social development", Deep and Deep Publications, New Delhi.
  2. Ibid. pp.248-249.

**TABLE- I I . 1**

**PERCENTAGE DISTRIBUTION OF WOMEN WORKERS AND THEIR WORK-PARTICIPATION RATES**

Year I	Agriculture II	Industry III	Service IV	Female workers V	FWPR VI	NWPR VII
1911	73.9	14.7	11.4	34.54	33.13 (61.9)	48.17
1921	75.5	13.5	11.0	34.03	32.87 (60.5)	38.97
1931	72.3	13.7	14.0	31.17	27.63 (58.27)	43.32
1951	76.8	11.2	12.1	28.96	23.30 (54.05)	39.11
1961	79.6	11.4	8.8	31.52	27.98 (57.10)	42.98
1971	80.1	10.5	9.4	17.35	12.13 (52.55)	32.97
1981	81.13	9.30	9.57	20.90	14.44 (50.70)	33.14

\* Workers as percentage to total population.

Note: Figures in brackets indicate male participation rate.

NWPR = National Work Participation Rate

A second factor is that the Indian economy characterised by growing unemployment and sluggish growth of income had failed to generate sufficient opportunity or incentive to attract many of our potential female workers into the work force. The slow growth rate of the economy failed to absorb growing labour force of the country.

Yet another factor which might have affected changes in the female work participation rate was the sex ratio of the population. A rise in the proportion of women in total population might also have caused a fall in their work participation rate. Thus it seems that the major factors leading to this decline, are displacement of the females by males and a low rate of economic growth while the demographic factors (sex ratio of the population) played only a marginal role. Further urbanization is found to have dealt a severe blow to the rural and household industries where women are normally found to be in a large number.

The second important characteristic about the nature of female workers is their low rate of participation especially in industrialized or agricultural countries. Various socio-cultural as well as anthropological and demographic factors are responsible for such a low participation of women in economic activities.

The opposition to increasing opportunities for women's participation in economic activities springs firstly

from a conservative view regarding women's proper role in society. For example, the elite classes in most societies limited the activities of women to the home only. In the same societies, women of the labouring sections did participate extensively in economic activities outside the home, but their spheres were often clearly defined by a customarily accepted division of labour between the sexes. The patterns of this division have however varied, not only from society to society but among different section of people within the same society.<sup>3</sup>

Among the agricultural classes in most parts of the country and particularly among marginal and landless agriculturists, earning a livelihood is still a family endeavour with or without division of labour between men, women and children. The pattern of women's participation may vary according to regional and cultural norms. In areas where the Jhum (shifting) system of cultivation prevails, the men's contribution to the production process ends with the chopping down of trees and burning the soil. The entire process of dribbling (planting) and gathering of crops is done mainly by women.<sup>4</sup>

---

3. Towards Equality (1974), "Report of the Committee on the Status of Women in India", Ministry of Education and Welfare, Government of India.

4. Ibid., p.149.

With terraced cultivation the men's activities increase as they usually undertake ploughing, but women engage in all other agricultural activities.

The cultural norms that influence women's engaging in manual labour outside the home vary according to their position in the social hierarchy. Historians and sociologists agree that withdrawal of women from active participation in manual labour outside the home is a consequence of social stratification. Gradually this process of excluding women from labour outside the home has itself become a symbol of higher social status.

Mitra, Pathak and Mukherjee<sup>5</sup> had identified some of the anthropological and demographic factors which are held to be responsible for the low rate of participation. These factors are as follows:

1. The Statistics of females reveal persistent patterns which appear to be related to such factors as marital status and family building habits.
2. In subsistence economies, where a substantial part of the national product is produced in family enterprises, a distinction between household chores and economic activity becomes artificial and depends to a large extent on subjective judgment.

---

5. Mitra, Pathak and Mukherjee (1980), op. cit., pp.38-9.



3. Females are more generally left out of reckoning than males when they are in the marginal worker category.
4. Females constitute more of unemployed persons not actively seeking work because they know that there is obviously none available for them unless they leave their homes and migrate, which is generally impracticable.
5. The activity rates for females may reflect to a considerable extent different, definitions and enumeration procedures used in various countries. The statistics for males are not as such influenced by these factors.
6. The activity rates may vary consistently from one religious community or culture to another.
7. The problem of unpaid worker enumeration is not only confined to agriculture but also in other sectors.
8. Other things being equal, married women are less likely to be in labour force than are single, widowed or divorced women, for whom a job is often an economic necessity.
9. Within a given economic and cultural setting, however, women with few children are more likely to be in the labour force than are women with many children.

**Table-11.2**

STATES AND U.T ARRANGED IN DESCENDING ORDER OF THEIR 1981  
FEMALE WORK PARTICIPATION RATES

Rank in 1981	State/U.T	<u>Female workers</u>		Rank in 1971
		1981	1971	
1	Nagaland	42.49	45.24	2
2	Arunachal	40.55	51.28	1
3	Sikkim	34.09	41.85	3
4	Manipur	34.59	23.62	8
5	Meghalaya	33.29	34.57	6
6	Mizoram	32.33	39.46	4
7	Andhra Pradesh	27.02	24.16	7
8	D & N Haveli	26.14	38.96	5
9	Maharashtra	23.98	19.70	10
10	Tamilnadu	22.36	15.09	13
11	Madhya Pradesh	22.35	18.65	11
12	Karnataka	18.95	14.20	14
13	Himachal Pradesh	18.71	20.79	9
14	Goa Daman and Diu	15.05	15.40	12
15	Kerala	12.77	13.49	16

Contd....

Rank in 1981	State/U.T	Female workers		Rank in 1971
		1981	1971	
16	Gujarat	11.03	10.26	18
17	Pondichery	11.03	10.94	17
18	Orissa	11.17	6.81	21
19	Rajasthan	9.32	8.34	20
20	Bihar	9.06	8.88	19
21	Tripura	8.95	4.83	24
22	Chandigarh	8.93	5.70	23
23	Delhi	6.62	4.75	25
24	J & K	5.91	3.86	28
25	West Bengal	5.81	4.43	27
26	Laksha Dweep	5.58	13.60	15
27	Uttar Pradesh	5.39	6.71	22
28	A and N Island	5.07	4.53	26
29	Haryana	4.69	2.41	39
30	Punjab	2.27	1.18	30

Source: Census of India 1981, Series I, India part II-B(i), Primary Census Abstract, General Population

A close look over the areas, data reveals that although the national average for the female work participation rate was very low both in 71 and 81, significant variation is found across the states.

The data in the Table II.2 shows marked variations in the proportion of females engaged in gainful employment. For

an example, in the north, but for Madhya pradesh, all other states have much lower rates of female labour force participation as compared to south where they are fairly high. The western states also go with the southern states, but eastern states have slightly lower rates of female labour force participation. Boserup (1970)<sup>6</sup> while analysing women's life in economic development has also indicated that the country can be divided into two sharply demarcated regions with strikingly different patterns of female employment. The participation of women in the gainful employment also seems to a great extent influenced by the observance of pardah. Report (1974)<sup>7</sup> of the committee on the status of women revealed varying degrees of observance of pardah and the highest percentage of pardah was found in Haryana, followed by Rajasthan, Uttar Pradesh and Punjab and it was very low in Southern states. Chitnis (1978)<sup>8</sup> on the other hand attributed regional variations in women's work participation rates to the kind of crops grown in an area, being lower for wheat, cotton, sugarcane growing areas and higher for rice growing areas. The fact that the most of the northern states like Punjab, Haryana, Uttar pradesh and Rajasthan are mostly wheat producing areas may partly account for the differential employment of women.

---

6. Boserup (1970), op.cit. p.73.

7. Report of the Committee on the status of women (1974), op. cit. p.151.

8. Chitnis (1978), op. cit.

It seems imperative at this stage to go below the state level and analyse the extent of female work participation in detail for at least the regions chosen in the study area.

#### 2.1.2 A REGIONAL LEVEL ANALYSIS

A glance at the table II.5 indicates that there are variations in the work participation rate of women over the regions and between rural and urban areas. As far as the rural work participation is covered, Chotanagpur and the two coastal regions of south report a much higher participation rate. Among the regions coastal Orissa and Andhra Pradesh reports the highest participation rate of rural women (26.32%) followed by Chotanagpur (26) and Kerala (17.72%). The participation rate of rural women in Western Rajasthan is although high (22.21%). The rest of the three regions report a low participation rate of women in the rural areas. Central doab reports a very low participation rate (1.76%) Ghagra-Gondak doab and Punjab - Haryana report 10.42 per cent and 9.34 per cent respectively. Since in the rural areas, majority of women workers are found to be in agriculture, the variation in female work participation rate across the regions may perhaps be explained in terms of disparate pattern of female labour absorption in various types of cultivation. The reason stated by Chitnis<sup>9</sup> that women's

---

9. Ibid.

participation cases are related to the kinds of crops grown in an area being lower for wheat, cotton and sugarcane growing areas and higher for rice growing areas may be applicable here. The fact that most of the northern regions like Punjab-Haryana, Central doab, Ghagra-Gandak doab are mostly wheat producing areas and the two southern regions are rice producing areas may account for the different employment of women.

Sandhu (1976)<sup>10</sup> has pointed out that the agricultural prosperity of the green revolution districts has led to a sharp drop in the number of women working on farms. With the rise in the technology of land use, Punjab farmers have become more conscious about status. Since women are a status symbol for them, they are not willing to use female workers for farm services. Although economic factor is one of the most important factors for the low participation rate of women in northern regions, cultural factors like the caste status and the purdah are closely related with the work pattern of women. Lower caste women have always been the economically active and it is expected that the regions which have a higher scheduled caste population would have higher female labour force participation rates, but this again not true of the Punjab, Haryana regions and other northern regions as the percentage of scheduled caste is highest in

---

10. Sandhu (1976), op. cit.

the northern regions and still the participation rate of women in the labour force are lower. It is because land-owning people in these regions, even though own small pieces of land, consider it below their dignity to allow their women to work outside the home. Even some of the scheduled caste men who have now acquired land have also withdrawn their women from the labour force".<sup>11</sup>

Along with this, the existence of purdah system in the muslim dominated areas like central doab, has further reduced the participation rate, Chotanagpur being a tribal dominated region, report a high participation rate of rural women, among the two coastal regions, Kerala reports a relatively low work participation rate of rural women. Kerala's unusual topography limits rice cultivation to the valleys only.<sup>12</sup> The spread of commercial cropping most probably has an adverse effect on the direct employment opportunities, particularly for women. Another important reason that might have held market employment opportunities in check for both men and women workers, is the relatively small size of the average holding which caused the vast majority of farms to be based on family labour.

As far as urban participation rate of women is concerned, we find, except central doab, in all other regions

---

11. Singh (1989), op. cit. p.227.

12. Ibid. p.254.

the work participation rate of urban women is lower than the rural work participation rate. In central doab, participation rate of urban women is 2.50% which is lowest among all the seven regions, whereas Kerala reports the highest which is 11.76% followed by coastal Orissa and Andhra Pradesh (11.52%). Western Rajasthan, Punjab-Haryana show a similar pattern of participation rate of urban women which is 4.78% and 4.29% respectively while Ghagra-Gondok doab reports a slightly lower rate (3.75%).

The maximum difference between the rural and urban work participation rate is found in Chotanagpur (21.11%) followed by western Rajasthan (17.43% and coastal Orissa and Andhra Pradesh (16.19%). Punjab-Haryana, Ghagra-Gondok doab and Kerala show a similar pattern. The difference in these three regions are 5.05%, 6.09% and 5.96% respectively.

### 2.1.3 A DISTRICT LEVEL ANALYSIS

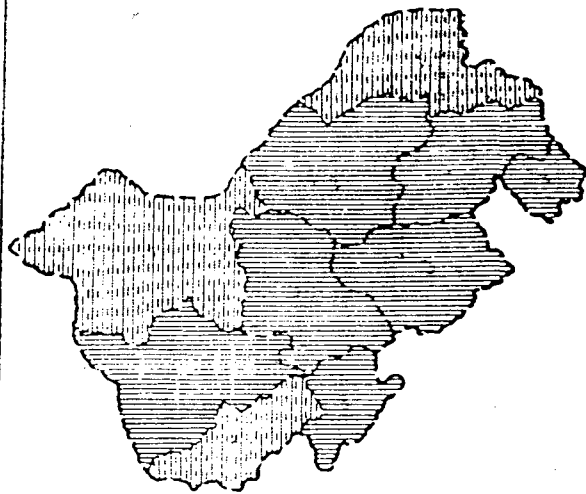
The participation rates of rural females have been divided into following categories.

1. Very high participation rate (40% and above)
2. High participation rate (30-40%)
3. Moderate participation rate (20-30%)
4. Low participation rate (10-20%)
5. Very low participation rate (<10%)

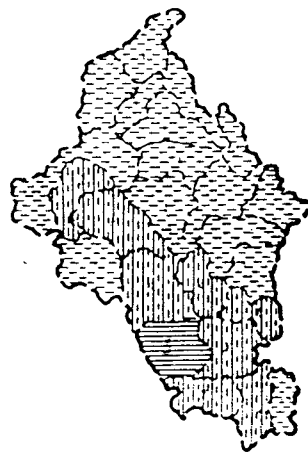
Table 11.3 shows that except for four districts of



FEMALE PARTICIPATION IN WORK - RURAL  
1981



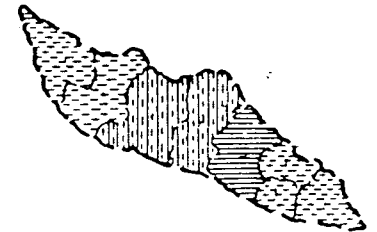
WESTERN RAJASTHAN



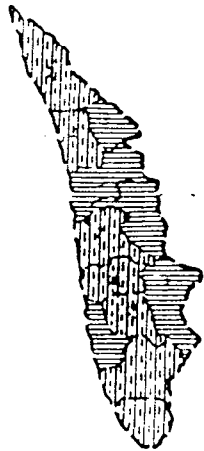
PUNJAB AND HARYANA



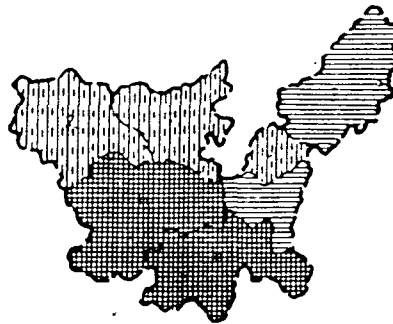
CENTRAL DOAB



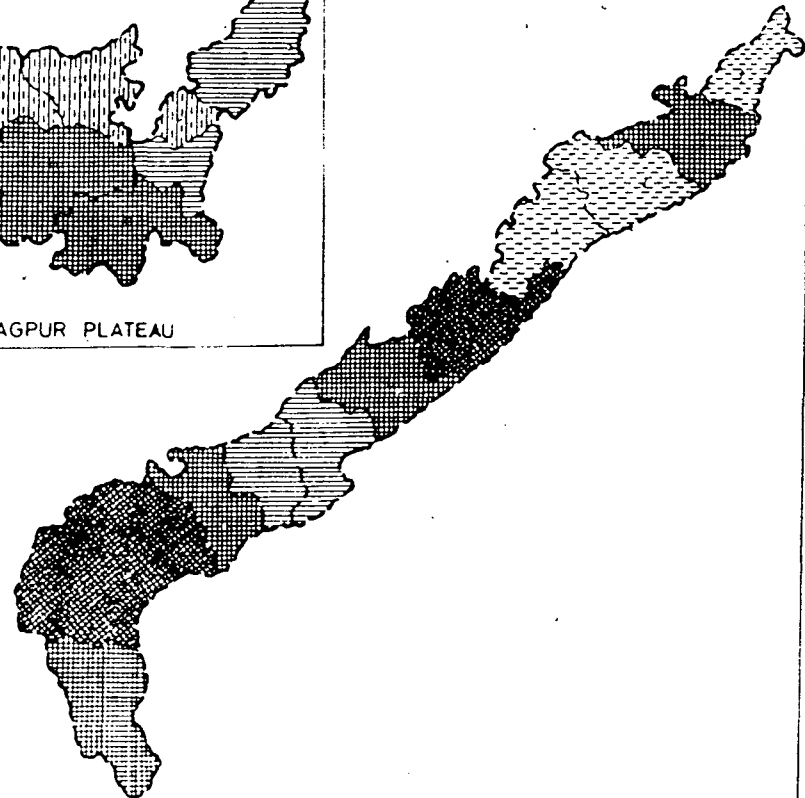
GHAGRA - GONDOK DOAB



KERALA



CHOTONAGPUR PLATEAU



COASTAL ORISSA AND ANDHRA PRADESH

PERCENTAGE OF FEMALE WORKERS TO  
THE TOTAL FEMALE POPULATION

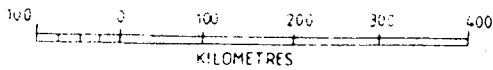
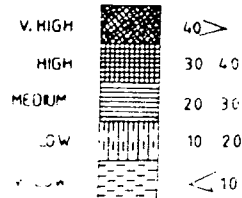


FIG. 8

Table-II.3

## WORKER-RATE OF RURAL FEMALES

Category	% Range	West Rajasthan		Punjab and Haryana		Central Doab		Ghagra-Gondok Doab		Chotanagar		Orissa and A.P. coasts		Kerala	
		No. of Dists.	%	No. of Dists.	%	No. of Dists.	%	No. of Dists.	%	No. of Dists.	%	No. of Dists.	%	No. of Dists.	%
V.H.	40)	-	-	-	-	-	-	-	-	-	-	4	30.76	-	-
H.	30-40	-	-	-	-	-	-	-	-	2	28.57	4	30.76	-	-
M.	20-30	6	60.00	3	8.82	-	-	1	12.5	2	28.57	2	15.38	5	41.6
L.	10-20	4	40.00	8	23.52	-	-	2	25.00	3	42.85	-	-	7	58.3
V.L	<10	-	-	23	67.64	9	100.00	5	62.5	-	-	3	23.07	-	-
		10	100.00	34	100.00	9	100.00	8	100.00	7	100.00	13	100.00	12	100.00

# HISTOGRAM SHOWING THE FREQUENCY OF DISTRICTS ACCORDING TO WORK PARTICIPATION OF RURAL FEMALES (1981)

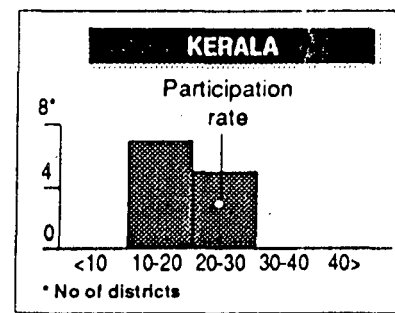
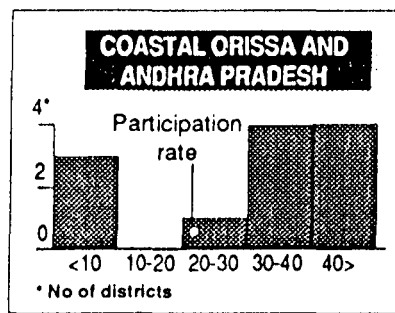
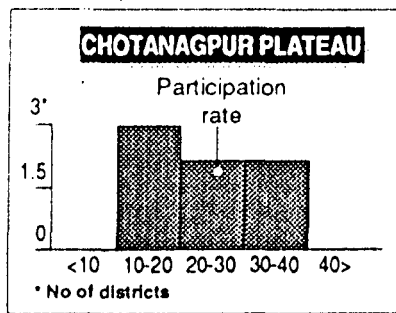
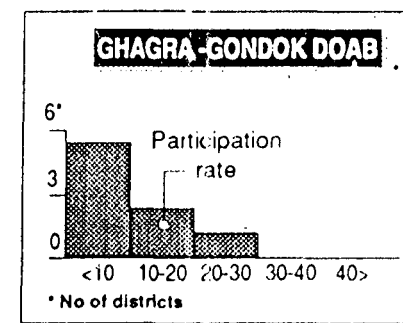
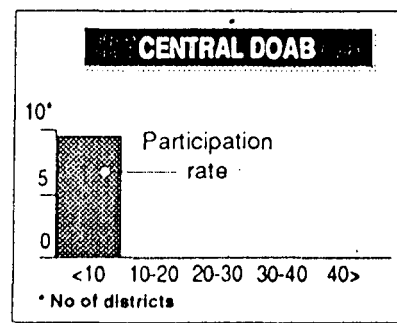
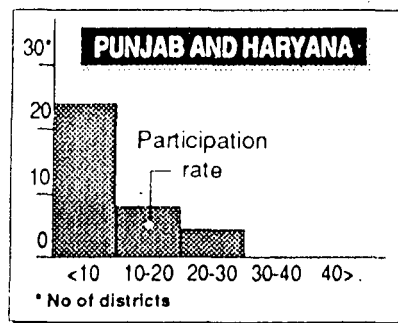
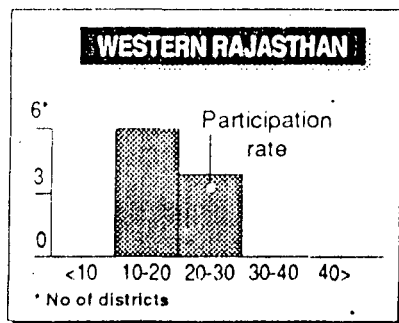


FIG. 9

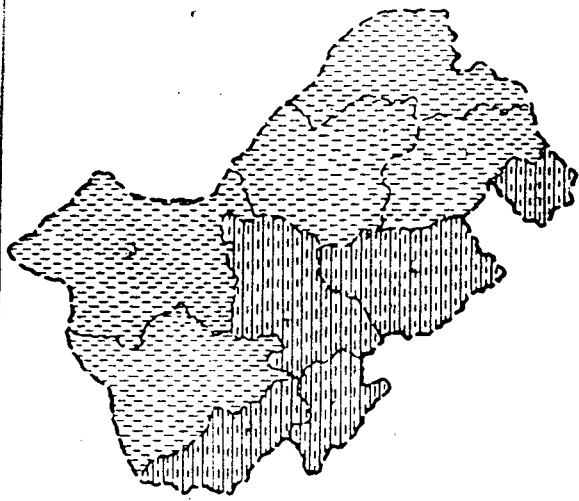
coastal Andhra, not a single district report a very high participation rate. These four districts are Srikakulam (42.46%), Vizianagaram (41.81%), Guntur (43.67%) and Prakasam (43.14%).

There are two districts from Chotanagpur and four districts of coastal Orissa and Andhra Pradesh which report a high participation rate. These districts are Singhbhum (34.20%), Ranchi (35.67%), Ganjan (33.44%) Visakhapatnam (38.88%), West Godavari (31.07%), Krishna (36.11%) and Nellore (38.42%). On the other extreme, most of the districts of Punjab-Haryana report a very low work rate of rural women. Out of thirty four districts, twenty three districts account for a very low participation rate of women. These districts are Ludhiana (5.81%), Sangrur (9.67%), Patiala (4.37%), Rup Nagar (5.30%), Kapurthala (4.36%), Hoshiarpur (7.33%), Jalandhar (5.51%), Ferozepur (8.81%), Gurdaspur (3.17%), Amritsar (2.61%), Sirsa (7.63%), Ambala (3.04%), Kurukshetra (8.65%), Karnal (6.35%), Faridabad (8.78%).

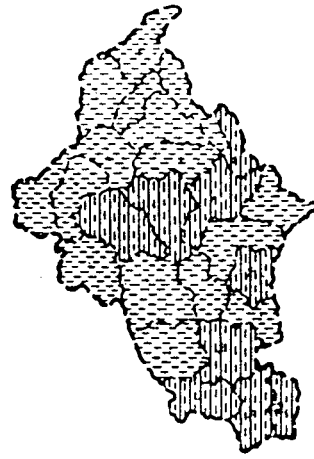
In Central doab, all the nine districts record a very low rate of participation of women. Ghagra-Gondok doab reports five districts and coastal Orissa-Andhra reports three districts under this category.

In Kerala, out of twelve districts seven districts report a low participation rate of rural women. These

FEMALE PARTICIPATION IN WORK - URBAN  
1981



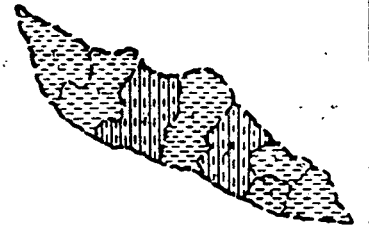
WESTERN RAJASTHAN



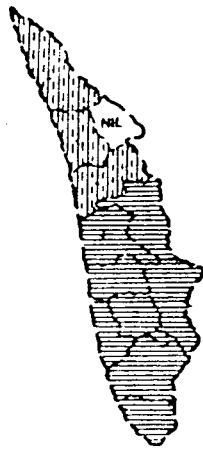
PUNJAB AND HARYANA



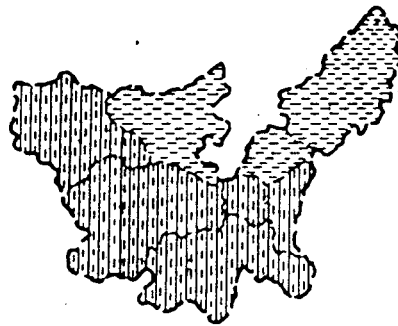
CENTRAL DOAB



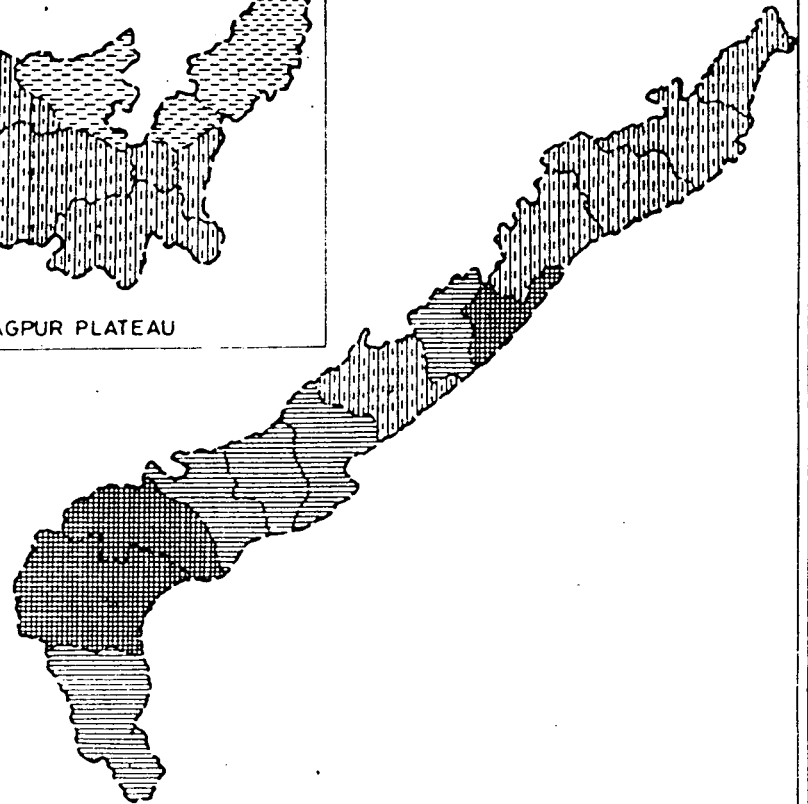
GHAGRA - GONDOK DOAB



KERALA



CHOTONAGPUR PLATEAU



COASTAL ORISSA AND ANDHRA PRADESH

PERCENTAGE OF FEMALE WORKERS TO  
THE TOTAL FEMALE POPULATION

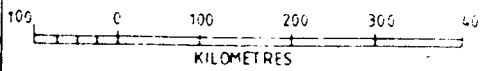
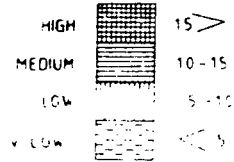


FIG 10

Table-II.4

## WORKER-RATE OF URBAN FEMALES

Category	% Range	West Rajasthan		Punjab and Haryana		Central Doab		Ghagra-Bondok Doab		Chotanagar		Orissa and A.P. coasts		Kerala	
		No. of Dists.	%	No. of Dists.	%	No. of Dists.	%	No. of Dists.	%	No. of Dists.	%	No. of Dists.	%	No. of Dists.	%
H.	15)	-	-	-	-	-	-	-	-	-	-	3	23.07	-	-
M.	10-15	-	-	-	-	-	-	-	-	-	-	5	38.46	8	72.72
L.	5-10	5	50.00	9	26.47	-	-	2	25.00	4	57.14	5	38.46	3	27.27
V.L.	<5	5	50.00	25	73.52	9	100.00	6	75.00	3	42.85	-	-	-	-
		10	100.00	34	100.00	9	100.00	8	100.00	7	100.00	13	100.00	11*	Wayanad reports no urban workers

# HISTOGRAM SHOWING THE FREQUENCY OF DISTRICTS ACCORDING TO WORK PARTICIPATION OF URBAN FEMALES (1981)

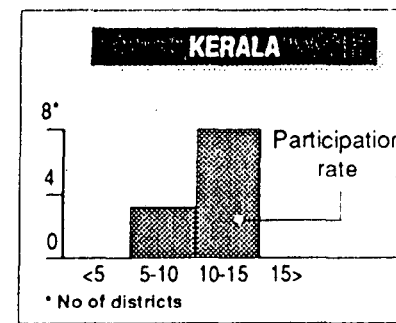
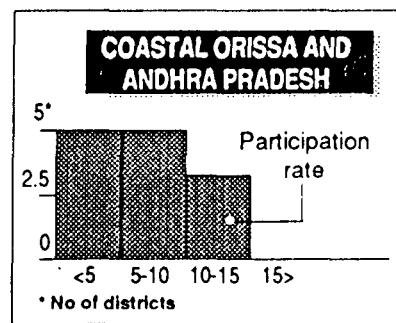
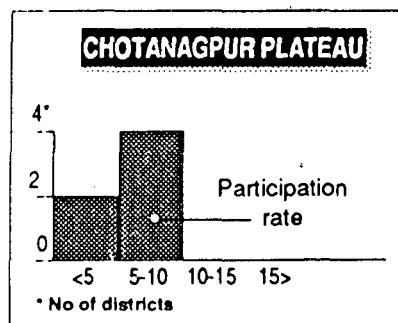
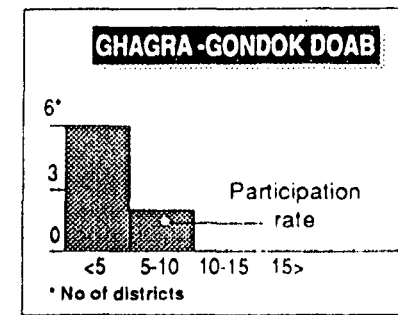
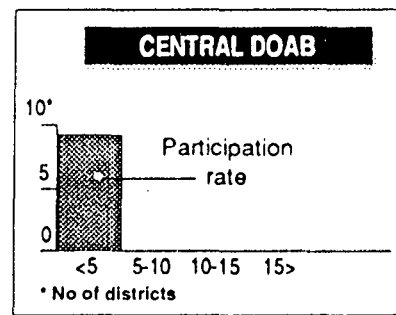
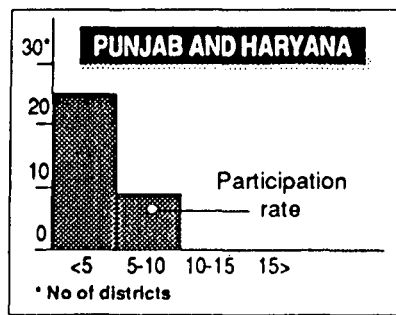
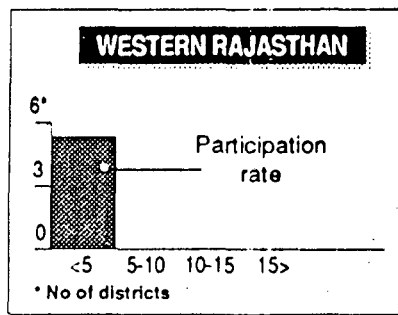


FIG. 11

districts are Ernakulam (19.17%), Trichur (19.49%), Mallapuram (11.02%), Kozhikode (12.85%), Cannanore (18.56%), Quilon (16.46%), Kottayam (12.71%), Trivandrum (15.16%). The rest of the five districts have a moderate rate of participation of rural women, in Punjab-Haryana it is eight, two in Ghagra-Gondok doab and three in Chotanagpur. These districts are Jalor (15.49%), Jaisalmer (12.77%), Ganganagar (11.68%), Bikaner (18.96%) of western Rajasthan - the extreme aridity restricted the opportunities for women to work (as we find all the four districts are situated in the extreme west of the region) Faridkot (10.18%), Bhatinda (12.47%), Hisar (12.33%), Jind (19.54%), Sonapat (16.55%), Rohtak (16.87%), Gurgaon (13.42%), Mahnderagarh (13.84%), of Punjab-Haryana, Basti (12.85%), Gorakhpur (11.53%).

As far as the work participation rate of urban females is concerned, we find that the level of participation of urban females is much less than the participation rate of rural females. Except for coastal Orissa - Andhra Pradesh and Kerala, the participation rate of urban females in east of the regions varies from less than 5% to 10% only. In coastal Orissa and Andhra, out of thirteen districts, although only three districts report a high participation rate. These three are Srikakulam (15.48%), Guntur (15.36%) and Prakasam. In rest of the districts the urban participation rate varies from low to moderate. However Kerala does not report any district which records a high



participation rate, nor does it have any district which have a very low participation rate. Therefore out of twelve districts, eight districts have a moderate participation rate, three districts have a low participation rate. It is important to note that Wayanad does not report any urban worker. Apart from these two coastal regions, the districts of other regions have a very low to low participation rate of urban women. In Punjab-Haryana out of thirty four districts, twenty five districts have a very low participation rate which is less than 5%, all the nine districts of central doab also belong to this category. In Ghagra-Gondok doab, the number of districts in such category are six, in Chotanagpur it is three, and in western Rajasthan, it is five.

### 2.1.3 RURAL - URBAN DIFFERENCES

From the former discussion, it is evident that the participation rate of rural women is generally higher than the participation rate of urban women. But we do find some districts where the participation rate of urban women is higher than the rural women, although out of eighty three districts, the number of such districts are only fifteen. Out of these fifteen districts, seven districts belong to central doab - they are Bulandshehar, Ghaziabad, Aligarh, Agra, Etah, Mainpuri and Farukhabad, five belong to Punjab - Haryana, they are Patiala, Rupnagar, Gurdaspur, Amritsar and Ambala. One district each in Ghagra-Gondak doab, Orissa

Table-II.5

## WORKER RATE OF RURAL AND URBAN FEMALES IN EACH REGION

Region	Participation Rate		Rural Urban difference %
	Rural %	Urban %	
W. Rajasthan	22.21	4.78	17.43
Punjab & Haryana	9.34	4.29	5.05
Central Doab	1.76	2.50	-0.74
Bhagra and Gondok Doab	10.42	3.75	6.67
Chotanagpur	26.32	5.21	21.11
Coastal Orissa and A.P.	27.71	11.52	16.19
Kerala	17.72	11.76	5.96

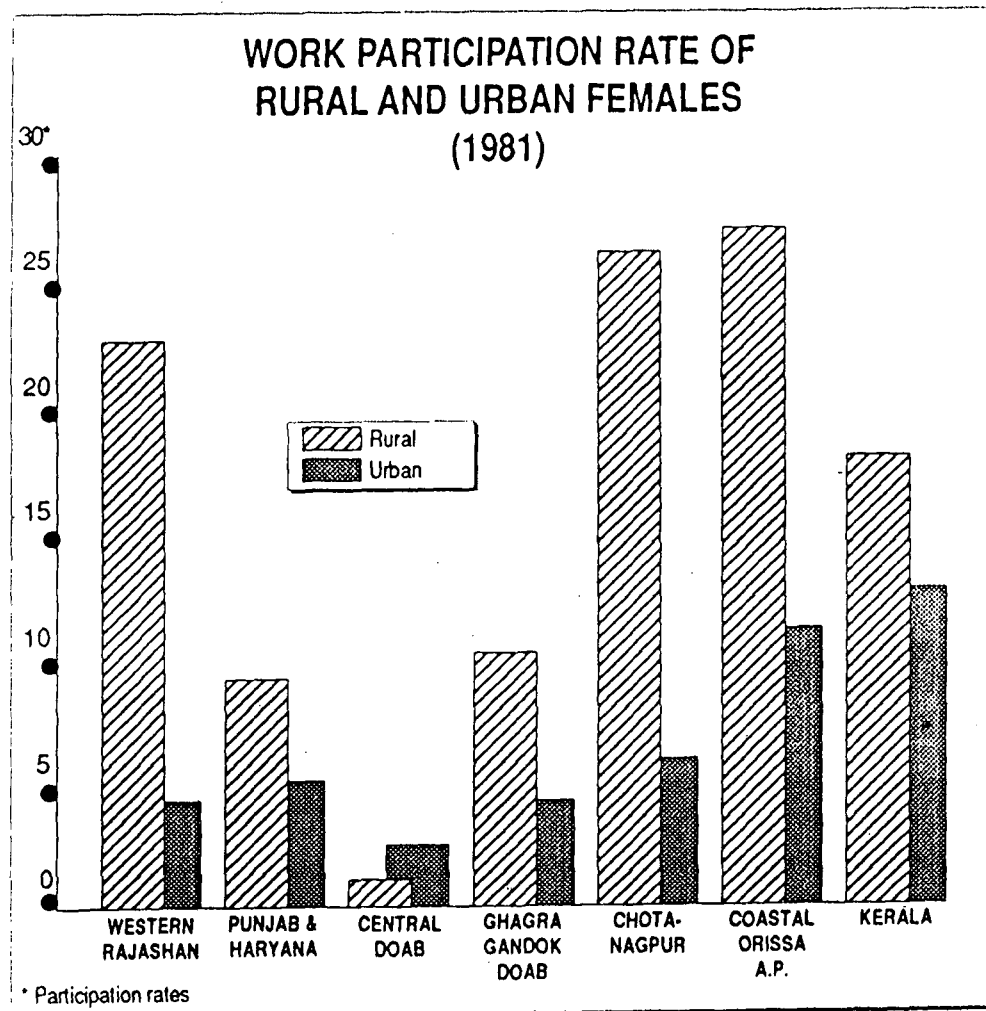


FIG. 12

Table-II.6  
Regions showing their districts with the maximum and minimum participation rate (Rural)

Region	Work rate of Rural women		Work rate of Rural women	
	District	Highest %	District	Lowest %
W. Rajasthan	Jhunjhunun	25.55	Ganganagar	11.68
Punjab-Haryana	Bhiwani	20.54	Amritsar	2.61
Central Doab	Meerut	3.12	Mainpuri	0.62
Bhagra-Gondok Doab	Deoria	20.04	Gonda	0.20
Chotnagpur	Ranchi	35.67	Dhanbad	10.68
Orissa and Andhra Coast	Guntur	43.67	Cuttack	6.07
Kerala	Falghat	25.29	Mallapuram	11.02

Table-II.7

Regions showing their districts with the maximum and minimum female participation rate (Urban)

Region	Work rate of Urban female		Work rate of Urban female	
	District	Highest %	District	Lowest %
W. Rajasthan	Pali	6.52	Ganganagar	3.25
Punjab-Haryana	Rupnagar	6.90	Sirsa	2.97
Central Doab	Farukhabad	3.17	Mainpur	1.86
Ghagra-Gondok Doab	Deoria	6.92	Bahraich	1.97
Chotnagpur	Ranchi	7.25	Dhanbad	4.20
Orissa and Andhra Coast	Prakasam	17.88	Cuttack	5.90
Kerala	Falghat	25.29	Malapuram	6.92

coast and Malabar coast - these districts are Gonda, Baleshwar and Kottayam respectively. In central doab, the urban work participation may be higher because the various social taboos associated with the purdah system prevent women to actively join in the gainful works. In Punjab-Haryana, rural-urban differentials in labour force participation can also be explained in terms of literacy rates as it is often maintained that the rates of literacy and educational level are closely related to the employment of women. Sandhu (1976)<sup>13</sup> has also stated that the spread of education and offers of more employment opportunities in urban areas have caused fewer women to work in the field.

## 2.2 OCCUPATIONAL STRUCTURE OF RURAL FEMALES

This section mainly focuses on the structure of female workforce in the seven regions, both at the aggregate and desegregate level. The aggregate level study gives an overall picture of the occupational structure of the region. In order to get an insight into the structure, the desegregate level study has been done, both for the regions and the districts from which the most important occupations have been identified.

In order to assess the importance of each occupation at the regional level, the percentage share of women workers

---

13. Sandhu (1976), op.cit.

in each occupation out of the total female workers in a region has been worked out.

Number of total female workers in X occupation in a region X 100  
Number of total female workers in a region

The regional level study enable us to identify such occupations which are important only at the district level and not for the whole region.

The three digital level industrial classification divides all the activities into nine divisions. These are -

0. Agriculture, hunting, forestry and fishing.
1. Mining and quarrying.
- 2 & 3. Manufacturing and repair.
4. Electricity, gas and water.
5. Construction.
6. Wholesale and Retail trade and Restaurants and hotels.
7. Transport, storage and communication.
8. Financing, Insurance, Real Estate and Business services.
9. Community, social and personal services.
10. This division includes the activities which are not adequately defined, therefore this category has been excluded from the study.

Each of these categories has been divided into major groups and minor groups.

If we consider the first category (*Division*) - 1 (Agriculture, Hunting, forestry and fishing), we find that the rural women are engaged only in a few occupations. which are related with Agricultural production (00), plantation (01) or with livestock production.

Mining and quarrying is the second category where women are mostly engaged in coal (10) metal ore (12) mining and stone quarrying etc.(19).

*Division 2 and 3* constitutes of manufacturing and repair (2 & 3). Women are mostly engaged in manufacture of food products (20-21) manufacture of Beverages, Tobacco and tobacco products (22) manufacture of cotton textiles (23), manufacture of wool, silk and synthetic fiber textiles (24), manufacture of textile products (26), manufacture of jute, Hemp and mesta textiles (25), manufacture of wood and wood products (27), manufacture of leather and leather products, manufacture of non metallic mineral products (32), Basic metal and Alloy industries (33) manufacture of Rubber, Plastic, petroleum and coal products (30) manufacture of metal products and parts (34).

*Division-4* constitutes of the activities related with electricity, gas and water which is completely absent or present in a very less proportion in all the regions.

In construction (*Division-5*) majority of women are



found in construction and maintenance of roads, railways, bridges, tunnels, pipelines etc.

*Division-6* represents the activities related with wholesale and retail trade and restaurants and hotels in which women are mostly found in the wholesale trade of food, textiles, live animals, beverages and intoxicants (65) fuel and other household utilities and durables (67).

Land transport (7) involves most of the women in transport, storage and communication sector (*Division-7*)

*Division-8* represents the activities related with financing insurance, Real estate and business services which is completely absent or hold a very insignificant position in the rural areas of the study region.

*Division-9* consists of a large number of activities which are related with community, social and personal services. In this sector, women are mostly found in public administration and defence services (90), sanitary services (91) medical and health services (93) personal services (96) and services which are not elsewhere classified.

The above section had given an overview of the nature of female occupations at the *aggregate* level.

#### 2.2.1 A REGIONAL LEVEL ANALYSIS

Table 11.8 shows the percentage share of rural women workers

Table-II.8

Frequency distribution of the Regions in the major divisions

Percentage Share	0	1	(2 + 3)	4	5	6	7	8	9
40-50 VH	-	-	1						1
30-40 H	-	-	2						2
20-30 M	1	-	4						2
10-20 L	1	1				1	0	0	
0-10 V.L.	6	6		7	7	6	7	7	2
	7	7	7	7	7		7	7	7

in the nine divisions. In *Division-0* (Agriculture, hunting, forestry and fishing) W. Rajasthan reports the highest share (24.77%) followed by Kerala (10.39%).

The rest of the regions report a very low percentage share of women workers which is less than 10%.

In *Division-1* (mining and quarrying) Chotanagpur reports a low share (14.11%). The rest of the regions report a very low share which varies from 0 to 10%. 0 implies the total absence of women workers in that occupation.

Chotanagpur reports a very high percentage share of women workers (44.68%) in manufacturing and repairs (*Divisions 2 and 3*) Central doab and Ghagra Gondak doab also have high share which ranges between 30-40%. Western Rajasthan, Punjab Haryana, Orissa and Andhra coast and Malabar coast have moderate share which ranges between 20-30%.

*Division-4* (Electricity, Gas and Water) *Division-5* (construction), *Division-6* (wholesale retail trade and restaurants and hotels. *Division-7* (Transport, storage and communication) *Division-8* (Financing insurance, Real estate and business services) - all these five categories have low to very low percentage share of women workers in all the seven regions.

Table-II.9

Frequency distribution of the Regions in the major groups

Division - 0

Percentage Share	Plantation 01	Livestock Production	Agricultural Services	Forestry & Logging
H 20-30		1		
M 10-20	1	-		
L 0 - 10	6	6	7	7
	7	7	7	7

Division - 1

Percentage Share	Coal mining	Metalore mining	Other mining
H 10-15	1		
M 5-10			
L 0 - 5	6	7	7
	7	7	7

Division 2 and 3

% Share	Manufac- ture of cotton textile	Manufac- ture of wool, silk & synthe- tic fibre	Manufac- ture of textile products	Manufac- ture of leather & leather fur products	Manufac- ture of jute	Manufac- ture of beverage tobacco & tobacco products	Manufac- ture of food products	Manufac- ture of of wood and wood products	Manufac- ture of metal prodcuts & parts	Basic metal and alloy indus- tries	Glass and glass products	Rubber, Plastic, petroleum & coal products
10-15	2	-	-	-	-	1	-	1	-	-	2	-
5-10	1	1	-	-	-	1	2	3	-	2	1	-
0-5	5	6	7	7	7	5	5	3	7	5	4	7
	7	7	7	7	7	7	7	7	7	7	7	7

Division - 5

Division - 6

Division - 7

Percentage share	Construction	Percentage Share	Retail Trade in food Beverages, tobacco and intoxicis	Retail Tade in others	Percentage share	Land transport
2)	1	10)	1		> 10	-
1-2	1	5-10	-		5-10	-
0-1	5	0-5	6	7	< 5	7
	7		7	7		7

## Division - 9

% Share	Public Admn. Defence Services	Sanitary Services	Educational, Scientific & and research services	Medical and health services	Domestic Services	Services not elsewhere classified
15>	-	-	1	-	1	-
5-15	-	1	4	1	2	-
<5	7	6	2	6	4	7
	7	7	7	7	7	7

In manufacturing and repairing (Division 2 and 3), we have twelve industries where the women are engaged from small to large number. Out of these twelve manufacturing and repair industries, all the seven regions have less than 5% share of women workers in manufacture of textile products, manufacture of leather and fur products, manufacture of jute, hemp and mesta textiles. Manufacture of metal products and parts, manufacture of rubber, plastic, petroleum and coal products. In the manufacture of cotton textiles (23), Kerala and Ghagra Gondok doab has the highest percentage share of women workers which is 13.73% and 12.27% respectively. The rest of the regions have a moderate to low percentage share.

The percentage share of women workers in the manufacture of wool, silk, and synthetic fiber textile (24) is highest for Western Rajasthan which is 6.67%. The rest of the six regions have a low percentage which is less than 5%.

In the manufacture of Beverages, tobacco and tobacco products (22), Central doab has a very high share which is 13.12% followed by Chotanagpur plateau which has a moderate share 10.11%. The rest of the regions have low percentage share which is less than 5%. Ghagra Gondok doab and Chotanagpur plateau has the moderate percentage share of women workers in the manufacture of food products (20) which is around 6%. The rest five regions have a low percentage share of women workers.

In the manufacture of wood and wood products (27) Chotanagpur plateau has the high share of women workers where 14.84%. Ghagra Gondok doab, Orissa and Andhra Pradesh coast and Malabar coast have moderate percentage share of women workers (5.10%) and the rest three have low share which is less than 5%.

In basic metal and alloy industries (33) Orissa and Andhra Pradesh coast and Central doab have moderate share while the rest of the regions have a low proportion.

Chotanagpur plateau and Punjab Haryana have a high percentage share of women workers in the manufacture of glass and glass products (32) which is 10.4% and 15.34% respectively. Ghagra and Gondok doab has moderate share while the rest of the regions have a low share.

In the category of 4 (electricity, gas and water), 5 (construction), 6 (wholesale and retail trade and restaurants and hotels, 7 (Transport, storage and communication), 8 (Financing, Insurance, Real-estate and Business services), the percentage share of women workers is very less.

In Orissa and Andhra Pradesh coast 10.49% workers are engaged in retail trade in food, food articles. Beverages, tobacco and tobacco products which is worth to be mentioned. Table II.9: shows that a significant proportion of women workers are found in division 9 (Community, social and health services).



In this category, public and Administration and defence services (90) sanitary services (91), Education and scientific research services (92), Medical and health services (93), Domestic services (6) absorbs majority of the women; although in public administration and defence services, and services of elsewhere classified, - the percentage share of women workers in all the seven regions is low.

In sanitary service (91) - Central doab has the highest percentage share of women workers which is 12.88%. In the rest six regions the percentage share is less.

In education scientific and research services, Punjab and Haryana has the highest percentage share of women workers which is 27.96%. Kerala, Orissa and Andhra pradesh coast, Ghagra, Gondok doab and Central doab has moderate percentage share of women workers in this service which is ranging between 5 to 15%. Rajasthan and Chotanagpur plateau has less than 5% women workers engaged in this activity.

In medical and health services Punjab and Haryana have moderate share (6.60%) - the other five regions have less than 5% share of women workers in this service.

Orissa and Andhra Pradesh coast has a high percentage share of women workers in domestic services (19.86%). Ghagra, Gondok doab and Kerala have moderate percentage share

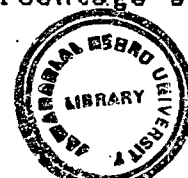


Table-II.10

Frequency distribution of the regions in the minor groups

Division - 0

	Plantation			Livestock production		Agricultural services	Forestry and logging	
	010	011	015	019	020	021	031	052
V.H. 15>	-	-	-	-	1	-	-	-
H 10-15	-	-	-	-	-	-	-	-
M 5-10	1	-	-	-	-	1	-	-
L <5	6	7	7	7	6	6	7	7
	7	7	7	7	7	7	7	7

Division - 1

	Coal mining	Metal ore mining	Other mining
	100	120	190
15>	-	-	-
10-15	1	-	-
5-10	-	-	-
<5	6	7	7
	7	7	7

Contd..

Division - 2

	Food Products				Beverages, tobacco, Tobacco Products				Cotton Textiles				Wool, Silk and Synthetic Fiber Textiles			Textile Products				Wood and Wood Products	
	213	214	219	225	226	232	233	235	236	239	241	242	253	262	263	264	268	272	291		
V.H. 15)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
H. 10-15	-	-	-	-	2	-	-	-	-	1	-	-	-	-	-	-	-	1	-		
M 5010	-	-	1	-	1	-	1	1	-	-	-	-	-	-	-	-	-	3	-		
L <5	7	7	6	7	4	7	6	6	7	6	7	7	7	7	7	7	7	4	7		
	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7		

Division - 3

	Rubber,plastic Petroleum, Coal Products		Non Metallic Mineral Products					Basic Metal and alloy industries			Metal Products & Parts	
	307		320	321	322	325	326	329	330	331	339	343
15)	-		-	-	-	-	-	-	-	-	-	-
10-15	-		1	-	-	-	-	-	-	-	-	-
5-10	-		1	-	-	-	1	-	-	3	-	-
<5	7		5	7	7	7	6	7	7	7	4	7
	7		7	7	7	7	7	7	7	7	7	7

Division - 5

	Construction		
	501	503	509
15)	-	-	-
10-15	-	-	-
5-10	-	-	-
<5	7	7	7
	7	7	7



while Rajasthan and Punjab-Haryana have a low percentage share of women workers in this service.

From the foregoing discussion it is understood although women are found in a variety of occupations in each of the categories but in most of the occupations - their percentage share is very less.

Plantations, livestock production, agricultural services and forestry and logging are the four most important activities under Division-1 in the study region. Table-11.9 shows in plantation group, tea, coffee, cardamom and crops of plantations not elsewhere classified are the most important occupations for women. But in all of these the percentage share of women worker is less and insignificant. Kerala has the moderate share (7.6%) of women workers in Tea plantation.

In livestock production - cattle and goat breeding, rearing and ranching (020) and rearing of sheep and production of wool (021) appear to be the most important only for Western Rajasthan where the percentage share of women workers in these two occupations is 15.93 and 8.84 respectively. Coal (100), Iron ore (120) stone quarrying and sand pits (190) are three common activities related with mining and quarrying. Chotanagpur is the only region which absorbs a high percentage of women workers in these activities which is 10.71%. The rest of the regions have a low percentage share in these three activities (Table-11.9).

Under manufacturing and repair women are mostly found in - 203 (canning, preserving and processing of fish, crustaceous and similar foods, 214 (Cashewnut processing, like drying, shifting, roasting and salting etc.), 219 (manufacture of food products not elsewhere classified), 225 (Tobacco streaming, re-drying and all other operations), 226 (manufacture of bidi), 232 (Printing, drying and bleaching of cotton textiles), 233 (cotton spinning and other mills), 235 (weaving textiles not elsewhere classified), 241 (wool spinning weaving and finishing in mills), 242 (wool spinning and weaving and other than in mills), 253 (Preparing, spinning, weaving and finishing of hemp and other coarse fibers), 262 (embroidery and making of crepes laces and fibers), 263 (weaving carpets, rags and other similar textile products), 268 (manufacture of coir and coir products), 272 (manufacture of wooden and coir boxes, drums, barrels etc.), 273 (manufacture of structural wooden goods), 291 (manufacture of footwear). All the seven regions constitute a low percentage share of women workers in all the categories except that of 219 (manufacture of food products not elsewhere classified), 226 (manufacture of bidi), 239 (cotton textile not elsewhere classified), 272 (manufacture of wooden and cane boxes, drums, barrels etc.).

In 219 (manufacture of food products not elsewhere classified) Ghagra and Gondok doab has a slightly higher percentage share of women workers which is 6.74. The rest

of the regions have a low share, which is less than 5%.

In 226 (manufacture of bidi), Central doab and Chotanagpur plateau have a high share which is 13.17% and 10.11% respectively. Kerala has a moderate share (5.49%) the other four districts have a low percentage share.

In 239 (cotton textiles not elsewhere classified) Kerala has a high share which is 12.26%.

In 272 (manufacture and wooden, cane boxes, drums, barrels etc.), Chotanagpur plateau has the highest share which is 14.84% followed by Ghagra Gondok doab (5.61%), Orissa and Andhra Pradesh coast (5.961) and Kerala (6.61%), the rest four districts have a low share.

In Division-3, women are found in 11 occupations. These occupations are - 307 (manufacture of other coal and coal tar products), 320 (manufacture of structural clay products), 321 (manufacture of glass and glass products), 322 (manufacture of earthen ware and earthen pottery, 325 (manufacture of mica products), 326 (manufacture of structural stone goods, stone dressing and stone crushing and stoneware), 329 (manufacture of miscellaneous non-metallic mineral products), 330 (iron and steel industries, 331 (foundries for casting and forging iron and steel, 339 (other non-ferrous metal industries), 343 (manufacture of hand tools and general hardware).

In 320 (manufacture of structural clay products), Punjab and Haryana have a higher percentage share of women workers in the 326 (manufacture of structural stone goods) than rest of the regions. Central doab, Ghagra Gondok doab, Orissa and Andhra Pradesh coast have moderate percentage share of women workers in 339 (other non-ferrous metal industries) which represent 6.64%, 7.01% and 6% respectively.

In construction, women are predominantly engaged mainly in three activities. These are construction and manufacture of roads, railways, bridges, tunnels, pipeline etc., (501). Construction and maintenance of waterways (503), construction not elsewhere classified (509). Percentage share of women workers in these occupations is less than 5% in all the seven regions.

In Division-6 (Retail trade in food articles, beverages, tobacco and intoxicants) women are mostly engaged in grain and grocery store, vegetable and fruit selling, meat, fish and poultry dealing and retail trade in others not elsewhere classified. But in all the seven regions they participate in a very low proportion.

In transport, storage and communication (Division-7) freight transport by motor vehicles (703) and transport by man (including rickshaw pullers, handcart pullers, porter, coolies etc.) absorb most of the women although their



percentage share is low.

In community, social and personal services, women are found in public services in state government including police services (901) public services in local bodies (902), public services in quasi-government bodies (903), sanitation and similar services (910), educational services rendered by non-technical colleges, schools and universities (921), Health and medical services rendered by organizations and individuals (930), domestic services (960) Laundry and laundry services and cleaning and dyeing plants (961) and services not elsewhere classified (990). Out of all these occupations, sanitation and similar services account for a very high share of workers in Central doab which is 12.88%. The rest of the regions have a low share. Punjab and Haryana reports a very high percentage share of women workers in educational services rendered by non-technical organisations (921). Kerala, Ghagra and Gondok doab have a high share of women workers in this category (10-15%). Orissa and Andhra Pradesh coast and Central doab have moderate share while Western Rajasthan and Chotanagpur plateau report a low share. In domestic services (930), Punjab and Haryana have got moderate proportion (6.60%), the rest of the regions have a low proportion in this service.

Table-II.11 shows that there are fourteen to seven occupations which account for the major share of female workers in the seven regions. In Western Rajasthan there are

Table-II.11

Percentage share of female workers in major occupations to the total workers in the region

Region	Total Female Workers	Code of the Occupation	% Share	Region	Total Female Workers	Code of the Occupations	% Share	Region	Total Female Workers	Code of the Occupations	% Share
Rajasthan				Punjab and Haryana							
	37020	020	15.93		78079	020	1.24			990	4.59
		021	8.84			190	0.27			960	2.28
		190	2.74			264	3.53			902	.64
		241	1.80			235	1.08			903	.95
		242	2.34			236	0.37				
		264	4.30			233	0.48			22	72.44
		291	3.59			263	.025				
		322	2.70			320	11.65				
		343	2.53			339	1.91				
		339	2.38			330	.69				
		501	2.15			329	1.81				
		509	.21			331	.25				
		651	.27			322	1.88				
		689	.57			291	.28				
		921	3.35			501	2.51				
		910	1.79			503	1.36				
						921	27.96				
		17	57.92			930	6.60				

Contd....



Table-II.12

Percentage share of Female workers in the First, Second and Third Ranking Occupations to the total female workers in the region.

Name of the Region	First Ranking Occupation		Second Ranking Occupation		Total	Third Ranking Occupation		Total
	Code	%	Code	%		Code	%	
W. Rajasthan	020	15.93	021	8.84	24.77	264	4.20	28.97
Punjab and Haryana	921	27.96	320	11.65	39.61	930	6.60	46.21
Central doab	226	13.17	910	12.88	26.05	921	7.26	33.31
Bhagra and Gondok doab	921	10.85	961	7.59	18.44	219	3.74	25.18
Chotanagpur plateau	272	14.84	226	10.11	24.95	326	5.07	30.02
Orissa and AP	961	18.52	339	6.00	24.52	921	5.33	29.85
Kerala	921	13.81	239	12.20	26.01	010	7.61	33.62

# PERCENTAGE SHARE OF FEMALE WORKERS IN THE MAJOR OCCUPATIONS (REGION WISE) 1981

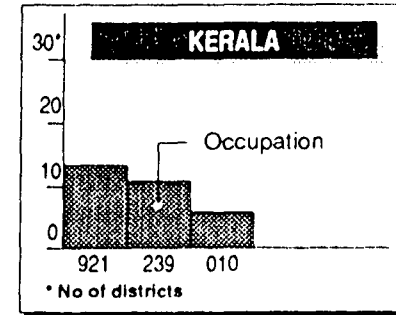
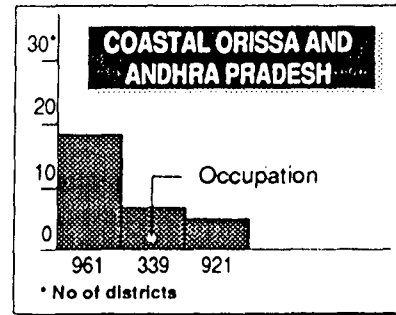
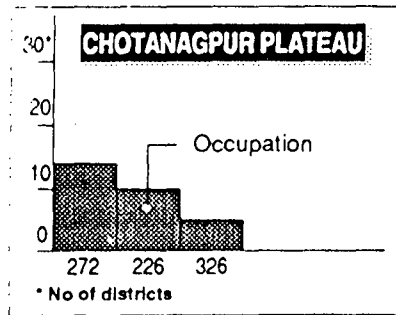
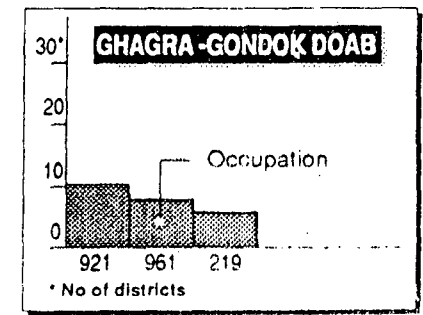
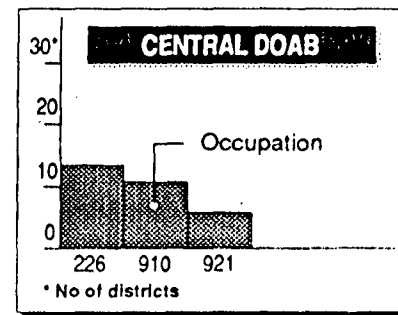
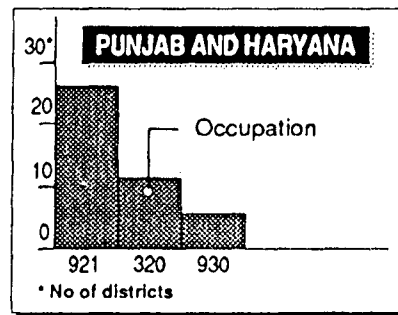
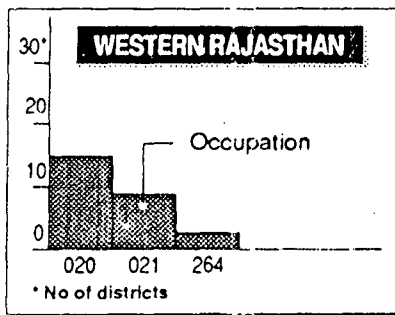


FIG 13

seventeen occupations which account for 57.92% female workers in the region. Out of these cattle and goat breeding, rearing and ranching and production of milk (020) is the most important occupation for women accounting for 16.93% of the total female workers in the region. Rearing of sheep and production of wool (021) is the second most important occupation for women at the regional level accounting for 8.84% female workers, manufacture of all types of textiles, garments and weaving apparel (264) is the third most important occupation for women accounting for 4.20% female workers out of the total in the regions. These three occupations together account for 28.97% of the total female workers in the region.

In Punjab and Haryana, there are 22 occupations which account for 72.44% of the total female workers in the region. Out of these educational services is the single largest occupation accounting for 27.96% of the female workers, manufacture of structural clay products is the second most important occupation accounting for 11.85% female workers, followed by health and medical services (930) which accounts for 6.60% of the total female workers in the region. The three occupations together account for 46.21% female workers out of the total in the region.

There are fourteen occupations each in two of the doabs, while the percentage share is 63.19% in Central doab, in the latter it is 65.69%.

In Central doab the most important occupation is bidi industry which accounts for 3.17% female workers followed by sanitation services (910) and educational services (921). These three occupations account for 33.31% female workers out of the total female workers in the region.

Educational services rendered by non-technical colleges, schools and universities (921) laundry services (961) manufacture of food products not elsewhere classified (219) are the three most important occupations in Ghagra and Gondok doab, accounting for 10.85%, 7.59% and 6.74% female workers in the region and these together account just one fourth of the total female workers in the region.

In Chotanagpur the three most important occupations are manufacture of bidi (226), manufacture of structural stone goods, stone dressing (328) - which absorb 14.84%, 10.11%, 5.07% female workers out of the total female workers in the region. These three occupations together account for 30.02% female workers.

Sanitation services (961) is the most important occupation in Orissa and A.P. coast followed by other non-metal industries (339) and educational services (921). They together account for 29.85% female workers.

In Kerala, educational services (921) is the predominant occupation (13.81%) followed by cotton textiles

not elsewhere classified (339) (12.20%) and tea plantation (7.61%). These occupations together account for 33.62% female workers of the total.

Although as many as twenty two occupations are found to be significant at the regional level, one third or one fourth of the total female workers are being absorbed only in two or three occupations.

The nature of occupations at the regional level shows that women may be found in a variety of occupations, but they largely get attracted to a very few occupations. The structure and the pattern of women's occupation is rooted with the regional character mainly its ecology and economy, while in some regions the influence of ecology on the occupation is very obvious, in others it is disguised.

In Western Rajasthan the pattern of occupation is by and large determined by its regional ecology, characterised by arid climate and desertic condition, this region does not support agriculture, therefore majority of rural women are found to be engaged in livestock production which becomes the most important occupation for women in the region.

Chotanagpur is another region where the ecology exerts a great influence on the pattern of female occupation in the region. Its forest ecology provides an important source of livelihood for women. A large chunk of women earn



their livelihood from forest products and that is why manufacture of wooden and cane boxes and bidi industry provide the largest employment to women apart from mining.

In rest of the regions, various service industries seem to be predominant which is more guided by socio-cultural factors rather than ecological factors.

This suggests that the relationship between the regional ecology and the nature of occupation is more pronounced in the areas which are less developed e.g. Western Rajasthan, Chotanagpur, the linkage between the two becomes less and less rigid with the development of the region.

There are some occupations which are important only for the particular districts concerned, at the regional level their percentage share become very less and therefore holds a very insignificant position at the regional level.

As far as the number of total female workers is concerned, absorbed in all the occupations, the two coastal areas show the maximum number of workers. Kerala reports the highest female work force followed by Orissa and A.P. coast. Apart from the diverse nature of ecology, the socio-cultural environment of these two regions allow more women to join in the rural work force. On the other hand Western Rajasthan reports the lowest female workforce - the regional backwardness pose a constraint to the participation of women

in labour force, Chotanagpur although characterised by regional backwardness provides more work opportunities for women. The two doabs exhibit the same pattern of workers. In Punjab and Haryana, the female workers' share is moderate. The Green revolution and the increasing mechanization of agriculture has not only displaced women from agriculture, but it has greatly affected the entire structure of female work force in the region.

#### 2.2.2 A DISTRICT LEVEL ANALYSIS

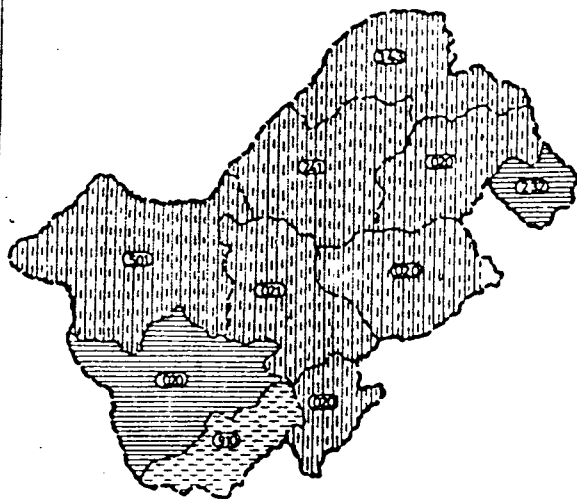
It has already been mentioned that the first four ranking occupations account for the largest share of female workers but their percentage share varies over the districts. In order to understand the regional variation of percentage share of female workers in the districts, the districts have been grouped into several categories.

For the first ranking occupations the districts have been grouped as follows:

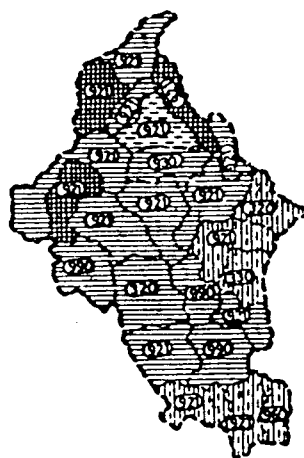
1. Districts with very high percentage share of female workers (more than 55%);
2. Districts with high share of female workers (40-55%);
3. Districts with moderate share of female workers (25-40%);
4. Districts with low share of female workers (10-20%); and
5. Districts with very low share of female workers (less than 10%).

PROPORTION OF FEMALE WORKERS IN THE FIRST RANKING OCCUPATIONS

1981



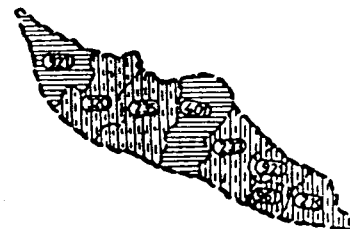
WESTERN RAJASTHAN



PUNJAB AND HARYANA



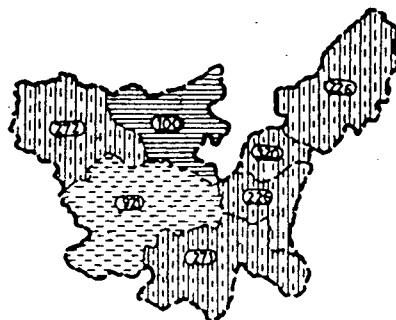
CENTRAL DOAB



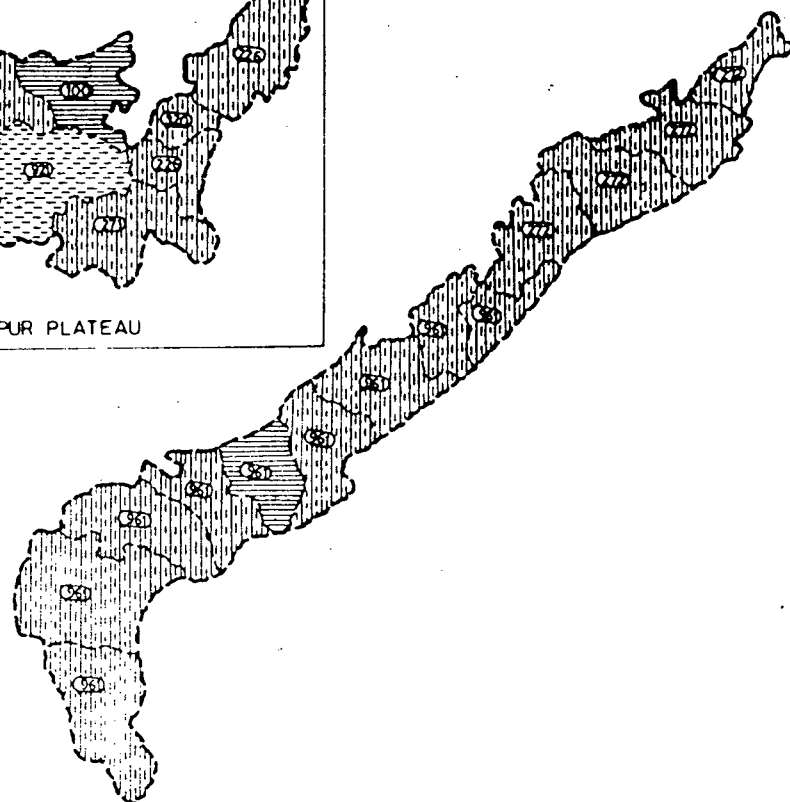
GHAGRA - GONDOK DOAB



KERALA



CHOTONAGPUR PLATEAU



COASTAL ORISSA AND ANDHRA PRADESH

(IN PERCENT)

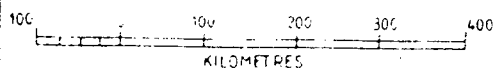
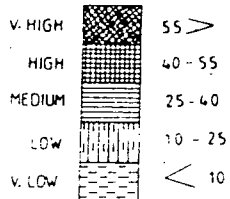


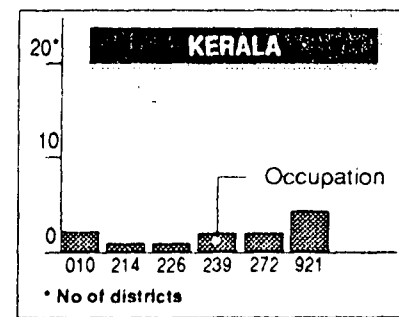
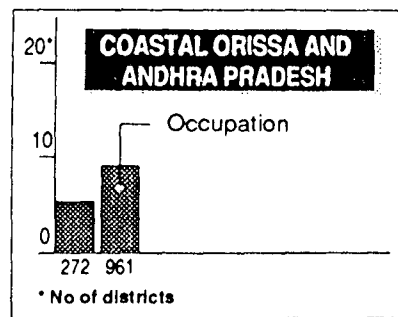
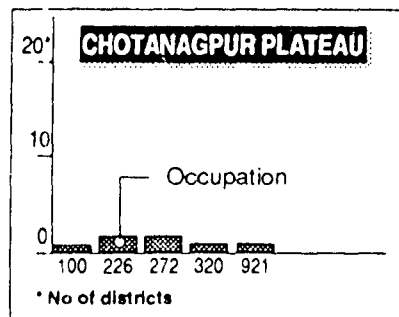
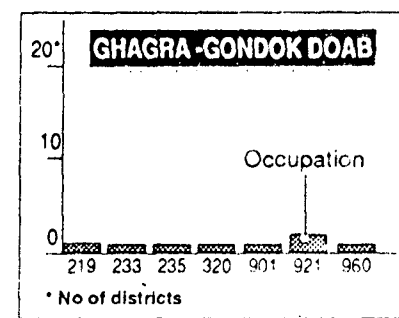
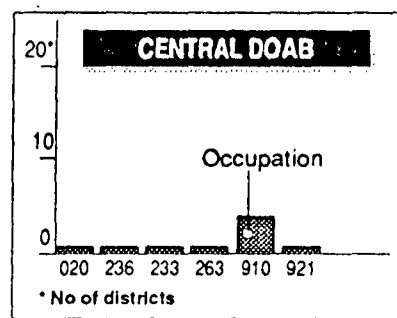
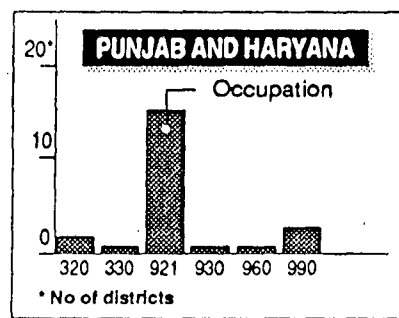
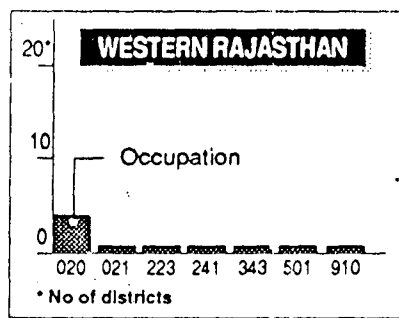
FIG. 14

Table-II.21

Frequency of districts in the first ranking occupations under different percent categories

Percentage categories	Western Rajasthan	Punjab and Haryana	Central Doab	Bhagra and Gondok Doab	Chotanagpur	Orissa and A.P. Coast	Malabar Coast	Total
V.H 55 >	-	-	1	-	-	-	1	1
H 40-55	-	3	-	-	-	-	2	5
H 25-40	2	13	2	2	1	1	1	22
L 10-25	7	7	5	6	5	12	8	50
V.L. <10	1	1	1	-	1	-	-	4
	10	24	9	8	7	13	12	83

# THE FIRST RANKING OCCUPATIONS - FREQUENCY OF DISTRICTS 1981



In *Western Rajasthan* there are altogether seventeen occupations which may be considered as important for the whole region. Out of the seventeen there are only seven occupations in which women have the largest share. These occupations are cattle and goat breeding (020), rearing and ranching of sheep and production of wool (021), printing, dyeing and bleaching of cotton textiles (232), wool spinning weaving and finishing in mills (241), manufacture of hand tools and general hardware (343), construction and maintenance of roads, railways and bridges (501), Sanitation services. The average percentage share of female workers in these occupations is 20.41, implying therefore the one out of every five females in the region are engaged in such activities. Out of these six occupations, cattle and goat breeding, rearing and ranching (020) is the predominant occupation in four districts though their percentage share varies over the districts.

In *Barmer*, cattle and goat breeding accounts for moderate (25.40%) percentage share of female workers, but in the rest three districts this occupation accounts for a low percentage share (10-25%). These districts are *Churu*, *Pali* and *Nagaur*. In *Jalor* sanitation service is the predominant occupation accounting for a very low (<10%) percentage share of female workers. In *Jodhpur* rearing of sheep and production of wool is the most important occupation which accounts for a moderate share. In *Jaisalmer*, *Jhunjhunun* and

Table-II.13  
 FEMALE WORKERS IN THE FIRST, SECOND, THIRD AND FOURTH RANKING OCCUPATIONS  
 - WESTERN RAJASTHAN

Code and name of the District	Percentage share in the 1st ranking occupations		Percentage share in the 2nd ranking occupations		Percentage share in the 1st and 2nd ranking occupations		Percentage share in the 3rd ranking occupations		Percentage share in the 1 + 2 + 3 ranking occupations		Percentage share in the 4th ranking occupations		Percentage share in 1 + 2 + 3 + 4	
	Code	%	Code	%			Code	%			Code	%		
1 Churu	020	24.25	233	9.76	34.01		242	9.51	43.52		021	7.59		51.11
2 Jalor	910	9.58	020	7.57	17.15		233	7.40	24.05		651	6.80		31.35
3 Barmer	020	36.79	021	18.39	36.79		262	12.60	42.94		689	3.98		71.76
4 Pali	020	11.21	010	8.90	20.11		322	7.60	27.71		264	7.50		35.21
5 Nagaur	020	19.77	021	7.57	27.34		339	4.54	31.88		264	4.02		35.9
6 Jodhpur	021	16.68	020	15.82	32.5		190	9.52	42.02		291	6.49		48.5
7 Jaisalmer	501	20.92	020	8.39	29.31		509	7.45	36.76		021	6.50		43.26
8 Jhunjhunu	232	25.44	921	8.85	34.29		020	7.96	42.25		021	6.25		48.5
9 Banganagar	343	20.67	501	14.48	35.15		921	8.96	44.11		020	8.75		52.86
10 Bikaner	241	18.80	242	13.16	31.96		320	11.95	43.91		190	9.40		53.31

Table-II.14  
 FEMALE WORKERS IN THE FIRST, SECOND, THIRD AND FOURTH RANKING OCCUPATIONS  
 - PUNJAB AND HARYANA

Code and name of the District	Percentage share in the 1st ranking occupations		Percentage share in the 2nd ranking occupations		Percentage share in the 1st and 2nd ranking occupations		Percentage share in the 3rd ranking occupations		Percentage share in the 1 + 2 + 3 ranking occupations		Percentage share in the 4th ranking occupations		Percentage share in 1 + 2 + 3 + 4	
	Code	%	Code	%			Code	%			Code	%		
11 Ludhiana	930	7.50	322	5.09	12.59		901	3.28	15.87	264	3.02	18.89		
12 Faridkot	921	45.12	320	15.12	60.24		930	10.46	70.7	930	8.88	79.58		
13 Bhtinda	921	29.58	320	14.32	43.9		930	8.87	52.77	339	6.17	58.94		
14 Sangrur	921	43.89	930	9.00	52.89		234	6.03	58.92	320	5.47	64.39		
15 Patiala	921	28.56	320	16.68	45.24		930	8.11	53.35	322	4.49	57.84		
16 Rupnagar	921	27.28	320	24.23	51.61		901	7.74	59.35	503	6.53	65.78		
17 Kapurthala	921	36.87	020	8.34	45.21		990	8.05	53.26	930	6.58	59.84		
18 Hoshiarpur	921	49.85	930	5.90	55.75		339	5.48	61.23	233	3.88	65.11		
19 Jalandhar	921	36.91	320	10.95	47.86		930	7.51	65.37	264	5.83	61.2		
20 ferozepur	921	34.38	320	18.44	52.82		930	8.93	61.75	253	8.75	70.50		
21 Burdaspur	921	39.62	903	14.93	54.55		930	9.38	63.93	235	4.94	68.87		
22 Amritsar	921	41.97	930	7.93	49.9		960	5.79	55.69	236	7.74	60.43		
23 Hisar	320	28.38	921	13.76	42.14		990	6.06	48.2	503	4.86	53.06		
24 Sirsa	990	25.40	921	16.28	41.68		503	12.36	54.04	320	9.79	63.83		
25 Bhiwani	921	28.80	990	7.11	25.41		329	6.85	42.26	190	6.28	49.04		
26 Ambala	320	18.53	921	13.15	31.68		501	11.97	43.65	990	7.55	51.56		
27 Kurukshetra	921	21.81	320	18.01	39.82		990	11.33	51.15	501	9.68	60.83		
28 Karnal	330	23.26	921	22.45	45.71		331	8.56	54.27	264	8.22	62.49		
29 Jind	990	31.05	921	15.61	46.66		264	7.81	54.47	320	4.94	59.41		
30 Sonapat	921	33.12	320	7.71	40.83		990	6.93	47.46	020	4.71	52.47		
31 Rohtak	990	27.49	320	26.16	53.65		322	18.70	72.35	930	18.15	89.50		
32 Faridabad	960	24.18	320	19.34	43.52		990	8.24	51.76	902	7.09	58.85		
33 Gurgaon	921	15.40	902	11.04	26.44		960	10.27	36.71	990	6.69	43.4		
34 Mahendragarh	921	20.51	320	11.52	32.03		503	11.48	43.51	291	9.68	53.19		



Ganganagar, construction of roads, railways bridges (501, printing, dyeing and bleaching of cotton textiles, manufacture of hand tools and general hardware (343) are the predominant occupations which account for moderate share of female worker.

In Punjab and Haryana, out of 19 major occupations, in 6 occupations, women constitute the largest share. These occupations are manufacture of structural clay products (320), iron and steel industries (330), educational services rendered by non-technical colleges, schools and universities (921), health and medical services (930), domestic service (960). Average percentage share of women workers in these occupations is 30.38% which implies that one out of every three females is engaged in such occupations. Out of these six occupations, educational services (rendered by non-technical colleges, schools, universities) predominates over 17 districts out of 24 districts. In Amritsar and Faridkot it accounts for high share (40-55%) on the other hand.

In Mahendragarh, Gurgaon and Kurukshetra the percentage share of female workers in this occupation is low (10-25%). In rest of the twelve districts it accounts for a moderate share - these districts are Sangrur, Hoshiarpur, Kapurthala, Jalandhar, Ferozepur, Gurdaspur, Patiala, Rupnagar, Bhiwani, Ambala, Sonapat and Jind. In rest of the seven districts the other occupations predominate. In Ludhiana health and medical services account for a very low

Table-II.15  
 FEMALE WORKERS IN THE FIRST, SECOND, THIRD AND FOURTH RANKING OCCUPATIONS  
 - CENTRAL DOAB

Code and name of the District	Percentage share in the 1st ranking occupations		Percentage share in the 2nd ranking occupations		Percentage share in the 1st and 2nd ranking occupations		Percentage share in the 3rd ranking occupations		Percentage share in the 1 + 2 + 3		Percentage share in the in the 4th ranking occupations		Percentage share in 1 + 2 + 3 + 4	
	Code	%	Code	%			Code	%			Code	%		
35 Bulandshahr	910	37.97	990	8.30	46.27		235	7.86	54.13		332	4.77	58.9	
36 Meerut	910	11.75	339	9.42	21.17		235	7.02	28.19		020	6.90	35.09	
37 Ghaziabad	020	9.44	910	8.16	17.6		990	6.34	23.94		031	5.84	29.78	
38 Aligarh	910	16.77	339	11.06	27.83		961	9.64	37.47		233	8.90	46.37	
39 Mathura	910	23.31	339	9.77	33.08		235	9.59	42.67		921	7.56	50.23	
40 Agra	263	13.02	910	11.82	24.84		921	10.38	35.22		961	7.19	42.41	
41 Etah	233	14.98	226	13.14	28.12		921	11.36	39.48		961	10.08	49.56	
42 Mainpuri	921	25.80	233	10.12	35.92		930	9.38	45.3		961	6.84	52.14	
43 Farukhabad	226	69.45	921	8.45	77.9		9.90	4.07	81.97		339	2.69	84.66	

share of female workers. In Hisar and Rohtak manufacture of structural clay products and domestic services account for a moderate share of female workers. In Sirsa and Karnal services elsewhere classified is the predominant occupation.

As far as *Central doab* is concerned, there are 14 occupations where women participate in the significant proportion. There are six occupations out of 14 which are considered to be first ranking occupations. These are cotton spinning other than in mills, (233), rugs and carpet weaving (263), bidi making (226), cattle and goat breeding (020), sanitation and similar services (910), educational services rendered by non-technical colleges, schools and universities (921). The average percentage share of women workers in these six occupations is 24.75. Therefore, we can assume that one out of every four female workers is engaged in such occupations. Out of eight districts, although sanitation services predominate over half of the districts, but their percentage share is low in all the districts except Bulandshahr where it is moderate. These four districts are Bulandshahr, Mathura, Meerut and Aligarh. In rest of the five districts, each has got one occupation which predominates. In Ghaziabad cattle and goat breeding rearing and ranching (020) accounts for a very low share (less than 10%) On the other hand in Farukhabad, bidi making accounts for very high share of female workers.

Table-II.16

FEMALE WORKERS IN THE FIRST, SECOND, THIRD AND FOURTH RANKING OCCUPATIONS  
- GHAGRA-GONDOK DOAB

Code and name of the District	Percentage share in the 1st ranking occupations		Percentage share in the 2nd ranking occupations		Percentage share in the 1st and 2nd ranking occupations	Percentage share in the 3rd ranking occupations		Percentage share in the 1 + 2 + 3	Percentage share in the 4th ranking occupations		Percentage share in 1 + 2 + 3 + 4
	Code	%	Code	%		Code	%		Code	%	
44 Bahraich	921	28.52	930	13.10	41.62	990	12.81	54.43	273	8.40	62.83
45 Bonda	320	14.82	339	13.52	28.34	921	12.48	40.82	990	10.49	51.31
46 Basti	235	15.67	921	8.26	23.93	651	7.85	31.78	233	8.42	89.51
47 Gorokpur	901	29.31	910	19.61	48.92	921	13.31	62.23	339	10.57	72.8
48 Deoria	233	12.37	272	10.98	23.35	339	7.38	30.73	921	7.13	37.86
49 Bopalganj	921	21.14	961	17.67	38.81	272	11.89	50.7	320	5.78	56.48
50 Siwan	961	17.57	321	10.91	28.48	921	10.41	38.89	272	7.28	46.17
51 Saran	219	22.55	961	16.97	39.52	272	8.59	48.11	921	8.18	56.29

In Mainpuri educational services account for moderate share - In Agra and Etah although cotton spinning other than in mills (233) and carpet weaving (263) are the two major industries respectively but the percentage share of female workers is low in these two districts.

In Ghagra and Gondok doab, there are several occupations where the women have the largest share. These are cotton spinning other than in mills (233), manufacture of food products not elsewhere classified (219), weaving and finishing of cotton textiles in handloom (235), manufacture of structural clay products (320), public services in state government (901), educational and universities (921), laundry and laundry services (961). The average percentage share shows that one out of every five female workers are engaged in such occupations.

Educational services rendered by non-technical colleges, schools and universities accounts for the largest share of female workers in Bahraich and Gopalganj although their percentage share varies over the two districts, in the former the percentage share is moderate, in the latter it is low, in Gorokhpur (901) accounts for moderate share. In all other districts the percentage share of female workers in the first ranking occupation is low. These occupations are manufacture of structural clay products in Gonda, finishing and weaving of cotton textile in Basti and Deoria, laundry

Table-II.17

FEMALE WORKERS IN THE FIRST, SECOND, THIRD AND FOURTH RANKING OCCUPATIONS  
- CHOTANAGAR PLATEAU

Code and name of the District	Percentage share in the 1st ranking occupations		Percentage share in the 2nd ranking occupations		Percentage share in the 1st and 2nd ranking occupations	Percentage share in the 3rd ranking occupations		Percentage share in the 1 + 2 + 3	Percentage share in the in the 4th ranking occupations		Percentage share in 1 + 2 + 3 + 4
	Code	%	Code	%		Code	%		Code	%	
52 S. Parganas	226	24.54	272	12.97	37.51	326	9.85	47.16	235	5.32	52.68
53 Singhbhum	272	18.80	226	10.02	28.82	120	6.29	35.11	960	4.98	40.09
54. Hazaribagh	100	35.51	272	13.97	49.48	325	5.31	54.79	921	4.64	59.43
55 Dhanbad	320	11.14	272	8.33	19.47	307	3.93	23.4	651	2.63	26.03
56 Palamau	272	15.31	326	8.96	24.27	322	6.86	31.13	190	5.66	36.79
57 Purulia	226	15.91	272	14.65	30.56	219	7.28	37.84	100	4.68	42.52
58 Ranchi	921	9.82	322	9.71	19.53	343	5.01	24.54	960	4.70	29.24

and laundry services in Siwan and logging, felling and cutting of trees in Saran.

*In Chotanagpur* there are only five occupations where the women have the largest share. The occupations are coal-mining (100) manufacture of bidi (226), manufacture of wooden and cane boxes (272), manufacture of structural clay products (320), educational services rendered by non-technical colleges, schools and universities (921). Average percentage share of female workers in these occupations is 18.71% which implies that one out of every five female workers are engaged in these four first ranking occupations of the region. In Hazaribagh coal mining accounts for moderate share and in Ranchi educational services account for a very low share of female workers. In rest of the districts the percentage share of female workers is moderate. These occupations are manufacture of wooden and cane boxes in Singhbhum and Palamau, Bidi industry in Santhal Paraganas and Puruliya, manufacture of structural clay products in Ranchi.

*In Orissa and Andhra Pradesh* coast only two occupations predominate over the whole region. These two occupations are manufacture of wooden and cane boxes (272) and laundry and laundry services (961). The average percentage share of female workers in these two occupations is 18.58%. While the female workers are largely found in the former in Orissa coast, in Andhra coastal districts, the women are found in laundry services which is their principal

Table-II.18

FEMALE WORKERS IN THE FIRST, SECOND, THIRD AND FOURTH RANKING OCCUPATIONS  
- ORISSA AND ANDHRA PRADESH COAST

Code and name of the District	Percentage share in the 1st ranking occupations		Percentage share in the 2nd ranking occupations		Percentage share in the 1st and 2nd ranking occupations		Percentage share in the 3rd ranking occupations		Percentage share in the 1 + 2 + 3		Percentage share in the 4th ranking occupations		Percentage share in 1 + 2 + 3 + 4	
	Code	%	Code	%			Code	%			Code	%		
59 Baleshwar	272	13.33	921	12.09	25.42		930	9.80	35.22		960	7.07	42.29	
60 Puri	272	20.50	961	10.84	31.34		921	8.01	39.35		990	6.25	45.6	
61 Ganjan	272	14.25	961	10.26	24.31		652	9.64	33.95		990	6.16	40.11	
62 Cuttack	272	11.19	921	10.53	21.72		921	8.38	30.1		052	7.76	37.86	
63 Srikakulam	961	17.22	235	12.25	29.47		339	7.23	36.7		652	6.79	43.49	
64 Vizianagaram	961	17.79	339	9.22	27.01		650	7.25	84.26		651	6.69	40.95	
65 Visakha- patnam	961	18.90	272	15.23	34.13		339	10.35	44.48		651	9.81	54.29	
66 N. Bodavari	961	25.09	339	10.34	35.43		921	8.57	44.00		262	5.55	49.55	
67 E. Bodavari	961	20.39	339	7.99	28.38		652	7.90	36.28		235	5.83	42.11	
68 Krishna	961	23.06	921	8.81	31.87		272	7.73	39.6		339	6.79	46.39	
69 Buntur	961	23.06	225	8.71	31.77		921	6.71	38.48		650	4.18	42.66	
70 Prakasan	961	19.72	225	14.44	34.16		339	6.01	40.17		020	5.68	45.85	
71 Nellore	961	17.27	339	7.31	24.58		020	6.88	31.46		235	6.11	37.57	



Table-11.19

FEMALE WORKERS IN THE FIRST, SECOND, THIRD AND FOURTH RANKING OCCUPATIONS  
- KERALA

Code and name of the District	Percentage share in the 1st ranking occupations		Percentage share in the 2nd ranking occupations		Percentage share in the 1st and 2nd ranking occupations	Percentage share in the 3rd ranking occupations		Percentage share in the 1 + 2 + 3	Percentage share in the in the 4th ranking occupations		Percentage share in 1 + 2 + 3 + 4
	Code	%	Code	%		Code	%		Code	%	
72 Ernakulam	272	15.99	921	15.41	31.4	239	7.17	38.57	960	9.98	45.55
73 Trichur	272	17.52	921	14.35	31.87	226	7.83	39.7	960	7.11	46.81
74 Palghat	921	16.04	960	8.62	24.66	272	8.47	33.13	961	6.11	39.74
75 Mallapuram	921	28.73	960	11.71	40.44	990	8.40	48.84	239	5.14	53.98
76 Kozhikode	239	16.74	921	12.35	29.03	703	11.99	41.08	960	8.77	49.85
77 Cannanore	226	42.72	921	9.25	51.97	706	4.37	56.34	019	4.25	60.59
78 Wayanad	010	44.67	011	19.59	64.26	921	8.34	72.6	015	6.17	78.77
79 Idukki	010	60.76	921	5.71	66.47	019	1.93	68.4	930	1.47	69.87
80 Quilon	214	18.27	921	14.70	32.97	239	14.11	47.08	910	5.77	52.85
81 Kottayam	921	24.13	960	10.20	34.33	272	9.23	43.56	239	9.02	52.58
82 Allepey	921	13.40	907	6.31	19.71	268	5.15	24.86	203	5.08	29.94
83 Trivendrum	239	20.60	921	11.57	32.37	235	9.11	41.48	268	7.97	49.45

Table-11.20

NUMBER OF OCCUPATIONS AND THE AVERAGE PERCENTAGE SHARE IN THE FIRST, SECOND, THIRD AND FOURTH RANKING OCCUPATIONS IN SEVEN REGIONS

Region	1st Ranking		2nd Ranking		3rd Ranking			
	No. of occupations	Average % share	No. of occupations	Average % share	No. of occupations	Average % share	No. of occupations	Average % share
W. Rajasthan	7	20.41	6	11.28	9	8.74	7	6.72
Punjab and Haryana	6	30.88	8	13.87	13	8.75	16	6.70
Central Doab	6	24.72	6	10.02	5	8.40	7	6.75
Bhagra and Gondak Doab	7	20.24	7	13.87	5	10.59	7	8.03
Chotanagar	5	18.71	4	11.23	7	6.36	6	4.65
Orissa and A.P. Coast	2	18.58	6	10.61	7	8.03	10	6.51
Kerala	6	26.64	3	11.64	10	8.00	8	6.19

occupation. But the most important factor which can strike one's mind is that there is not much regional variation in the percentage share of female workers throughout the coast except for West Godavari, in all other districts, the percentage share of female workers in these two occupations is low (10-25%) - in West Godavari it is only moderate.

In Malabar coast the number of first ranking occupations is six. These are tea plantations (010), cashewnut processing like drying, shelling (214), manufacture of bidi (226), cotton textiles not elsewhere classified (239), manufacture of wooden and cane boxes (272), educational services rendered by non-technical colleges, schools and universities (921). The average percentage share shows that one out of every four females are engaged in these six occupations.

Table 11.21 shows that out of 83 districts, in more than half of the districts (50) the percentage share of women workers in the first ranking occupations is low, in 22 districts, the percentage share is moderate, in five districts high, in two districts it is very high and in the rest four districts it is very low.

One must mention the districts where the percentage share of female workers is either very high or very low.

The two districts where the percentage share of women workers in the first ranking occupations is very high are -

Farukhabad of Central doab and Idukki of Kerala.

The four districts where the percentage share of female workers in the first ranking occupations is very low are - Jalor of Rajasthan, Ludhiana of Punjab, Ghaziabad of Central doab and Ranchi district of Chotanagpur.

If we compare region-wise we find that in Rajasthan out of 10 districts, seven districts have low percentage share out of 10 districts, in Punjab and Haryana, in 13 districts - that is in more than half of the districts the percentage share is moderate. In rest of the regions, in majority of the districts percentage share of female workers is low which varies between 10 to 25%.

The second fact that emerges is that except for Orissa and A.P. coast, in all other regions there are five to seven occupations which predominate in each region. In Orissa and A.P. coast there are only two occupations where the women constitute the largest proportion.

The average percentage share value shows that one out of every five to one out of every three female workers are engaged in the first ranking occupations, although their proportion varies over the region. In Punjab, Kerala and Central doab, the average percentage share is high. In Chotanagpur, Orissa and A.P. coast, it is low and it is moderate in Rajasthan.

The second ranking occupations give a different picture than the first ranking occupations. The most striking difference between the two is that in the first ranking occupations the percentage share of female workers generally tend to be high. In the case of second ranking occupations the percentage share of women workers tend to be generally low.

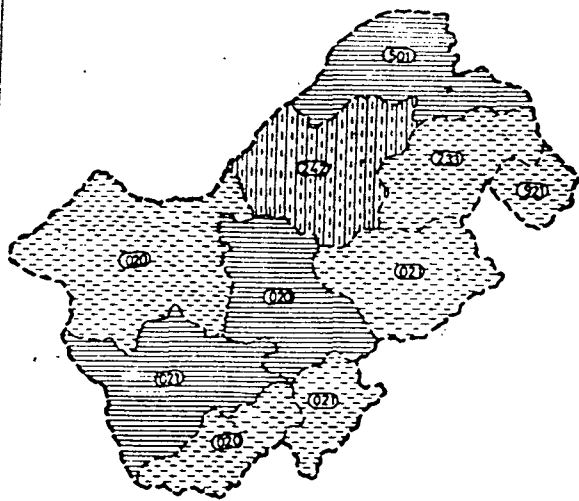
As far as second ranking occupations are concerned, there are six occupations in W. Rajasthan. In this category, we find three more new occupations which are not found in the first ranking occupations. These three occupations are wool spinning and weaving (other than in mills) (242), cotton-spinning other than in mills (233) and educational services rendered by non-technical colleges, schools and universities (921). The average percentage share of female workers in the second ranking occupations shows that one out of every ten female are engaged in the second ranking occupations in W. Rajasthan.

As a result the districts have been categorised under different per cent categories. These are as follows:

1. These are districts with high percentage of women workers (<20%);
2. Districts with moderate percentage share of female workers (15-20%);

PROPORTION OF FEMALE WORKERS IN THE SECOND RANKING OCCUPATIONS

1981



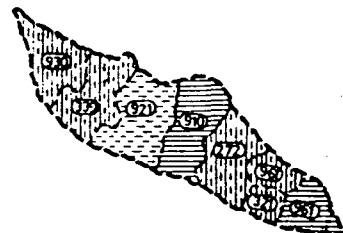
WESTERN RAJASTHAN



PUNJAB AND HARYANA



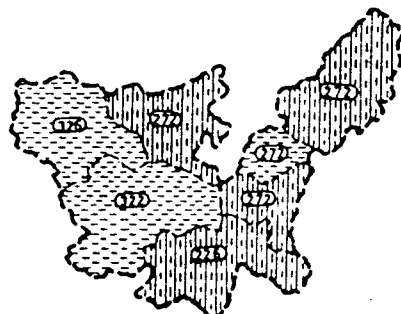
CENTRAL DOAB



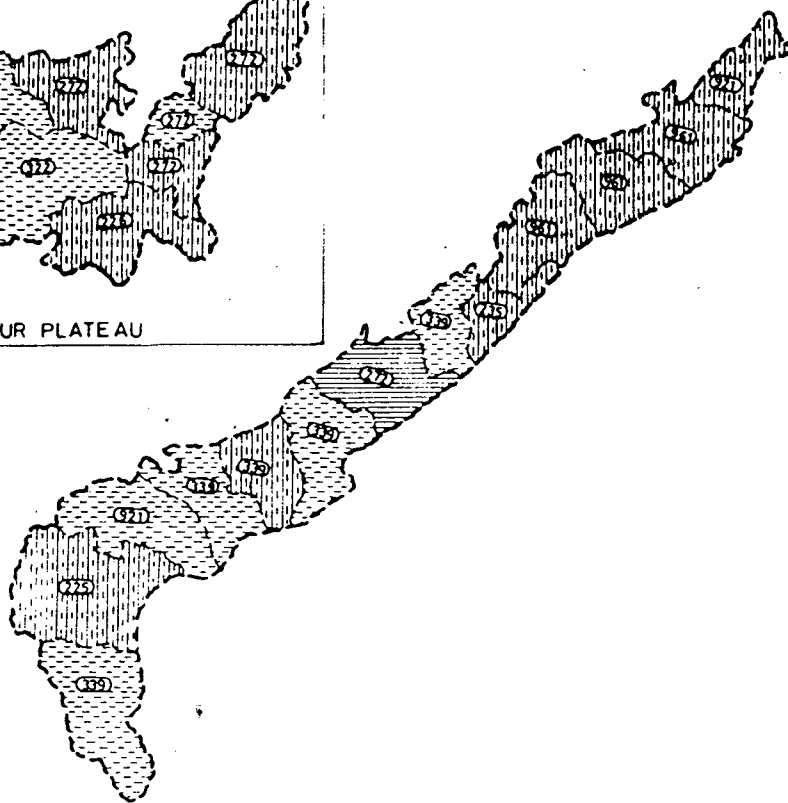
GHAGRA - GONDOK DOAB



KERALA



CHOTONAGPUR PLATEAU



COASTAL ORISSA AND ANDHRA PRDESH

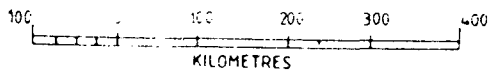
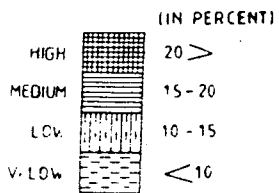


FIG. 16

Table-II.22

Frequency of districts in the second ranking occupations under different percent categories

Percentage categories	Western Rajasthan	Punjab and Haryana	Central Doab	Shagra and Gondok Doab	Chotanagpur	Orissa and A.P. Coast	Malabar Coast	Total
H 20>	-	4	-	-	-	-	-	4
M 15-20	2	6	-	2	-	1	2	13
L 10-15	2	7	4	5	4	7	6	35
V.L. <10	6	7	5	1	3	5	4	31
	10	24	9	8	7	13	12	83

# THE SECOND RANKING OCCUPATIONS - FREQUENCY OF DISTRICTS 1981

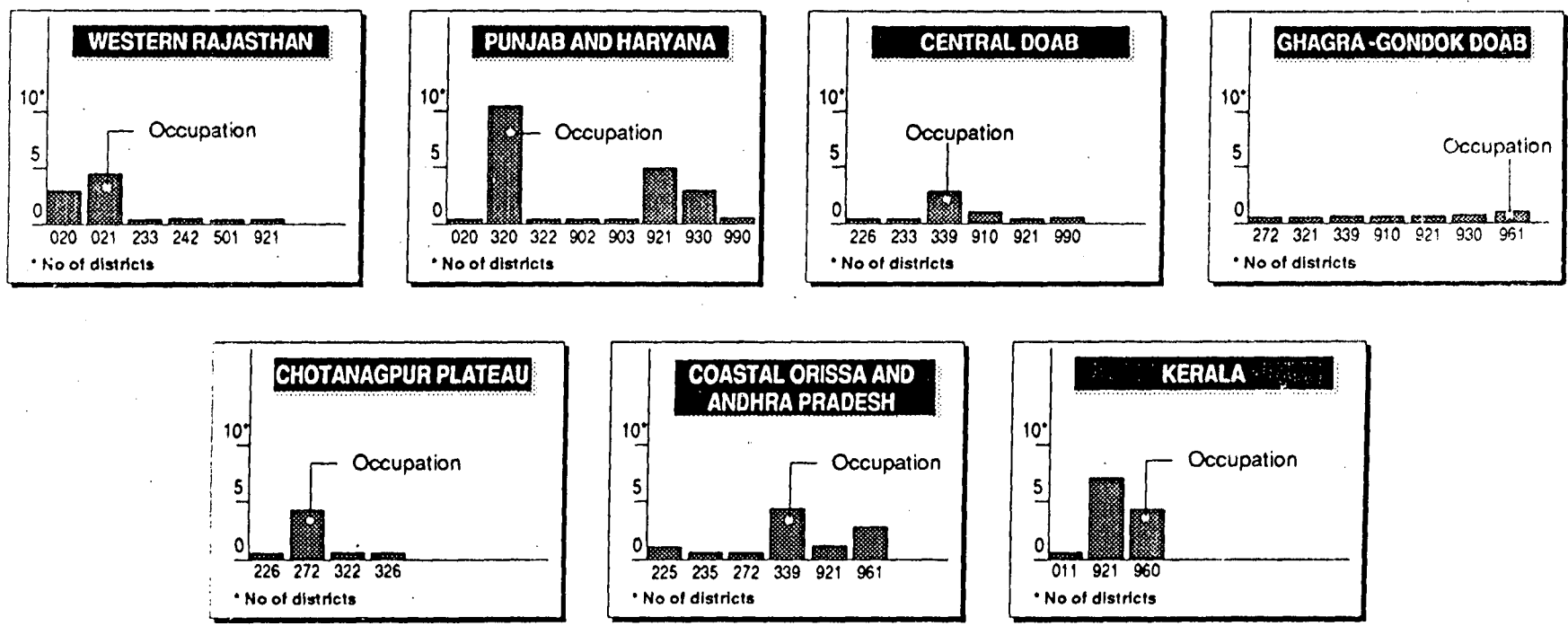


FIG. 17



3. Districts with low percentage share of female workers (10-15%); and
4. Districts with very low percentage share of female workers (less than 10%).

Out of 10 districts in *Western Rajasthan*, there are six districts where only two occupations predominate. In Jalor, Jodhpur and Jaisalmer, cattle and goat breeding, rearing and ranching (020) is the second ranking occupation, although Jalor and Jaisalmer account for a very low share but in Jodhpur its proportion is moderate.

In Barmer, Pali and Nagaur, rearing of sheep and production of wool (021) accounts for a very low to moderate share. In Barmer, it is moderate, but in rest of the two districts the percentage share is very low.

Thus it is found that livestock production and its related activities is the most important occupation for women in most of the districts of W. Rajasthan except for Bikaner, Ganganagar and Jhunjhunun where the livestock production becomes the third or fourth ranking occupation.

There are eight second ranking occupations in *Punjab and Haryana* and the average percentage share of women workers in this category is 13.87% implying therefore that one out of every ten female workers is engaged in such occupations - the pattern which is similar to *Western Rajasthan*. Out of

these eight second ranking occupations, there are four occupations which have not been found in the first ranking occupations. These occupations are manufacture of earthenware and earthen pottery (322), public services in local bodies (02), public services in quasi government bodies (903), cattle and goat breeding rearing and ranching (020). Manufacture of structural clay products (320) is the second ranking occupation in 11 districts out of 24 districts. In Kapurthala, Faridkot, Patiala, Kurukshetra and Faridabad the percentage share is moderate (15-20%). In Rupnagar it is very high (more than 20%). In Mahendragarh, Bhatinda and Hisar it is low (10-15%). In Sonapat it is very low (less than 10%).

Educational services rendered by non-technical colleges, schools and universities (921) is the second most important occupation in four districts. These are Sirsa, Bhatinda, Kurukshetra and Karnal. Health and medical services is the second largest occupation in Sangrur, Hoshiarpur and Amritsar although they contribute a very low percentage share of female workers (less than 10%).

In *Central doab*, there are six second ranking occupations out of which two are new to this category. The average percentage share shows the same trend that one out of every ten female workers are engaged in the second ranking occupations in the region. In Meerut, Aligarh, and Mathura,

non-ferrous metal industries is the second most important occupation for women in the districts.

In Meerut and Aligarh the percentage share is very low, in Mathura it is moderate. Sanitation services is the second most important occupation for women in Ghaziabad and Agra where the percentage share of women workers is very low to low.

There are seven occupations in *Ghagra-Gondok doab* which provide the second largest employment to rural women. Out of these, five occupations are new to this category. These are manufacture of wooden and cane boxes (272), manufacture of glass and glass products (321), other non-ferrous metal industries (339), sanitation and similar services (910), health and medical services (930). The average percentage share of women workers in this category is 13.87%. This region exhibits a number of occupations in the second ranking category. Laundry and Laundry services (961) accounts for a moderate (15-20%) share of female workers in Gopalganj and Saran. In Gorokhpur, sanitation services (910) accounts for a moderate share. Manufacture of wooden and cane boxes (272), health and medical services (980), other non-ferrous metal industries (339) account for a high share (more than 20%) in Deoria, Bahraich and Gonda respectively.

Manufacture of earthenware and earthen pottery (322) and manufacture of structural stone goods (326) are the two

new occupations in *Chotanagpur* in the second ranking occupations. Manufacture of wooden and cane boxes (272) forms the second largest occupation in Santhal Parganas, Hazaribagh, Dhanbad and Puruliya. The percentage share of female workers in all the four districts is moderate (10-15%). Bidi industry is the second largest occupation for women in Singhbhum, the percentage share is although low. Manufacture of structural clay products and manufacture of earthenware and earthen pottery provides the second largest employment to women in Palamau and Ranchi respectively although their proportion is very low (<10%).

*Orissa and A.P. coast* reports six occupations in the second ranking category. Out of six, only one occupation has been already found in the first ranking occupations. The new four occupations are weaving and finishing of cotton textiles in handlooms (235). Other than khadi, manufacture of wooden and cane boxes (272), Tobacco stemming, redrying etc. (225), other nonferrous metal industries (339) educational services (921), rendered by non-technical colleges, schools and universities.

The average percentage share of female workers in these occupations is 10.61 - implying the same trend that has been found in the other regions.

Laundry and Laundry services is the second ranking occupation in Puri, Ganjam and Cuttack but throughout A.P.

coast laundry and laundry services is the most important occupation.

Other nonferrous metal industries provide the second largest employment to rural women in Vizianagaram, East and West Godavari, and Nellore. But in East Godavari, Vizianagaram and Nellore, the percentage share of female workers is very low in West Godavari it is slightly higher (10-15%) weaving and finishing in cotton textiles accounts for low share in Srikakulam and manufacture of wooden and cane boxes accounts for a moderate space in Visakhapatnam.

*Kerala* rather shows a narrow range of occupations which are falling under the second ranking occupations. Out of these three occupations, two occupations are new - which have not been found in the first ranking occupation. These two occupations are coffee plantation and domestic services. The average percentage share of female workers in this category is 11.64%.

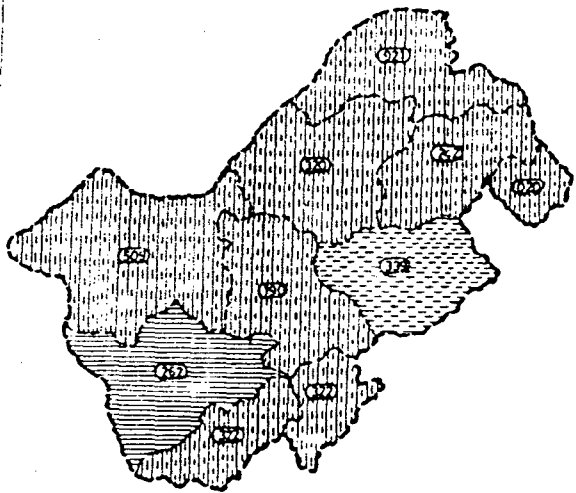
In Kerala, out of twelve districts, educational services rendered by non-technical colleges, schools and universities (921) is the second most important occupation in seven districts. These seven districts are Ernakulam, Trichur, Kozhikode, Cannanore, Idukki, Quilon and Trivandrum, although the percentage share varies over the districts.

In Ernakulam, the percentage share is moderate, low

in Trichur, Kozhikode and Quilon and very low in Idukki and Cannanore. Domestic services is the second most important occupation in Palghat, Mallapuram, Kottayam and Alleppey - In Palghat and Alleppey the percentage share is moderate, in Mallapuram and Kottayam, the percentage share is high. Coffee plantation is the second most important occupation for women in Wayanad.

Table 11.22 shows that most of the districts have very low to low percentage share of women workers in the second ranking occupations. Out of 83 districts, 35 districts report low share, 31 reports very low share, 13 districts report moderate share. There are only four districts of Punjab and Haryana which report a high percentage share of female workers in the second ranking occupations. This also implies that there is a wide gap in the percentage share of female workers in the first ranking occupations and the second ranking occupations - this again indicates that women may be found in various occupations other than their principal occupations, but their percentage share in such occupations will be less. This can be again supported by the fact that the average percentage share of female workers in the first ranking occupations in all the regions is much higher than the average percentage share of female workers in the second ranking occupations. Table-11.20 shows how the average percentage share decreases drastically from first ranking to second ranking occupations and

PROPORTION OF FEMALE WORKERS IN THE THIRD RANKING OCCUPATIONS  
1981



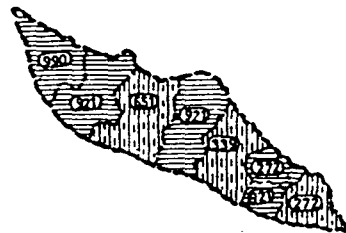
WESTERN RAJASTHAN



PUNJAB AND HARYANA



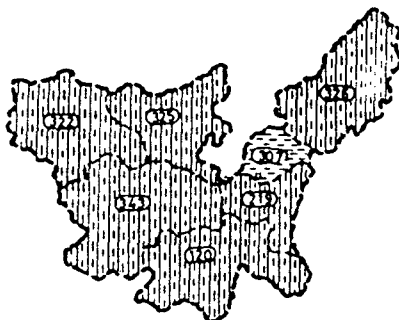
CENTRAL DOAB



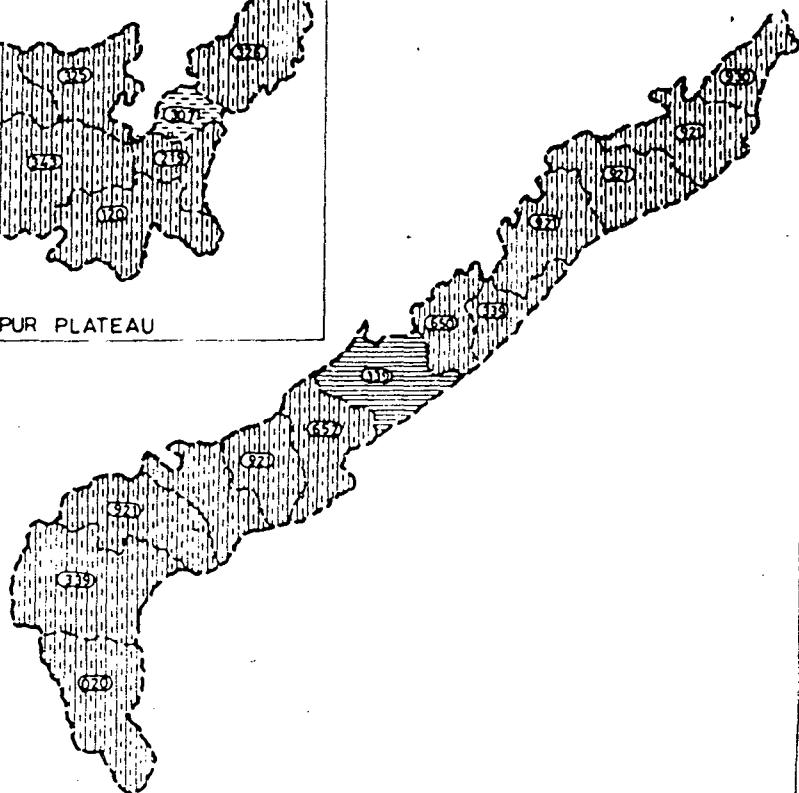
GHAGRA - GONDOK DOAB



KERALA



CHOTONAGPUR PLATEAU



COASTAL ORISSA AND ANDHRA PRADESH

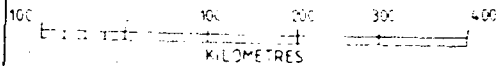
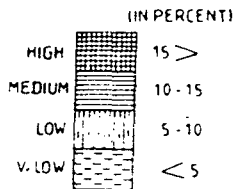


FIG. 18

Table-II.23

Frequency of districts in the third ranking occupations under different percent categories

Percentage categories	Western Rajasthan	Punjab and Haryana	Central Doab	Ghagra and Bondok Doab	Chotanagpur	Orissa and A.P. Coast	Malabar Coast	Total
H 15)	-	1	-	-	-	-	-	1
M 10-15	1	5	2	5	-	1	2	16
L 5-10	8	17	6	3	6	12	9	61
V.L. <5	1	1	1	-	1	-	1	5
	10	24	9	8	7	13	12	83



## THE THIRD RANKING OCCUPATIONS - FREQUENCY OF DISTRICTS 1981

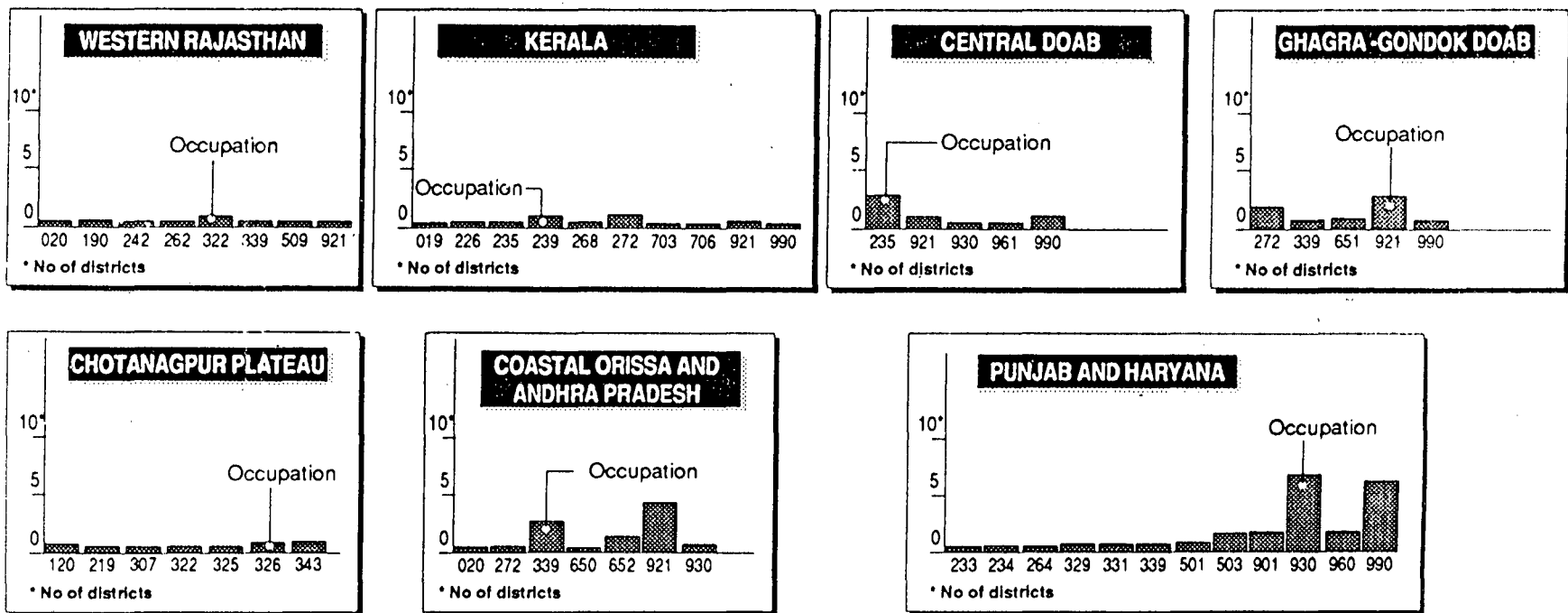


FIG. 19

gradually from second ranking to the third ranking occupations and onwards.

As we go for the third ranking and fourth ranking occupations, we see that the number of occupations increases in each category and in each region, but their percentage share gradually decreases. The percentage share of female workers in these two categories vary from less than 5% to more than 15%. Whereas in case of first ranking occupations the percentage share varies from less than 10% to more than 55%.

As far as third ranking occupations are concerned, there are nine occupations in *Western Rajasthan* which can be considered as third ranking occupations. Out of these, five occupations emerge as new in this category. These occupations are embroidery and making of ropes, laces and fringes (262), manufacture of earthenware and earthen pottery (322), other nonferrous metal industries (339), stone quarrying, clay and sand pits (190), construction not elsewhere classified (509), educational services rendered by non-technical colleges, schools and universities (921). The average percentage share of women workers in such occupation is 8.74%.

In *Punjab and Haryana*, there are thirteen occupations which come under the third ranking occupations. Out of these thirteen there are only three occupations which

have been already found in the first two categories. The occupations which are new to this category are foundries for casting and forging iron and steel (331), manufacture of miscellaneous non-metallic mineral products (329), manufacture of earthenware and earthen pottery (322), production of khadi (234), construction and maintenance of waterways and water reservoirs (503), construction and maintenance of roads, railways, bridges (501), public services in state government (901), the average percentage share is 8.75%.

In *Central doab* and *Ghagra Gondok doab*, each has got five occupations which fall in the third category. In *Central doab*, apart from two service industries which have been already found in the first two categories, there are three new more occupations which come under this category. These occupations are weaving and finishing of cotton textiles in handlooms (235), health and medical services (930), laundry and laundry services (961). The average percentage share of female workers in this category is 8.40.

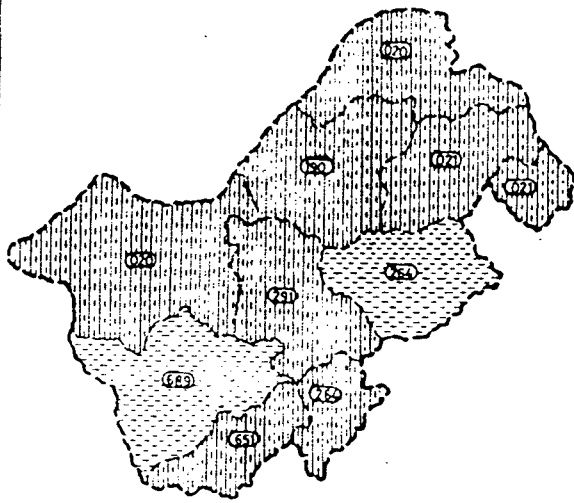
*Ghagra and Gondok doab* reports two new occupations in the third ranking occupations. These two are vegetables and fruit selling (651) and services not elsewhere classified. The average percentage share of female workers in this category is 10.59 which implies that one out of every ten female workers are engaged in the third ranking occupations.

In *Chotanagpur* plateau there are seven occupations which fall in the third category. There are five occupations which are new to this category. They are structural stone goods (326), iron ore mining (120), manufacture of mica products (325), manufacture of other coal and coal tar products (307), manufacture of food products not elsewhere classified (219), manufacture of hand tools and general hardware. The average percentage share of female workers is quite low - 6.36% which implies that one out of every 20 female workers are engaged in the third ranking occupations.

*Orissa and A.P. coast* reports seven occupations with the third largest share of women workers. There are four new occupations which fall under this category - cattle and goat breeding, rearing and ranching (020), grain and grocery store (650), dealers in meat, fish and poultry (650), educational services rendered by non-technical colleges, schools and universities (930), the average percentage share shows that one out of every twelve female workers is engaged in the third ranking occupations.

*Kerala* reports 10 occupations which account for the third largest share of women workers - the average percentage share shows that one out of every twelve female workers are engaged in third ranking occupations in Kerala. Table II.23 shows that out of eighty three districts in sixty one districts the percentage share of female workers in the third

PROPORTION OF FEMALE WORKERS IN THE FOURTH RANKING OCCUPATIONS  
1981



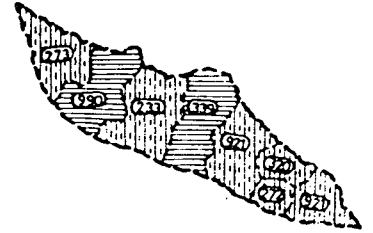
WESTERN RAJASTHAN



PUNJAB AND HARYANA



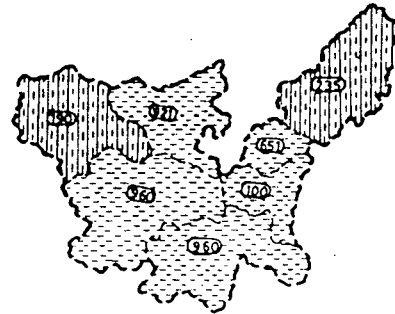
CENTRAL DOAB



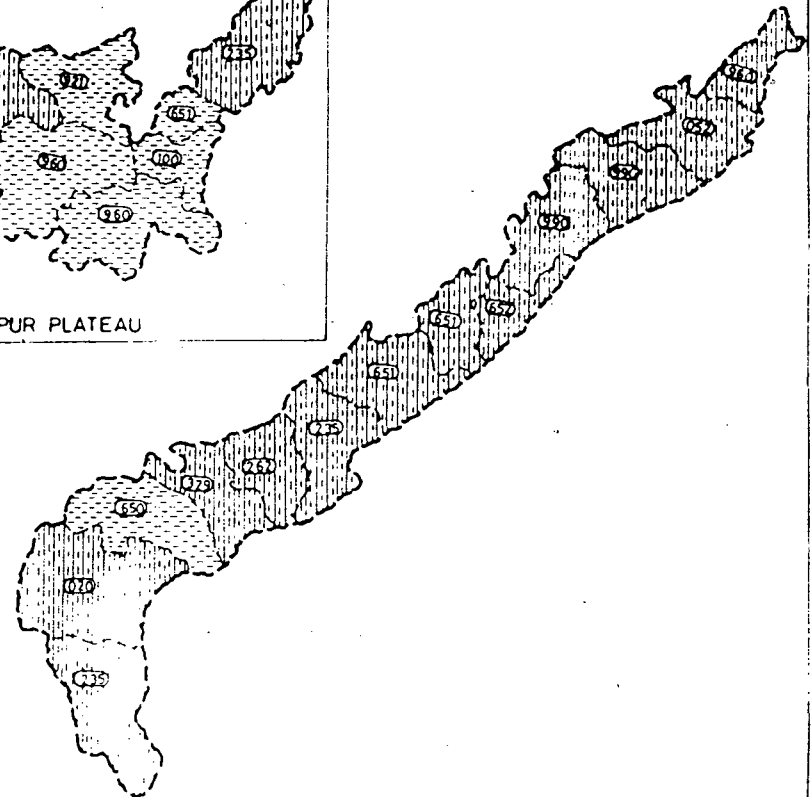
GHAGRA - GONDOK DOAB



KERALA



CHOTONAGPUR PLATEAU



COASTAL ORISSA AND ANDHRA PRADESH

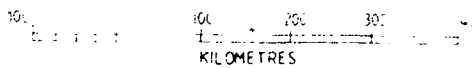
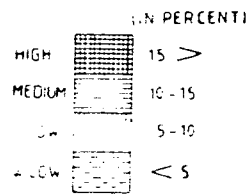


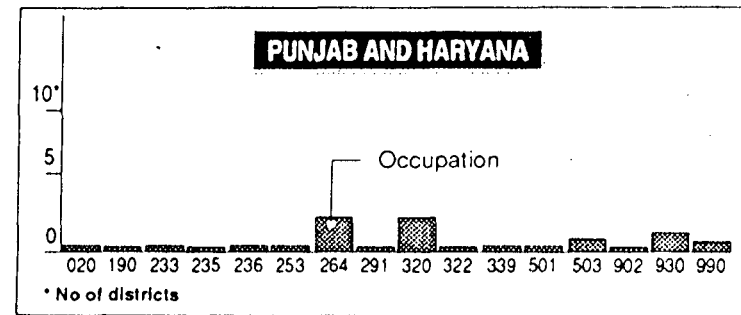
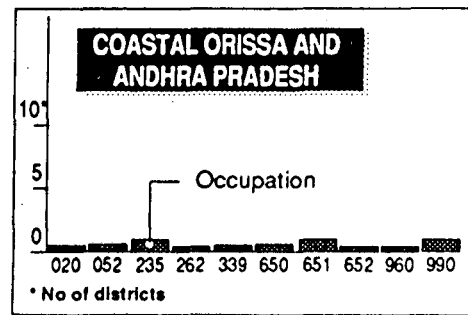
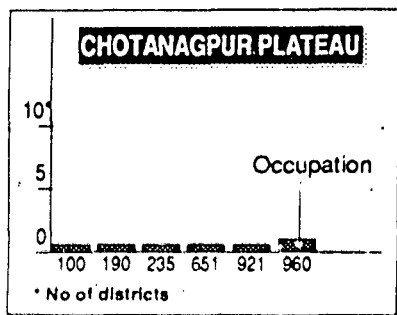
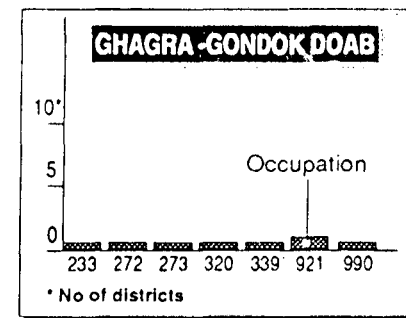
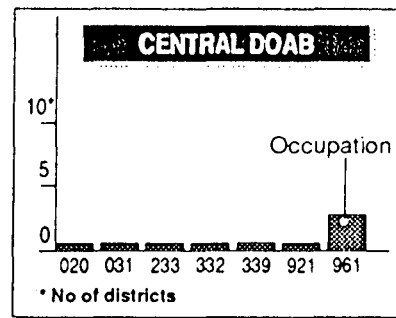
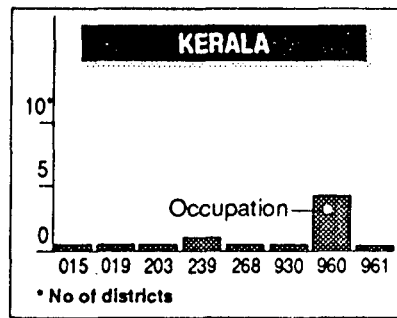
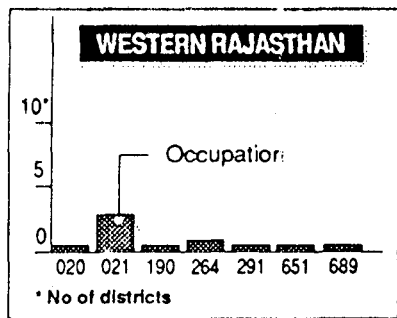
FIG. 20

Table-II.24

Frequency of districts in the fourth ranking occupations under different percent categories

Percentage categories	Western Rajasthan	Funjab and Haryana	Central Doab	Ghagra and Gondok Doab	Chotanagpur	Orissa and A.P. Coast	Malabar Coast	Total
V.H. 15)	-	1	-	-	-	-	-	1
H 10-15	-	-	1	2	-	-	-	3
M 5-10	-	16	7	6	2	12	10	53
L <5	-	7	1	-	5	1	2	16
	-	24	9	8	7	13	12	83

# THE FOURTH RANKING OCCUPATIONS - FREQUENCY OF DISTRICTS 1981



ranking occupations is low (5-10%), there are five districts which come under very low category (<5%), there are 16 districts where the percentage share is moderate, and there is only one district where the percentage share is high (more than 15%).

If the first ranking and the third ranking occupations are compared, the percentage share of female workers in the third ranking occupations is much lower than that of the first ranking occupations which may again reflect upon the average percentage share of female workers in these two categories while in case of the first ranking occupations, there are chances of one out of every four or five female workers being engaged in this category. In case of third ranking occupations, one out of every 12 female workers may join in such activities.

In case of *fourth ranking* occupations, the average percentage share further gets reduced, except for Ghagra and Gondok doab, in all other regions there are chances of only one female out of every 20 to join in such occupations.

The very high difference between the average percentage share of female workers has been observed in Punjab and Haryana (22.13%), Kerala (18.64%) and Central doab (16.32%). The difference is low in Ghagra and Gondok doab (9.65%) and the rest of the regions are in between.



### 2.2.3 COMPARATIVE ANALYSIS AMONG THE MAJOR OCCUPATIONS

177

From the previous discussion, it is understood that the women workers although participate in various industries but their strength is restricted to certain occupations. In most of the districts of the study region, the percentage share of women workers in the first four ranking occupations seem to contribute the major share of female workers, although the percentage share varies widely over the districts from less than 20% to more than 80%.

A district level analysis necessitates the grouping of the districts into six categories based on the percentage share of women in the first four ranking occupations of the districts. These groups are :

1. Very high proportion (more than 80%);
2. High proportion (65-80%);
3. Moderately proportion (50-65%);
4. Moderate proportion (35-50%)
5. Low proportion (20-35%); and
6. Very low proportion (less than 20%).

Very high proportion (more than 80%).

The very high percentage share of women workers is found in Sonapat where the first four occupations account for 89.5% of the total female workers in the district. Basti district of Ghagra-Gondok doab also reports a very high share (89.51%) (Table-II.22).

High proportion (65% to 80%)

PROPORTION OF FEMALE WORKERS IN THE FIRST, SECOND, THIRD AND FOURTH RANKING OCCUPATIONS  
1981

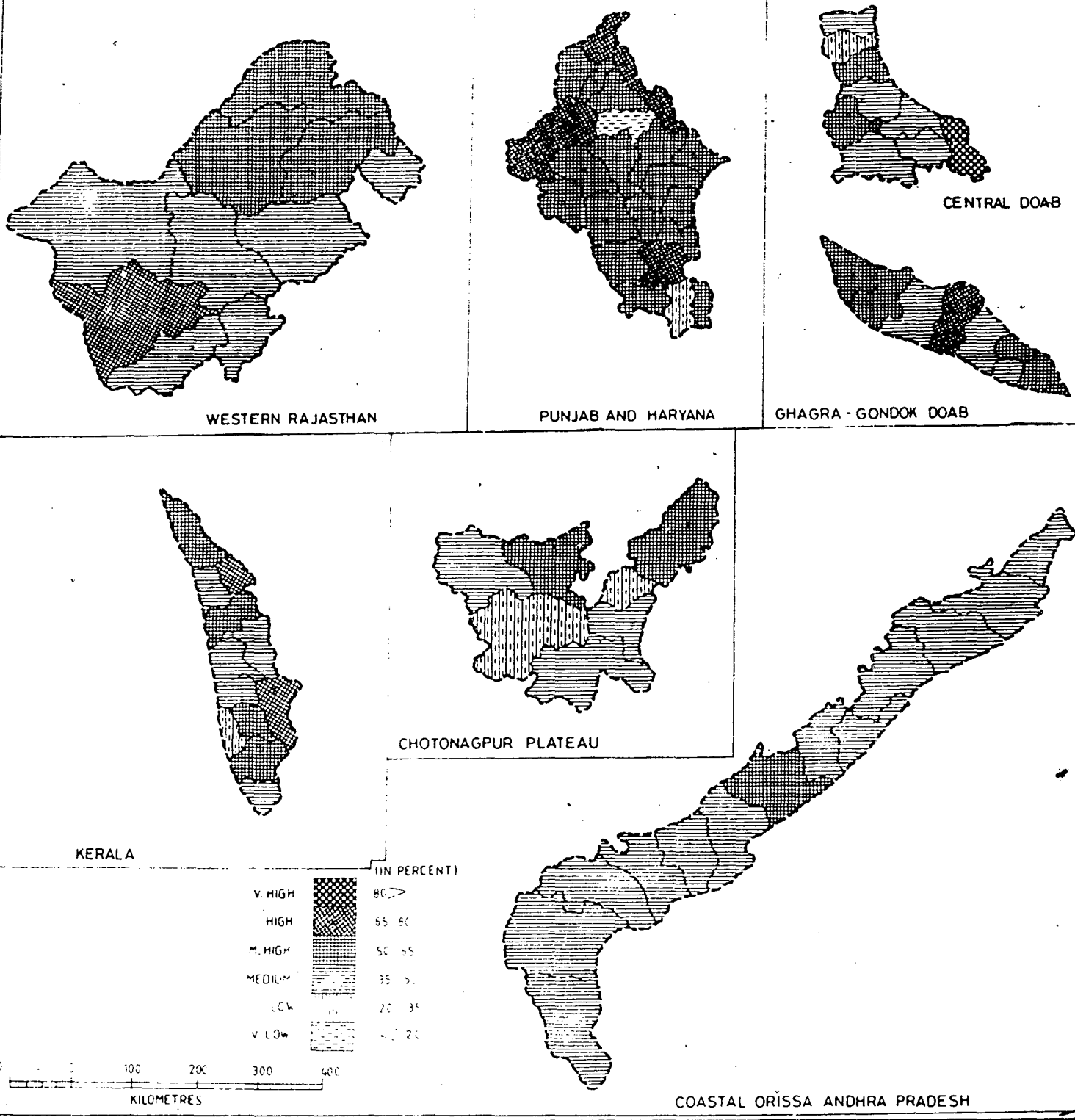


FIG. 22

The districts which fall under this category where the first four ranking occupations account for a very high proportion of women workers are Barmer (71.76%) in Western Rajasthan, Rupnagar (65.78%), Hoshiarpur (65.11%), Gurdaspur (70.5%), Amritsar (68.67%) in Punjab and Haryana, Farukhabad (84.66%) in Central doab, Gorokhpur (72.8%) in Ghagra and Gondok doab, Wayanad (78.77%) and Idukki (69.87%) in Kerala.

Moderately high proportion (50-65%)

The districts which come under this category are Churu (51.11%), Ganganagar (52.86%), Bikaner (53.31%), in Western Rajasthan, Bhatinda (58.94%), Sangrur (64.39%), Patiala (57.84%), Kapurthala (59.84%), Jalandhar (61.2%), Amritsar (60.43%), Hisar (53.06%), Sirsa (63.83%), Ambala (51.56%), Kurukshetra (60.83%), Karnal (62.49%), Jind (57.41%), Sonapat (52.47%), Faridabad (58.85%), Mahendragarh (53.69%) in Punjab and Haryana. In Central Doab, the districts are Bulandshahr (58.9%), Mathura (50.23%), Mainpuri (52.145), Bahraich (62.83%), Gonda (51.31%), Gopalganj (56.48%), Saran (56.29%) in Ghagra and Gondok doab, Santal Parganas (52.68%), Hazaribagh (59.43%) in Chotanagpur plateau, Visakhapatnam (54.29%) of Andhra coast, Mallapuram (53.98%), Cannanore (60.59%), Quilon (52.85%), Kottayam (52.58%) in Kerala.

Moderate proportion (35-50%)

The districts where the first four ranking

occupations constitute the moderate share of female workers are Jalor (31.35%), Pali (35.21%), Nagaur (35.9%) in Rajasthan, Meerut (35.09%), Aligarh (46.37%), Etah (42.41%), Mainpuri (49.17%) in Central doab, Deoria (37.86%), Siwan (46.56%) in Ghagra and Gondok doab, Singhbhum (40.09%), Palaman (36.79%), Purulia (42.52%) in Chotanagpur, Baleshwar (42.29%), Puri 45.52%), Ganjam (40.11%), Cuttack (37.86%), Srikakulam (43.49%), Vizianagaram (40.95%), West Godavari (49.55%), East Godavari (42.11%), Krishna (46.39%), Guntur (42.66%), Prakasam (45.85%), Nellore (37.57%) in coastal Orissa-A.P.

Low proportion (20-35%)

The districts which fall under this category are Jalor (31.35%) in Western Rajasthan, Ghaziabad (29.78%) in Central doab, Dhanbad (26.03%) and Ranchi (29.24%) in Chotanagpur plateau, Alleppey (29.94%) in Kerala.

Very low proportion (less than 20%)

Ludhiana is the only district which comes under this category (18.89%).

From the aggregate percentage share of the first four ranking occupations, we get a clear regional picture.

1. Most of the districts of Punjab and Haryana, the first four ranking occupations contribute moderately high to high share of female workers.

2. The districts of Orissa and A.P. Coast accounts for

the moderate share of women workers in the first four ranking occupations.

3. On the other hand we have a few districts spreading over different regions where the percentage share of female workers attributed by the major occupations is low to very low. These districts tend to show a lower concentration of female workers in the major occupations.

4. The high percentage share of female workers attributed by the only first four occupations implies that the women are largely concentrated only in a few occupations, therefore in other occupations, their percentage share tend to be very low.

*The percentage share of women workers in the first, second, third and fourth ranking occupations out of the total percentage share in the four occupations will give us the relative importance of the respective occupations individually.*

In order to find out the relative importance the occupations have been identified which constitute more than 50% of the total percentage share attributed by the four occupations.

In Western Rajasthan, Churu, Barmer, Nagaur and Jhunjhunun are the four districts where the first ranking occupation contributes more than 50% of the total percentage

share of female workers in four occupations of the respective districts. (II.13).

In *Punjab and Haryana* there are ten districts where the first ranking occupations contribute more than one half of the total female workers in four occupations. These districts are Faridkot, Sangrur, Patiala, Hoshiarpur, Jalandhar, Ferozepur, Amritsar, Hisar, Sonapat and Rohtak. (II.14).

In *Central Doab*, Farukhabad is the only district where bidi industry accounts for 69.45% of the total women workers in the district (II.15).

In *Ghagra and Gondok* doab, there is not a single occupation which make more than 50% of the total percentage share of female workers attributed by the four occupations in the district. In this region the percentage share of women workers in the first and second ranking occupations are very close, therefore, we can say in this area, the second ranking occupation is equally important as that of the first ranking occupation (II.16).

In *Chotanagpur* also, there is only one district where the first ranking occupation accounts for more than 50% of total percentage share of female workers in four occupations. Except for Hazaribagh, in all other districts the first and second ranking occupations accounts for 50% of

163

the female workers (11.17).

In the *two coastal regions*, there are altogether six districts where the first ranking occupations account for more than 50%. These districts are West Godavari, Guntur, Wayanad and Idukki of Malabar coast. (11.18, 19).

In rest of the districts of these two coastal regions, the percentage share of female workers in the second ranking occupations is also large. In these districts the first two ranking occupations account for 50% of the female workers in the districts.

It is clear from the discussion that women are largely concentrated in one or two occupations. Although the third and fourth ranking occupations have also been incorporated in my study, their percentage share seem to be less. Out of the aggregate percentage share attributed by the first four ranking occupations, we find that the contribution of third and fourth ranking occupation is low.

So far, we have seen the percentage share of women workers in the first and second ranking occupations in relation to the percentage share of women workers in the first four largest occupations. *In the following section the percentage share of women workers in the first two and in the first three ranking occupations in relation to the total workers in each of the districts is going to be discussed.*

Table-II.25

Frequency of districts in the first + second ranking occupations under different percent categories

Percentage categories	Western Rajasthan	Punjab and Haryana	Central Doab	Bhagra and Gondok Doab	Chotanagpur	Orissa and A.P. Coast	Malabar Coast
60>	-	1	1	-	-	-	2
40-60	-	18	1	2	1	-	2
20-40	9	4	6	6	4	13	7
<20	1	1	1	-	2	-	1
	10	24	9	8	7	13	12



Table-II.26

Frequency of districts in the first + second + third ranking occupations under different percent categories

Percentage categories	Western Rajasthan	Punjab and Haryana	Central Doab	Bhagra and Gondok Doab	Chotanagpur	Orissa and A.P. Coast	Malabar Coast
60>	-	5	1	1	-	1	2
40-60	6	18	3	5	2	3	6
20-40	4	1	5	2	5	9	4
<20	-	-	-	-	-	-	-
	10	24	9	8	7	13	12

Table-II.27

Frequency of districts in the first + second + third + fourth ranking occupations under different percent categories

Percentage categories	Western Rajasthan	Punjab and Haryana	Central Doab	Ghagra and Gondok Doab	Chotanagpur	Orissa and A.P. Coast	Malabar Coast
V.H. 80>	-	-	1	-	-	-	-
H 65-80	-	6	-	1	-	-	2
M.H. 50-65	3	17	3	4	2	-	4
M 35-50	6	-	4	3	3	12	5
L 20-35	1	1	-	-	2	-	1
V.L. <20	-	-	1	-	-	1	-
	10	24	9	8	7	13	12

The districts have been divided into four categories on the basis of their aggregate percentage share in the first two ranking and the first three ranking occupations. These are the districts with:

1. Very high proportion of female workers (more than 60%).
2. High proportion (40-60%).
3. Moderate proportion (20-40%).
4. Low proportion (less than 20%).

Very high proportion (more than 60%)

The districts where the first two ranking occupations account for a very high proportion of female workers to the total female workers in the districts are Faridkot in Punjab (60.24%), Farukhabad (77.9%) in Central doab, Wayanad (64.26%), and Idukki (66.47%) in Kerala.

As these occupations account for a significant proportion of female workers, the occupations are worth mentioning. These are educational services rendered by non-technical colleges, schools and universities (921) in Faridkot, bidi industry (226) in Farukhabad and tea plantations in Wayanad and Idukki.

High proportion (40-60%)

In most of the districts of Punjab and Haryana the percentage share of female workers in the first and second ranking occupations absorb 40-60% of female workers. These districts are Bhatinda (43.97%), Sangrur (52.89%), Patiala

(45.24%), Rupnagar (51.61%), Kapurthala (45.21%), Hoshiarpur (55.75%), Jalandhar (47.86%), Ferozepur (52.82%), Gurdaspur (54.55%), Amritsar (49.91%), Hisar (42.14%), Sirsa (41.68%), Karnal (45.71%), Jind (46.66%), Sonapat (40.52%) in Punjab and Haryana, Bulandshahr (46.27%), Bahraich and Gorokhpur (48.92%) in Ghagra and Gondok doab, Hazaribagh (49.48%), Mallapuram (40.44%) and Cannanore (40.44%) in Kerala.

Moderate proportion (20-40%)

In Western Rajasthan, except Jalor, all other districts fall under this category. In Punjab and Haryana, Bhiwani (35.41%), Ambala (31.68%), Karnal (39.82%), Gurgaon (26.44%) and Mahendragarh (32.08%) can be included in this category.

Central doab reports four districts - Meerut (21.17%), Aligarh (27.83%), Mathura (33.08%), Agra (24.84%). Etah (28.12%) and Mainpuri (35.92%) are the districts where the first two ranking occupations accounts for a moderate share of female workers.

Gonda (28.34%), Basti (23.93%), Deoria (23.35%), Gopalganj (38.81%), Siwan (28.48%) and Saran (39.52%) are the four districts of Ghagra and Gondok doab which account for a moderate share. In Chotanagpur there are four districts - Santhal Parganas (37.51%), Singhbhum (28.82%), Palamau (24.27%) and Puruliya (30.56%).

In Orissa and A.P. Coast, all the districts come under this category and in Kerala seven districts come under this category. These seven are Ernakulam (31.4%), Trichur (31.87%), Palghat (24.66%), Kozhikode (29.03%), Quilon (32.97%), Kottayam (34.38%) and Trivandrum (32.37%).

Low proportion (less than 20%)

There are only six districts under this category. These are Jalor (17.15%), Ludhiana (12.59%), Ghaziabad (17.6%), Dhanbad (19.47%) and Ranchi (19.53%), Alleppey (19.71).

Out of the eighty three districts there are forty districts where the first two largest occupations account for high to very high share, most of these districts belong to Punjab and Haryana, Central doab and Kerala.

All districts of Punjab and Haryana and a few districts of Central doab, Ghagra-Gondok doab and Chotanagpur come under this category.

These are the districts where the first two largest occupations account for a low share of female workers out of the total.

As far as the first three ranking occupations are concerned, it is found that out of eighty three districts, there are ten districts where the percentage share of female workers exceed 50% . Out of these five districts belong to

Punjab and Haryana, one each to Central doab, Ghagra-Gondok doab and A.P. Coast, two are in Malabar coast.

Forty one districts out of eighty three districts account for a high share in the first three ranking occupations (40-60%).

Thirty districts account for a moderate share (20-40%) and only one district reports a very low share in the first three ranking occupations.

Table-II.28 shows that there are eleven districts where the percentage share of female workers in the first two ranking occupations account for more than 50% of the female workers in the respective districts. Out of which there are seven districts which belong to Punjab and Haryana, three districts fall in Malabar coast and one district in Central doab.

Table-II.28 shows their percentage share in Western Rajasthan, Ghagra-Gondok doab, Chotanagpur plateau and Orissa and A.P. Coast, there is not a single district where the largest two occupations report more than 50% of female workers.

There are twenty four districts out of eighty three districts where the first three largest occupations account for more than 50% of female workers in the respective districts. Out of these 13 districts belong to Punjab and

Table-II.28

DISTRICTS WHERE THE PERCENTAGE SHARE OF FEMALE WORKERS IN THE FIRST TWO RANKING OCCUPATIONS ACCOUNT FOR MORE THAN 50% OF THE TOTAL FEMALE WORKERS

Region	Code of the district	Name of the district	Occupations	% Share
W. Rajasthan	-	-	-	-
Punjab and Haryana	12	Faridkot	921+320	60.24
	14	Sangrur	921+930	52.89
	16	Roopnagar	921+320	51.61
	18	Hoshiarpur	921+930	55.75
	20	Ferozepur	921+320	52.82
	21	Gurdaspur	921+903	54.55
	31	Rohtak	990+320	53.65
Central Doab	43	Forukhabad	226+921	77.90
Ghagra & Gondok Doab	-	-	-	-
Chotanagpur	-	-	-	-
Orissa & AP Coast	-	-	-	-
Malabar Coast	77	Cannonore	226+921	51.97
	78	Wayanad	010+011	64.26
	79	Idukki	010+921	66.47
Total number of districts	11			

192  
Table-II.29

**DISTRICTS WHERE THE PERCENTAGE SHARE OF FEMALE WORKERS IN THE FIRST THREE RANKING OCCUPATIONS ACCOUNT FOR MORE THAN 50% OF THE TOTAL FEMALE WORKERS**

Region	Code of the district	Name of the district	Occupations	% Share
<b>W. Rajasthan</b>	-	-	-	-
<b>Punjab &amp; Haryana</b>	12	Faridkot	921+320+930	70.70
	13	Bathinda	921+320+930	52.77
	14	Sangrur	921+930+234	58.92
	15	Patiala	921+320+930	53.35
	16	Rupnagar	921+320+901	59.35
	17	Kapurthala	921+020+990	53.26
	18	Hoshiarpur	921+930+339	61.23
	19	Jalundhar	921+320+930	55.37
	20	Ferozepur	921+320+930	61.75
	21	Gurdaspur	921+903+930	63.93
	22	Amritsar	921+930+960	55.69
	24	Sikrsa	990+921+503	54.04
	27	Kurukshetra	921+320+990	51.15
	28	Karnal	330+921+331	54.27
	29	Jind	990+921+264	54.47
	31	Rohtak	990+330+322	72.35
	32	Faridbad	960+330+990	51.76
<b>Central Doab</b>	43	Farukhabad	226+921+990	81.97
<b>Ghagra &amp; Gondok Doab</b>	44	Bahraich	921+930+990	54.43
	47	Gorakhpur	901+910+921	62.23
	49	Gopalganj	921+961+272	50.60
<b>Chotanagpur</b>	-	-	-	-
<b>Orissa &amp; AP Coast</b>	-	-	-	-
<b>Malabar Coast</b>	77	Cannanore	226+921+706	56.34
	79	Idukki	010+921+019	68.4
<b>Total number of dostricts</b>	24			



Table-30  
Districts where the first four ranking occupations account for more than  
50% female workers in the districts

Region	Code of District	Name of the District	Occupations	% Share	Region	Code of District	Name of the District	Occupations	% Share	
W. Rajasthan	1	Churu	020+233+242+021	51.11	Central Doab	39	Mathura	910+339+235+921	50.23	
	3	Barmer	020+021+262+689	71.76			42	Mainpur	921+933+930+961	52.14
	9	Ganganagar	343+501+921+020	52.8			43	Farukhabad	226+921+990+339	84.66
	10	Bikaner	241+242+320+191	53.31						
Punjab and Haryana	12	Faridkot	921+320+930+ -	79.58	Bhagra and Gondok	44	Bahraich	921+930+990+273	62.83	
	13	Bathinda	921+320+930+339	58.94		45	Gonda	320+339+921+990	51.31	
	14	Sangrur	921+930+234+320	64.39		46	Basti	235+921+651+233	89.51	
	15	Patiala	921+320+930+322	57.84		47	Gorakhpur	901+910+921+339	72.9	
	16	Rupnagar	921+320+901+503	65.78	49	Gopalganj	921+961+272+320	56.48		
	17	Kapurthala	921+020+990+930	59.84	51	Siwan	219+961+272+921	56.29		
	18	Hoshiarpur	921+930+339+233	65.11	Chotanagpur	52	Saran	226+272+326+235	52.68	
	19	Jalundher	921+320+930+264	61.2		54	Hazaribagh	100+272+335+921	59.43	
	20	Ferozepur	921+320+930+253	70.5						
	21	Gurdaspur	921+903+930+235	68.87	Orissa and AP Coastal	65	Visakha patnam	961+272+339+651	54.29	
	22	Amritsar	921+930+960+236	60.43						
	23	Hisar	320+921+990+503	53.06						
	24	Sirsa	990+921+503+320	63.83	Malabar Coast	75	Mallapuram	921+960+990+239	53.98	
	25	Bhiwani	921+990+329+190	49.04		77	Cannanore	226+921+706+019	60.59	
	26	Ambala	320+921+501+990	51.56		78	Wayanad	010+011+921+015	78.77	
	27	Kurukshetra	921+320+990+501	60.83		79	Idukki	010+921+019+930	69.87	
	28	Karnal	330+921+331+264	62.49		80	Quilon	214+921+239+960	52.85	
	29	Jind	990+921+964+320	59.41		81	Kottayam	921+960+272+239	52.58	
	30	Sonepat	921+320+990+020	52.47						
	31	Rohtak	990+320+322+930	89.5						
	32	Faridbad	960+320+990+902	58.85						
	33	Gurgaon	921+902+960+990	43.4						
	34	Mahendragarh	921+320+503+291	53.10						

Haryana, three each in Ghagra-Gondok doab and Malabar coast, one in Central doab. Western Rajasthan, Chotanagpur and Orissa-Andhra coast do not show any district where the first three occupations account for more than 50% female workers (Table-II.29).

When we consider the first four ranking occupations and their aggregate share in the total female workers, the number of districts rise to forty five which absorb more than 50% of the total female workers. Out of these twenty, three districts belong to Punjab and Haryana, six each in Ghagra-Gondok doab and Malabar coast, four districts in Western Rajasthan, three districts in Central doab, two districts in Chotanagpur and only one in Orissa and A.P. coast.

From the Table-II.30 it is understood that except for a few in most of the districts of Western Rajasthan, central doab, Ghagra-Gondok doab, and Malabar coast the percentage share of women workers in the first four ranking occupations is relatively lower than the districts of the other regions.

### 2.3 CONCLUDING STATEMENT

This chapter leads us to the following conclusions:

1. The participation rate of women in economic activities is not only low in India but it shows a declining

trend over the years. The participation rate of rural women seem to be higher than the urban women, but across the regions and districts the participation rate varies according to various social, economic, anthropological and demographic factors.

2. In northern India the participation rate is generally lower than the southern part of the country. Hence the northern regions (Punjab-Haryana, Central doab, Ghagra Gondok doab, W. Rajasthan) of the study area report a comparatively lower participation rate than the southern regions (Chotanagpur, coastal Orissa and Andhra Pradesh, Malabar coast). Except for Central doab, in all other regions the participation rate of rural women is higher than the urban women. Rural work participation rate is lowest in Central doab and highest in Kerala. The maximum difference between the rural and urban work participation rate is found in Chotanagpur.

3. At the district level, forty out of eighty three districts have a very low rate of participation of rural women, most of these districts belong to Punjab-Haryana, Central doab and Ghagra-Gondok doab. There are twenty four districts of low category, 19 of moderate category, six of high category and only four of very high category.

4. Except for a few districts of coastal Orissa and Andhra, the participation rate of urban women in economic

activities varies from less than 5% to 10% only.

5. As far as rural-urban difference is concerned, there are fifteen districts out of eighty three, where participation rate of urban women is higher than the rural participation rate. Out of these fifteen districts seven districts belong to central doab, five in Punjab-Haryana, one each in Ghagra-Gondok doab, Orissa and Malabar coast.

6. The percentage share of female workers in the first four ranking occupations seem to contribute the major share of female workers in the districts.

7. The percentage share of female workers in the first ranking occupations is much higher in all the districts of all the seven regions.

8. The percentage share gradually decreases as we move from first ranking to second ranking occupations and then onwards, but the number of occupations increases in each category.

9. The average percentage share in the first four categories show that in first ranking occupation, one out of every third or fifth female workers is likely to join, whereas the participation gradually decreases as we move to the next category. In second ranking occupation, one out of every ten female workers is likely to join, in third ranking, it is one out of twelve and in fourth ranking

192  
occupation, it is one out of twenty.

10. This proves that women may participate in many occupations, but there are a few occupations where women tend to dominate - which may be termed as female specific occupations.

11. Although the occupations which have come under the first ranking category are the most important occupations, there are some districts where the second ranking occupations also hold an equal importance - as the percentage share of female workers in the second ranking occupations is as close as it is found in the first ranking occupations. The districts where the second ranking occupations are also important mostly belong to Ghagra and Gondok doab, Chotanagpur plateau, a few districts of coastal areas also come under this category.

12. There are eleven districts where the first two ranking occupations account for more than half (50%) of the female workers. The number of districts increases to twenty four when we consider the first three ranking occupations, the number get further increased to forty five, when we consider all the four major occupations. This implies the relative importance of the major four occupations over the districts.

13. The occupations which are important at the district

198

level are not necessarily important at the regional level.

14. Two or three occupations appear to be the most important occupations at the regional level which absorb around one third of the total female workers in the region. In Punjab and Haryana only two occupations absorb nearly 50% of the total female workers in the region.

15. The nature of occupations at the regional level shows a strong inter-relationship with regional ecology, economy and socio-cultural environment.

## CHAPTER - III

### LEVEL OF CONCENTRATION OF FEMALE WORKERS IN MAJOR OCCUPATIONS

#### 3.1 INTRODUCTORY STATEMENT

The main focus of this chapter is on the extent of concentration of women workers in the major occupations in the study districts.

The percentage share of female workers in a particular occupation may be high in respect to the total female workers in a district, but this share may not be important in response to the total female workers engaged in that occupation. This necessitates to find out the index of concentration for the first, second, third and fourth ranking occupations in each of the districts. The method has been used to measure the magnitude of spatial concentration of female workers at the district level. The index of concentration shows the share of female workers in a particular occupation in a particular district to the total female workers engaged in the same occupation in a region. Thus revealing the regional clustering of female workers. The index of concentration has been computed as follows:

$$\text{I.C.} = \frac{\text{Female workers in X occupation in a district}}{\text{Total female workers in X occupation in a region}} \times 100$$

### 3.2 LEVEL OF CONCENTRATION OF WOMEN WORKERS IN MAJOR OCCUPATIONS IN THE DISTRICTS.

The I.C. values show that the level of concentration of female workers varies from low to very high over the districts. The index values have been divided into several categories. These are:

1. Occupations with a very high level of concentration (75-100%)
2. Occupations with a high level of concentration (50-75%)
3. Occupations with a moderate level of concentration (25-50%)
4. Occupations with a low level of concentration (0-25%)

#### Very High Concentration

There are altogether twenty four occupations which show a very high level of concentration in twenty five districts.

Out of these twenty four occupations five belong to the *first ranking occupations*. These are printing, dyeing and bleaching of cotton textiles (232) in Jhunjhunun. The index of concentration shows that 80.24% of the total female workers engaged in this occupation is being concentrated in Jhunjhunun. The rest of the occupations which report a very high level of concentration are carpet weaving (263) in Agra, bidi industry (226) in Farukhabad (89.54%), cashewnut



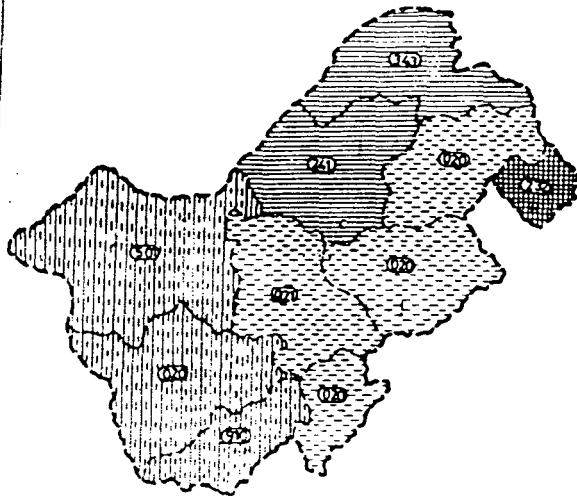
TABLE-III.1

Index of concentration of women workers in the first ranking occupations

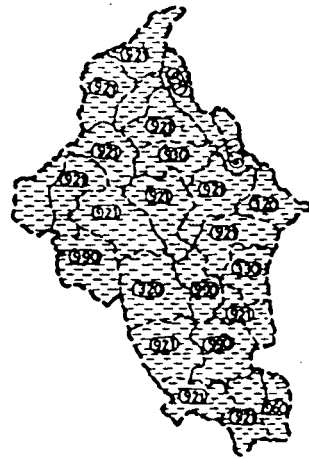
## Occupations with low concentration (less than 25%)

Code of the District	Name of the District	Name of Occupation	I.C.	Code of the District	Name of District	Name of Occupation	I.C.	Code of the District	Name of the District	Name of the Occupation	I.C.
1	Churu	020	6.44	34	Mahendragarh	921	2.14	71	Nellore	961	7.20
4	Pali	020	14.19	36	Meerut	910	20.12	72	Erankulam	272	19.29
5	Barmer	020	21.56	38	Aligarh	910	12.55	74	Palghat	921	6.79
6	Pali	021	16.01	39	Mathura	910	11.56	75	Mallapuram	921	8.89
11	Ludhiana	930	7.37	41	Etah	233	19.76	76	Kozhikode	239	8.17
12	Faridkot	921	7.58	42	Mainpuri	921	12.73	78	Wayanad	010	17.53
13	Bhatinda	921	3.75	44	Bahraich	921	10.97	81	Kottnyam	921	11.42
14	Sangrur	921	6.50	45	Bonda	320	20.83	82	Alleppey	921	12.43
15	Patiala	921	4.74	47	Gorokhpur	901	23.85	Occupations with moderate concentration (25-50%)			
16	Rupnagar	921	3.72	49	Gopalganj	921	8.41	2	Jalor	910	33.83
17	Kapurthala	921	2.97	50	Siwan	961	24.40	3	Barmer	020	33.41
18	Hoshiarpur	921	12.66	53	S. Paragnas	272	21.38	7	Jaisalmer	501	27.92
19	Jalandhar	921	7.92	56	Palamau	272	6.63	35	Bulandshahr	910	32.25
20	Firozpur	921	3.54	57	Furulia	226	17.83	51	Saran	219	36.02
21	Gurdaspur	921	9.07	59	Baleshwar	272	4.29	54	Hazaribagh	100	32.35
22	Amritsar	921	11.87	60	Puri	272	13.99	58	Ranchi	921	29.60
23	Hisar	921	11.18	61	Ganjam	272	16.18	73	Trichur	272	31.52
24	Sirsa	921	11.60	62	Cuttack	272	12.71	Occupations with high concentration (50-75%)			
25	Bhiwani	921	2.54	63	Srikakulam	961	1.11	9	Ganganagar	343	64.85
26	Ambala	921	11.86	64	Vizianagaram	961	5.83	46	Basti	235	66.47
27	Kurukshetra	921	11.86	65	Vishakhapatnam	961	6.11	48	Deoria	233	53.34
28	Karnal	330						52	S. Paraganas	226	72.03
29	Jind	990	20.02	66	W. Godavari	961	13.31	55	Dhanbad	320	57.57
30	Sonepat	921	5.21	67	E. Godavari	961	12.65	79	Idukki	010	72.79
31	Rohatak	990	10.40	68	Krishna	961	11.37	Occupations with very high concentration (75-100%)			
32	Faridabad	960	24.71	69	Guntur	961	13.86	80	Quilon	214	77.73
33	Gurgaon	921	1.53	70	Praksam			77	Cannanore	226	78.05
								8	Jhunjhunur	232	80.25
								40	Agra	020	100.00

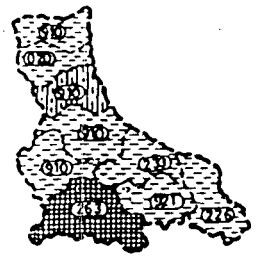
# INDEX OF CONCENTRATION OF FEMALE WORKERS IN THE FIRST RANKING OCCUPATIONS 1981



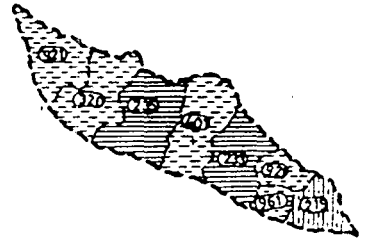
WESTERN RAJASTHAN



PUNJAB AND HARYANA



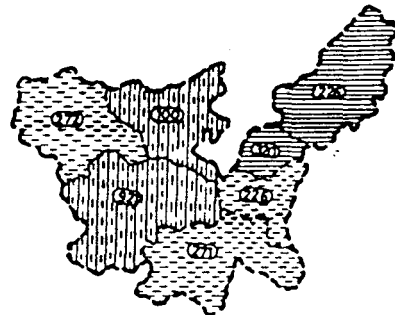
CENTRAL DOAB



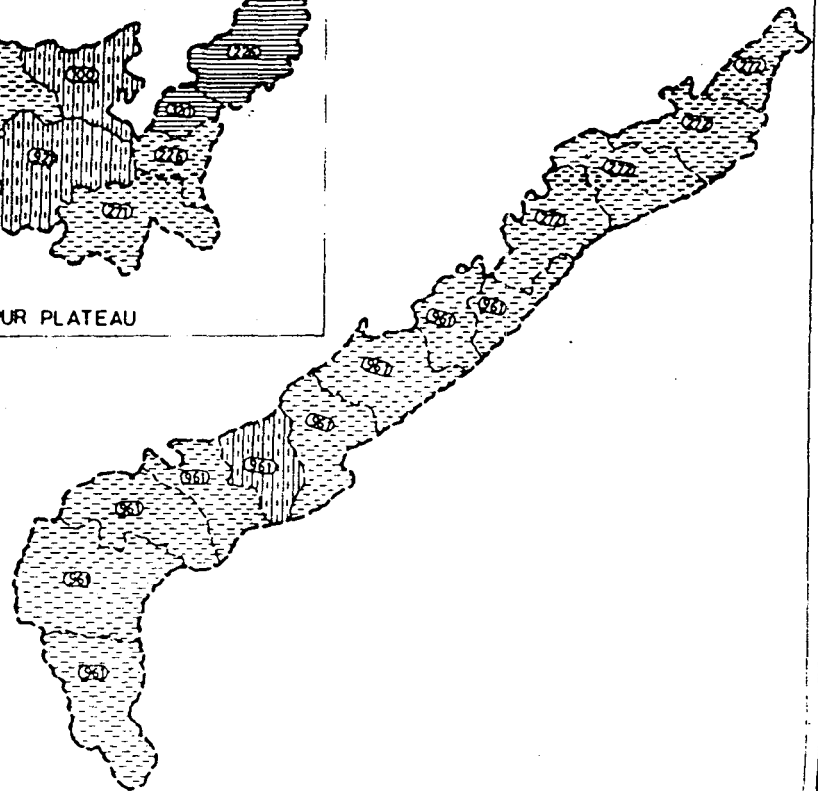
GHAGRA - GONDOK DOAB



KERALA



CHOTONAGPUR PLATEAU



COASTAL ORISSA AND ANDHRA PRADESH

	(IN PERCENT)
V. HIGH	75-100
HIGH	50-75
MEDIUM	25-50
LOW	0-25

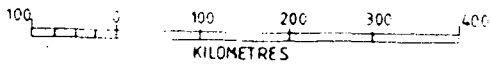


FIG. 23

Table-III.2

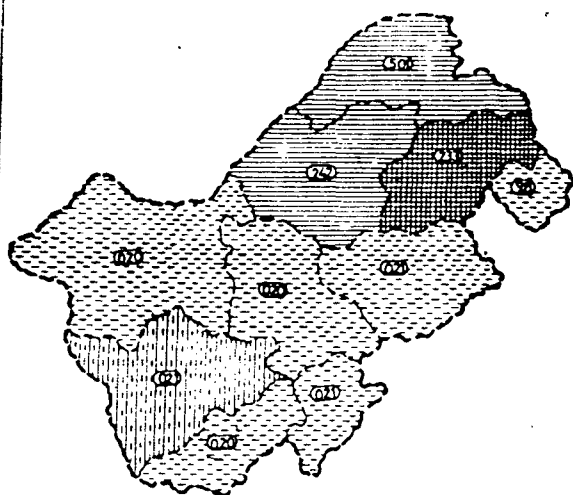
Index of concentration of women workers in the second ranking occupations

## Occupations with low concentration (less than 25%)

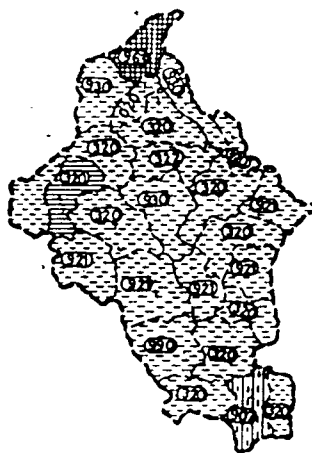
Code of the District	Name of the District	Name of Occupation	I.C.	Code of the District	Name of District	Name of Occupation	I.C.	Code of the District	Name of the District	Name of the Occupation	I.C.
2	Jolor	020	7.57	38	Aligarh	339	16.06	73	Trichur	921	12.35
4	Pali	021	20.32	39	Mathura	339	9.40	74	Palghat	960	11.55
5	Nagaur	021	14.88	40	Agra	910	7.51	75	Mallapuram	960	11.48
6	Jodhpur	020	8.42	41	Etah	926	4.30	76	Kozhikode	921	5.32
7	Jasmer	020	15.08	42	Mainpuri	233	11.09	77	Cannanore	921	6.72
8	Jhunjhunun	921	4.73	43	Farukhabad	921	19.75	79	Idukki	921	4.23
11	Ludhiana	322	19.67	44	Bahraich	930	11.69	80	Quilon	921	3.77
13	Bhatinda	320	4.36	45	Sonda	339	15.75	81	Kottayam	960	15.70
14	Sangrur	930	5.64	46	Basti	921	15.28	82	Alleppey	960	15.30
15	Patiala	320	6.65	49	Gopalganj	961	10.04	83	Trivendrum	921	8.95
16	Rupnagar	320	7.94	51	Saran	961	24.08	Occupation with moderate concentration (25-50)			
17	Kapurthala	020	15.18	53	Singhbhum	226	16.72	3	Barmer	021	30.10
18	Hoshiarpur	930	6.34	54	Hazaribagh	272	9.68	33	Burgaon	902	48.29
19	Jalandhar	320	5.63	55	Dhanbad	272	6.31	36	Meerut	339	31.29
20	Firozpur	330	5.56	56	Palamau	326	11.35	48	Deoria	272	47.34
22	Amritsar	930	9.50	57	Purulia	272	11.19	58	Ranchi	322	29.53
23	Hisar	921	2.25	59	Balaeshwar	921	4.34	69	Guntur	225	33.00
24	Sirsa	921	1.21	60	Puri	961	2.38	70	Prakasam	225	49.19
25	Bhiwani	990	3.83	61	Gunjan	961	3.80	Occupation with a high concentration (50-75)			
26	Ambala	921	3.50	62	Cuttack	961	3.84	9	Ganganagar	501	53.45
27	Kurukshetra	320	5.15	63	Srikakulam	235	22.75	10	Bikaner	242	50.10
28	Karnal	921	1.64	64	Vizianagaram	339	9.33	12	Faridkot	320	57.33
29	Jind	921	6.64	65	Visakha- patnam	272	15.31	52	S. Paraganas	272	72.03
30	Sonepat	320	2.91				Occupations with very high concentration (75-100)				
31	Rohtak	320	3.89	66	W. Godavari	339	16.93	1	Churu	233	100.00
34	Mahendragarh	320	2.89	67	E. Godavari	339	15.39	21	Burdaspur	903	100.00
35	Bulandshahr	990	18.50	68	Krishna	921	15.09	47	Gorakhpur	910	100.00
37	Ghaziabad	910	11.34	71	Naillore	339	9.41	50	Siwan	321	100.00
38	Aligarh	339	16.06	72	Erankulam	921	8.90	78	Nellore	011	78.04

INDEX OF CONCENTRATION OF FEMALE WORKERS IN THE SECOND RANKING OCCUPATIONS

1981



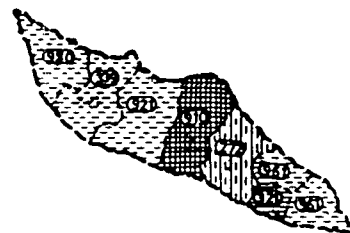
WESTERN RAJASTHAN



PUNJAB AND HARYANA



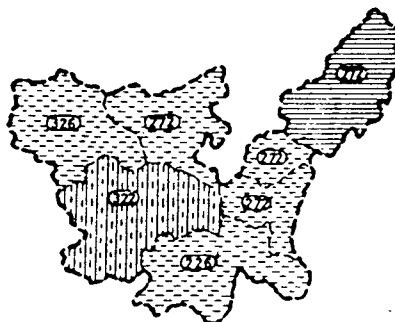
CENTRAL DOAB



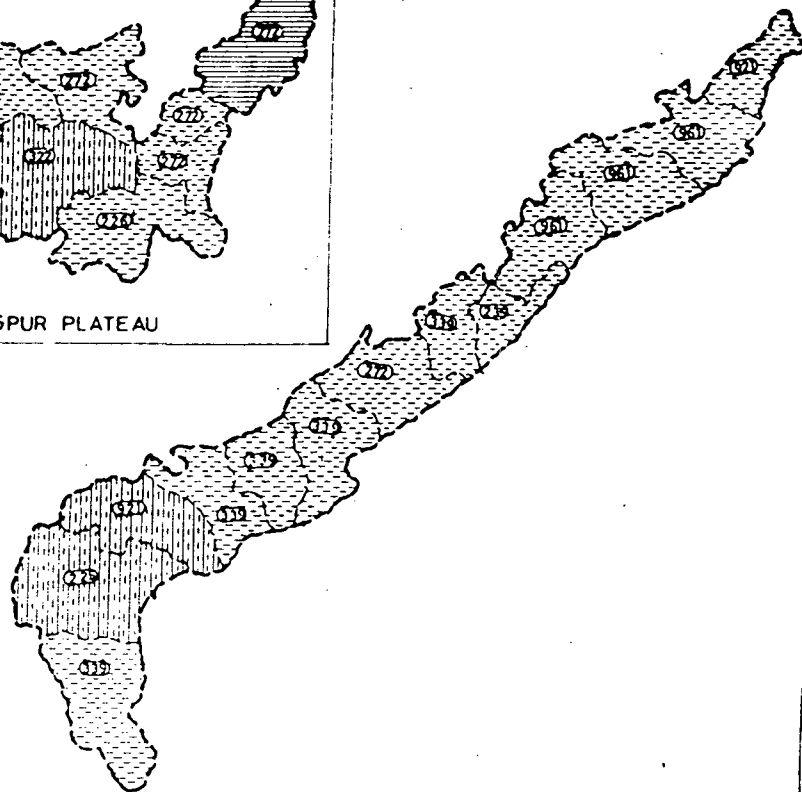
GHAGRA - GONDOK DOAB



KERALA



CHOTONAGPUR PLATEAU



COASTAL ORISSA AND ANDHRA PRADESH

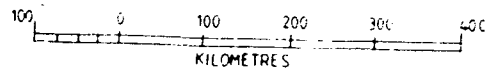
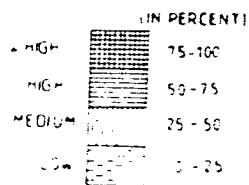
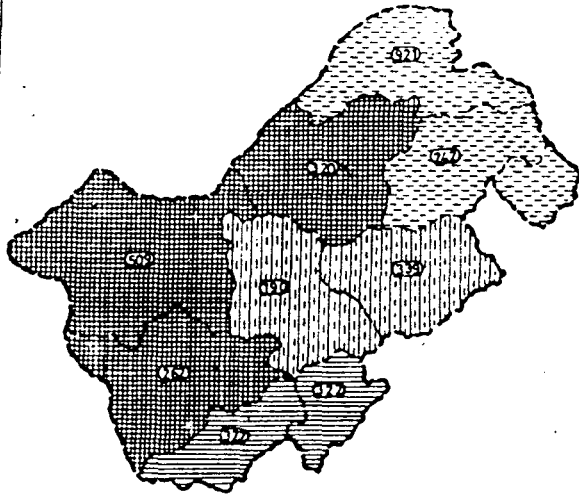


FIG 24

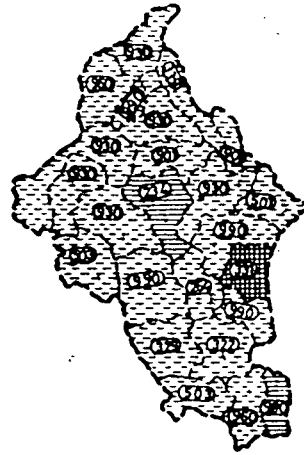
Table-III.3  
Index of concentration of women workers in the third ranking occupations

Code and Name of District	Name of Occupation	I.e.	Code and Name of District	Name of Occupation	I.C.	Code and Name of District	Name of the Occupation	I.C.	Code and Name of District	Name of Occupation	I.C.				
Occupations with low level of concentration (less than 25)			34	Mahendragarh	503	24.69	70	Prakasam	339	10.02	58	Ranchi	343	51.77	
			35	Bulundshahr	235	7.8	71	Nellore	020	20.46	83	Trivandrum	235	63.64	
1	Churu	242	15.91	39	Mathura	235	11.03	72	Ernakulam	239	7.17	Districts with very high concentration (75-100%)			
2	Jalor	322	17.31	40	Agra	921	10.38	73	Trichur	226	16.95				
8	Jhunjhunu	020	4.25	41	Etah	021	11.36	74	Palohat	272	7.49	3	Barmer	262	100.00
9	Ganganagar	921	21.20	42	Mainpuri	930	9.38	75	Mallapuram	990	14.71	7	Haisalmer	509	100.00
11	Ludhiana	901	14.04	44	Bahraich	990	12.81	77	Cannanore	706	121.06	10	Bikaner	320	100.00
12	Faridkot	930	6.32	45	Gonda	921	12.48	78	Wayanad	921	1.80	28	Karnal	331	100.00
13	Bhatinda	930	4.77	46	Basti	651	7.85	79	Idukki	019	10.16	53	Singhbhum	120	100.00
15	Patiala	930	5.70	47	Gorokhpur	921	13.31	80	Quilon	239	13.72	54	Hazaribagh	325	100.00
16	Rupnagar	901	19.54	48	Deoria	339	7.38	81	Kottayam	272	9.12	55	Dhanbad	307	100.00
17	Kapurthala	990	3.97	49	Gopalganj	272	11.89	82	Ailleppey	268	20.57	76	Kozhikode	703	100.00
18	Hoshiarpur	339	20.38	50	Siwan	921	10.41	Districts with moderate concentration (25-50%)							
19	Jalandhar	430	6.83	51	Santhal Paragnas	272	8.59								
20	Ferozepur	930	3.90	56	Palamau	322	9.15	5	Nagaur	339	33.14	Districts with high concentration (50-75%)			
21	Gurdaspur	930	9.10	59	Baleshwar	930	8.58	6	Jodhpur	190	29.48				
22	Amritsar	960	20.11	60	Puri	921	6.11	26	Ambala	501	35.67	Districts with high concentration (50-75%)			
23	Hisar	990	6.06	61	Ganjam	652	13.67	36	Meerut	235	27.92				
24	Sirsa	503	4.16	62	Cuttack	921	10.64	38	Aligarh	961	30.49	Districts with high concentration (50-75%)			
25	Bhiwani	329	9.34	63	Srikakulam	339	10.81	57	Puruliya	219	26.54				
27	Kurukshetra	990	8.24	64	Vizianagaram	650	11.68	Districts with high concentration (50-75%)							
29	Jind	264	6.35	65	Visakhapatnam	339	10.30								
30	Sonepat	990	6.65	66	W. Godavari	921	10.48	4	Fali	322	56.85	Districts with high concentration (50-75%)			
31	Rohtak	322	-	67	East Godavari	652	9.11	14	Sangrur	234	73.30				
33	Gurgaon	960	12.58	68	Krishna	272	5.79	32	Faridabad	990	67.64	Districts with high concentration (50-75%)			
				69	Guntur	921	14.02								

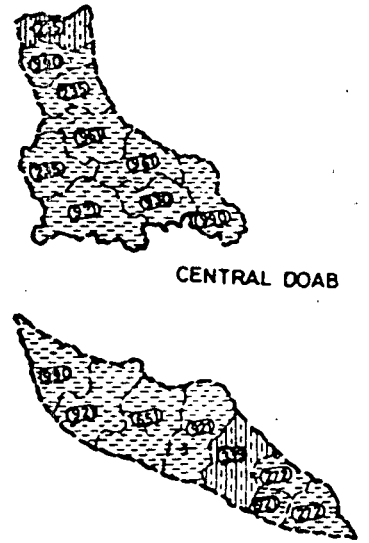
INDEX OF CONCENTRATION OF FEMALE WORKERS IN THE THIRD RANKING OCCUPATIONS  
1981



WESTERN RAJASTHAN



PUNJAB AND HARYANA

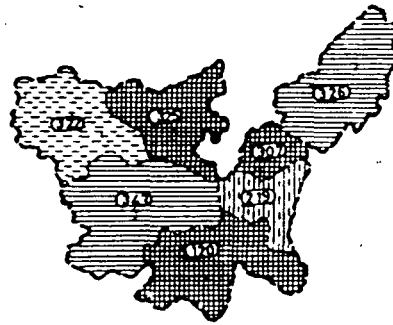


CENTRAL DOAB

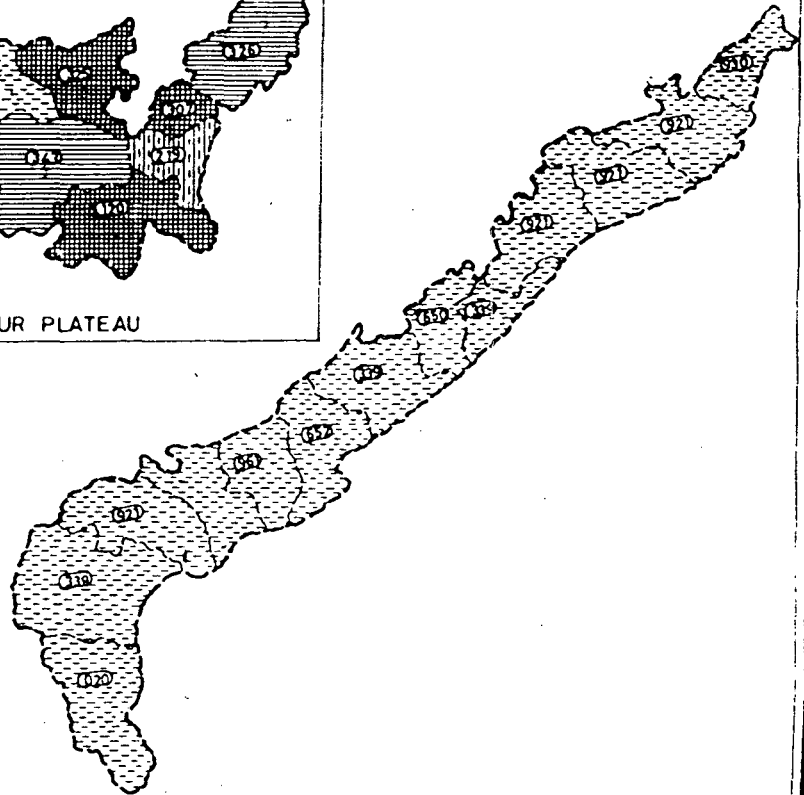
GHAGRA - GONDOK DOAB



KERALA



CHOTONAGPUR PLATEAU



COASTAL ORISSA AND ANDHRA PRADESH

(IN PERCENT)

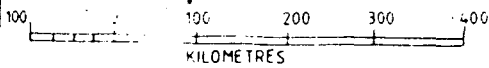
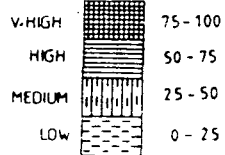
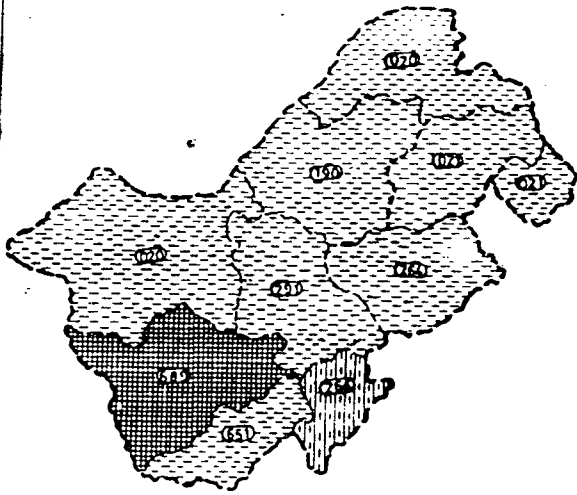


FIG. 25

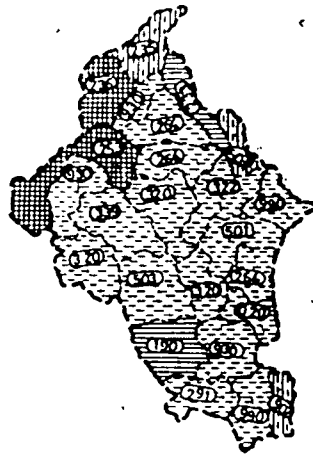
Table-III.4  
INDEX OF CONCENTRATION OF WOMEN WORKERS IN THE FOURTH RANKING OCCUPATIONS

Code and Name of District	Name of Occupation	I.e.	Code and Name of District	Name of Occupation	I.C.	Code and Name of District	Name of the Occupation	I.C.	Code and Name of District	Name of Occupation	I.C.				
Occupations with low level of concentration (Less than 25)			34	Mahendragarh	291	-	69	Guntur	650	12.34	62	Cuttack	052	45.70	
			39	Mathura	921	6.64	70	Prakasam	020	21.86	78	Wayanad	015	61.40	
			40	Agra	961	19.30	71	Nellore	235	9.77	82	Alleppey	203	75.65	
1	Churu	021	3.63	41	Etah	961	14.26	72	Ernakulam	960	12.77	83	Trivandrum	268	26.55
2	Jalor	651	-	42	Mainpuri	961	8.03	73	Trichur	960	19.40	Occupations with High concentration (50-75%)			
5	Nagaur	264	16.66	43	Forukhabad	339	3.29	74	Palghat	961	24.31				
6	Jodhpur	291	15.34	45	Gonda	990	21.70	75	Mallapuram	239	1.80				
7	Jaisalmer	021	2.10	46	Basti	233	22.96	76	Kozhikode	960	11.97				
8	Jhunjhunu	021	6.02	48	Deoria	921	15.90	77	Cannanore	019	24.61	18	Hoshiarpur	233	57.48
9	Ganganagar	020	4.35	49	Bopalganj	320	4.29	79	Idukki	930	4.11	25	Bhiwani	190	57.61
11	Ludhiana	264	5.39	50	Siwan	272	13.68	80	Quilon	960	15.70	35	Bulandshahr	322	67.61
12	Faridkot	930	6.32	51	Saran Paraganas	921	8.12	81	Kottayam	239	4.83	52	S. Paraganas	235	72.45
13	Bhatinda	339	6.17	53	Singhbrum	960	22.92	Occupation with moderate concentration (25-50%)			78	Wayanad	015	61.40	
14	Sangrur	320	1.94	54	Hazaribagh	921	9.31				Occupations with very high concentration (75-100%)				
15	Patiala	322	11.11	57	Purulia	100	1.95	10	Bikaner	190	33.03				
17	Kapurthala	930	2.25	58	Ranchi	960	18.77	4	Pali	264	36.03	3	Barmer	689	100.00
19	Jalandhar	264	9.63	59	Baleshwar	960	10.11	16	Rupnagar	503	26.31	22	Amritsar	236	100.00
24	Sirsa	320	1.75	60	Puri	990	5.70	21	Gurdaspur	235	29.30	20	Ferozepur	253	100.00
26	Ambala	990	12.30	61	Ganjam	990	13.56	32	Faridabad	902	25.85	37	Bhaziabad	031	100.00
27	Kurukshetra	501	12.86	63	Srikakulam	652	12.58	38	Aligarh	223	26.23	44	Bahraich	277	100.00
28	Karnal	264	6.81	64	Vizianagaram	651	17.07	36	Meerut	020	42.46	82	Alleppey	203	75.65
29	Jind	320	1.25	65	Visakhapatnam	651	24.70	47	Gorokhpur	339	26.87				
30	Sonepat	020	16.73	66	W. Godavari	262	18.35	55	Dhanbad	651	39.03				
31	Rohtak	930	4.50	67	East Godavari	235	13.87	56	Palnau	190	27.14				
33	Gurgaon	990	4.08	68	Krishna	339	10.33								

INDEX OF CONCENTRATION OF FEMALE WORKERS IN THE FOURTH RANKING OCCUPATIONS  
1981



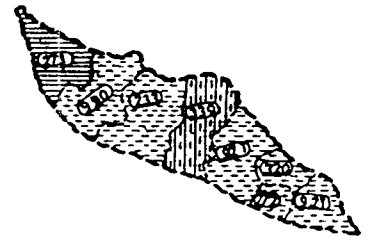
WESTERN RAJASTHAN



PUNJAB AND HARYANA



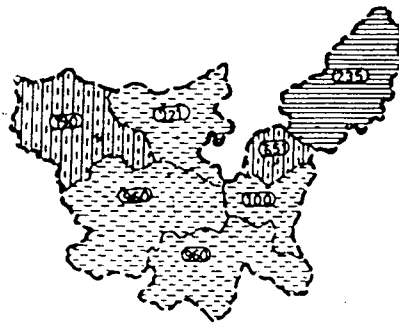
CENTRAL DOAB



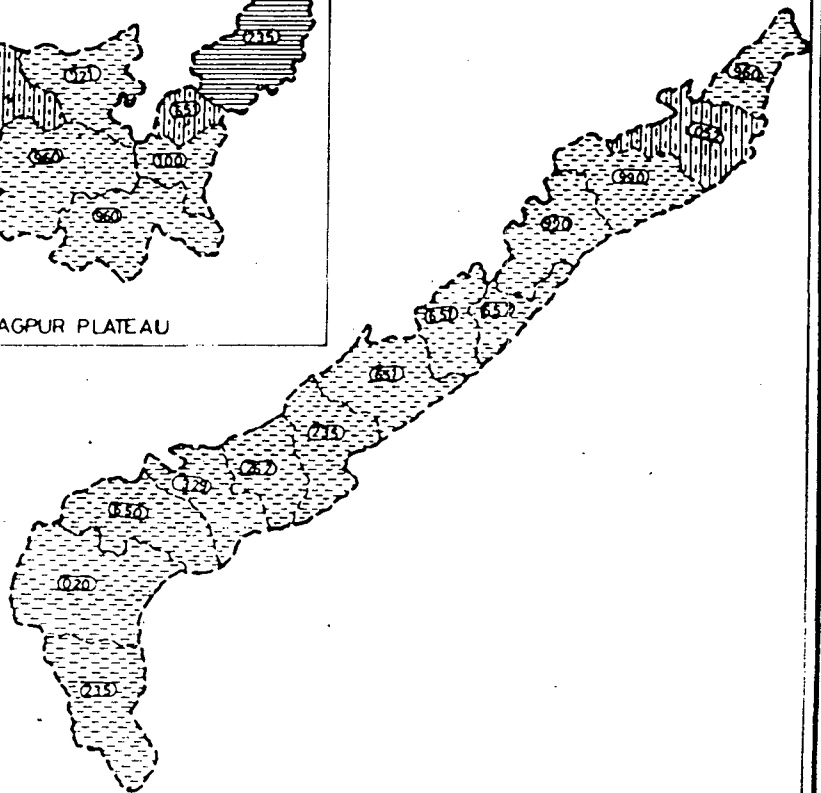
GHAGRA - GONDOK DOAB



KERALA



CHOTONAGPUR PLATEAU



COASTAL ORISSA AND ANDHRA PRADESH

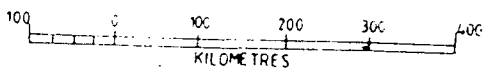
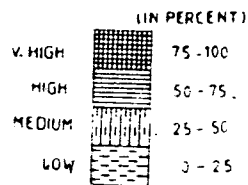
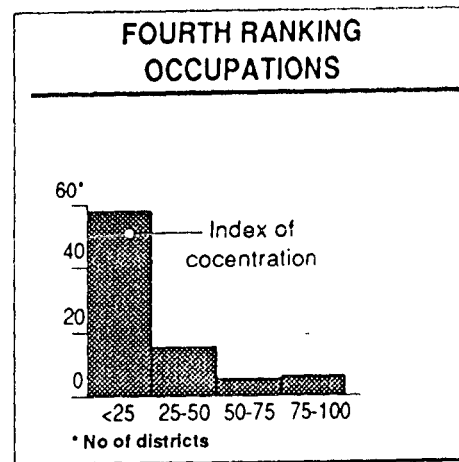
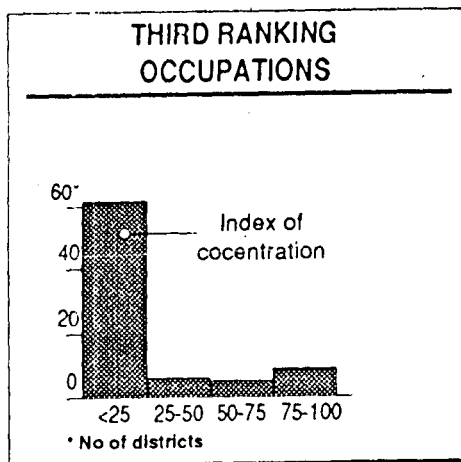
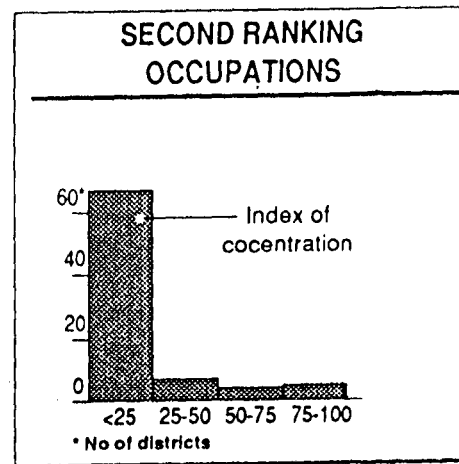
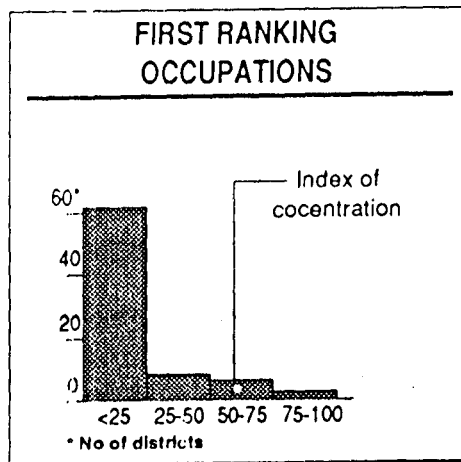


FIG. 26



### HISTOGRAM SHOWING THE FREQUENCY OF DISTRICTS ACCORDING TO THE INDEX OF CONCENTRATION OF FEMALE WORKERS IN THE FIRST SECOND THIRD AND FOURTH RANKING OCCUPATIONS (1981)



processing, drying, shelling (214) in Quilon (77.73%) and bidi industry in Cannanore (78.06%).

There are five occupations from the *second ranking* category which show a strong concentration. These are cotton spinning other than in mills (233). In Churu public services in quasi government bodies (903) in Gurdaspur, manufacture of glass and glass products (321) and sanitation services (910) in Gorokhpur and Siwan. In each of these occupations almost all the women workers are found to be concentrated in the respective districts. In Kozhikode coffee plantations is highly concentrated (78.04%).

There are eight occupations from the *third ranking* category which shows a very high level of concentration. These are iron ore mining in (120) in Singhbhum, manufacture of mica products (325) in Hazaribagh, manufacture of other coal and coal tar products (307) in Dhanbad, operation of irrigation system in Ghaziabad, manufacture of structural wooden goods (273) in Bahraich, freight transport by motor vehicles (703) in Kozhikode, preserving and processing of fish (203) in Allepey.

There are six occupations from the *fourth largest* category which show a very high level of concentration. These occupations are retail trade in others not elsewhere classified (689) in Barmer, Weaving and finishing of cotton

textile in powerlooms (236) in Amritsar, preparing, spinning, weaving and finishing of hemp and other coarse fibers (253) in Ferozepur, operation of irrigation system (031) in Ghaziabad, manufacture of bamboo and cane (277) in Bahraich, canning, preserving and processing of fish (203) in Allepey.

Except Allepey, in all other districts the concentration of the occupations is nearly 100%.

Occupations with high level of concentration  
(50-75%)

There are six occupations out of all the *first ranking* occupations which show a high concentration. In Western Rajasthan, women workers in manufacture of hand tools and general hardware (343) is highly concentrated (64.85%) in Ganganagar.

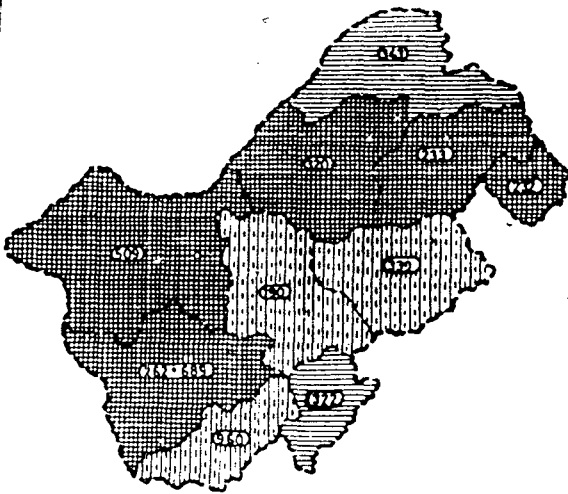
In Punjab, Haryana and Central doab, there is not a single occupation which reports a high level of concentration.

In Ghagra-Gondok doab, cotton spinning other than in mills (253) and weaving and finishing of cotton textiles (235) is highly concentrated in Deoria (53.34%) and Basti (66.47%) respectively.

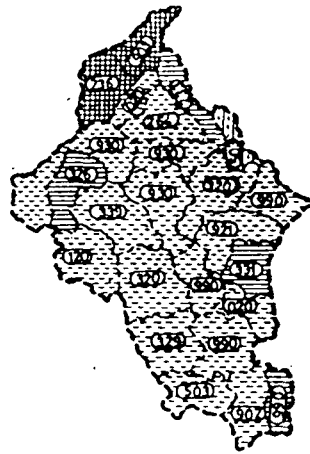
Bidi industry (226) is highly concentrated in Santhal Paraganas (72.03%) and structural clay products (320) in Dhanbad.

OCCUPATIONS WITH MAXIMUM CONCENTRATION OF FEMALE WORKERS

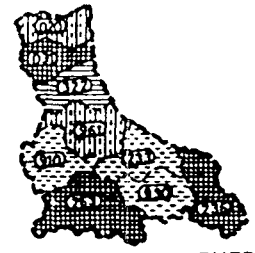
1981



WESTERN RAJASTHAN



PUNJAB AND HARYANA



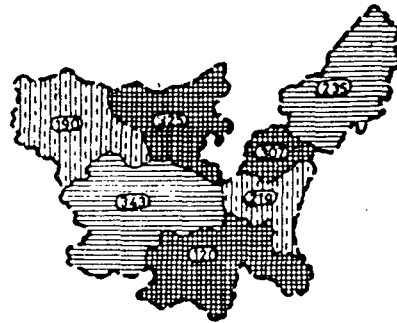
CENTRAL DOAB



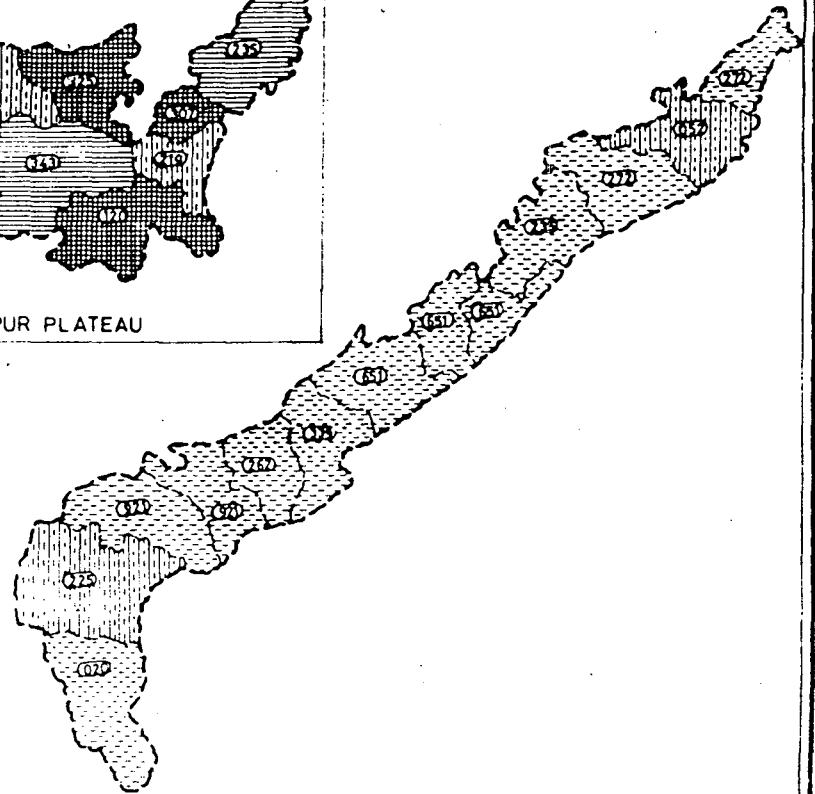
GHAGRA-GONDOK DOAB



KERALA



CHOTONAGPUR PLATEAU



COASTAL ORISSA AND ANDHRA PRADESH

(IN PERCENT)

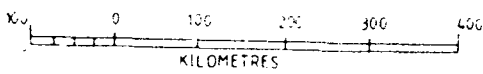
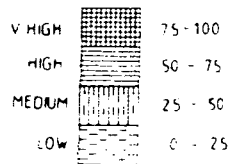


FIG. 28

Table-III.5  
Occupations with the maximum concentration in the Districts

Name of Region	Code of District	Name of occupation	I.C.	Name of Region	Code and Name of District	Name of Occupation	I.C.	Name of Region	Code and Name of District	Name of occupation	I.C.	Name of Region	Code and Name of District	Name of occupation	I.C.
West Rajasthan					24 Sirsa	990	11.60	46 Basti	235	66.47	66 W. Godavari	262	18.35		
					25 Bhiwani	329	6.85	47 Borokhpur	910	100.00	67 East Godavari	339	15.30		
1	Churu	233	100.00		26 Ambala	990	12.30	48 Deoria	233	53.34	68 Krishna	921	15.09		
2	Jalor	910	33.83		27 Kurukshetra	921	11.86	49 Bopalganj	961	10.04	69 Guntur	921	14.02		
3	Barmer	262+689	100.00		28 Karnal	331	72.40	50 Siwan	321	100.00	70 Prakasam	225	49.19		
4	Fali	322	56.65		29 Jind	990	20.02	51 Saran	219	36.02	71 Nellore	020	20.46		
5	Nagaur	339	33.14		30 Sonapat	020	16.73								
6	Jodhpur	190	29.48		31 Rohtak	990	10.40	Chotanagar			Kerala				
7	Jaisalmer	509	100.00		32 Faridabad	990	67.64	52 S. Parganas	235	72.45	72 Ernakulam	272	19.29		
8	Jhunjhunu	232	80.28		33 Bargaon	902	48.29	53 Singhbhum	120	100.00	73 Trichur	272	31.52		
9	Ganganagar	343	64.85		34 Mahendragarh	503	11.48	54 Hazaribagh	325	100.00	74 Palghat	961	24.21		
10	Bikaner	320	100.00		35 Bulandshahr	322	67.61	55 Dhanbad	307	100.00	75 Mallapuram	990	14.71		
								56 Palanau	190	27.14	76 Kozhikode	703	100.00		
Punjab and Haryana				Central Doab				57 Purulia	219	26.54	77 Cannanore	226	78.05		
11	Ludhiana	930	7.37	36 Meerut	020	42.46	58 Ranchi	343	51.77	78 Mayanad	011	78.04			
12	Faridkot	320	57.33	37 Ghaziabad	031	100.00				79 Idukki	010	72.79	Quilon	21	
13	Bhatinda	339	14.71	38 Aligarh	961	30.49	Orissa & Andhra Coast			81 Kottayam	960	15.70			
14	Sangam	930	9.00	39 Mathura	910	11.56	59 Baleswar	272	13.33	82 Alleppey	261	20.57			
15	Patiala	320	16.68	40 Agra	263	100.00	60 Puri	272	50.00	83 Trivandrum	235	63.64			
16	Rupnagar	530	26.31	41 Etah	233	19.76	61 Banjda	272	14.85						
17	Kapurthala	020	15.18	42 Mainpuri	930	15.57	62 Cuttack	052	45.70						
18	Hoshiarpur	233	57.48	43 Forukhabad	226	89.54	63 Srikakulam	235	22.75						
19	Jalandhar	264	9.63				64 Vizianagarum	651	17.07						
20	Firozpur	930	8.93	Ghagra and Gondok			65 Visakhapatnam	651	24.70						
21	Gurdaspur	903	100.00												
22	Amritsar	236	100.00	44 Bahraich	272	100.00									
23	Hisar	320	11.18	45 Bonda	990	21.70									

213

In Kerala, tea plantation is highly concentrated (76%) in Idukki.

There are four occupations from the *second ranking* occupations which report a high level of concentration. Out of these four two are in Western Rajasthan, one each in Punjab and Kerala. They are wool spinning and weaving (50%) in Bikaner, construction in Ganganagar (53.45%), of structural clay products (320) in Faridkot. Central doab, Ghagra-Gondok doab and coastal Orissa and Andhra Pradesh do not report any occupation which show a high concentration.

There are five occupations of the *third ranking* category which show a high concentration. These are earthenware and earthen pottery (322) in Pali (56.85%), manufacture of structural stone goods, stone redressing and stone crushing (326) in Santhal Parganas, weaving and finishing of cotton textiles (235) in Trivandrum (63.64%), production of khadi (234) in Sangrur (78.30% and services not elsewhere classified (990) in Faridabad (67.64%).

Among the *fourth ranking* occupations there are five occupations which show a high level of concentration. These are cotton spinning other than in mills (233) in Hoshiarpur (57.48%), stone quarrying clay and sandpits (190) in Bhiwani (57.61%) manufacture of earthenware and earthen pottery (322) in Bulandshahr (67.61%), weaving and finishing of cotton

textiles in handlooms (235) in Santhal Paraganas (72.45%) and Cardamom<sup>pl</sup> plantations (015) in Wayanad.

Table-III.4 shows that there are sixteen occupations which are highly concentrated in 21 districts.

Moderate level of concentration  
(50-75%)

There are fourteen *first ranking* occupations which report moderate level of concentration in seventeen districts. Out of these, eight occupations belong to first ranking category.

The occupations which are moderately concentrated are sanitation services (910) in Jalor (33.83%), cattle and goat breeding, rearing and ranching (020) in Barmer (33.41%), construction of roads and railways (501) (33.83%) in Jaisalmer, sanitation service (910) in Bulandshahr (37.97%), manufacture of food products not elsewhere classified (219) in Saran (36.02%), coal mining in Hazaribagh (32.85%), educational services (921) in Ranchi (29.60%), manufacture of wooden and cane boxes (272) in Trichur (31.52%).

As far as the *second ranking* occupations are concerned, there are seven occupations which show a moderate level of concentration. Western Rajasthan, Punjab, Haryana, Kerala do not report any occupation with moderate level of concentration. The occupations which are moderately

concentrated are - nonferrous metal industries (339) in Meerut (31.24%), manufacture of earthenware and earthen pottery (322) in Ranchi (29.53%), tobacco stemming, redrying etc. (225) in Guntur (33.00%) and Prakasam (49.19%), manufacture of wooden and cane boxes (272) in Deoria (47.34%), public services in local bodies (902) in Gurgaon (48.29%) and rearing of sheep and production of wool (021) in Barmer (30.10%).

There are six occupations from the *third ranking* category which shows a moderate level of concentration. These are other nonferrous metal industries (339) in Nagaur (33.14%) stone quarrying, clay and sandpits (190) in Jodhpur (29.48%), construction and maintenance of roads, railways and bridges (501) in Ambala, weaving and finishing of cotton textiles in handlooms (235) in Meerut, laundry services (961) in Aligarh and manufacture of food products not elsewhere classified (219) in Purulia (26.64%).

As far as *fourth ranking* occupations are concerned there are thirteen occupations which show a moderate concentration in fourteen districts.

Low level of concentration  
(<25%)

There are fifteen occupations from the *first ranking* category which report a low level of concentration in thirty eight districts (Table III.1).



From the *second category* seventeen occupations report a low level of concentration in sixty seven districts.

Twenty three occupations from *third ranking* occupations have a low level of concentration in sixty one districts and twenty five occupations of the *fourth ranking* category show a low concentration in 59 districts (Table-11.4).

The following inference may be drawn from the previous discussion that a particular occupation may be the most important for women in a district, in relation to the total female workers, it does not necessarily absorb the largest number of female workers in relation to the total female workers engaged in the same occupation in a region, which implies that in spite of being the most important occupation, the district's share in that occupation may be low, on the other hand, the district's share in a particular occupation may be high, but it is not necessarily the most important occupation in relation to its share out of the total female workers.

Therefore the following discussion attempts to identify the occupations which report the maximum concentration in the districts.

3.3 - Occupations with maximum concentration of women workers in the districts

Figure-III.5 shows that most of the districts of Punjab and Haryana and Coastal Andhra have low level of concentration of the occupation. In rest of the regions the extent of concentration varies from low to very high level.

VERY HIGH CONCENTRATION  
(75 - 100%)

There are five occupations in *Western Rajasthan* which show a very high level of concentration. These are cotton spinning other than in mills (233) in *Western Rajasthan* which show a very high level of concentration. These are cotton spinning other than in mills (233) in Churu, embroidering and making of crapes, laces (262), retail trade in others (689) in Jalor, construction not elsewhere classified (509). In Jaisalmer, printing dyeing and bleaching of cotton textile (232) in Jhunjhunun, manufacture of structural clay products (320) in Bikaner.

In *Punjab and Haryana*, public services in quasi government bodies (903) weaving and finishing of cotton textiles shows a very high concentration in Gurdaspur and Amritsar.

In *Central doab*, occupations which show a high concentration are operation of irrigation system (031) in

Ghaziabad, weaving carpets, rugs, and other similar textile products (263) in Agra and manufacture of bidi (226) in Farukhabad. In Ghagra and Gondok doab, three occupations show a very high concentration. These are manufacture<sup>of</sup> wooden and cane boxes (272) in Bahraich, sanitation services (910) in Gorokhpur, manufacture of glass and glass products (322) in Siwan.

In *Chotanagpur*, iron ore mining (120) in Singhbhum, manufacture of mica products in Hazaribagh (325), manufacture of coal and other coal tar products (307) in Dhanbad are highly concentrated.

In *Coastal Orissa and Andhra Pradesh* there is not a single occupation which shows a very high concentration.

In *Kerala* - there are four occupations which show a very high concentration. These are bidi industry in Cannanore, coffee plantations in Wayanad, freight transport by motor vehicles (703) in Idukki, cashewnut processing, drying, shelling (214) in Quilon.

There are second group of occupations which show the high level (50-75%) of concentration but they absorb the maximum number of female workers in the districts.

High level of concentration  
(50-75%)

There are eleven occupations which show a high

level of concentration. These are manufacture of hand tools and general hardware in Ganganagar (64.85%), manufacture of earthenware and earthen pottery (322) in Pali (56.85%) cotton spinning other than in mills (233) in Hoshiarpur, (57.48%), manufacture of structural clay products (320) in Faridkot (57.33%) and services not elsewhere classified (990) in Faridabad.

Earthenware and earthen pottery shows a high concentration in Bulandshahr (67.61%) weaving and finishing of cotton textiles (235) in Basti (66.47%), and Santhal Paraganas (72.45%), cotton spinning other than in mills (233) in Deoria (53.34%). Manufacture of hand tools and general hardware (343) in Ranchi (51.77%).

In coastal Orissa, manufacture of wooden and cane boxes is highly concentrated in Puri (50%).

Tea plantations (010) is highly concentrated in Kerala (63.64%).

Moderate level of concentration (25-50%)

The occupations which are moderately concentrated are sanitation and similar services 9910) in Jalor (33.83%), other nonferrous metal industries (339) in Nagaur, stone quarrying, clay and sandpits (190) in Jodhpur.

In Punjab and Haryana construction and maintenance of

roads, railways and bridges (503), public services in local bodies are moderately concentrated in Rupnagar (26.31%) and Gurgaon respectively (48.29%).

Livestock activities, that is cattle breeding, rearing and ranching is moderately concentrated in Meerut (42.46%), stone quarrying clay and sandpits (190) is moderately concentrated in Siwan.

In coastal Orissa and Andhra production of fuel (052) is moderately concentrated in Cuttack (45.70%) and tobacco stemming, redyeing and other occupations (225) is moderately concentrated in Prakasam (49.19%).

Low level of concentration  
(less than 25%)

There are thirty five districts where the occupations show a low level of concentration. Out of these sixteen districts belong to Punjab and Haryana, nine in coastal Orissa and Andhra Pradesh, five in Kerala, three in Central doab and two are in Ghagra Gondok doab.

3.4 CONCLUDING STATEMENT

The above discussion leads us to the following conclusions:

1. Occupations which account for the largest share of female workers in relation to the total female workers in the



222  
districts, are the occupations which generally tend to show a strong concentration.

2. There are occupations whose percentage share is insignificant in relation to the total female workers in the districts but their level of concentration is high.

3. The occupations which form the maximum level of concentration<sup>in</sup> the districts do not necessarily show the high level of concentration and vice-versa. From the I.C. values it is understood, that there are only thirty one occupations which provide the maximum concentration in the districts with high to very high index values.

4. The level of concentration highly varies over the districts and regions. The level of concentration is generally low in coastal Andhra and Punjab-Haryana. It is moderate to very high in Western Rajasthan and Chotanagpur, in rest of the regions the magnitude of concentration varies from the low to very high.

## CHAPTER - IV

### FEMALE WORKFORCE ; EVIDENCE OF OCCUPATIONAL DIVERSIFICATION

#### 4.1 INTRODUCTORY STATEMENT

In rural India the bulk of the women are engaged in occupations which are related with agriculture. The slow pace of economic development and the weak industrial base in the rural areas has restricted the women's employment in non-agricultural activities. Along with this the village environment and the social taboos attached with it do not permit women to join in such occupations in a large number. Although the participation of women in such occupations is less, we do find a regional variation in the number of such occupations. Some areas show a higher diversity of occupations while the others do not.

Diversity of occupations can be measured in different ways. The number of occupations in each of the district can give us a general picture about the multiplicity of the occupations. The extent of diversity can be measured with the help of statistical methods.

Therefore, the number of occupations in each of the districts has been counted first, then the extent of diversification has been measured with the help of Greenberg's method.

#### 4.2 Multiplicity of occupations (Regional Level)

Table IV.1 shows that among the regions the highest number of occupations has been observed in Malabar coast, followed by coastal Orissa and Andhra Pradesh, the number of occupations in these two regions are six twenty eight and five eighty nine respectively.

In Punjab and Haryana the number of occupations is two twenty eight, in Western Rajasthan, Ghagra-Gondok doab and Central doab the number of occupations is one forty five, one forty one and one twenty eight respectively. Various ecological and socio-economic factors may be responsible for the regional variation in the multiplicity of occupations.

#### 4.3 Multiplicity of occupations (District level)

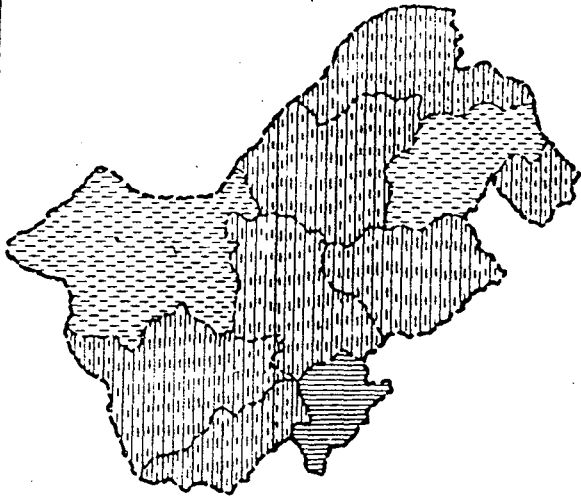
In order to get the district level picture, the districts have been divided into five categories. These are:

1. The districts with a very low number of occupations (less than 10)
2. The districts with a low number of occupations (10-25)
3. The districts with a moderate number of occupations (25-40).
4. The districts with a high number of occupations (40-55).

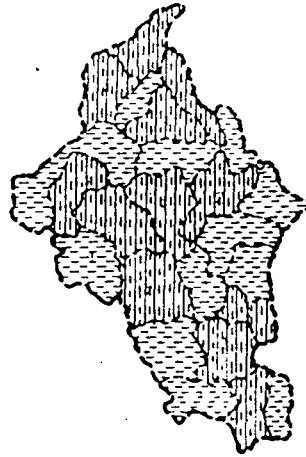


### DISTRICTS SHOWING THE MULTIPLICITY OF OCCUPATIONS

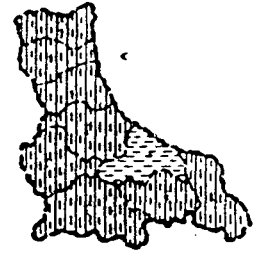
1981



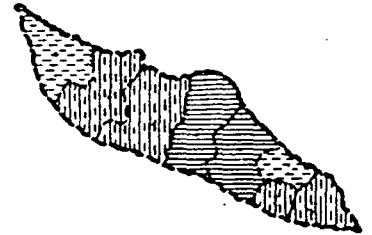
WESTERN RAJASTHAN



PUNJAB AND HARYANA



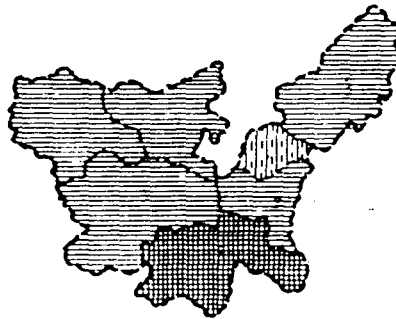
CENTRAL DOAB



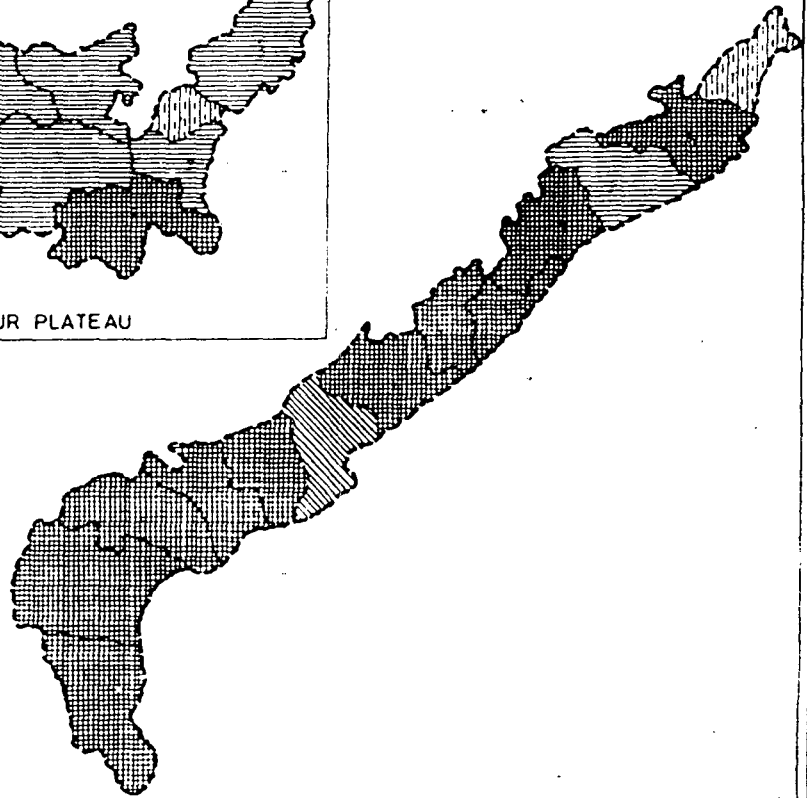
GHAGRA - GONDOK DOAB



KERALA



CHOTONAGPUR PLATEAU



COASTAL ORISSA AND ANDHRA PRADESH

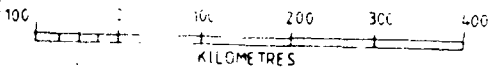
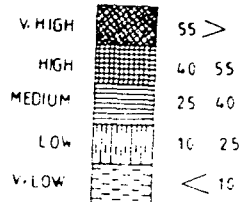


FIG. 30

Table-IV.1  
MULTIPLICITY OF OCCUPATIONS

Code of the District	Name of the District	Number of Occupation	Code of the District	Name of the District	Percentage	Code of District	Name of District	Percentage
(1) District with a very low no. of occupations (less than 10)			35	Bulandshahr	13	Districts with high number of occupations (40-55)		
1	Churu	9	36	Meerut	19	53	Singhbrum	47
7	Jaisalmer	5	37	Bhaziabad	22	61	Ganjam	41
11	Ludhiana	6	38	Aligarh	15	62	Cuttack	48
16	Rupnagar	6	39	Mathura	11	63	Srikakulam	46
17	Kapurthala	8	40	Agra	17	64	Vizianagaram	44
20	Firozpur	8	42	Mainpuri	11	65	Visakhapatnam	54
24	Sirsa	7	43	Forukhabad	11	66	M. Godavari	46
25	Bhiwani	9	45	Gonda	14	68	Krishna	48
27	Kurukshetra	9	46	Basti	23	69	Guntur	52
28	Karnal	7	50	Siwan	17	70	Prakasam	48
29	Jind	7	51	Saran	16	71	Nellore	44
32	Faridabad	8	59	Baleshwar	23	75	Mallapuram	42
34	Mahendragarh	9	78	Wayanad	20	76	Kozhikode	46
41	Etah	9	Districts with moderate number of occupations (25-40)			77	Cannanore	56
44	Bahraich	7				81	Kottayam	55
49	Gopalganj	8				Districts with very high number of occupations (55>)		
Districts with low number of occupations (10-25)			4	Pali	19	67	East Godavari	56
			47	Gorokhpur	28	72	Ernakulam	66
			48	Deoria	28	73	Trichur	74
2	Jalor	15	52	S. Parganas	37	74	Palghat	59
3	Barmer	13	54	Hazaribagh	25	80	Quilon	56
5	Nagaur	17	56	Palamau	29	82	Alleppey	61
6	Jodhpur	15	57	Puruliya	35	83	Trivandrum	66
8	Jhunjhunun	13	58	Ranchi	34			
9	Banganagar	14	60	Puri	39			
10	Bikaner	15	79	Idukki	35			

5. The districts with a very high number of occupations (55 and more)

Districts with a very high number of occupations (more than 55)

There are total seven districts which fall under this category. East Godavari is the only district from coastal Andhra which records a very high number of occupations. In Malabar coast there are six districts. They are Palghat, Trichur, Quilon, Ernakulam, Allepey and Trivandrum (Fig.30 and Table IV.1).

Districts with a high number of occupations (40 - 55)

There are fifteen districts which are falling under this category. Singhbhum is the only district from Chotanagpur which has reported high multiplicity of occupations. Out of the thirteen districts in Orissa and Andhra Pradesh coast, ten districts have come under this category. These districts are - Ganjam, Cuttack, Srikakulam, Vizianagaram, Visakhapatnam, West Godavari, Krishna, Guntur, Prakasam and Nellore. Kerala reports four districts. These are - Mallapuram, Kozhikode, Cannanore and Kottayam (Fig.30 and Table IV.1).

Districts with a moderate number of occupations (25 - 40)

There are eight districts which come under this

category. These districts are - Barmer of Rajasthan, Gorokhpur and Deoria of Ghagra and Gondok Doab, Santhal Parganas, Hazaribagh, Palamau, Puruliya and Ranchi of Chotanagpur. From coastal regions, there are only two districts which come under this category. These two districts are Puri and Idukki (Fig.30 and Table IV-1).

#### Districts with a low number of occupations (10-25)

In West Rajasthan, there are seven districts. These districts are - Jalor, Barmer, Nagaur, Jodhpur, Jhunjhunun, Ganganagar and Bikaner. Thirteen districts of Punjab and Haryana account for a low number of occupations. These are Faridkot, Bhatinda, Sangrur, Patiala, Hoshiarpur, Jalandhar, Gurdaspur, Amristar, Hisar, Ambala, Sonapat, Rohtak, Gurgaon.

In Central doab, except for one district all the districts have a low number of occupations.

Gonda, Basti, Siwan and Saran are the four districts from Ghagra Gondok doab where the number of occupations is low.

There is one district each in Chotanagpur, Orissa coast and Kerala which has got a lower number of occupations. These districts are - Dhanbad, Baleshwar and Wayanad (Table-IV.1)

Districts with a very low number of occupations (less than 10)

There are sixteen districts falling under this category. In Chotanagpur, Orissa-AP coast and Malabar coast, not a single district reports less than ten occupations. Central doab and Ghagra Gondok doab has one district each which are coming under this category. These two districts are Agra and Gopalganj. In Western Rajasthan Churu and Jaisalmer have got a least diversity.

In Punjab and Haryana, there are eleven districts where there is a least number of occupations. These districts are Ludhiana, Rupnagar, Kapurthala, Ferozepur, Hisar, Sirsa, Kurukshetra, Karnal, Jind, Faridabad and Mahendragarh.

On the basis of the multiplicity of occupations, the seven regions can be divided into two distinct parts. One region should comprise of Chotanagpur, Orissa and A.P. coast and Malabar coast, where the number of occupations is generally large, the other one is comprised of West Rajasthan, Punjab and Haryana and the two doabs where the number of occupations generally vary from low to moderate.

Within the districts the lowest number of occupations has been reported in Jaisalmer (5) and the highest has been reported from Trichur where the number of occupation is 71.

The number of occupations and their presence and absence are determined by a large number of factors - especially upon the region's ecology and socio-economic set up. The demand and supply factor of labour also plays an important role because the presence of occupation is not enough, we also have to see whether it is viable for women.

#### 4.4 Occupational diversity

Measurement of diversity on the basis of simply counting the occupations is a crude method which necessitates to go for a more refined method of measuring the diversity. Therefore an index of diversification using the Greenburg method has been worked out. Such an index gives an indication of the manner in which the female workers are distributed among the occupations of the rural economy. This measure helps one to ascertain whether female workers are confined to a particular occupation, or the rural economy is open to women in different occupations.

The index of diversity is as follows :

$$D = 1 - \sum_{i=1}^n x_i^2$$

D is the diversity

$x_i$  is the proportionate of female workers in each category of the occupation to the total female working population. This measure ranges from 0 to 1. A value of zero indicates

complete concentration, whereas a value of 1 assumes infinite diversity. It would be pertinent to state here that in the interest of accuracy and clarity of interpretation, the occupations where the female workers contribute less than 50, have been clubbed into one category.

The index values show that level of diversification varies from .5 to as high as .99. The districts have been divided into five categories on the basis of the diversity index. These are:

1. concentrated (<.60)
2. Least developed (.60 - .70)
3. Moderately diversified (.70 - 80)
4. Highly diversified (.80 - .90)
5. Extremely diversified (.90>>)

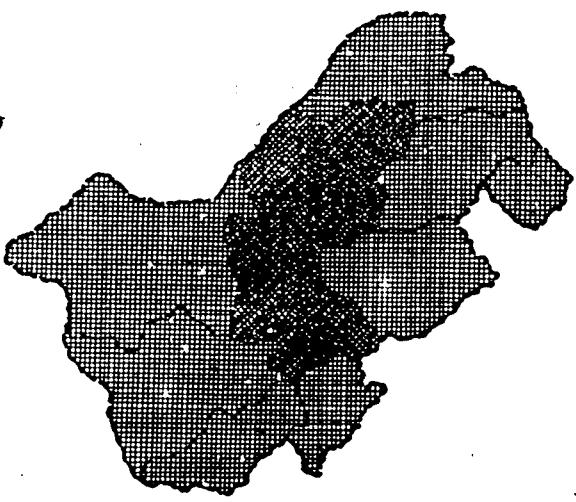
Concentrated (less than .60)

Only two districts belong to this category. These are Faridkot of Punjab (.5) and Farukhabad (.51) of Central doab.

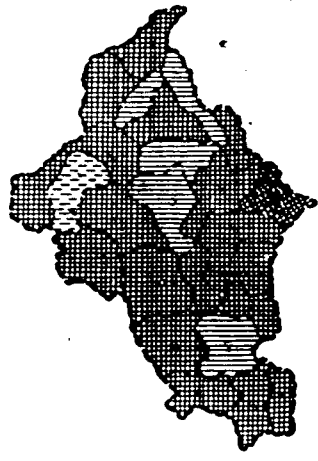
Least Diversified (.60 - .70)

Only one district shows the least diversification of occupation. This is Idukki of Kerala.

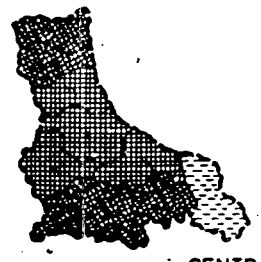
DISTRICTS SHOWING THE DIVERSITY OF OCCUPATIONS  
1981



WESTERN RAJASTHAN



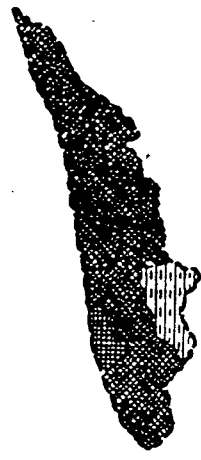
PUNJAB AND HARYANA



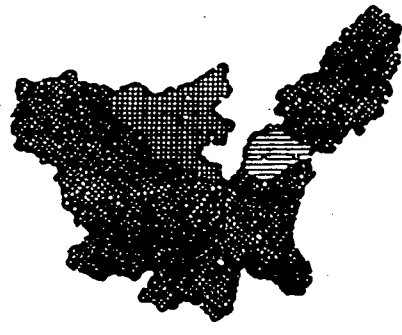
CENTRAL DOAB



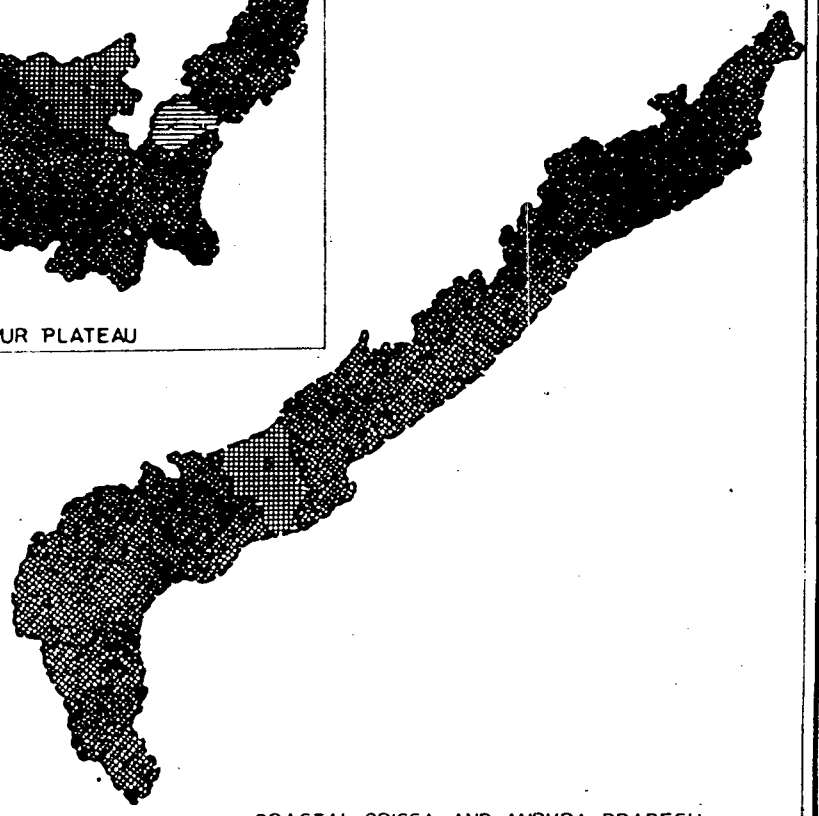
GHAGRA - GONDOK DOAB



KERALA



CHOTONAGPUR PLATEAU



COASTAL ORISSA AND ANDHRA PRADESH

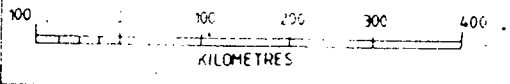
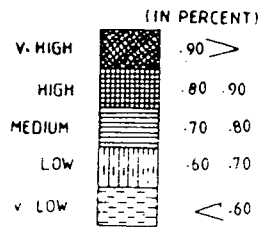


FIG. 31



Table-IV.2

## LEVEL OF DIVERSIFICATION OF OCCUPATION

Code of the District	Name of the District	Percentage	Code of the District	Name of the District	Percentage	Code of the District	Name of the District	Percentage	Code of the District	Name of the District	Percentage
(1) Concentrated (less than .60%)			9	Ganganagar	.89	(5) Externely diversified (.9 and above)			65	Visakhapatnam	.99
			13	Bhatinda	.85				67	East Godavari	.94
12	Faridkot	.5	15	Patiala	.83	4	Pali	.96	68	Krishna	.93
43	Farukhabad	.51	19	Jalandhar	.81	6	Jodhpur	.92	69	Guntur	.99
(2) Least Diversified (.60-.70)			20	Firozpur	.84	10	Bikaner	.92	70	Prakasam	.94
			21	Gurdaspur	.81	26	Ambala	.92	71	Nellore	.96
			22	Amritsar	.81	33	Gurgaon	.9	72	Ernakulam	.95
79	Idukki	.6	23	Hisar	.86	37	Ghaziabad	.9	73	Trichur	.93
(3) Moderately diversified (.70 - .80)			24	Sirsa	.87	38	Aligarh	.92	74	Palghat	.95
			25	Bhiwani	.83	40	Agra	.93	75	Mallapuram	.9
11	Ludhiana	.7	27	Kurukshetra	.88	42	Mainpuri	.9	76	Kozhikode	.95
14	Sangrur	.76	28	Karnal	.84	45	Gonda	.91	77	Cannanore	.9
16	Rupnagar	.79	29	Jind	.8	46	Basti	.95	78	Wayanad	.96
17	Kapurthala	.79	30	Sonepat	.84	48	Deoria	.96	80	Quilon	.95
18	Hoshiarpur	.73	32	Faridabad	.87	50	Siwan	.93	81	Kottayam	.9
31	Rohtak	.78	34	Mahendragarh	.86	51	Saran	.91	83	Trivandrum	.93
55	Dhanbad	.78	35	Bulandshahr	.82	52	Santhal Farganas	.91			
(4) Highly deverisfied (.80 - .90)			36	Meerut	.86	53	Singhbrum	.95			
			39	Mathura	.87	56	Palamau	.95			
1	Churu	.86	41	Etah	.89	57	Puruliya	.94			
2	Jalor	.85	44	Bahraich	.84	58	Ranchi	.91			
3	Barmer	.82	47	Gorokhpur	.85	59	Baleshwar	.93			
5	Jodhpur	.81	49	Gopalganj	.86	60	Puri	.94			
7	Jaisalmer	.88	54	Hazaribagh	.86	61	Ganjam	.96			
8	Jhunjhunun	.88	66	W. Godavari	.88	62	Cuttack	.96			
			82	Alleppey	.88	63	Srikakulam	.95			
						64	Vizianagaram	.95			

234

Moderately diversified (.70 - .80)

Seven districts account for moderate diversification. Out of the seven, six districts belong to Punjab and Haryana plain. These districts are - Ludhiana (.7), Sangrur (.76), Rupnagar (.79), Kapurthala (.79), Hoshiarpur (.73) and Rohtak (.78).

In Chotanagpur, Dhanbad is the only district which has reported moderate diversification of occupation (Fig. 31 and Table IV.2).

Highly diversified (.80 - .90)

There are thirty two districts spreading over the regions which report a high diversity of occupations. Out of these thirty two districts, fifteen districts belong to Punjab and Haryana plain, seven belong to West Rajasthan, four belong to Central doab, three in Ghagra and Gondok doab. Chotanagpur, Orissa-A.P. coast and Malabar coast account for one each.

In Punjab and Haryana the fifteen districts are - Bhatinda (.85), Patiala (.83), Jalandhar (.81), Ferozepur (.84), Gurdaspur (.81), Amritsar (.81), Hisar (.86), Sirsa (.87), Bhiwani (.83), Kurukshetra (.88), Karnal (.84), Jind (.8), Sonapat (.84), Faridabad (.87), Mahendragarh (.86). the seven districts of Rajasthan are - Churu (.85), Jalor

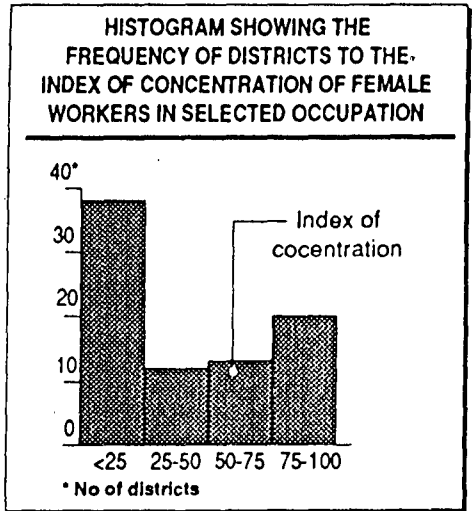
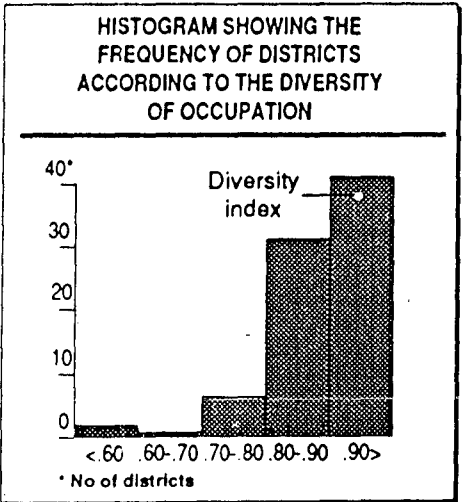
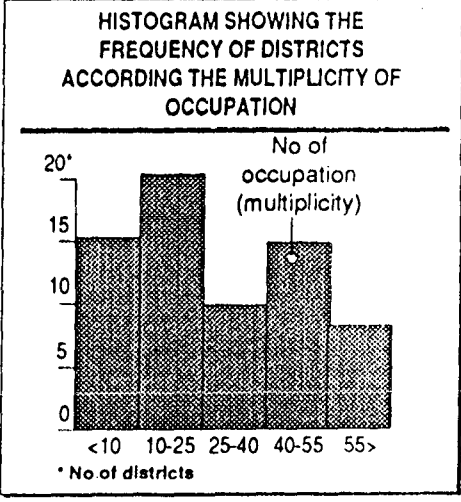


FIG 29. a



29 b



29 c

225  
(.85), Barmer (.82), Nagaur (.81), Jaisalmer (.88),  
Jhunjhunun (.88) and Ganganagar (.89).

Bulandshahr (.82), Meerut (.86), Mathura (.87) and  
Etah (.89) are the four districts of Central doab.

In Ghagra and Gondok doab, the three districts are  
Bahraich (.84), Gorokhpur (.85) and Gopalganj (.86).

Chotanagpur, Andhra and Orissa coastal region and  
Kerala, each represents one district. These districts are  
Hazaribagh (.86), West Godavari (.88) and Alleppey (.88)  
respectively.

Extremely diversified (.90 and above)

Forty districts representing from all over the  
regions accounting for extreme diversification. Out of  
these forty districts, nearly 2/3rd of the districts (26  
districts) belong to Chotanagpur, Orissa and Andhra coast,  
and Malabar coast. Out of these 26 districts only five are  
in Chotanagpur. In the two coastal regions, the occupations  
are highly diversified, out of thirteen districts of Andhra  
and Orissa, except West Godavari, rest of the twelve  
districts belong to this category. In Malabar coast, also  
except for two districts (Idukki and Alleppey) all other  
districts belong to this category.

In W. Rajasthan only Jodhpur and Bikaner shows the extreme diversification of occupation.

In Punjab and Haryana, only two districts exhibit an extreme diversification. These two districts are Ambala (.92) and Gurgaon (.9).

There are four districts in Central doab which record an extreme diversification. These are Ghaziabad (.8), Aligarh (.92), Agra (.93) and Mainpuri (.9) (IV.2).

#### Concluding Statement

4.5 The above discussion leads us to the following conclusions:

1. The study regions can be broadly divided into two parts on the basis of multiplicity of occupations. One is comprised of two coastal regions and Chotanagpur, where majority of the districts report a high to very high number of occupations, the other is comprised of Western Rajasthan, Punjab-Haryana and two doabs where the number of occupations is generally low to moderate.
2. Out of eighty three districts under study, fifty one districts report not more than twenty five occupations, most of which belong to Western Rajasthan, Punjab-Haryana and two doabs. Dhanbad,

Baleshwar and Wayanad are the three districts, which unlike the districts of the respective regions report a lesser number of occupations.

3. The diversity index shows that in the two coastal regions and Chotanagpur, the extent of diversification is maximum and it is less in other regions which is similar to the pattern which has emerged from the multiplicity.

## CHAPTER - V

## FEMALE OCCUAPTIONS : ASSOCIATION WITH SELECTED FACTORS

5.1 INTRODUCTORY STATEMENT

While agriculture is unquestionably the dominant source of employment in rural India, non-agricultural activities are by no means inconsequential. At the time of 1981 census, nearly a fifth of the rural workforce are reported to be employed in non-agricultural pursuits. The national sample survey (NSS) estimates that in 1977-78 in terms of their usual status, nearly 20% of male workers and around 12% female workers in rural India are employed in non-agricultural activities. In an absolute term the volume of non-agricultural employment in rural areas account for nearly a third of the total non-agricultural employment in the country. As far as the non-agricultural employment is concerned, majority of the rural females' employment is still in occupations where they had always played an important role which implies that there is no possibility of a breakdown of the traditions of sexual division of labour. All that had happened during the course of years was that either women type occupations had expanded or same occupations had become more identified with women.

As a result, we find only a few occupations which are really important for women, although the type of occupations

vary over the regions, depending upon various ecological, environmental and socio-cultural factors.

Vaidyanathan (1986)<sup>1</sup> has identified the following factors which seem likely to influence the share of non-agricultural sector in the total rural employment.

1. Per capita rural demand for non-agricultural products. This is expected to be a rising function of a) per capita income of agricultural classes and the degree of inequality in its distribution, b) the magnitude of public expenditure in rural areas and c) the degree of commercialization. Commercialization itself is likely to be an increased function of the nature of technology used and on the importance of commercial crops.

2. Extra local demand for rural manufacturers and services is the second important factor which may determine rural labour's participation in non-agricultural occupations. There are several products of rural industry e.g. earthenware, leather footwear, processed farm produces in neighbouring urban markets. Therefore, the extent of participation of rural labour in such activities, depend upon the demand generated outside rural areas which may be referred as on the extra local demand.

3. The level of employment in non-agricultural

---

1. Vaidyanathan (1986), op.cit. pp.142-46.



activities can also vary depending on what kinds of techniques are being used, and production is organized. The number of persons employed to process a given volume of say paddy will clearly be much smaller with modern rice mills than with traditional hand pounding.

The degree of commercialization of the rural economy would seem to be a major factor affecting the scale, location and technique used in rural non-agricultural activity. Traditionally village communities were relatively self-sufficient and had an internal division based largely on caste and regulated by the Jajmani system. Trade and transport activity was limited, and most of the transport was done by bullock carts or on animals. The level of development of the transport network, as well as the size and density of village settlements would seem to be relevant in determining the location, organization and hence labour intensity of non-agricultural activities.

4. The extent of excess in labour supply relative to the requirement of workers in agriculture and exogeneously determined non-agricultural activity.

The factors which have been mentioned above determine the extent of non-agricultural employment in the rural areas, but these factors fail to suggest that why certain occupations become important for women, in one region and not in others. It seems that the occupations are largely

determined by various environmental, ecological and socio-cultural characteristics of the region also. Therefore, the structure of occupation in each region has to be discussed in light of the above characteristics. The following factors have been taken into consideration to explain the nature of occupations:

## 5.2 ENVIRONMENTAL AND ECOLOGICAL FACTORS

The extent of aridity and humidity in many regions are important determinants of the choice of occupation. It is assumed that in the extreme arid conditions, because of poor rainfall and humidity neither agriculture nor forestry can be developed. As a result women are compelled to join in a narrow range of occupations which is suitable for that environment. The absence of all these will affect the non-agricultural activities in two ways. It creates -

- (a) Non-availability of resources for the agro-forest based industries which are considered to be the most important in rural areas;
- (b) The fall of demand for various goods because of low level of income;
- (c) The regional backwardness thus provide a narrow range of employment opportunities for women in which women are concentrated only in a few occupations which can sustain in the arid environment. The presence and absence of forest

may have an impact on the occupations since there are so many activities related with forest, its presence may direct the women into occupations which are either directly or indirectly related with forests.

### 5.3 SOCIO-CULTURAL FACTORS

Scheduled caste, scheduled tribe and literacy are the three important factors which may have a significant impact upon the nature of women's occupation. There are many occupations which are specific to particular castes or tribes. In scheduled caste and scheduled tribe dominated areas, we may find some occupations which may be completely absent in other regions. It is known that in Indian society caste system had played a significant role in determining one's rights and obligations. Physical and manual jobs are assigned to the lower caste or class whereas jobs of high prestige and means of production are controlled by the higher caste or class. Andre Betellie (1974)<sup>2</sup> has substantiated this point that "the manner in which work is allocated among the different number of the community or its division of labour is a matter of social organisations

---

2. Andre Betellie (1974), "Studies in Agrarian Social Structure", Oxford University Press, Delhi, pp.2-28.

244

rather than of technology S.C. Dube (1967)<sup>3</sup> has also pointed out that the division of labour in Indian community is governed by a variety of factors such as caste, sex, age and social status. Under the caste system, several occupations have been perceived as caste monopolies. Women's position and roles assigned to them in society are greatly influenced by the value system and cultural norms of a particular caste or class to which they belong.

Boserup (1970)<sup>4</sup> recognised that women with different work characteristics can often be identified as belonging to different caste system.

Economic development has resulted in the decline of old type of jobs and emergence of new professions, requiring skill acquired through education and training. Therefore, it is expected that the increased literacy in the rural areas will result in a sharp increase in certain professions in tertiary sector - such as educational, health and medical services.<sup>5</sup>

High incidence of literacy among the female is expected to be inversely related with female preference for agricultural works.

---

3. S.C. Dube (1967), "Indian Villages", Allied Publishers, Bombay, pp.168-169.

4. Boserup E. (1975), op. cit. pp.101-12.

5. Ibid. pp. 108-12.

#### 5.4 AGRICULTURAL FACTORS

Gross sown area and gross irrigated area are important factors which can explain the level of agricultural development in an area. It is said that the shift from labour intensive technology to modern organised production structure with capital intensive technology will have an impact on the overall employment situation. Because of mechanisation women are not only disappearing from the fields but they get reallocated in secondary or tertiary sectors of the economy. But with the prosperity and rising standard of living, the women are often barred from joining in manual works and often found in more sophisticated white collar jobs even in rural areas. Sandhu (1976)<sup>6</sup> has also observed that alternative traditional employment opportunities for rural women are diminishing with the decline of traditional handicrafts and cottage industries in rural areas. Further with technological change, women who at one time were involved in the processing and marketing of agricultural products (like grinding wheat and pounding of rice) have virtually disappeared from the industries as most of the work is now being done by machines.

---

6. H.K. Sandhu (1976), "Technological versus economic contribution of women in rural Punjab", Social Change, Vol.6, No.3 and 4.

### 5.5 THE NATURE OF ASSOCIATION

The factors which have been discussed above are not necessarily operating simultaneously in one region. The nature of occupations show that in different regions only a single factor or a group of factors may be operative, while in others they are not.

If we take the case of *Western Rajasthan*, we find the linkage between occupation and environmental and ecological factors to be very strong (Appendix-1)

Out of ten districts, in six districts cattle and goat breeding rearing and ranching and rearing of sheep and production of wool are the two most important occupations which is essentially because of the arid conditions. In four districts some other occupations are dominating. In Jaisalmer the most important occupation for women is construction and maintenance of roads, railways and bridges. In Jhunjhunun, it is printing, dyeing and bleaching of cotton textiles. In Ganganagar it is manufacture of hand tools and general hardware. In Bikaner, wool spinning, weaving and finishing in mills, in all these four districts livestock activity is carried out by women to a smaller extent compared to other regions. The extreme aridity does not even permit to practice the livestock activity on a larger scale.

From Western Rajasthan, as we move a little north, we find that the nature of occupations completely changes.

In *Punjab and Haryana*, the occupations related with tertiary activities predominate in most of the districts. Important out of these are educational services and health and medical services. There are several factors which are pushing more and more women in such activities. The increased farm mechanization has displaced the women from field who are gradually expected to join in secondary and tertiary activities. But at the same time the increased household income has restricted women to a certain prestigious white collar jobs. Literacy, in such case does not have much impact because the districts with low level of rural female literacy are also showing the higher concentration of females in educational services.

At the same time it is also interesting to note that in most of the districts of Punjab and Haryana, especially Punjab, the percentage of scheduled caste females to total females is high to very high, still those typical caste specific occupations are absent in this region because even scheduled caste farmers do not allow their women to work outside the home.

Certain exogenous factors (e.g. state policy) on the other hand may have an influence on such kind of occupations. While referring to public administration,

education and health services Vaidyanathan (1986)<sup>7</sup> had stated that "these have expanded very rapidly in the last three decades and there is some evidence that rural employment under this category has become quite sizable in recent years. Haryana shows a different pattern of occupations from that of Punjab. Some of the important occupations in Haryana are manufacture of structural clay products, manufacture of earthenware and earthen pottery, construction, domestic services, except for a few districts, in most of the districts educational services comes as a second most or third most important occupation. This shows that the factors which are operative in Punjab may be operative in Haryana also but to a lesser extent.

So in Punjab and Haryana the green revolution and the resultant penetration of capitalism in agriculture exerted a great influence on the choice of women's occupation although the relation between the two is indirect (Appendix-1).

In *Central doab*, the nature of occupation further changes. Like Punjab and Haryana, there also service occupations predominate but unlike the former, sanitation and laundry services dominate over the region. The presence of moderate to high scheduled caste female population may be the most important factor because sanitation and laundry services both are caste specific.

---

7. A. Vaidyanathan (1986), op. cit.



Despite high concentration of scheduled caste female population there are a few districts where some other occupations predominate e.g. cattle and goat breeding rearing and ranching in Ghaziabad, Cotton spinning other than in mills in Etah, Manufacture of bidi in Farukhabad, weaving carpets, rugs and other similar textile products in Agra. These are the occupations which cannot be explained by any of the factors which have been selected for the study (Appendix-1).

*Ghagra and Gondok doab* shows a diverse pattern of occupations, which cannot be explained by very set of factors - whether it is environmental, ecological, or socio-cultural (Appendix-1).

In *Chotanagpur* again the nature of occupation is closely related with regional ecology and resource base. Chotanagpur represents the characteristics of a typical tribal economy where the occupations are closely related with its regional ecology and resource base. Except for Ranchi, in all the districts, the occupations are either related with forests or minerals. Appendix-1 shows that except for Dhanbad, in all other districts it is moderate and therefore manufacture of wooden and cane boxes and bidi industry have become important.

Being an important mining centre the tribal women in Dhanbad are largely concentrated in different mining activities.

Ranchi shows an entirely different pattern of occupations than the rest of the districts of Chotanagpur. In spite of having a large area under forest and higher concentration of tribal population, rural women are generally found in educational services, manufacture of hand tools and general hardware and domestic services. Except for this, Chotanagpur is the region where the work between regional ecology and nature of occupation is very strong.

In *Orissa and Andhra Pradesh coast*, both ecological as well as socio-cultural factors are playing an important role. All along the coast manufacture of wooden and cane boxes and laundry services provide the largest employment to rural women, while the former was largely due to the presence of forests, the latter is attributed by the presence of scheduled caste population. Women in large number are also found in other nonferrous metal industries which is linked with regional resource base. The other occupations like fruits and vegetable selling, tobacco stemming redrying, grain and grocery store may have developed due to local demand.

The relatively more arid condition in Prakasam and Nellore may have given rise to cattle and goat breeding, rearing and ranching which is one of the important occupations for women in the region.

Embroidery of making crapes and laces is one of the

251

important occupation for women in W. Godavari which may be considered as a unique occupation. According to Mies,<sup>8</sup> Indian women's production of lace began as a charitable activity, sponsored by missionaries in the nineteenth century who wished to provide some work to declassed female converts and who sent the lace to Europe to solicit donations. Later other impoverished women participated. Once the potential for profit was recongised, the business developed as a male activity, only women produce, and men reap the enormous profit. Thus we find barring a few occupations, the most dominant occupations in coastal Orissa and Andhra are guided by the regional ecology, resource base and social factors (Appendix-1).

The other coastal region (*Kerala*) exhibits a very diverse pattern of occupations. Out of all these educational services is one of the most important occupations in Kerala which is largely due to high to very high rural female literacy in the state. Apart from this in most of the districts the occupations have developed depending on local resources. Tea and coffee plantations, bidi industry, manufacture of coir and coir products, canning, preserving and processing of fishes, cashewnut processing like drying, shelling, roasting are few such occupations which are sustained on local resources. Thus in

---

8. Maria Mies (1981), op.cit., pp.492-93.

262

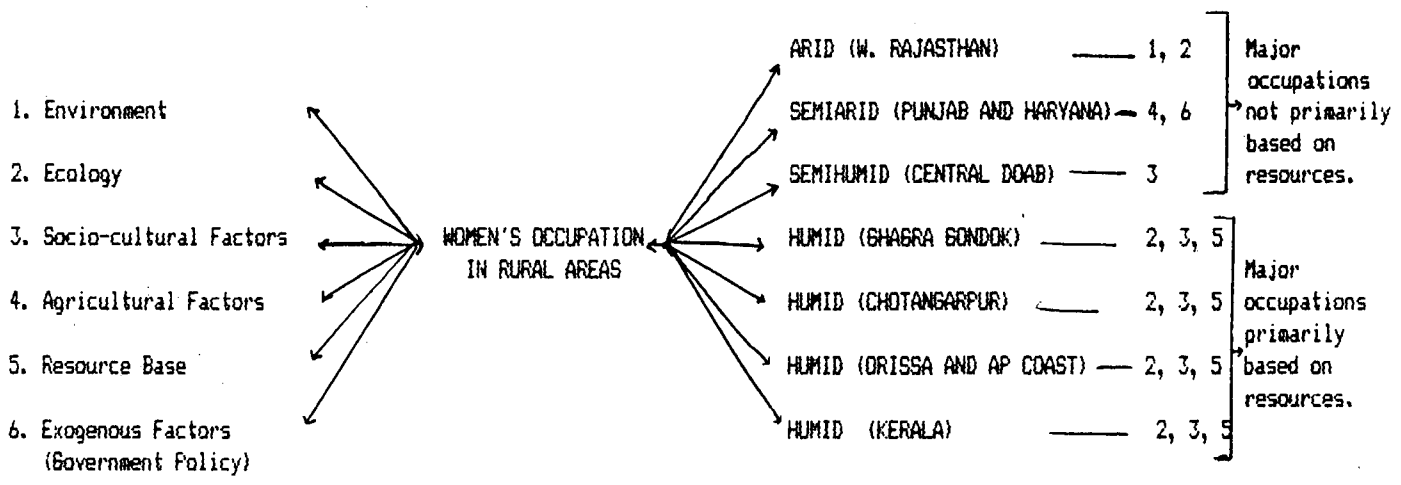
Kerala the diverse ecology and the availability of various local resources has given rise to a number of household and small scale industries where the women are concentrated in (Appendix-1).

#### 5.6 CONCLUDING STATEMENT

The above discussion leads us to the following conclusions:

1. The pattern of occupations in the rural areas are the reflection of the personality of the region.
2. While it is true that the pattern of occupations are largely determined by environmental, ecological and socio-economic characteristics of the regions, not all these factors are equally important for all the regions. There are many occupations which cannot be explained by the factors mentioned above. At the district level there are so many occupations which could probably develop only on the basis of local resource base like coir industry, cashewnut processing, drying, shelling, manufacture of footwear etc.
3. The exogeactic factors also sometimes play an important role in some regions on the choice of women's occupations.

The following model may help to explain the nature of association that exists between the structure of female occupation and the different factors operating in the study region.



## CHAPTER - VI

### CONCLUSIONS

One of the characteristic features of economic development is the growth of employment opportunities for men and women. With the impact of increasing political, social, economic and technological changes, traditional behavioural distribution between men and women are getting blurred.

The major factor affecting the role of women in India is simply the rapidity of social change in economic development with the diversification and proliferation of new roles as a result of industrialization and urbanization, women have been offered alternatives to their traditional roles as wives and mothers. Consequently the pattern of women's occupation has changed over the years, but this change is more distinct in urban areas rather than in rural areas. In rural areas a very large majority of women workers tend to be engaged in the traditional self employed sector, the vertical mobility from traditional to modern occupations is very less, still agriculture and allied activity accounts for the heaviest concentration of labour for both male and female workers, whatever little occupational diversification has been noticed, it is mainly

due to increasing public investment and planned developmental programmes in a recent decade.

The nature of volume of female labour force and changing occupational distribution patterns of women employment need careful investigation in view of the emerging women workforce and declared social policy. Such preliminary investigation has been attempted in my study.

My study is based on seven regions comprising eighty three districts. These seven regions are Western Rajasthan, Punjab and Haryana, Central doab, Ghagra and Gondok doab, coastal Orissa-Andhra Pradesh and Kerala, each representing different ecology, economy and levels of development.

The study reveals that inspite of high participation rate in rural areas women are still found to be engaged in traditional occupations. Little vertical shift has been observed in Punjab and Haryana and Kerala where educational services or health and medical services are dominant. Other than this, women are found in different mining activities like iron ore and stone quarrying, some home based industries like manufacture of earthenware and earthen pottery, manufacture of clay products, spinning and weaving of cotton textiles and others, manufacture of wooden and cane boxes, bidi and coir industry, laundry and sanitation services. These are the major occupations which dominate in

the rural areas of the study regions. Apart from these, women are also found in other occupations, but the percentage share of women in such occupation is less.

In order to find out the important occupations, the first four ranking occupations have been identified for each of the districts which seem to contribute the major share of female workers in the region.

My study reveals that the first ranking occupations account for the largest share of female workers in each district of each region. The percentage share progressively declines as we move to the second, third and fourth ranking occupations.

The average percentage share reveals that one out of every third female workers is engaged in the first ranking occupations, whereas in case of fourth ranking occupations, one out of every twenty female is likely to join which itself reveals that in most of the districts only single occupation tends to absorb the largest number of women.

We also find eleven districts where the first two ranking occupations account for more than 50% of the total female workers in the districts. These districts mostly belong to Punjab and Kerala, whereas there are forty five districts where first four ranking occupations account for



more than 50% of the total female workers in the district. This again implies that although women are mostly concentrated in one or two occupations in each district, but their level of percentage share is not very high.

At the regional level there are fourteen to twenty two occupations which account for 60% to 70% female workers in the region. At the same time, it is also true that out of all these occupations only two or three occupations can be considered as important which account for one third of the total female workers in each region except for Punjab and Haryana, where only two occupations account for more than 50% of the total female workers in this region.

It is also worth mentioning that the occupations where the percentage share of female workers to total workers is high are also the occupations which generally show a strong level of concentration, at the same time it is also true that there are occupations whose percentage share is insignificant in relation to the total female workers but their level of concentration is high in the districts. The index value shows that the level of concentration of occupations highly vary over the districts of the regions. The level of concentration is generally low in Punjab, Haryana and coastal Andhra, moderate to high in Western Rajasthan and Chotanagpur, it is moderate to very high in two doabs and Kerala.

On the other hand the level of diversification shows that in the two coastal regions, and Chotanagpur, the extent of diversification is maximum followed by Punjab. Punjab-Haryana and Coastal Andhra are the two regions which show a clear relationship between the level of concentration and level of diversification where the level of concentration of occupation is low and the level of diversification is high.

It is evident from the discussion that women are concentrated not only in a few occupations but their pattern varies over the regions. The regional ecology, economy, and socio-cultural environment seem to cause the major variation in the occupational distribution.

While the rural non-agricultural employment are largely determined by the economic factors- namely - local rural demand, extra local demand for agricultural products and services and also the use of technology in production - these do not have a direct impact upon the nature of occupations. The nature and pattern of occupations are rather more influenced by regional environment, ecology, resource base and socio-cultural factors. Although not all these factors are simultaneously operative in all the regions, some factors may be pronounced in one region and not in others. In Western Rajasthan the impact of aridity on the choice of occupation is immense. Here the workers

are forced to take up the livestock activity as their major occupation because the extreme aridity has caused a regional backwardness which has restricted the choice of occupation.

In Punjab and Haryana - the green revolution and the so-called penetration of capitalism in agriculture has totally changed the employment pattern of female workforce not only in agriculture but also in non-agricultural occupations. With increasing income and standard of living, the men do not any more allow the women to join in low prestige manual jobs. Therefore in Punjab and Haryana, the women are mostly found in service occupations mainly educational services. The successful implementation of the government programmes can also be considered as one reason for such kind of occupational pattern.

In Central doab, socio-cultural factors - mainly the presence of scheduled caste population have an important bearing upon the choice of occupations because the sanitation and also laundry services are important, both of which are caste specific occupations.

In Chotanagpur - the relation between the pattern of occupations and the regional ecology and resource base is very strong. The most important occupations here are manufacture of wooden and cane boxes, bidi industry, and mining which only have developed depending on local

resources. The presence of large number of tribal women is also a contributing factor.

In coastal Orissa, while forest based occupations still dominate the scenario, the caste factor again plays an important role in coastal Andhra where the largest share of women workers are reported in laundry services. The other occupations are based on local resource base.

Ghagra Gondok doab and Kerala are the two regions which show a diverse pattern of occupations which varies from traditional to modern - the diverse ecology and resource base seem to be the dominant factors in this region.

From the foregoing discussion it may be inferred that a shift is required to be introduced in the present role of rural women so as to change the traditional pattern to non-conventional actions and economic performances. Such a shift could be possible by according the women folk equal treatment from the very initial stages of their bringing up so that their talents are fully developed and a sense of self-realisation takes place in them to recognise and accept their modern role and responsibility. Such a shift in rural economy can only be brought out by assigning more important economic role to women, such as :

- a) Utilise the competent feminine force for the development in rural areas by bringing improvement in

education, developing their talents and making them professionally equipped in skills in difficult fields like medical care, health and child care, other social welfare activities for the benefit of the whole village community.

- (b) Use the feminine resource in enhancement of the pace of economic activity by engaging skilled women in self-employed remunerative economic activities like tailoring, handicrafts, embroidery, carpet making, agro processing, agro bi-products and other village industries with significant contribution in productivity and profitability using modern tools and devices. This would require diversification of existing village industries, artisanship and handicrafts for meeting demand of new types of goods. New fields of economic activities should be opened for utilisation of manual, intellectual and skilled rural women labour force with economic significance and social decorum, abolishing inferior status and humility attached to domestic and farm labour.

## B I B L I O G R A P H Y

### Selected Books and Reports

- 16
- Etellie Andre (1974), "Studies in Agrarian Social Structure", Oxford, New Delhi, p.328.
- Boserup Ester (1970), "Women's role in economic development", George Allen and Unwin Ltd., Great Britain.
- \_\_\_\_\_ (1975), "Women in Labour Market", in Devaki Jain (ed.) Indian Women - Ministry of Information and Broadcasting, Govt. of India, pp.101-11.
- Dasgupta Biplab (1977), "Village society and labour use", Oxford University Press, New Delhi.
- Dixon R.B. (1978), "Rural women at work - Strategies for development in South Asia", John Hopkins University Press, Baltimore, London.
- D'Souza Alfred (1980), "Women in Contemporary India and South Asia", Manohar Publications, New Delhi.
- Desai Neera and Krishnaraj, Maithreyi (1987), "Women and Society in India", Ajanta Publications, New Delhi, pp.50-147.
- Dube Leela, Leacock Eleanor and Ardener Shirley (ed) (1986), "Visibility of Power - Essays on Women in Society and Development", Oxford University Press, Bombay, Calcutta, Madras.
- Dube S.C. (1967), "Indian Villages", Allied Publishers, Bombay, pp.168-69.
- Engels E. (1964), "The origin of the family private property and the state", Progress Publishers, Moscow.
- "Equal opportunities for women", Organisation for economic cooperation and development, Paris.
- Gupta A.K. (1986), "Women and Society", Orient Publications, New Delhi. pp.252-321.
- Heyzer Noeleen (1987), "Women Workers in South East Asia - Problems and strategies", ILO/ARTEP, New Delhi.

- 263
- Jain S.C. (1985), "Women and Technology", Rawat Publications, Jaipur.
- Jain Devaki, Banerjee, Nirmala (ed.) (1985), "Tyranny of the Household", Shakti Publications, New Delhi.
- Jose A.V. (ed.) (1989), "Limited Options - Women Workers in Rural India", ILO/ARTEO, New Delhi.
- Karlekar Malevika (1982), "Poverty and Women's Work - A Study of Sweeper Women in Delhi", Vikas Publishing House, New Delhi.
- Lebra Joyce, Paulson Joy and Jana Everett (1984), "Women and work in India - Continuity and Change", Promilla and Company Publishers, New Delhi.
- Loutfi Martha F. (1980), "Rural Women, unequal partners in development", ILO, Geneva.
- Mahajan V.S. (1989), "Women's contribution to India's economic and social development", Deep and Deep Publishers, New Delhi.
- Manohar K. Murali (1983), "Socio Economic Status of Indian Women", Seema Publications, Delhi.  
Majumdar Vina (ed.) (1983), "Women and Rural Transformation", Concept Publishers, New Delhi.
- Majumdar Vina (ed.), (1983), "Women and Rural Transformation", Concept Publishers, New Delhi.
- Majumdar Vina (1978), "Role of Rural Women in Development", Allied Publishers, New Delhi.
- Momsen Janet Henshall and Townsend J.G. (1977), "Geography of Gender in the Third World", State University of New York Press, Hutchinson.
- Mitra Asok, Srimay A.K. and Pathak L.P. (1979), "The Status of Women, Household and non-household economic activity"; Allied Publishers Pvt. Ltd., Bombay, New Delhi, Madras, Bangalore.
- Mitra A., Pathak L.P. and Mukherjee S. (1980), "The status of women : Shifts in occupational participation, 1961-71", Abhinav Publications, New Delhi.

- Mitra Asok (1979), "The Status of Women, Literacy and Employment", Allied Publishers, New Delhi.
- Prasad Sushma Sahay (1988), "Tribal Women Labourers", Gian Publishing House, Delhi, pp.1-11.
- Rao K.N., George C.J. and Ramasastry K.S. (1973), "Agroclimatic classification of India", (mimeograph), Meteorological Office, Poona.
- Saikia P.D. (1986), "Indian rural women - A study on role and status of rural women in Assam", Mittal Publications, Delhi.
- Shobha V., (1987) "Rural Women and Development", Mittal Publications, Delhi.
- Sopher David E. (1980), "An exploration of India", Cornell, New York, pp.672-74.
- Srinivas M.N. (1978), "Changing position of Indian Women", Oxford.
- Sutcliffe R.B. (1971), "Industry and Urban Development", Addison Wesley Publishing Co., London.
- Sharma Ursula (1980), "Women, work and Prosperity in North West India", Invistock Publications, London and New York, pp.116-33.
- Towards Equality (1974), "Report of the National Committee on the Status of Women in India", Ministry of Education and Social Welfare, New Delhi, pp.148-233.

#### Selected Articles

- Ahooja Patel Krishna (1979) - "Women, technology and development process, Economic and Political Weekly" - Vol.14 no.30, pp.1549-54.
- Andiappan p. (1978) - "Public policy and sex discrimination in employment in India" - "Indian Journal of Industrial Relations", vol. 14, no.2, pp.395-415.
- Ambannavar J.P. (1975) - Changes in Economic Activity of Males and Females in India - 1911-1961", Demography India, vol.4, no.2. pp.345-364.



- Bardhan Kalpana (1985) - "Women's work, Welfare and Status (forces of tradition and change in India", Economic and Political Weekly - vol.20, no.51 and 52 pp.2207-15.
- Bardhan Kalpana (1987) - "Women workers in south Asia: Employment Problems and Policies in the context of the poverty target groups approach", - ILO/ARTEP, New Delhi.
- Bardhan Pranab (1978) - "Some Employment and Unemployment Characteristics of Rural Women - An analysis of NSS data for West Bengal" Economic and Political Weekly, vol.13, no.12. pp.72-73.
- Banerjee Nirmala (1989) - "Trends in women's employment 1971-1981 - Some micro level observations" Economic and Political Weekly, Vo.24, no.17, pp.WS 10-22.
- Bhadra Mita (1986) - "Plantation women workers and their commitment to industrial work" - Man in India, Vol.66, no.3, pp.233-43.
- Becker. Grey (1974) - "A theory of marriage in T.N. Schultz (ed) - Economics of the family marriage, children and human capital University of Chicago.
- Boserup Ester (1975), "Women in labour market", in Davaki Jain (ed.) Indian women - Ministry of Information and Broadcasting, Govt. of India, pp.101-11.
- Brouwer J. (1987) - "A matter of limitations - A study of women and crafts in south India" EPW Vol.67, no.1 march, pp.1.18.
- Brown Carol A. (1975) - "Patriarchal capitalism and the female headed family" - Social Scientist, Vol.4, no.4-5, pp.28-39.
- Chand Ramesh, Sidhu D.S. and Kaul J.L.(1985) "Impact of agricultural modernisation on labour use pattern in Punjab with special reference to women labour" - Indian journal of agricultural economics, vol.40, no.4, pp.252-59.
- Chandna R.C. and Krishna Gopal (1974) - "Haryana - Working force and its occupational structure, 1971" - Manpower journal, vol.10, no.2, pp.47-62.

- Chakravarty k. and Tiwari G.C. (1979) - "Regional variation in women's employment - A case study of five villages in three Indian states - Economic and political weekly, Vol.4, No.2.
- Chitnis. Suma (1975) - "International Women's years, its significance for women in India" - Social Action, Vol.25, no.3, pp.203-220.
- Dandekar V.M, (1982) - "Integrating women in economic development", Economic and Political Weekly, Vol.17, No.44, pp.1782-86.
- Dak T.M., Sharma M.L. and Jain Rajni (1986), "Social and institutional framework of female participation in Agriculture" Indian Journal of Social wWork, vol.47, no.3, pp.285-91.
- Dantwala M.L. (1974) "A profile of poverty and unemployment in India" - Agricultural Economics, vol.1, no.2
- D' Souza Victor S. (1959) - "Implications of occupational prestige for employment policy in India" Artha Vijnana, Vol.1, No.3, pp.233-34.
- Edgeworth F.Y.(1922) "Equal pay to men and women for equal work" - Economic Journal, Vol.32, no.3,
- Fleisher Belton M. (1971) - "The economics of labour force participation" Journal of Human Resources, Vol.6, no.2, pp.139-48.
- Ghosh B and Mukhopadhyay (1984) "Displacement of the female in Indian labour force" Economic and Political Weekly, vol.6, no.47, pp.1998-2002.
- Gulati Leela (1984) - "Technological change and women's work participation and demographic behaviour" - A case study of three fishing villages" economic and political weekly, vol.19, no.49, pp.2089-94.
- \_\_\_\_\_ (1976) - "Unemployment among female agricultural labourers" Economic and political weekly, vol.11, no.2, pp.A 31-39.
- \_\_\_\_\_ (1984) - "Fisherwomen in the Kerala coast ILO, Geneva.

- \_\_\_\_\_ (1984) - "Female work participation - A study of interstate differences" Economic and political weekly, vol.10, no.430 - pp.35-42.
- \_\_\_\_\_ (1979) - "Female labour in the unorganised sector" Economic and political weekly, vol.14, no.16. pp.744-52.
- Kalapagam U (1987) - "Women, informal sector and perspectives on struggles" Economic and political weekly, vol.15, no.6, pp.33-44.
- Kalapagam U and Usha P (1980) - "Female workforce in Tamilnadu" Bulletin of Madras development seminar series, vol.10, no.5-6, pp.262-73.
- Krishnaraj Maithreyi (1987) - "New opportunities on old terms, the garment industry in India", Economic and Political Weekly, vol. 15, no.6, pp.45-54.
- Manohar K. Murali (1985) - "Rural Women, class formation and development" in Sushila Kaushik's - "Women's oppression pattern and perspectives" Shakti books, pp.40-49.
- Manohar Murali, V. Shobha and Rao Janardhan. B (1981) - "Women construction workers in Warangal" - Economic and political weekly, vol.16, no.4, pp.97-99.
- Monk Janice and Hansen Susan (1982) - "On not including half of the human in Human Geography" - Professional Geogrpher, vol.34, no.1, pp.11-23.
- Mies Maria (1981) - "Dynamics of sexual division of labour and capital accumulation - women lace workers of narsapur" - Economic and Political Weekly vol.16, no.10, pp.487-500.
- Mincer Jacob (1980), "Labour force participation of married women - study of labour supply in Alice H. Amsden (ed.) The Economics of Women and work", Penguin Publications.
- Mitra Asok (1978) - "Employment of women " Manpower journal Vol.14, no.1, pp.1-29.

- Mukherjee A.B. (1974) - "Female participation in rural agricultural labour in Andhra Pradesh - A study in population Geography" Deccan Geographer, vol.12, no.1, pp.1-25.
- Nagaraj K (1989) - "Female workers in Tamil Nadu" in A.V. Jose (ed) Limited options: women workers in rural India" ARTEP, pp.109-201.
- Nath Kamala (1970) - "Female work participation and economic development - A regional analysis" Economic and political weekly, vol.5 no.21, pp.846-49.
- Nayyar Rohini (1987) - "Female participation rates in rural India" Economic and Political Weekly, vol.22, no.51, pp.2207 - 15.
- Omvedt. Gail (1977) - "Women and rural revolt in India" Social Scientist, vol.6,no.1, pp.3-17.
- Pattanaik S.C. and Debi Sailabala (1986) - An assesment of women's economic contribution to the farm sector - A mido level study" - Journal of rural development, vol.5, no.4, pp.480-90.
- Raju Saraswati (1982) "Regional patterns of female participation in the labour force in urban India" Professional Geogrpheer, vol.34, no.1 pp.42-49.
- Ranadive V. (1975) - "Working class women" Social Scientist, VolIV, no.4-5, pp.146-54.
- Ray A.K., Ranga Rao and Attari B.R. (1985) - "Impact of technolgical changes on economic status of female labour" Indian journal of Agricultural Economics, vol.40, no.4, pp.244-52.
- Rayappa P. Hanumanth and Grover Deepak (1978) - "Modernisation of female work participation" Demography India, vol.7 no.2, pp.157-74.
- Reddy D.N., (1975), "Female work participation : A study of interstate differences - A comment", Economic and Political Weekly, Vol.10, no.23, pp.902-905.
- Reddy G. Narayan (1986) - "Role of rural women in productive tasks" - Khadi Gramodyog. Vol.32, no.6, pp.314-20.

- 269
- Reddy Sudarshan and H. Girija Rani (1982) - "Role of women in rural development" Social scientist, vol.10, no.6, pp.51-57.
- Reddy Narsimha (1979), "Female work participation in India - Facts, problems and policies", Indian Journal of Industrial Relations, Vol.15, No.2, pp.196-212.
- Reich Michael Gordon, David M. and Edwards R.G. (ed) (1973), "A theory of labour market segmentation", American Economic Review, Vol.63, No.2
- Saibaba G. and Reddy Subbarama P. (1975), "Occupational Distribution of women workforce in India", Southern Economist, Vol.14, No.(1-2), pp.59-63.
- Sandhu, H.K. (1976), "Technological versus economic contribution of women in rural Punjab", Social Change, Vol.6, No.3, pp.69-72.
- Sardamoni R. (1982), "Women's status in changing agrarian relations - A Kerala experience", Economic and Political Weekly, Vol.17, No.5, pp.155-62.
- Sawant S.D. and Dewan Ritu (1979), "Rural female labour and economic development", Economic and Political Weekly, Vol.14, No.26, pp.1091-99.
- Sawhill Isabel V. (1973), "The economics of discrimination against women - Some new findings", Journal of Human Resources, Vol.8, No.3, pp.383-96.
- Sen Gita and Sen Chiranjib (1985), "Women's domestic work and economic activity - Results from National Sample Survey", Economic and Political Weekly, Vol.20, No.17, pp.WS 49-56.
- Singh M.K. (1987), "Participation of women in economic development - Trends and Issues", Indian Journal of Industrial Relations, Vol.23, No.1, pp.93-106.
- Sinha J.N. (1965), "Dynamics of female participation in Economic activity in a developing economy", in Proceedings of the World Population Conference, Belgrade, pp.336-387.
- Sinha J.N. (1975), "Female work participation - A comment", Economic and Political Weekly, Vol.10, No.16, pp.672-74.

- 210
- \* Solomon W. Polachek (1976), "Occupational seggregation - An altranative hypothesis", Journal of Contemporary Business, Vol.5, No.1, pp.1-11.
- Sundar Pushpa (1981), "Characteristics of Female employment - Implications of research and policy", Economic and Political Weekly, Vol.16, No.19, pp.863-70.
- Thorner Alice (1962), "The secular trend in the Indian economy - 1881-1951", The Economic Weekly, Vol.1, No.28.
- Vaidyanathan A. (1986), "Labour use in rural India - A study of spatial and temporal variations", Economic and Political Weekly, Vol.21, No.52, pp.A130-A136.
- Verma, J.C. (1978), "Women in rural Economy", Kurukshetra, Vol., 26, No.10, pp.7-10.
- Vishwanath Vasanth (1975), "Occupational structure of women in India - A geographical analysis", The Indian Geographical Journal, Vol.1, No.1, pp.6-13.
- Waldman E and Mc. Eaddy B.J. (1974), "Where women work - An analysis of industry and a occupation", Monthly Labour Review Vol.97, No.5, pp.3-14.
- \* Standing Guy (1976), "Education and female participation in the labour force", International Labour Review, Vol.114, No.3, pp.281-97.

APPENDIX-I

Region/ District	Major Occupations	Env.-Eco. Characteristics			Socio-Cultural Characteristics			Agr. Characteristics		
		Aridity Index	Moisture Index	Forest (% area)	% of SC Females to Total	% of ST Females to Total	% of Rural Female Literacy	Gross Area Sown	Gross Area Irrigated	
<b>West Rajasthan</b>										
1. Churu	Cattle and goat breeding rearing and ranching, cotton spinning other than in mills, wool spinning and weaving, rearing of sheep and production of wool.	81	-73.9	0.27	low	moderate	low	low	moderate	low
2. Jalor	Sanitation services, cattle and goat breeding, rearing and rearing cotton spinning other than in mills vegetable and fruit selling.	76.15	-74.41	-	low	moderate	moderate	low	low	low
3. Barmer	Cattle and goat breeding, rearing of sheep and production of wool, embroidery and making of ropes, laces and fringes retail trade in others.	83.2	-83.2	0.74	low	moderate	moderate	low	moderate	low
4. Pali	Cattle and goat breeding, rearing and rearing, rearing of sheep and production of wool, manufacture of earthenware and earthen pottery, manufacture of all types of textile products.	73	-65.62	3.45	LOW	moderate	moderate	low	low	low
5. Nagaur	Rearing of sheep and production of wool, cattle and goat breeding, other nonferrous metal industries manufacture of all types of textile products.	73	-78.3	0.67	low	moderate	low	low	moderate	low
6. Jodhpur	Rearing of sheep and production of wool, cattle and goat breeding stone quarrying, clay and sandpits, manufacture of footwears.	79.3	-79.3	0.14	low	moderate	low	low	moderate	low
7. Jaisalmer	Construction and maintenance of roads, railway bridges (etc.), construction not elsewhere classified, rearing of sheep and production of wool.	89.4	-89.4	-	low	moderate	low	low	low	low

8. Jhunjhun Printing, dyeing and bleaching of cotton textiles, industrial services rendered by non-technical colleges, schools and universities, cattle and goat breeding, rearing of sheep and wool prodn.	78.6	-73.1	-	14.93	1.89	8.28	3.16	2.00	moderate	low	low	low	low	
9. Baganagar Manufacture of hand tools and general hardware, construction and maintenance of roads, railways etc., educational services, cattle and goat breeding.	82.1	-82.1	2.91	29.14	0.23	8.50	10.80	25.99	low	high	low	low	high	v.high
10. Bikaner Wool spinning, weaving and finishing in mills, wool spinning and weaving other than in mills, manufacture of structural clay products stone quarrying, clay and sandpits.	82.7	-82.7	2.91	18.31	0.17	3.99	5.09	1.12	low	moderate	low	low	moderate	low
<u>Punjab &amp; Haryana</u>														
11. Ludhiana Health and medical services, manufacture of earthenware and earthen pottery, public services in non-government including defence services, manufacture of all types of textiles, garments.	48.1	-48.1	3.76	25.14	-	36.53	8.34	9.08	low	high	-	moderate	moderate	moderate
12. Faridkot Educational services rendered by non-technical colleges, schools, universities, manufacture of structural clay products, health and medical services.	54.6	-54.3	2.74	31.30	-	5.85	12.05	12.89	low	v. high	-	moderate	high	high
13. Bhatinda Educational services, manufacture of structural clay products health and medical services, other non-ferrous metal industries.	54.45	-64.1	4.71	26.92	-	15.95	11.67	11.15	low	high	-	low	high	high
14. Sangrur Educational services, manufacture of structural clay products, health and medical services, manufacture of earthenware and earthen pottery.	54.3	-51.23	4.74	25.33	-	18.67	11.41	12.41	low	high	-	low	high	high
15. Patiala Educational services, manufacture of structural clay products, health and medical services, manufacture of earthenware and earthen pottery	43.3	-41.5	3.18	22.08	-	24.86	9.91	9.87	low	high	-	moderate	moderate	moderate



16. Rupnagar Educational services, manufacture of structural clay products, public services in state government.	60.2	-43.03	moderate	high	-	moderate	low	low
			18.87	24.08		34.10	2.80	1.47
17. Kapurthala Educational services, cattle and goat breeding, services not elsewhere classified, health and medical services.	47.5	-56.53	low	high	-	moderate	low	low
			0.78	26.85		39.23	3.15	3.34
18. Hoshiarpur Educational services, health and medical services, other non-ferrous metal industries, cotton spinning other than in mills.	47.9	-52.4	v.high	v.high	-	moderate	moderate	low
			43.28	30.44		39.39	5.57	2.84
19. Jalandhar Educational services, manufacture of structural clay products health and medical services, manufacture of all types of textiles.	47.6	-52.34	low	v.high	-	moderate	moderate	moderate
			1.83	36.02		35.08	6.95	7.64
20. Ferozepur Educational services, manufacture of structural clay products, health and medical services, preparing, spinning, weaving and finishing of hemp.	60.5	-60.5	low	high	-	low	high	high
			3.13	20.67		18.92	11.62	12.60
21. Gurdaspur Educational services, public services in quasi govt., health and medical services, weaving and finishing of cotton textiles in handloom.	38.4	-56.7	moderate	high	-	moderate	moderate	moderate
			6.10	23.43		32.62	6.33	5.17
22. Amritsar Educational services, health and medical services, weaving and finishing of cotton textiles in handlooms.	56.7	-56.7	moderate	high	-	moderate	high	high
			6.82	26.02		26.72	10.13	11.49
23. Hisar Manufacture of structural clay products, educational services, domestic services, construction and maintenance of waterways.	72.3	-72.3	moderate	high	-	low	v.high	v.high
			7.09	21.95		10.30	16.28	19.49
24. Sirsa Services not elsewhere classified, educational services, manufacture of structural clay products.	51.66	-65.25	low	high	-	low	high	high
			3.73	25.10		13.24	10.01	10.03
25. Bhiwani Educational services, services not elsewhere classified, construction and maintenance of roads, railways and bridges, stone quarrying, clay and sandpits.	48.87	-73.1	moderate	moderate	-	low	high	moderate
			7.49	18.19		12.16	12.53	5.72

26. Ambala	Manufacture of structural clay products, educational services, manufacture of miscellaneous non-metallic mineral products, services not elsewhere classified.	38.4	-35.2	high 29.94	high 23.24	-	moderate 24.01	moderate 6.53	moderate 5.10
27. Kurukshetra	Iron and steel industries, services not elsewhere classified, construction and maintenance of roads, railways & bridges.	72.3	-46.4	moderate 7.57	high 20.29	-	low 16.47	moderate 9.18	high 13.77
28. Karnal	Manufacture of structural clay products, services not elsewhere classified, manufacture of all types of textiles and garments.	58.05	-35.2	moderate 9.85	moderate 17.89	-	low 15.65	moderate 8.97	high 12.93
29. Jind	Services not elsewhere classified, educational services, foundries for casting and forging iron and steel, manufacture of structural clay products.	60.2	-64.77	moderate 5.45	moderate 19.15	-	low 7.98	moderate 7.90	moderate 9.65
30. Sonapat	Educational services, manufacture of all types of textiles, cattle and goat breeding.	43.8	-49.98	moderate 6.06	moderate 16.73	-	low 19.97	low 4.47	moderate 5.53
31. Rohtak	Services not elsewhere classified, manufacture of structural clay products, health and medical services.	51.9	-54.63	moderate 6.26	moderate 17.18	-	moderate 21.18	moderate 8.16	moderate 6.51
32. Faridabad	Domestic services, manufacture of structural clay products, manufacture of earthenware and earthen pottery.	54.4	-49.81	low 3.06	moderate 15.70	-	low 9.13	moderate 6.79	low 3.92
33. Surgaon	Educational services, manufacture of structural clay products, domestic services, manufacture of footwear.	54.0	-52.22	moderate 8.91	moderate 14.70	-	low 12.92	low 4.96	low 3.98
34. Mahendragarh	Educational services, public services in local bodies, construction of roads, railways, bridges, manuf. of footwears.	43.3	-62.66	low 4.54	moderate 16.47	-	low 17.21	low 4.16	low 3.30
<u>Central doab</u>									
35. Bulandshahr	Sanitation and similar services, services not elsewhere classified, weaving and finishing of cotton textile, manufacture of ferro alloys.	38.9	-47.6	low 0.17	high 21.04	low 0.0	low 10.00	low 2.32	low 4.16

36. Meerut Sanitation and similar services, other non-ferrous metal industries, weaving and finishing of cotton textiles, cattle and goat breeding.	45.4	-45.7	low 0.15	moderate 16.59	low 0.01	low 13.17	low 2.02	low 3.83
37. Ghaziabad Cattle and goat breeding, sanitation and similar services, services not elsewhere classified, operation of irrigation system.	56.9	-45.0	low 0.04	moderate 18.95	low 0.01	low 13.18	low 1.23	low 2.26
38. Aligarh Sanitation and similar services, other non-ferrous metal industries, laundry and laundry services, cotton spinning other than in mills.	0.0	-49.4	low 0.01	high 22.44	low 0.00	low 11.24	low 2.60	low 4.01
39. Mathura Sanitation and similar services, other non-ferrous metal industries, weaving and finishing of cotton textiles, educational services.	49.4	-48.6	low 0.03	moderate 19.60	low 0.00	low 7.58	low 1.68	low 2.43
40. Agra Weaving carpets, rugs and other similar textile products, sanitation and similar services, laundry services.	49.4	-47.8	low 0.77	high 21.85	low 0.01	low 9.84	low 1.79	low 1.98
41. Etah Cotton spinning other than in mills, bidi industry, educational services, laundry services.	48.55	-47.25	low 0.02	moderate 16.86	low 0.00	low 9.68	low 1.93	low 2.43
42. Mainpuri Educational services, cotton spinning other than in mills, health and medical services, laundry services.	47.7	-46.7	low 0.13	moderate 18.19	low 0.00	low 16.56	low 1.61	low 2.31
43. Farukhabad Manufacture of bidi, educational services, services not elsewhere classified, other nonferrous metal industries.	47.7	-46.97	low 0.06	moderate 17.39	low 0.01	low 16.58	low 1.21	low 1.76
<u>Ghagra and Gondok Doab</u>								
44. Bahraich Educational services, health and medical services, services not elsewhere classified, manf. of structural wooden goods.	41.9	-25	low 1.98	moderate 16.61	low 0.30	low 4.25	low 3.20	low 0.86
45. Gonda Manufacture of structural clay products, other non-ferrous metal industries, educational services, services not elsewhere classified.	43.0	-28.3	low 1.40	moderate 15.49	low 0.42	low 4.79	low 2.79	low 1.85

46. Basti Weaving and finishing of cotton textiles, educational services, vegetables and fruit selling, cotton spinning other than in mills.	38.9	-28.3	low	high	-	moderate	low	low
			0.10	20.14		27.91	3.40	2.86
47. Gorakhpur Public services, sanitation services, educational services, other non-ferrous metal industries.	36.3	-28.0	low	high	-	moderate	low	LOW
			1.08	21.91		21.19	2.99	2.78
48. Deoria Cotton spinning other than in mills, manufacture of wooden and cane boxes etc., other non-ferrous metal industries, educational services.	41.2	-28.0	low	moderate	-	low	low	low
			0.02	17.52		10.49	2.67	2.73
49. Gopalganj Educational services, laundry services, manufacture of wooden cane boxes, manufacture of structural clay products.	45.9	-26.5	low	moderate	low	low	low	low
			1.71	12.24	0.71	7.55	2.14	2.86
50. Siwan Laundry services, manufacture of glass and glass products, educational services, manufacture of wooden and cane boxes.	45.0	-27.0	n.a.	moderate	low	low	low	low
				10.90	0.67	9.84	2.41	3.08
51. Saran Manufacture of food products not elsewhere classified, laundry services, manufacture of wooden and cane boxes, educational services.	45.9	-26.0	n.a.	moderate	low	low	low	low
				11.31	0.41	10.42	2.46	2.92
52. S. Paraganas Bidi industry, manufacture of wooden and cane boxes, manufacture of structural stone goods, weaving and finishing of cotton textiles in handlooms.	39.3	-17.77	-	low	v.high	low	n.a.	n.a.
				8.42	37.27	8.19		
53. Singhbhum Manufacture of wooden and cane boxes, bidi industry, iron ore mining, domestic services.	30.6	-9.2	moderate	low	v.high	low	low	low
			13.00	4.82	45.59	9.50	3.55	0.88
54. Hazaribagh Coal mining, manufacture of wooden and cane boxes, manufacture of mica products, educational services.	35.9	-3.3	moderate	moderate	moderate	low	low	low
			18.37	19.26	9.06	6.72	1.97	0.53
55. Dhanbad Manufacture of structural clay products, manufacture of other coal and coal tar products, vegetables and fruit selling.	40.5	-22.6	low	moderate	moderate	low	low	low
			0.80	15.81	9.85	9.75	0.66	0.06

56. Palamau	Manufacture of wooden and cane boxes, manufacture of structural stone goods, stone dressing and quarrying, manufacture of earthenware and earthen pottery, stone quarrying, clay and pits.	39.35	-7.75	19.01	25.71	moderate high	high	low	low	low
57. Puruliya	Bidi Industry, manufacture of wooden and cane boxes, manufacture of food products not elsewhere classified, coal mining.		+6.2	-	18.64	moderate	high	low	n.a.	n.a.
58. Ranchi	Educational services, manufacture of earthenware and pottery, manufacture of hand tools and general hardware, domestic services.	30.6	12.2	14.70	5.14	moderate low	v.high	low	moderate	low
<u>Coastal Orissa and A.P.</u>										
59. Baleshwar	Manufacture of wooden and cane boxes, educational services, health and medical services, domestic services.	32.5	70.5	0.60	70.91	low	moderate	moderate	moderate	n.a.
60. Puri	manufacture of wooden and cane boxes, laundry and laundry services, educational services, services not elsewhere classified.	44.9	-16.8	5.16	13.15	moderate	moderate	low	low	-
61. Ganjam	Manufacture of wooden and cane boxes, laundry and laundry services, dealers in meat, fish and poultry, services not elsewhere classified.	44.0	-16.0	8.56	15.22	moderate	moderate	moderate	moderate	n.a.
62. Cuttack	Manufacture of wooden and cane boxes, laundry and laundry services, educational services, production of _____ by exploitation of forest.	34.1	3.6	2.10	17.65	low	moderate	low	moderate	-
63. Srikakulam	Laundry and laundry services, weaving and finishing of cotton textiles in mills other than khadi, other non-ferrous metal industries, dealers in meat, fish and poultry.	43.7	-25.0	1.14	9.13	low	low	moderate	moderate	low
64. Vizianagaram	Laundry and laundry services, other non-ferrous metal industries, grain and grocery store, fruits and vegetables selling.	48.7	-25.0	1.88	10.12	low	moderate	moderate	low	low

278

65. Visakhapatnam Laundry and laundry services, manufacture of wooden and cane boxes, other non-ferrous metal industries, fruit and vegetables settling.	44.6	-34.2	moderate	low	moderate	low	low	low	
			7.61	7.80	13.65	8.56	2.67	2.65	
66. W. Godavari Laundry and Laundry services, other non-ferrous metal industries, educational services, embroidery of making crapes, laces etc.	46.77	-36.8	low	moderate	low	moderate	low	high	
			1.31	16.02	2.32	28.54	4.56	10.67	
67. E. Godavari Laundry and Laundry services, other non-ferrous metal industry, production of fuel by exploitation of forests, weaving and finishing of cotton textiles in khadi.	47.5	-39.95	moderate	moderate	low	moderate	low	moderate	
			5.23	17.56	3.85	21.52	4.67	8.62	
68. Krishna Laundry and laundry services, educational services, manufacture of wooden and cane boxes, other non-ferrous metal industries.	46.4	-41.52	low	moderate	low	moderate	moderate	moderate	
			1.07	13.86	2.18	27.21	5.47	8.56	
69. Guntur Laundry and laundry services, tobacco stemming, redrying etc., educational services, grain and grocery store.	47.9	-41.0	low	low	low	moderate	moderate	moderate	
			2.60	9.10	4.02	21.85	5.78	7.33	
70. Prakasam Laundry and laundry services, tobacco stemming, redrying and all other occupations, other non-ferrous metal industries, cattle and goat breeding.	56.2	-40.5	moderate	moderate	low	low	moderate	low	
			7.29	15.96	3.28	13.64	5.23	2.85	
71. Nellore Laundry and laundry services, other non-ferrous metal industries, cattle and goat breeding, weaving and finishing of cotton textiles in handlooms.	51.1	-40.2	low	high	moderate	low	low	moderate	
			3.95	20.68	8.63	17.07	2.85	5.66	
<u>Kerala</u>									
72. Ernakulam Manufacture of wooden and cane boxes, educational services, cotton textiles not elsewhere classified, domestic services.	n.a.		low	low	low	v.high	moderate	high	
			0.75	8.56	0.14	70.01	8.87	19.42	
73. Trichur Manufacture of wooden and cane boxes, education services, bidi industry, domestic services.	n.a.		moderate	moderate	low	v.high	moderate	v.high	
			10.13	12.07	0.12	67.41	8.25	23.57	

74. Palghat Educational services, domestic services, manufacture of wooden and cane boxes, laundry services.	n.a.	moderate 12.59	moderate 18.27	low 1.36	high 47.80	high 11.50	v.high 20.09
75. Mallapuram Educational services, domestic services, services not elsewhere classified, cotton textiles not elsewhere classified	n.a.	moderate 9.56	low 8.57	low 0.33	high 53.62	moderate 8.58	moderate 6.97
76. Kozhikode Cotton textile not elsewhere classified, education services, freight transport by motor vehicles, domestic services.	n.a.	low 3.82	low 7.18	low 0.17	v.high 60.41	moderate 6.54	low 2.40
77. Cannonore Bedi industry, education services, transport by man (cart, rickshaw puller), cardamom plantation.	n.a.	moderate 5.02	low 5.04	low 1.37	high 55.02	moderate 5.23	moderate 9.08
78. Wayanad Tea plantation, coffee plantations, educational services, health and medical services.	n.a.	moderate 7.28	low 3.78	high 17.80	high 50.55	moderate 6.54	low 1.84
79. Idukki Tea plantation, educational services, crops of plantation not elsewhere classified, domestic services.		high 24.13	moderate 13.91	low 3.98	v.high 60.66	moderate 5.82	low 0.77
80. Quilon Cashewnut producing like drying, shelling, roasting etc. educational services, cotton textiles not elsewhere classified, domestic services.		high 21.82	moderate 12.30	low 0.26	v.high 68.93	high 10.22	low 1.98
81. Kottayam Educational services, domestic services, manufacture of wooden and cane boxes, cotton textiles not elsewhere classified.		low 0.75	low 7.00	low 0.90	v.high 79.82	moderate 7.98	low 1.72
82. Alleppy Educational services, domestic services, manufacture of coir and coir products canning, preserving and processing of fish.		low 0.04	low 9.86	low 0.14	v.high 74.14	moderate 7.64	moderate 9.00
83. Trivandrum Cotton textiles not elsewhere specified, educational services, weaving and finishing of cotton textiles in power-looms, manufacture of coir and cast products.		low 4.61	moderate 11.03	low 0.54	v.high 62.52	moderate 7.94	low 3.11

## THE FIRST RANKING OCCUPATIONS

Code of the Occupations	Name of the Occupations
010	Tea Plantation
020	Cattle, goat breeding, rearing, ranching and production of milk etc.
021	Rearing of sheep and production of wool
100	Coal mining
214	Cashewnut processing like drying, shelling, roasting, salting etc.
219	Manufacture of food products not elsewhere classified
226	Manufacture of bidi
232	Printing, dyeing and bleaching of cotton textiles
233	Cotton spinning other than in mills (Charkha)
235	Weaving and finishing of cotton textiles in handlooms, other than khadi.
239	Cotton textiles not elsewhere classified.
241	Wool spinning, weaving and finishing in mills.
263	Weaving carpets, rugs and other similar textile product.
272	Manufacture of wooden and cane boxes, crates, drums etc.
320	Manufacture of structural clay products
330	Iron and steel industries.
343	Manufacture of handtools and general hardware
501	Construction and maintenance of roads, railways, bridges, tunnels, pipelines, ports, harbours, runways etc.
910	Sanitation and similar services such as garbage and sewage disposal, operation of drainage systems and all other types of work connected with public health and sanitation.
921	Educational services rendered by non-technical colleges, schools universities and other institutions.
930	Health and medical services rendered by organization and individuals such as hospitals, dispensaries, sanatoria, nursing home, maternal and child welfare clinics.
960	Domestic services.
901	Laundries, laundry services and cleaning and dyeing plants.
990	Services not elsewhere classified.



## THE SECOND RANKING OCCUPATIONS

Code of the Occupations	Name of the Occupations
010	Tea Plantation
020	Cattle and goat breeding, rearing, ranching production of wool.
021	Rearing of sheep and production of wool
100	Crude petroleum
214	Cashewnut processing like drying, shelling, roasting, salting etc.
219	Manufacture of food products not elsewhere classified.
226	Manufacture of bidi.
232	Printing, dyeing and bleaching of cotton textiles.
233	Cotton spinning other than in mills.
235	Weaving carpets, rugs and other similar textile products.
239	Cotton textiles not elsewhere classified.
241	Wool spinning, weaving and finishing in mills.
263	Weaving carpets, rugs and other similar textile products.
272	Manufacture of wooden and cane boxes, crates, barrels and other wooden products.
320	Manufacture of structural clay products
330	Iron and steel industries
343	Manufacture of handtools and general hardware.
501	Construction and maintenance of roads, railways, bridges, tunnels, pipelines etc.
910	Sanitation and similar services
921	Educational services rendered by non-technical colleges, schools, universities etc.
930	Health and medical services rendered by organisations and individuals
960	Domestic services
961	Laundry and Laundry services
990	Services not elsewhere classified.

### THE THIRD RANKING OCCUPATIONS

Code of the Occupations	Name of the Occupations
019	Crops of plantations, not elsewhere classified
020	Cattle and goat breeding, rearing, ranching etc., and production of milk.
190	Stone quarrying, clay and sandpits.
120	Iron ore mining.
219	Manufacture of food products not elsewhere classified
226	Manufacture of bidi
235	Weaving and finishing of cotton textiles in handlooms other than khadi.
239	Cotton textiles not elsewhere classified
262	Embroidery and making of crapes, laces and fringes
264	Manufacture of all types of textiles, garments including weaving apparel.
268	Manufacture of coir and coir products.
272	Manufacture of wooden and cane boxes, barrels and other wooden containers.
307	Manufacture of other coal and coal for products.
320	Manufacture of structural clay products.
322	Manufacture of earthen ware and earthen pottery
325	Manufacture of mica products
326	Manufacture of structural stone goods, stone goods, stone-dressing and stone crushing and stoneware.
329	Manufacture of miscellaneous nonmetallic mineral products.
331	Foundries for casting and forging iron and steel.
343	Manufacture of handtools and general hardware.
399	Repair of enterprises, not elsewhere classified.
501	Construction and maintenance of roads, railways, bridges, tunnels etc.
503	Construction and maintenance of waterways.
509	Construction not elsewhere classified.
650	Grain and Grocery store
651	Vegetable and fruit selling.
652	Dealers in meat, fish and poultry.
703	Freight transport by motor vehicles

Contd...

---

Code of the  
Occupations

Name of the Occupations

---

706	Transport by man
901	Public services in State Government including police services.
921	Educational services rendered by nontechnical colleges, schools, universities.
930	Health and medical services rendered by organisations and individuals.
960	Domestic services.
961	Laundry and laundry services.
990	Services not elsewhere classified.

## THE FOURTH RANKING OCCUPATIONS

Code of the Occupations	Name of the Occupations
015	Cardamom plantation
019	Crops of plantations not elsewhere classified
020	Cattle and goat breeding, rearing, ranching and production of milk.
021	Rearing of sheep and production of wool
031	Operation of irrigation system
100	Coal mining
190	Stone quarrying, clay and sandpits
203	Canning, preserving and processing of fishes
233	Cotton spinning other than in mills (Charkha)
235	Weaving and finishing of cotton textiles in handlooms
236	Weaving and finishing of cotton textiles in powerlooms
239	Cotton Textiles not elsewhere classified.
253	Preparing, spinning, weaving and preparing of hemp and other coarse fibres
264	Manufacture of all types of textiles, garments including weaving apparels.
268	Manufacture of coir and coir products
262	Embroidery and making of laces, ropes and fringes
272	Manufacture of wooden and cane boxes etc.
273	Manufacture of structural wooden goods.
291	Manufacture of footwear (excluding repair) except vulcanized or moulded rubber or plastic footwear.
320	Manufacture of structural clay products.
322	Manufacture of earthen ware and earthen pottery
399	Repair of enterprises, not elsewhere classified.
501	Construction and maintenance of roadways, railways, bridges, etc.
503	Construction and maintenance of waterways.
650	Grain and Grocery store.
651	Vegetable and fruit selling.
689	Retail trade in others not elsewhere classified.
902	Public services in local bodies, departments and offices engaged in administration like local taxation, business regulations etc.
921	Educational services rendered by non-technical colleges, schools and universities etc.
930	Health and medical services rendered by organizations and individuals.
960	Domestic Services.
961	Laundry and Laundry services.
990	Services not elsewhere classified.

