

**FEMALES IN THE WORK FORCE IN A HILL ECONOMY:
A CASE STUDY OF HIMACHAL PRADESH**

**DISSERTATION SUBMITTED TO THE SCHOOL OF SOCIAL SCIENCES,
JAWAHARLAL NEHRU UNIVERSITY IN PARTIAL FULFILMENT
OF THE REQUIREMENTS OF THE AWARD OF DEGREE OF
MASTER OF PHILOSOPHY**

BY

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1999



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DECLARATION

I declare that the material in this Dissertation entitled “ **Females in the Work Force in a Hill Economy : A Case Study of Himachal Pradesh**” submitted by me (Ms. Deepti Sharma) in partial fulfilment of the six credits out of the total requirement of 24 credits for the award of the degree of Master of Philosophy (MPhil) of the University, is my original work and has not been previously submitted for any other degree of this or any other University/Institution and may be placed before the examiner for evaluation”.

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*Dedicated to,
Maa and Papa.*

Acknowledgements

At the very outset, I express my deep sense of gratitude to **Dr. Saraswati Raju**, for her guidance and supervision. Her immense sense of dedication towards work and concern for her students make her a wonderful person. Her motivation and encouragement have been a source of inspiration for my work right from its infancy to its present state. I am thankful to her for sparing time for me from her otherwise very busy schedule.

I am also extremely grateful to **Dr. Harjeet Singh**, the Chairperson of the Centre, for the keen interest he has always shown in my research work. His valuable guidance and encouragement are highly appreciated.

My thanks are also due to the staff of Jawaharlal Nehru University Library, the Centre for Women Development Studies (C.W.D.S).

I also owe my sincere thanks to my teachers and friends for their appreciable support and good wishes. I would like to specially mention Shah Nawaz Bhaiya for his time to time support and valuable discussions, Pratibha, Sarita, Anuradha, Theso, Anjali, and Neetu.

I find no words to express my profound sense of gratitude to my parents and my loving family for providing the necessary environment and continuous encouragement which have moulded and brought me up to this level. I am extremely thankful to my brother for helping me with the computer.

I am also thankful to those who remain unmentioned but have made contributions in this study.

DEEPTI SHARMA

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CHAPTER 1

INTRODUCTION

Following the pioneering work of Ester Boserup (1970)¹, a beginning was made in researches focusing on females, specially on their role in socio-economic development of any region or country. Since then the volume of such studies has increased manifold. Within the broad framework of the studies pertaining to females, the recent focus is now on the aspect of their work and their role in the economy. Recognition of the females as contributors to the economy, in the developed countries, came only in the years following the second world war, when circumstances pushed them into the labour market in great numbers. Consequently the importance of their 'economic independence' was realised both, by females themselves and the society. This gradually led to an increase in general literacy levels as well as the professional skills required. Thereafter in these economies, females' economic contribution has, steadily increased. In the developing countries though females' economic participation has increased, over the years, it is not that pronounced as in the developed countries.

The developing countries are characterised by economies that are in a transition phase - from a traditional primary sector dependent economy to one that is largely based on secondary and tertiary sectors. This transitory phase is characterised by the shrinking of employment opportunities in the primary sector (largely due to adoption of imported technology- which in most cases is 'labour displacing'.) Ideally, this shrinking of the primary sector is to be supplemented with an expansion in the secondary and tertiary sectors at a much faster pace and with a much greater magnitude.

Unfortunately this is not the case in reality, where the shrinking primary sector employment opportunities are not supplemented with employment in secondary and tertiary sectors. Such a situation results in limited economic opportunities, specially when the bulk of the human resource is unskilled, with very less or no education. This 'transition phase' has an impact on the employment opportunities for both the sexes, but the impact is more pronounced on females (this happens because of a number of socio-cultural and economic factors).

In recent years there has been a resurgence of interest in females' work. This interest has increased all the more in the wake of the recent phenomena of globalisation and liberalisation. In this context, special concern for females is also needed. This is because they are the ones who are otherwise also regarded as subordinate and are thus likely to be marginalised² all the more (specially in the case scarcity of resources, economic opportunities and access to other facilities - which globalisation is expected to bring - at least in the initial phase).

These concerns are not baseless. Recently in a press release, the Union Labour Ministry painted a grim picture of the employment scenarios in the country's organised sector; specially in the post-liberalisation period. The release said that the number of people being rendered jobless is increasing specially in the public sector³. The proportion of casual labour is also increasing as compared to the self employed and regular salaried workers. Many other studies have also pointed towards the threats posed by liberalisation in general and specially to females who otherwise also have limited opportunities. The growing casualisation of females workers has also been pointed; their concentration in the unprotected sectors in terms of social securities etc.⁴

A recent study conducted by the National Vocational Training Institute⁵, divulged the following information. The study (all India level) estimated that out of the 384 million employed, only 124 million were females; and out of these (i.e. 124 million) only 4.5 million were in organised sector. The bulk of females workers 83.5 million are engaged in unorganised sectors, marked by absence of trade unions and hence good bargaining power.

These studies, just discussed above indicate towards the still greater necessity of studying females' position in the employment scenario. Though these studies refer to the all India aggregate picture, their reference has been made in this context, only to indicate the increasing importance of a study concerned with females workforce participation. No enquiry has been made on these aspects for the State as it was beyond the scope of this study).

The developing countries are mostly ancient societies with a very deep rooted socio-cultural value system, which has an all encompassing influence. The impact of this cultural

factor on females' economic participation is much pronounced. The value system sees females basically in a 'mother, wife and sister' role; as one who is weak and hence should be protected and guarded (read secluded). This mentality in turn perpetuates the idea of females' dependence on men in every aspect including economic.

Literacy also plays an important role. Though literacy in developing countries is generally low for both the sexes, it is particularly true for females (in case of both general literacy as well as technical education/skills etc.). This again is determined by the cultural factors supplemented with the economic factors and plays an important role in restricting the employment opportunities for females.

Apart from this, family and domestic duties also restrict females' economic participation. All these factors discussed above, definitely result in depressing females' economic participation. There is however another aspect to the 'economic participation rates' of females. This factor is the gross underestimation and reporting of females' work due to the biases against her 'working status'. In simple words, by merely following the statistics one gets an artificially depressed participation rates for females thus distorting reality.

Thus, since times immemorial, every known economic system has needed and utilised females labour. In fact the development of any society requires full participation of all sections of the society and hence it is important to give due attention to females and their work, even though their recorded economic participation rates are low.

Moreover, the percentage of participation is also grossly underestimated if one goes by the statistics. However, despite this bias and lower recognition of their 'work' - their contribution to the economy cannot and should not be underestimated. In fact, development of any society requires full participation of all sections of the society. No wonder since times immemorial every known economic system has needed and utilised the work of females.

This chapter has been divided into three sections:-

1. Overview

2. Research design and Analytical Framework

3. Literature Review

The first section of the chapter, the Overview, briefly introduces the issue of females and work, the statement of the problem and the relevance of the study. The theoretical framework advanced forward, for explaining - why females work? and other special features of their work. The issues of overall low participation rates, 'market segmentation, occupational segregation, presence of 'glass ceiling'' for females etc. (that have also been discussed in subsequent chapters) have been referred to. The "biasness" against recognising females' work as is represented in the national estimates (census and NSS) has also been pointed out.

The second section deals with the 'research design and analytical framework'. This section contains information on the study area, the objectives, the hypothesis, the data sources and limitations, the methodology, plan of study etc.

The third section, the literature review is an attempt to scan the literature pertaining to the subject.

OVERVIEW

Despite the fact that females constitute nearly one half of the population and play an important role both as house-wives and also as 'workers'⁶, less attention has been paid to assess their contribution to the economy. Thus, though females perform dual responsibilities their contribution is hardly acknowledged, not just this, this 'dual responsibility' pattern is taken for granted, as though it were the part of the scheme of things established by nature.

In almost all societies, perhaps the most uniformly seen feature is the gender-based division of labour - which of course is not a new phenomena. In fact since the very beginning of the society, this division of labour has been there. It was primarily evolved to facilitate easier completion of tasks. Thus men being physically stronger were allotted the difficult, heavy and arduous works, while females were allotted the household or domestic jobs partly due to the important role they play in child bearing and child rearing; and the feasibility of combining the latter (biological role) with the former (domestic chores) within the premises of the home. At this stage perhaps there was equality among sexes. Gradually however, men came to be viewed as 'producers' - who provided for the material needs of their women and children (because their work could be measured and assessed in monetary terms). Females, on the contrary, came to be treated as consumers partly because of their economic dependence on male 'producers', and because their own 'work' (carried out within the premises of the house), could not be valued in monetary terms. This 'consumer status'(Dak T.M 1980)⁷ (Sethi R M 1975)⁸ was an important factor in relegating her and her work to a secondary status.

This 'ideal' division of labour, was however altered in practice ages ago. Females have been involved in a variety of tasks that are either complementary or are preparatory and/or supportive to the production processes. These extra-domestic chores however neither free them from their normal household obligations nor are they accounted for, as 'productive'. Most of these tasks are not captured/reported as productive because of their informal nature. Moreover no wages are attached to such work and hence it does not satisfy the employment criterion⁹ also. This in turn negatively effects the estimation of work participation rates for females. Apart from this also, co-operative and economic ventures of men and women as a husband and wife team or the entire family working as one unit is a

very common sight; specially in the rural agrarian set up. During peak agricultural seasons everybody, even the otherwise non-worker (as defined by the census) females also get involved in the economic activity.

Females have been traditionally participating in key areas of production such as agriculture and industry (e.g. cottage and handicraft industries, dairy management etc.). However, unfortunately, due to biases in definition and concepts regarding 'work' and economic activity, most of this work also goes unaccounted for, further aiding the underestimation of females work participation rates their role in the economy.

The pre-industrial society was characterised by family based agriculture and cottage industry and most economic activities took place in the home i.e. the 'family' was in the basic unit of production. Income was realised jointly and females had an economic function and thus economic importance. With industrialisation and urbanisation, the family base economic activity declined in importance, the extended family ties were ruptured and with this the important social status and self esteem females got, being economic contributors, was lost.

In recent times, however there is an increasing recognition of females as contributors to the economy. In the developed countries, it came only in the years following the second world war, when circumstances pushed females into the labour market in great numbers. In these economies, females' economic contribution has, since then, steadily increased. In the developing countries though females' economic contribution and participation has increased it is not that pronounced as in the developed countries.

Thus we see that females have been both 'formally and informally' engaged in the economic production in the traditional set up. It is perhaps due to this informal nature of their work, the official statistics record a lower percentage of females work participation rates. However, despite the bias against their active participation and more so against the recognition of this participation, their contribution to the economy cannot and should not be underestimated. In fact the development of any society requires a full participation of all sections of the society. No wonder, since time immemorial every known economic system has needed and utilised the work of females.

Some Census Concepts and Definitions ¹⁰

The census is a periodical enquiry of great socio-economic significance, it provides a basis for analysing long term economic and social trends. The collection of data on economic activity has been traditionally a part of the population census of India. Census data of the economic characteristic of population are essential to describe the economic and in association with other characteristics, the social profile of the population.

In each of the four censuses of 1951, 1961, 1971 and 1981 the concept of work underwent many changes. In 1951, the workers were classified into 'Self Supporting Person', 'Earning Dependent' and 'Non-earning Dependent'. A 'Self Supporting Person' was one who was in receipt of an income and that income was sufficient at least for his own maintenance. A person who earned income which was not sufficient for his own maintenance was classified as an 'Earning Dependent'. In 1961, economic data were collected on the basis of work. The population was divided into two classes, 'Workers' and 'Non-workers'. In case of regular employment in any trade, profession, service, business or commerce, the criterion of work was satisfied if the person had been employed during any of the 15 days preceding the day on which he was enumerated. In case of seasonal work like cultivation, livestock, dairy and household industry, if a person had some regular work of more than one hour a day throughout the greater part of the working season, he was to be regarded as worker. Work included not only actual work but effective supervision and direction of work. Persons who were not engaged in any economic activity were treated as 'non-workers'.

In 1971 census, however, the main activity of the person was first ascertained according to the time he spent as a 'Worker' producing goods and services, or as a 'Non-worker'. A 'Worker' was defined as a person whose main activity was participation in any economically productive work by his physical or mental activity. Work involved not only the actual work but effective supervision and direction of work. For regular work in industry, trade or services, the reference period was the week prior to the day of enumeration (it was a fortnight in 1961) and, in the case of seasonal work such as agricultural activity, it was the preceding one year. The person was categorised according to his main activity. Where a person was basically a 'Non-worker' such as a student, or

housewife but did make some marginal contribution to work, such 'Secondary work' was recorded under a separate question.

It is thus fairly obvious that the concepts used for the measurement of the working force have frequently been changed from census to census and consequently the collected data have lost much of their utility in highlighting the trends and differentials in the size and employment pattern of working force. This sorry state of affairs is largely due to the fact that economic questions in the India's census have often been subject to frequent experimentation. However, from comparability point of view the 1981 and 1991 censuses do not vary much and hence are comparable.

The definitions of Main Workers, Marginal Workers and Non-Workers are same as were adopted in 1981 census. In the 1991 census to net the workers more effectively, particularly those working as unpaid workers on farm or family enterprise, who are mostly females, the words "including unpaid work on farm or in family enterprise" were added in the questionnaire itself. This was done to remind the enumerator that a large number of workers who work on farms or in family enterprises as unpaid workers tend to be omitted and that they should be netted by probing whether any such person is there in the household.

Biases Regarding Females' Work

The following quote by Kreps (1971)¹¹ appears to be an appropriate beginning point for this section of the study. Asking the very question, "Why do females work?" implies the tacit acceptance of the traditional role of females' place "at home". It also implies the contrasting cultural norms for men : that men work throughout their lives and because it is assumed that females are primarily running households and raising families females catch our attention by their presence in market place. No one asks "why don't females work? or for that matter why men do?" Recently the Department of Women and Children Development(DWDC) under the Ministry of Human Resource Development, in a press release, voiced its concern about the lack of gender specific and gender sensitive data. Inadequate data and non-uniform methods of data collection were cited to be the main obstacles in chalking out and implementing schemes for women (Hindu, 9th November, 1998).

For decades females have been 'invisible workers'(Baneria L.1988; Alfred de Souza1980)¹² whose labour and skills were considered insignificant as compared to those of men. This illusion was also perpetuated by the traditional social science approach that tended to treat the topic of work force participation as though it involved only men. The fact that the females have been confined to the home has been to quite an extent responsible in developing a bias against their work.

Apart from this there is also a common belief that females work for 'extras', or are 'butter earners'. This is more of a myth than a reality. In fact for females' earning, 'economic need' is an important factor. This fact has also been highlighted by the World Bank's study (1989)¹³. Females' economic productivity is a critical factor, as dependence of the family on their contribution to the household resources increases with the poverty status of the family. This is further underscored by the fact -

- 1) Females' earnings increase the aggregate income level of the poor households.
- 2) Females contribute much larger share of their earnings to the basic family maintenance. Consequently, an increase in females' income translates more directly into better child health and nutritional status. Thus females do work and work mostly out of economic necessity (World Bank 1989).

A major share of females' share work goes unnoticed because it is combined with other domestic works. In the process even 'economic production' tends to be treated as household work, thereby leading to its non-recognition and hence underestimation of their economic participation. This underestimation partly results from the economists' traditional view of females' "time utilisation pattern" into 'wage employment' and 'leisure'. According to this view females are either 'employed' (i.e. make economic contribution) or indulge in leisure (i.e. no economic contribution). Such a frame-work ignores the economic value of goods and services that females produce within the household.

Under-reporting of females workers in census data:

Apart from these, the general low level of participation can be explained in relation to conceptual and measurement related problems implicit in the identification of females within the work force. There is a pronounced gender bias, and data collecting agencies

often fail to take cognisance of females' presence in work force or to accord their contribution to economic activities. (Boserup 1970) ¹⁴ . The Report of the Committee on 'Status of Women in India' has also pointed out towards the problems that exist in national data sets on such questions as employment¹⁵ .

In recent times there has been a growth of a critical approach to traditional data sources on females in general and particularly to those belonging to the lower income groups (specially agriculture, informal sector etc.). It is because of the critical examination of census data that it is now generally recognised that census data requires to be corrected for distortions brought about by the social and cultural stereotypes regarding the different facets of females' study in society (K.C. Seal¹⁶ 1981; G.Parthasarthy and G. Dasaradharana Rao, 1981¹⁷; Saraswati Raju ¹⁸; Stan D' Souza ¹⁹1980).

The relevance of accurate and complete statistics on females, in making policies and programmes for their benefit is another factor that contributed to the critical scrutiny of the census data. This critical scrutiny of the census data has clearly highlighted the following areas where the bias is distinctly evident.

Biases, regarding the participation of females in the economy and work force, are introduced by sex based stereotypes and also by the assumption that data collection method applicable for men will 'automatically suit females' (Stan D' Souza 1979)²⁰ . One such very common cultural and social stereotype is regarding the concept of the 'head of the household' (UN Report)²¹ which has given rise to unreliable data and serious under-reporting of the economic contribution of females, in agriculture and the informal urban sector. The 'dependency' assumption that females cannot be primary earner as long as there is an adult male in the household, tends to make household surveys under-estimate the economic contribution of females to the household.

Another such practice is that of obtaining information on the work done by females from a 'male member' of household. This leads to underreporting of the activity of females particularly those who are engaged in part-time work.

In fact it has been pointed out that the very concept of work needs to be re-examined. In this respect, the classification of females workers in main and marginal categories seems to

be somewhat arbitrary (Premi and Raju, 1994)²². Even the rationale of conducting the census in the month of February has been questioned. It has been suggested that some other month like October or November would be more appropriate. The rationale behind choosing the month of February for conducting the census enumeration is that it is a lean month for agricultural activities which in turn increases the availability of respondents for enumeration. However, unfortunately this also means fewer economic activities of females, and consequently reporting of lower females employment. Keeping this consideration in mind it is being agreed that if the census is conducted in some other month it may help in capturing more females participation in economic activities.

Theoretical Perspective

In earliest times females were recognised as producers but gradually they were transformed into 'dependants'. How this shift from an autonomous producer status to 'dependence' took place has been explained by various theories.

Broadly speaking there are three prominent schools which define the role of females in the economy-

- 1) Neo-classical School of Thought
- 2) The Institutional School
- 3) The Marxist School

1) The Neo-classical School of Thought:

This school bases its explanation on the concept of utility²³. Human beings exercise their choice to maximise their utility as part of rational behaviour, subject to incomes and prices.

The allocation of time by any individual is linked to the utility attached to it. Females' participation in the work force is a function of the total utility derived out of the market work, leisure and house work. If the price of market work goes up, with other things remaining constant, the work force participation rises. However, if household income arises (i.e. husband's and parents' income), then the relative disutility of work increases and females tend to withdraw from the work force. These are therefore inducing and non-inducing factors which determine the participation of females in the work force.

2) *Institutional School:*

This school of thought/theory draws its rationale from rigid/quasi rigid structural institutions in the capitalist society. A number of socio-economic characteristics (race, caste, gender, class, education, migration status etc.) contribute to the formation of job rules, wage earning levels and status of men, females and children within a society²⁴. The principle manifestation of these is the segmented labour market structure which discriminates against females in employment, wage, access to training etc. and thus the gender specific social division of labour is inherited and perpetuated²⁵.

3) *The Marxist School:*

The Marxist school perceives the society to be dynamic, one that is constantly changing and evolving. The present scenario of 'females and work' is due to the 'capitalist' phase of the societies - which is bound to change/pass as society evolves. In the present set-up females' participation is viewed within the process of capital accumulation and class struggle. The articulation of the relationship between land, labour and capital and their integration within the labour system is central to understanding of females' employment status. Thus splitting trade unions by gender, creating a wedge between genders to break labour homogeneity, exclusion of females from market production or defusing the contradiction between capital and labour by a deliberate articulation of different position for females are some of the methods of accentuating 'capital accumulation' (Himmeldweit, S.²⁶, Sethi Raj Mohini, 1975²⁷).

Concept of Market Segmentation

The concept of segmented markets gained popularity in the west in the early years of the 1970s²⁸. The basic thrust of the theory has been to propose an explanation of the observed discrimination against certain categories of workers - that the disadvantaged ethnic groups in general and females in particular. The explanations proposed by this group of theorists is different from the usual neo-classical explanations couched in human capital theoretical framework. Briefly the latter approach can be stated in the following manner (Mukhopadhyay S., 1981)²⁹. In the short run, different kinds of labour come to the market with given skills and within each category the labour supply follows the usual-real-wage-equals-marginal disutility formula. There is no qualitative difference in the equilibrium

mechanism for different skill categories. However, it is suggested that both demand and supply curves of labour with a higher skill are higher placed than the corresponding curves for labour with lower skill. The unambiguous conclusion that follows is that one would observe a spectrum of equilibrium wage rates rising with the skill components.

In the long run, consistent with the competitive hypothesis, one has to admit the attempt of the lower paid workers to acquire better skills and enter the higher wage market. Nothing in the system prevents this entry and the tendency towards equalisation can be invoked to support long run equilibrium models. Obviously, the picture of reality does not correspond to this scenario.

What actually happens in reality is a departure from this traditional model. On the demand side, employers use a lot of extra economic information to determine their wage offer. This extra economic information to determine their wage offer is to a large extent based on the prevalent sex role stereotypes in the society. These stereotypes become an important factor in wage determination, in addition to the direct index of value productivity as suggested by the neo-classicist in their human capital theoretic framework.

A 'stereotype' is defined as sets of beliefs about the personal attitudes of a group of people. Belief formation occurs, most in the case of characteristics of an individual that is particularly obvious or salient for example ones sex or race. So it seems inevitable that people are perceived in terms of sex role stereotypes (Sekaran, U and Leong, 1992)³⁰. So gender role stereotypes (as Eagly (1989) suggested)³¹, are reflections of the specialisation of the sexes in different types of productive activity - men have greater economic responsibility (as well as status and power), females have greater domestic responsibility.

Stereotypes can arise solely in response to the sex based division of labour and in turn stereotypes serve to nationalise this division of labour by attributing it to the sexes intrinsic personality differences. Thus females sex role stereotypes can be defined as inaccurate or partially accurate beliefs about females. It is these stereotypes which provide the foundation upon which the prevailing notions about females' inability are laid (Fox and Hesse³²; Report of the working party, OECD, 1979³³).

Distortion in the ideal model occurs on the supply side also. Workers are also aware of these considerations which weigh heavily with the employers. This dependence of supply consideration on factors affecting demand makes it impossible to use the marginal disutility formula (Mukhopadhyay, 1981)³⁴.

These two departures are on the demand side and the other on the supply side create a situation where by and large different kinds of workers operate within closed markets. The differences among these workers **do not consist of value productivity alone** which extra training can overcome. The perceived constraints based on sex role stereotypes are far more strongly rooted in socio-cultural and institutional phenomena than differences in skills alone explain. This is the essence of the concept of market segmentation. The literature available on this aspect of females' work has been dealt with in the literature review,

ANALYTICAL FRAMEWORK AND RESEARCH DESIGN

Statement of Problem

Studies revolving around the economic participation of the work force are not new. In fact employment and related issues have remained at the centre of international agenda. The analysis of the work force participation has always been an interesting area of study. The analysis of the structure of the work force participation is an index of the growth of the economy specially when there is shift towards non-agricultural pursuits. It also reflects standard of living of the people, level of technological development and availability of human resource pool, education level etc.

The question then arises is - what is the need for studying economic participation from a gender perspective? Females play an important part in economic and social production and reproduction. A study of the situation of females is therefore a necessary part of the study of socio-economic systems in general. Coming more specifically to their role in the economy, the relationship of females to the economy is a special problem area because economic development influences females' work in a different way than man's work.

The valuation of females' work is subject to influences and forces which are different from those of men. The simple law of supply and demand is not uniformly activated. The kind of work they do, its 'where' and 'what' terms - all these are determined by females' position

in the society. The problems and issues that face them are also different, (as would be reflected in the following discussion). Thus as a category of workers they therefore need special focus and analysis.

It is important to identify the problems and influences associated with their work and labour and to work out the implications thereof, for the development policy. This has become all the more necessary in view of the controversial nature of existing empirical data relating to females' productivity and labour participation, discrimination against females with respect to work and the consequent reward, the assumed dichotomy of females' role between wage and self-employment; household and 'out of home' work and income generating and non-income generating work in which one is labelled as productive and other non-productive.

In simpler words, by and large there exists a bias in the society against females' active participation in the economy. This bias, is strongly rooted in the minds of the people - not just men, but also females, and is reinforced by the prevalent socio-cultural value system. This is an important factor influencing the generally depressed work participation rate among females. It is basically this bias that perpetuates non-recognition and hence non/under estimation of much of the productive work that females perform in combination with their household chores.

Thus though females constitute half of the total population, when it comes to the work opportunities their share is much less. Their employment is limited within a narrow field. This in the long run undermines the role of females in society and eventually leads to the erosion of their economic potential. Females are relegated to the very low earning sectors of the economy, demanding strenuous work and employing low skills. Further, due to lack of educational facilities, skills, vocational training etc. they get concentrated in the low technology sectors of low productivity. Employment of females (non-domestic) have a bearing on fertility, education and upward mobility of the poor classes and on per capita income and consumption.

Relevance of the Study

The relevance of females' role in economic activity cannot be denied or underestimated. Though their importance is recognised in a developed country (reflected in a comparatively higher participation rate), their importance assumes an added dimension in a developing region/country. Of late it is being recognised that an enhancement in their work participation has implications for the achievement of long term demographic and socio-economic goals. In fact females' participation in the work force affects every aspect of life, including the child rearing patterns, trends in fertility, marriage, divorce, decision-making within the household, demand for certain supportive services - such as day-care/crèche facilities for young ones, better schooling facilities and demand for modern time saving accessories for the household chores. Thus the efficiency of the various population programmes is strengthened, when females are encouraged to enter into economic activity.

Apart from this an understanding of the pattern of females' employment in the economy (i.e. how many females are active economic participants; in which occupation and/or sectors of the economy are they engaged in; are they well distributed in all sectors of the economy or are they concentrated in a few sectors etc.) is important for policy purposes. Generally females are characterised with low levels of skill, largely due to illiteracy coupled with lack of access to training and resources, in turn restricts their scope of upward mobility and hence better remuneration. The vicious cycle goes on keeping females permanently in the lowest earning jobs. All this calls for a proper understanding of the pattern of females employment and participation in the economy, and hence this study. Identification of major sectors employing females is necessary to - (i) bring about any improvement in their working/ remuneration conditions (ii) - both from a long term and short term perspective. Such an analysis is also important to identify other sectors where females' contribution can be substantially enhanced by providing them the necessary skills and training.

Moreover, as has already been mentioned, economic participation plays positive role in enhancing the social status of females and hence a study of the pattern of employment and ways to improve it can in the long run help in achieving the goal of social status/justice for females; thereby giving them their right.

Recent and detailed studies taking cognisance of the vital role played by females in society and economy in particular are comparatively more abundant for India but are rather scarce when it comes to regional studies. Some studies have been conducted with state as a unit of analysis but only major 10 states have been covered (IASP and UNIFEM, 1993)³⁵. However for grasping a comprehensive picture for a realistic 'policy' a micro level study is indispensable as various factors influencing females' participation rates vary over space and hence the need for a spatial analysis. There are very few studies available on hill areas - which interestingly are areas of comparatively high females participation rates when compared to other parts of the country.

Thus a comprehensive study covering all aspects of females' economic participation, specially education for the state of Himachal Pradesh appeared to be an interesting and challenging problem. The study in a district level analysis aimed at highlighting the interesting micro level variations which otherwise in a state level study would have been lost.

Objectives

Basic aim is to study females in the workforce, their pattern of employment, and broadly analysing the determinants exacting on their participation rates. Thus the basic objectives of the study are -

- (i) To analyse the economic participation/non-participation among females.
- (ii) The distribution of females workers in the economy in the 9 individual categories and sectors of the economy; the clustering inter-clustering of females in certain sectors and occupations.
- (iii) To analyse the impact of education on the pattern of economic participation of females.
- (iv) To briefly analyse the various other factors such as religion, proportion of scheduled population in the total population and its impact (if any) on females' participation; the impact of family responsibilities on females' economic participation through the variable - proportion of population in 0-6 population.

Assumptions

The beginning points of this study are the following assumptions:

- (i) There is a division of labour in the society and that females under this framework have been kept in the confines of the household.
- (ii) Despite being confined to the household, they have been contributing to the economy, by creating goods and services (though of subsistence non-market nature). Thus most of their economic activities being carried on within the household are not captured by national estimates as 'work'.

Hypothesis

Some of the important characteristics that emerge, in case of females' participation rates are:

1. The work participation rates among females are invariably lower than men.
2. Work participation rates among females vary from region to region.
3. FWPRs vary with residence, i.e. rural and urban.
4. FWPRs vary with the social and economic status of their families.

For such patterns/trends, that emerge, it is hypothesised that 'culture' and the 'value system' plays an important role. Culture plays an important role in restricting/allowing females' economic participation. As highest value is attached to non-working status of females, the females of higher social status would participate least in active production. Thus assuming culture has an important role to play in females' economic participation, the following would be tested in the course of the study:

Lower work participation rates are expected among higher social status groups (non-scheduled population) as against the comparatively lower rank caste groups (scheduled castes, scheduled tribes) in the social hierarchy.

- Among the SC's and ST's, owing to greater equality provided to both the sexes, females in ST groups are expected to have higher participation rates as compared to SC groups.

- Culture also attaches value to the type of work done. Generally, work that can be done within the home premises is given higher value rather than work done 'outside house' specially for others and for wages.

Thus the proportion of workers in the agricultural labourers category is expected to be low and the bulk of females in agricultural sector are expected to be reported as cultivators.

- Societies/families preference for 'males' is expected to 'invest' more in them for converting them into 'useful human resource' as compared to females. Hence the literacy rates and 'level of education' are expected to be higher among 'men' as compared to females.

Thus due to lack of/less skills and education females' education specific WPRs are expected to be low.

- There are certain culturally expected role/occupation for females. Thus females workers are expected to cluster in certain categories/segments of the industrial structure.

Database and its limitations

Database:

The study is based on secondary data sources. The census publications on Himachal Pradesh, form the source of the data. Following publication of census were used:-

- (1) Primary Census Abstracts Part II B Series 9 of Himachal Pradesh.
- (2) Economic Tables Part III B Series of Himachal Pradesh.
- (3) A Portrait of Population (Part I) Himachal Pradesh.

All the tables, bars/graphs/maps have been generated using data from these above mentioned sources, unless otherwise stated.

Limitations:

The study of participation of females in the workforce is beset with many difficulties/limitations. These limitations can broadly be classified into -

- (i) Limitation regarding data availability (i.e. availability/non-availability of data).
- (ii) Limitations of the available data

Discussing the latter one first, there are difficulties even with the available data as often it distorts reality, rather than helping arrive at conclusions. This is so because - (a) the

problems of measuring the extent of their participation in gainful employment has not yet been solved³⁶, (b) attempts of refining the definition of the workforce (over the decades) by the Census affected the measures of workforce in general, but females in particular. In the 1961-71 Census, females were worst hit, the 1981 Census did take note of this factor but did not go much ahead in making the needful correction in the data collection mechanism. It was only in the 1991 Census that the special attention was paid towards females workers and special efforts were put to get a more realistic picture (Raju and Premi)³⁷. But still doubts linger on, specially when the data 'collectors' and respondents are mostly men³⁸, with the typical men mentality of ignoring females' work as either uneconomic or/and merely part of domestic chores. Apart from this, the 'pride' and the 'status' attained by having a non-working females folk, prompts them to ignore females' work.

Females in the society perform multiple roles. Family and domestic aspects of the society are fully taken care of by females. Their economic contribution to the society is therefore an additional contribution and is governed by a number of factors that are not captured by the Census data. For example the availability/non-availability of time for work is an important factor in determining females' participation. Moreover, an analysis of the number of hours spent in working, both in 'home' (for domestic/family needs) and 'outside home' is an important factor in analysing the complete contribution i.e. both economic and social to the society.

The Census does not collect any such data which could be very useful for such a study³⁹. The availability of data on such (above mentioned aspects) can be obtained only through primary field surveys - which is beyond the scope of this study.

Study Area

It is a regional study on Himachal Pradesh, conducted at the district level. Following is a brief account on the state.

Himachal Pradesh, a small hill state, is located in the extreme north of the country and touches the international boundary with China (Tibet). It lies between 30° 22' 40" - 33° 12' 40" N latitudes and 75° 47' 55" - 79° 04' 22" E longitudes. It is bounded in the North by

Jammu & Kashmir, in the East by Tibet, in the South by Uttar Pradesh and Haryana and in the West by Punjab. The state is spread over an area of 55,673 sq. Km.

Himachal Pradesh came into being in 1948 with the merger of 30 princely states. These states were grouped into 4 districts viz. Chamba, Mandi, Sirmour and Mahasu. In 1954, Part 'C' state of Bilaspur was also merged with Himachal Pradesh and the number of districts increased to five. Another district, Kinnaur, was carved out in 1960 out of Mahasu district, thereby raising the number of districts to six. On 1st November, 1966, the states of Punjab, Haryana, Himachal Pradesh and Union Territory of Chandigarh were reorganised and the districts of Simla, Kangra, Kullu and Lahul & Spiti were merged with the state. Thus in 1971 Census, the number of districts in the state stood at ten. During the decade 1971-81, Mahasu district lost its entity and its area was transferred partly to newly created Solan district and partly to Simla district. Moreover, two new districts viz. Hamirpur and Una were carved out of Kangra district in August 1972. In the 1981 Census, the state had twelve districts and since then there has been no change in the number of districts⁴⁰.

The terrain is hilly and the climate is temperate, with pleasant summers and very cold winter, with most areas receiving snowfall. The physical features play a very important role in the socio-economic aspects of the state. The economy of the state till 1971 was in a bad shape. Since then after attaining statehood, the economic conditions of the people have improved. The main-stay of the people is agriculture which is largely of 'subsistence' in nature. This is largely due to limited availability of fertile land and moisture availability/irrigational facilities. The fertile land is available only in some valleys that too in small patches. This in turn limits the use of agriculture technology that is being used elsewhere in the country (Singh R.L.⁴¹; Mattoo H.L.⁴²; Parmar Y.S.⁴³).

In absence of dependable surplus agricultural yield the state has to depend on other resources. Setting up of large-scale industries is also limited due to physical factors, difficulty in providing transportation network etc. The state thus now makes use of its natural resources for attaining maximum economic returns. Consequently, in recent years tourism has been promoted as an industry, providing employment to many within the industry itself and the related sectors, services etc.

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Chapter Scheme

The study has been divided into five chapters. The first chapter i.e. Introduction (present chapter) introduces the study, the issues taken up in the study and their relevance. It is divided into three sections - The Overview, which is a general introduction to the topic ; The Analytical Framework and The Literature Review (which scans the available literature dealing with similar issues).

The second chapter, 'Workforce participation' analyses the general pattern of economic participation of the workforce, specially of females. It studies how their economic participation pattern differs from their counterparts'; how it varies across regions, caste groups, rural-urban residence etc. Apart from this the data pertaining to their main/marginal/non-worker status has also been analysed. An assessment of the magnitude of unemployment has been attempted at by analysing the Census data on 'non-workers seeking work'. Finally, the broad trends (1981-1991) have been analysed.

In the third chapter, 'Industrial Structure of the Work Force', an attempt has been made to study the distribution of the work force, across the industrial categories/sectors of the economy, male-females differences in the work force, rural-urban differences among male-females workers, caste group differences among females workers etc. have been analysed. A section of the chapter, Additional Observations, highlights the case of clustering of women in certain categories. The role played by education in aiding this tendency has also been highlighted.

The fourth chapter is the 'Summary and Conclusion'. The chapter gives a brief summary of the entire study highlighting the main findings of the preceding chapters.

LITERATURE REVIEW

Studies with a gender perspective are rather recent. They are all the more recent in Geography, as Geography was rather slow in appreciating the importance of these (gender related) studies. Thus for quite some time females were invisible in Geography and we are only recently beginning to account for half of the human population.

The bulk of the literature belongs to the post mid 70's after the UN Declaration of Females' Decade. Within the broad sphere of studies relating to females, the concern over issues revolving around the economic participation of females is all the more recent. The earlier literature is mostly concerned with their social position and their importance in being mothers and housekeepers. Their economic role was considered either marginal or subsidiary. The most celebrated writing on females however came from J.S. Mill⁴⁴ way back in 1870's, in his famous book, 'Subjection of Females' in which he noted the importance of 'earning' for the overall dignity of females.

In recent times however, Ester Boserup's work is considered as a pioneering effort. This work made a beginning in researches focusing on females, specially on their role in socio-economic development of any region/country since then the volume of such studies has increased manifold. The boost to such studies was given by the efforts of various international organisations and the research projects conducted by them for the welfare of females. These include International Females' Year Conference, Mexico, 1975; UN Declaration of Females; the World Conference of the United Nations Decade for Females (at Copenhagen, 1980); World Conference (held at Nairobi, Kenya, 1985) to review the achievements of the UN Decade of Females (Thungen P.K.)⁴⁵ and of course the latest in the series being the Beijing Conference.

These international level conferences and seminars tried to sort out ways for improving the lot of females. They initiated a lot of research on issues concerning females and in the process gave boost to research in the field of gender. Much of this literature has been concerned with assessing and analysing trends and perspectives regarding the status of females, these include - the influence of various developmental activities on females - whether they have influenced them positively or negatively; the role of females play in the development of the society, the 'development process' related problems; their socio-economic conditions; their role in the economy, its implications etc.

There are many facets/distinctive features of females work participation. So in order to have a comprehensive idea of the otherwise vast literature available, subsections have been made, each dealing with a different aspect of the literature on 'Females and Work'.

Females and Work

Several studies have been conducted with the objective of analysing females work force participation rates in various countries at different stages of economic development. These studies have found a tendency for the crude activity rate⁴⁶ to follow a 'U' shaped curve in relation to the level of development. Thus females activity rates are expected to be the highest on an average in the least developed countries, to be the lowest in the countries at intermediate stages of development, but to rise again in the most industrialised countries, as is reflected in Durand's⁴⁷ findings.

Females, Work and the Socio-Cultural Environment

Influence of Caste:

The impact of various socio-cultural and economic factor on females' participation in the economy has been widely dealt with in the Indian scenario also. Of these the impact of caste⁴⁸ in influencing the participation rates has been widely studied. The Indian society is characterised by total abstention from work prevalent among the higher caste females and almost total work participation among lower castes.

Myrdal (1968)⁴⁹ in his study found the participation ratio of females to be far greater among the lower castes/classes. This is because the society places a higher premium on abstention from physical work in general and specially of females - as remarked by Danial Thorner (1956)⁵⁰. Thus rise in the household incomes often leads to the withdrawal of females from the physical work, specially among the lower castes, in a bid to copy the ideal behaviour of the higher castes/classes and thereby to rise in the social prestige. This process is evident in the 'Sanskritisation' of lower castes in India, who are trying to rise in the socio-economic hierarchy (Srinivas 1966)⁵¹.

These differential participation rates among different classes of females was also observed by Beteille (1975). Beteille stresses the importance of social and normative framework of the Indian society in exerting a restrictive influence on the females labour participation. A stigma is generally attached to active work in all strata of the society, the highest being among the upper stratum. Those who themselves perform work are given less prestige as

compared to those who have people to do work for them. Thus in areas where peasant castes dominate and self-cultivation is practised, females' participation rates are high (Beteille 1975)⁵².

Thus the economic role assigned to females by the socio-cultural norms prevalent is an important source of differential participation rates. The pressure of these socio-cultural norms has not been uniform on all sections of the population. Moreover these otherwise broadly uniform socio-cultural factors show variations at micro level in response to the local ecological conditions. Thus regional variations occur in females participation rates which can partly be explained by the variations in socio-cultural forces (Raju Saraswati)⁵³.

The non-uniform pressure of social norms on different sections of the society has brought out two clearly discernible contrary trends with respect to females work participation-

- (i) There is active participation of some females (generally the low caste females) in productive activities.
- (ii) Seclusion or abstention of some females (high caste) from work.

Gradually, with development due to modernisation, urbanisation and industrialisation, changes have come in the socio-cultural norms. In urban areas economic pressure has led to the greater participation of females specially among the educated and skilled ones. In urban areas the caste influences are greatly weakened leading to comparatively greater participation even among the upper castes.

Females, Work and Education

A considerable volume of literature dealing with females employment concerns itself with analysing and exploring the relationship that exists between 'employment and education'. The word education is taken here in a broad frame, it includes not just general literacy level or educational level but also the level of skills and training.

Logically it would appear that there exists a positive relationship between education and employment. Such an assumption regarding the positive correlation of education and employment is based on the opportunity cost argument⁵⁴. Bowen and Finnegan (1966)⁵⁵

have included education as a variable in econometric models developed to explain and predict changing levels of male and females work force participation.

The positive correlation suggests that higher the level of females education higher would be the females employment rates. The correlation however is not that simple, and varies among countries. It might hold good for the developed high income countries but empirical studies in low income countries have yielded varied results indicating that there is a complex relationship between education and females' economic participation rate. In fact Standing (1976)⁵⁶ has remarked "empirical research, so far, has not adequately demonstrated any consistent association between education and females work force participation". While some studies do not affirm to a positive relationship, there are other studies which do show a positive correlation between females employment and females education. There is however another set of studies indicating towards a non-linear relationship between education and employment.

Studies showing a positive correlation between females employment and females education:

Nagi's (1971)⁵⁷ study on work force participation and employment in Egypt reflects that the ability to read and write generally increases the chances of females finding work outside the household. Similarly, in a study conducted in Pakistan, Farooq (1972)⁵⁸ shows that there exists a positive correlation using a regression analysis. Some other studies showing similar results are of Standing and Sheehan (1976)⁵⁹ (A study on Nigeria); Sheehan⁶⁰ (1976) - a household survey of Khartfourn; Anker and Knowles⁶¹ (1977) (Study on Kenya); and Ramchandran's (1964)⁶² (Study of Greater Bombay).

Studies showing a negative correlation between employment and education:

Contrary to the above findings (showing positive relation) there are a number of studies showing a negative/inverse relationship between education and employment. Nath (1970)⁶³ for instance concluded that there is an inverse relationship, in an analysis of females work participation in India based on 1961 census data.

Singh (1978)⁶⁴ also concluded that there is an inverse relationship between females' economic participation and literacy. In fact Singh states that, "those females with the least amount of education (formal or informal) were the ones most likely to work". A similar

view has also been expressed by Jain⁶⁵ 1980. She observed that withdrawal from active physical work tends to increase with growing education. According to her in an unorganised rural sector labour market is segregated on the basis of age and sex and the opportunities for females' employment decline with formal learning.

This inverse relationship between employment and education was also cited in the report of the National Committee on the status of females.

Studies showing a non-linear relationship:

Yet another set of studies suggest a non-linear relationship between education and employment. The most common type of non-linearity has been a U-shaped curve. This U-shaped curve explains that at a lower level of education there is a higher rate of participation as compared to a somewhat higher level. But beyond certain level (say matriculation) there is again a higher participation rate (i.e. positive relationship). Sinha (1965)⁶⁶ tried to find reasons for these findings. He found that higher the rate of economic development of a state, the lower the percentage of females in the work force. In other words, in the initial stages of development females have a tendency to withdraw from the work force. This is so because the scope for employment of females narrows down as a result of the contraction of agricultural and household industries. Though employment opportunities in modern sector grow, these accrue mostly to men on account of unemployment and underemployment prevailing in the early phase of development. This trend is reversed in the later stages when the growth of demand for labour in the modern sector exceeds the contraction in the traditional sector.

Weller (1968)⁶⁷, advocated that with economic development females participation in certain activities increases, but often this increase cannot compensate for the decline in females employment in traditional industries. The 'long run' effects of industrialisation may be good but 'short run' effect is to lower females employment.

Boserup (1978)⁶⁸ also concluded that during the transition of the economy from traditional to modern, the productive role played by females declines leading to a decline in their overall status. This decline in their productive role is to quite an extent due to either lack of or lower educational and training levels, when compared to men. This lack of training/education - which is a pre-requisite for getting employment - restricts their entry

into the labour market to only a few occupations. Thus occupational choices considerably narrow down due to both lack of education and also cultural factors. In fact even the pattern of education one gets is also influenced by cultural/societal attitudes. This explains why there is a greater concentration of females students in courses/subjects which are in consistency with the “approved jobs” for females.

Level of education and its impact on females employment:

General literacy influences the propensity to work. The ‘level of education’ adds another dimension to this relationship. Studies have revealed that the relationship between education and the propensity to participate in the work force tends to be “non-linear” for females with higher educational attainments. Several reasons have also been suggested for explaining this. These explanations include the ‘asymmetry hypothesis’ or that relatively few jobs/opportunities are available to higher educated females. Another explanation could be that while jobs may be available and females may be having the skills for them, these employment opportunities are not used because of cultural preferences⁶⁹.

Standing (1976)⁷⁰ has suggested the alternate hypothesis of ‘sexual dualism’ to explain the marginalisation of females into secondary jobs, due to lack of access to education and training. Standing’s hypothesis of ‘sexual dualism’ suggests that to the extent there is a dualistic development of human potential based on sex, females are likely to be channelled into secondary jobs (when they are not discouraged from participation all together) largely due to their limited access to education and training. Because of lack of training and on-the-job-experience keeps their productivity low. Moreover, the initial discrimination against them is reinforced by ‘statistical discrimination’. Thus females are regarded to have low productivity and low level of commitment than men and hence workers are screened on the basis of sex. In the process females having necessary qualifications are also discriminated against and are forced in low status secondary jobs. Thus females suffer not only on account of lack of education but also “socio-cultural factors”.

Females’ work sex-role stereotypes and occupational segregation

A considerable volume of literature specially in the western countries during the 70’s concerned itself with studying and analysing certain features that are typically/distinctively associated with females’ work participation. Such researches led to the development of the

concepts of “glass ceilings”, females sex-role stereotypes, sex-segregation or occupational segregation⁷¹.

The word “glass ceiling” was coined in the late 70’s to describe a barrier so subtle, that it is transparent yet so strong that it prevents females from moving up the management hierarchy. This implies that females barely reach the top ranking, best paid and highly esteemed jobs. Thus even within an occupation the distribution of females at different levels rather assumes the shape of a pyramid, a bulk of them concentrated in the lower ranking jobs and only a few are able to reach up the ladder.

Another related concept that developed was the realisation of ‘sex segregation’ - prevalent in the society - i.e. occupational segregation on the basis of sex. Females are disproportionately concentrated in certain jobs (agriculture, services - clerical, teaching, nursing etc.) - that these jobs are called ‘females intensive’ jobs. These jobs are characterised by limited career mobility options, low earnings and thus comparatively lower esteem.

This occupational segregation is largely a result of the sex-role stereotypes. Sex-role stereotypes are basically reflections of the specialisation of the sexes in different types of productive activity - men having greater economic responsibility and females having greater domestic responsibility. Stereotypes can arise solely in response to sexual division of labour and in turn stereotypes serve to rationalise these division of labour by attributing to the sexes intrinsic personality differences⁷².

The relationship between employment, education and status of family has also been explored in research studies. Victor D’Souza⁷³ shows from his study of females in Chandigarh that there is a curvilinear relationship between females work participation and education of females. He found a remarkable association between the occupational prestige of wives and husbands which led him to consider the asymmetry hypothesis or family status consistency, according to which a females tends to enter an occupation which is almost equal in prestige to that of her husband’s or slightly inferior to it. If the wife is not able to fulfil this condition her tendency is to withdraw from the workforce. This study clearly suggests the important role social and structural factors play.

Promilla Kapur (1970)⁷⁴ has pointed out to the influence family responsibilities in forcing females (even educated) to make occupational sacrifices; (i.e. subordinate their career, for the family requirements); or to take up part-time employment⁷⁵ as a solution to reconciling both the roles - within the home and outside the home. These part-time employment again lead to exploitation of females since their income appears to be merely supplementary and therefore employers tend to underplay their work. Moreover being part-time workers, the benefits of being organised into a trade union and thus being protected are not available⁷⁶.

End Notes:

1. Boserup E. (1970), Women's Role in Economic Development, London: George Allen and Unwin.
2. A lot of literature exists on this aspect, for the whole of the country as well as the states.
See → Das Anupreeta (1998), 'Women in the New Economic Policy' Pioneer 29.4.98.
→ Singh Gopal and others (1994), 'Structural Adjustment of Female Workers', Mainstream, 32(14), February 19th 1994, p 23-32.
3. Union Labour Ministry, (Press Release), 'Job opportunities on the decline' in Deccan Herald, 12th July, 1998 and Times of India, 28th July, 1998, p 10. The Labour Ministry gave the following estimates:
The total organised sector employment in 1996-97 has declined in both absolute numbers and percentage terms. About 30,000 jobs or 0.11% decline was witnessed mainly due to a sharp decline in public sector employment on a deaccelerating private sector employment. This declining trend is made more clear by the following figures. The average annual rate of growth of organised sector employment was 1.68% during 80's i.e. (80-90 decade) which declined to merely 0.82% in 90's (90-97) - as published in Times of India, 28th July (1998).
4. There are many studies, to cite some recent ones:
→ Conference Report (1997) 'Women in Unorganised Sector Labour - State Level Conference at Bangalore', Mainstream, June 14, 1997.
→ Ramanjeneyulu, M. (1997), 'Power of Economic Independence', Deccan Herald, 13.7.97, p. 22.
5. Statement issued by the National Vocational Training Institute at the National Seminar of Women's Vocational Training, in a press release dated 31st July, 1998.
6. It may be emphasised here that the word 'worker' being used here in conformity with the census definition and criterion set for worker. It may however be noted that it is not only those who are actually recorded as worker by the census are the only ones who work. In fact house wives are also important contributors to the economy who keep in saving by providing their labour for household work - which otherwise would have been 'bought'.

7. Dak T.M. (1988), 'Introduction' in Dak T.M. (ed.), 'Women and Work in Indian Society'.
8. Sethi Raj Mohini (1975), 'Status and Power of Working Women within the Family: A Test of Marxian Perspective' in Dak T.M. (1988), 'Introduction' in Dak T.M. (ed.).
9. The work and employment/worker criterion as adopted by the census in 1991 has been dealt within the section 'Some Census Concepts and Definition'.
10. Census of India, (1991), Primary Census Abstract, Government of India.
11. Kreps Jauntia (1971), Sex in Market Place: American Women at Work, Baltimore Md; Johns Hopkins University Press as quoted in Fox Mary Frank and Hesse Sharlene Biber, Mayfield Publishing Company, 1990.
12. Beneria, L. (1988) 'Conceptualising the work force: the underestimation of females' economic activities', in R.E. Pahl (ed.) On Work Historical Comparative and Theoretical Approaches, Oxford: Basil Blackwell.
See → Alfred de Souza, (1980), 'Women in India and South Asia: An Introduction', in Ed. Alfred de Souza 'Women in Contemporary India and South Asia', p 13.
13. World Bank (1989), "Gender and Poverty in India: Issues and Opportunities concerning females in the Indian Economy". Report No. 8072-IN Sept. 1989.
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CHAPTER 2

WORK FORCE PARTICIPATION RATES

Introduction

The addition of the gender dimension, to the analysis of the various aspects of workforce, greatly alters the workforce scenarios. How and in which aspects is this workforce scenario altered? - forms the core of this chapter. The chapter thus aims at analysing the pattern of economic participation of the females workforce; its characteristic features and its variations from the male pattern.

A careful examination of the census figures show that while the rate of male work participation is more or less uniform, that of females work participation fluctuates very highly from region to region, with residence, caste group. Underlying these broad trends are certain structural features which can be screened through the census data.

The objectives of the chapter can be listed as below:-

- (i) To study the pattern of females workforce participation.
- (ii) To compare the females work participation pattern with that of males.
- (iii) To investigate the factors associated with the pattern of females workforce participation rates.
- (iv) To study the extent of females workforce participation thereby assessing the magnitude of unemployment among females workers.
- (v) To analyse the impact of 'age-group' of the worker on the pattern of participation.
- (vi) To analyse the broad trends of females work participation over the decade 1981-91.

Chapter Outline

The chapter begins by reflecting the differences seen in the male workforce participation rates (MWPRs) and females work participation rates (FWPRs) both at an all India level and also in Himachal. In terms of FWPRs the position of Himachal vis-à-vis the rest of the country is assessed briefly. Then, coming down to the state level i.e. Himachal, the male,

females variations are highlighted. The regional variations in total FWPRs, the rural-urban variations and the variations across the population sub-groups are also highlighted. For a deeper understanding, the total, main, marginal and non-worker status of the population across the above mentioned parameters has been undertaken. Some aspects of the age-specific workforce participation pattern has been analysed. The size of the females workforce, and the magnitude of unemployment has been indicated using the census data on 'non-workers', and 'seeking work among non-workers'. The impact of certain social/cultural/domestic/family factors on the magnitude of unemployment, and the low participation rate have been pointed at.

Finally the broad trends are assessed, to form an idea about the likely future pattern.

Workforce Participation Rates

The workforce participation rates refer to the proportion of workers to the total population. The proportion of male and females workers to their corresponding populations are referred to as Male Work Participation Rates (MWPRs) and Females Work Participation Rates (FWPRs) respectively.

The age composition of any population plays an important role in determining the proportion of labour-force and the dependants. Labour-force constitutes that part of the population that has the ability and the willingness to work. Generally the economically productive age group of 15-59 years is referred to as the labour-force. The age groups <14 and 60+ , constitute the dependent population , being either too young old to work. However the proportion of population that 'actually' gets work constitutes the workforce. Thus the workforce participation rate (WPR) refers to the proportion of workers in the total population. Similarly the proportion of male workers to total male population is referred to as 'male work participation rates'(MWPRs) and that of females is referred to as 'females work participation rates' (FWPRs).

The aggregate workforce participation rates, i.e. both male WPR and FWPRs combined together, conceal a lot of information/facets of the workforce participation, and rather give a distorted picture. For example, the aggregate WPRs show variations across States and districts. Interestingly, these variations are almost negligible when we consider only the

MWPRs, but are very much pronounced in case of females. In fact it is females workforce participation and its wide regional variations which bring about regional variations in the aggregate workforce participation rates.

Variations are also seen within regions across rural and urban areas. Though MWPRs also vary across rural-urban areas within the same region, the variations are much more in case of females. Variation in participation rates, specially females participation rates are seen across the population subgroups (SC, ST, non SC, ST). Thus 'caste' also influences the participation rates among females (refer to the section of Literature Review, dealing with caste as an influencing factor, in Chapter I).

Keeping these factors in mind, the analysis of the WPRs has been done for male and females workers separately, taking into consideration the rural-urban differences and also differences across population subgroups. The analysis has been done at a district level. Before discussing Himachal, a brief discussion of all India scenario of workforce participation rates has been attempted in order to assess the place of Himachal in the all India context.

Workforce participation rates: An all India scenario

A glance at the WPRs across the country (Table 2.1) reflects that they vary between 30% - 50%. In general, Himalayan and North Eastern hill states record higher (above national) WPRs (40% and above). Similarly the Southern states (except Kerala) also record a high WPR. The northern plain states of Bihar, Punjab, Rajasthan, Haryana etc. fall in the lowest category registering WPRs between 30-35%. These overall WPRs however give a rather distorted picture of the workforce scenario. A more realistic picture is obtained by a separate analysis of the male work participation rates (MWPRs) and the females work participation rates.(FWPRs) Such an analysis clearly highlights the following two features :

1. A wide gap is seen between the MWPRs and FWPRs, the latter being invariably lower than the former all over the country .While the average MWPR is 51.28%, the average FWPR is much lower at 24.03%.

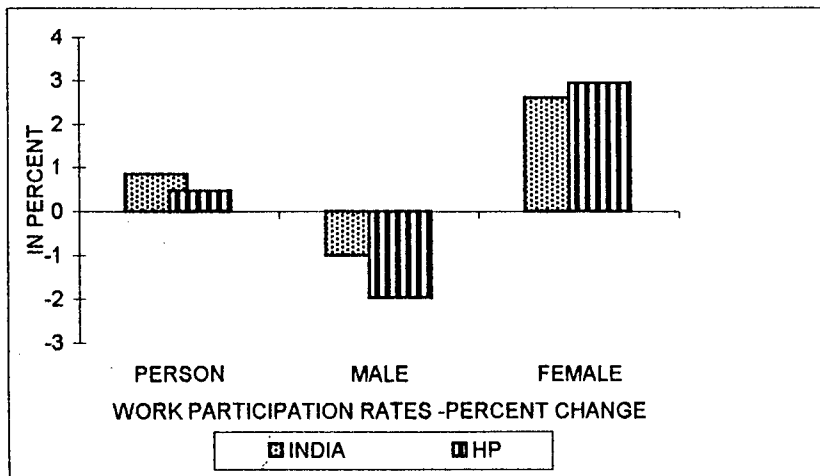
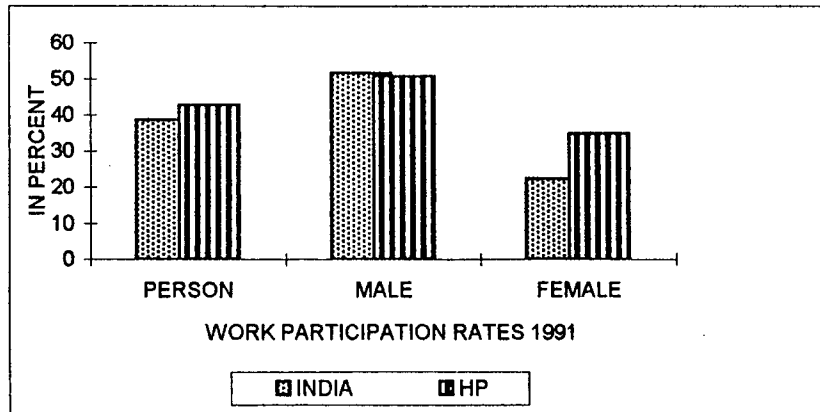
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WORK PARTICIPATION RATE OF TOTAL (MAIN+MARGINAL) WORKERS (ALL AREAS)

Sl. No.	India/State or Union Territory	1981			1991			Per cent change (1991 - 1981)		
		P	M	F	P	M	F	P	M	F
1	Andhra Pradesh	45.76	57.68	33.54	45.05	55.48	34.32	-0.71	-2.20	0.78
2	Arunachal Pradesh	52.63	58.63	45.67	46.24	53.76	37.49	-6.39	-4.87	-8.18
3	Bihar	32.35	50.18	13.50	32.16	47.92	14.86	-0.19	-2.26	1.36
4	Goa	35.35	48.48	21.88	35.28	49.56	20.52	-0.07	1.08	-1.36
5	Gujarat	37.27	52.91	20.66	4.23	53.57	25.93	2.96	0.66	5.30
6	Haryana	31.63	49.93	10.60	31.00	48.51	10.76	-0.63	-1.42	0.16
7	Himachal Pradesh	42.38	52.61	31.86	42.83	50.64	34.81	0.45	-1.97	2.95
8	Karnataka	40.24	54.59	25.33	41.99	54.09	29.39	1.35	-0.50	4.06
9	Kerala	30.53	44.89	16.61	31.43	47.58	15.85	0.90	2.69	-0.76
10	Madhya Pradesh	42.92	54.48	30.64	42.82	52.26	32.68	-0.10	-2.22	2.04
11	Maharashtra	42.56	53.73	30.63	42.97	52.17	33.11	0.41	-1.56	2.48
12	Manipur	43.20	46.80	39.48	42.18	45.27	38.96	-1.01	-1.53	-0.52
13	Meghalaya	45.92	53.96	37.49	42.67	50.07	34.93	-3.25	-3.89	-2.56
14	Mizoram	45.44	52.54	37.72	48.91	53.87	43.52	3.47	1.33	5.80
15	Nagaland	48.23	52.58	43.20	42.68	46.86	37.96	-5.55	-5.72	-5.24
16	Orissa	38.01	55.86	19.81	37.53	53.79	20.79	-0.43	-2.07	0.98
17	Punjab	31.50	53.76	6.163	0.88	54.22	4.40	-0.62	0.46	-1.76
18	Rajasthan	36.61	50.90	21.06	38.87	49.30	27.40	2.26	-1.60	6.34
19	Sikkim	48.30	57.22	37.61	41.51	51.26	30.41	-6.79	-5.96	-7.20
20	Tamil Nadu	41.73	56.58	26.52	43.31	56.39	29.89	1.58	-0.19	3.37
21	Tripura	32.27	50.71	12.78	31.14	47.55	13.76	-1.13	-3.16	0.98
22	Uttar Pradesh	30.72	50.76	8.07	32.20	49.68	12.32	1.48	-1.08	4.25
23	West Bengal	30.17	50.3	8.07	32.19	51.40	11.25	2.02	1.10	3.18
1	Andaman, Nikobar	36.88	56.71	10.78	35.24	53.32	13.13	-1.61	-3.39	2.35
2	Chandigarh	34.92	54.77	9.10	34.94	54.34	10.39	0.02	-0.43	1.29
3	Dadra & N.Haveli	48.92	56.32	41.33	53.25	57.50	48.79	4.33	1.18	7.46
4	Daman & Diu	33.22	44.49	22.61	37.63	51.63	23.17	4.41	7.14	0.55
5	Delhi	32.19	52.67	6.84	31.64	51.72	7.36	-0.55	-0.95	0.52
6	Lakshadweep	24.39	39.24	9.16	26.43	44.17	7.60	2.04	4.93	-1.56
INDIA (EX J&K ASM)		36.70	52.62	19.67	38.50	51.61	22.27	0.84	-1.01	2.60
Mean		38.22	52.05	23.07	38.28	51.28	24.03	-0.07	-0.76	0.96
STD		7.00	4.33	12.27	6.26	3.18	11.94	-0.71	-1.14	-0.33
CV		18.30	8.31	53.18	16.36	6.20	49.70	-1.65	-2.11	-3.49

P = All Workers, M = Male Workers, F = Female Workers

FIGURE 2.1
 WORK PARTICIPATION RATE OF TOTAL WORKERS AND PERCENT CHANGE 1981-1991
 (ALL AREAS)



The lower WPR can, apart from cultural factors, also be traced to the very concept of work and its definition. While defining economic activity, the underlying emphasis is on paid work and the income oriented approach. This definition, as has been pointed out by Duvveny and Isaac (1989); Durand and others (refer to chapter 1), is inadequate in a partially modernised economy where a significant proportion of goods and services are produced for self consumption. Unfortunately most of the females' work escapes uncaptured by this definition further aiding to a low estimation of their WPR.

However now the rather invisible aspect of their economic contribution is being recognised. Thus the traditionally imposed preoccupation of females with the non-market (i.e. goods and services for subsistence) segment of the economy, restricting their mobility into the modern and non-household sectors of the economy; and the culturally attached high value to 'mother, wife role' are all contributory factors to this low FWPR.

2. The regional variations, as reflected by the coefficient of variation (C.V) values, are much larger in the case of females than males. The C.V of male workers is merely 6.20 (1991) and 8.31 (1981) while that of females workers is much higher - (49.70 in 1991 and 53.18 in 1981). The range of MWPRs is also lower (56.39% in Tamil Nadu to 45.27% in Manipur) as compared to FWPRs which depict a higher range (4.40 in Punjab to 43.52 in Mizoram).

As is clearly evident the FWPRs on the whole are lower than the MWPRs for all the states. An explanation to this depressed FWPR can be traced to the general seclusion and confinement of females, both physically and socially within the household premises, which is a rather all India phenomena cutting across regions and religions. Nevertheless the socio-cultural norms and economic factors prevailing in the society show variations in their manifestation, thereby bringing about regional variations in the pattern of their economic participation. Thus, it is the interplay of a wide range of socio-cultural and economic factors which play an important role in restricting/not restricting their open participation in the economy.

Table 2.1 shows the WPRs of workers both male and females for the whole country for 1991 and 1981. The percent change over 1991-1981 has also been calculated. This higher value of C.V. for females reflects that the females show higher variation in their work

participation rates as compared to men whose participation rates are rather uniform. This is because of the general belief that all able bodied men are bread-earners and hence workers. An explanation to the higher variation in females' participation rates can be partly sought in the regional traditions/customs which differ from region to region, class to class and caste to caste causing wide variations in the participation rates (Raju Saraswati)¹. This also clearly reflects that females are not a homogenous category and any study that clubs them as one uniform whole is clearly overlooking many finer details. This fact further underlines the importance of conducting a regional study (which in this case is for the state of Himachal Pradesh), showing its variations at district level.

Table 2.2 shows the FWPRs across the States grouped into categories of < 10%, 10%-20%, 20%-30% and above 30%. The grouping of the States in the categories has not changed over the decade 1981-91. When compared with other states of India, the Table shows that Himachal Pradesh has a higher female WPR (31.85) in 1981, which rose to 34.81 in 1991.

<u>Females Work Participation Rates</u>			
1991 & 1981			
> 10%	10% - 20%	20% - 30%	30% +
Punjab	Bihar	Goa	Andhra Pradesh
UP	Kerala	Karnataka	Arunachal Pradesh
West Bengal	Tripura	Tamil Nadu	Maharashtra
	Orissa	Gujarat	Himachal Pradesh
	Haryana		Madhya Pradesh
			Manipur
			Meghalaya
			Sikkim
			Mizoram
			Nagaland

In the light of the earlier argument that the FWPR is a function of the socio-cultural factors (the former being higher, if the latter are not restrictive and vice-versa) it logically follows that the society here does not pose many undue culturally and socially imposed restrictions on females' work as compared to their counterparts in other states.

The question that automatically comes to mind is - Why is it so, that the 'culture' is so liberal towards females in Himachal? The answer lies in the indispensability of females' labour both in home and outside, in this rather closed economy (Parmar Y.S.).

Culture is a rather composite term and it includes wide ranging aspects influencing the way of life of the society. Culture of a place evolves over the years and is conditioned most by the physical environment - specially in areas where nature poses many hardships - in the earliest stages. Later the social set up, within the area and contacts with the surrounding areas - space relations (Singh Harjeet)² also have an influence in further developing the culture.

In Himachal, as in any similar hilly area, life is not simple. Mere day to day survival also calls for more labour and efforts as compared to other regions (say the plains), where nature is comparatively more bountiful and enables comfortable living. For example, till recently survival was (/is) based on collection from forests supplemented with hunting and animal rearing (Singh Gopal; Mattoo H.K.)³. These castes in general are labour intensive which in these areas require all the more labour because of the harsh terrain. For instance due to the steep slopes and high gradient of land cultivation is only possible by constructing terraces which requires more labour. The carrying capacity per unit area is also low implying more labour input with only limited returns. This indicates towards the demand for labour that too cheap labour.

The need for extra labour could not have been met with, from the surrounding areas. This being a rather non-ecumene area, migrants from other states would definitely not prefer this state over other rich plain states; migration data also does not reflect any such trend, on the contrary some districts like Kangra show a tradition of out migration of male members for jobs (generally defence services) outside the state. This is reflected by the high sex ratio (encyclopaedia/gazetteers of Himachal Pradesh).

So what follows from this discussion is that, firstly due to the hardships posed by nature, comparatively more labour is required which is supplemented by the females; secondly, limited opportunities within the region act as a push factor to the young male members in the society (it may be noted here that Himachal is many a times referred to as a 'remittance' economy). The females left behind take up the responsibilities of the field/family professions. These two factors are responsible for high WPR among females whose indispensability is felt by the society and hence culture does not impose undue restrictions.

Females thus play an important role in the economy. Economic participation ensures some economic independence and a higher socio-economic status. Nevertheless variations are seen across different categories of females depending upon other factors - economic, social, residence etc.

Workforce participation rates: Scenario in Himachal Pradesh

Though Himachal is characterised by a higher FWPR as compared to other states, the two basic features that emerged from the All India analysis holds true for Himachal also.

In Himachal also FWPRs are lower as compared to the MWPRs. This is reflected in the vast difference in the average WPR in the State as a whole and also the districts (refer Table 2.3). Table 2.3 shows the WPRs by sex and residence. The following features emerge:

- FWPRs are invariably lower than the MWPRs in all the districts.
- FWPRs show comparatively more variations - region to region and residence to residence, i.e. rural to urban.

Among the districts, Lahul-Spiti ranked first with a rather high FWPR of 60.07%. Such a high female WPR could be partially due to the higher proportion of ST population in the districts - as tribal populations generally show more equality among the sexes. Moreover, being a completely rural district, also helps it to maintain its high FWPR as urban areas provide less economic opportunities which is reflected by their all the more lower WPRs. This is because the FWPRs of 'all' areas, which is an average of urban and rural areas, get lowered after the addition of the urban areas' FWPRs as the latter, (i.e. urban FWPRs) are very low. However, only these two factors cannot fully explain the high FWPRs as Kinnaur, the district with second highest FWPR lags far behind at 43.48%, despite having the same characteristics as Lahul-Spiti.

The other characteristic feature regarding females' economic participation is its pronounced regional variation. Table (2.3) shows the WPRs among males does not vary much across

districts as is clearly indicated by a low range and low coefficient of variation (C.V). This is also true for rural and urban areas. FWPRs on the other hand show much regional differences as is indicated by the high values of both C.V. and range. This is in conformity with the all India pattern/belief which assumes all men to be earning. This is not the case with females - who at the most are considered to be supplementary earners.

A comparatively lower economic participation of females is also reflected in the higher proportion females non-workers to total population. Table 2.4 shows the proportion of labour force, total workers and non-workers by sex and residence (a, b, c - for all rural and urban areas respectively). As is clearly evident, the proportion of work force to total population among males (55.24%) and females (56.79%) are comparable, rather it is marginally higher for the females, yet their WPRs are much lower (34.82%) as compared to the MWPRs (50.64%). In other words the proportion of males in the productive age group of 15-59, i.e. the work force, and the proportion of male workers to the total male population (i.e. MWPR) are quite comparable, showing a difference of merely 4.6 points. While on the other hand, the proportion of females in the work force and work force to the total females population shows much difference - of 21.97 points. This clearly indicates to the less availability of economic opportunities for females or/and the role of socio-cultural factors controlling females' open economic participation. Obviously then, the proportion of non-workers is much greater among females (65.18%) than among men (49.36%) - a difference of 15.82 points between men and females.

The proportion of males and females to total workers and total non-workers in each districts (Table 2.5 - a, b, c) gives a much clearer picture in support of the preceding discussion. Of the total workers (100%), the share of males is much higher as compared to females and of the total non-workers, the share of females is much higher. The observation is all the more accentuated in urban areas due to the lack of employment opportunities for females.

Size and Magnitude of Females' Employment

Before discussing the rate and pattern of females' participation in the work force, it is important to first assess the size of the females work force, the magnitude of employment

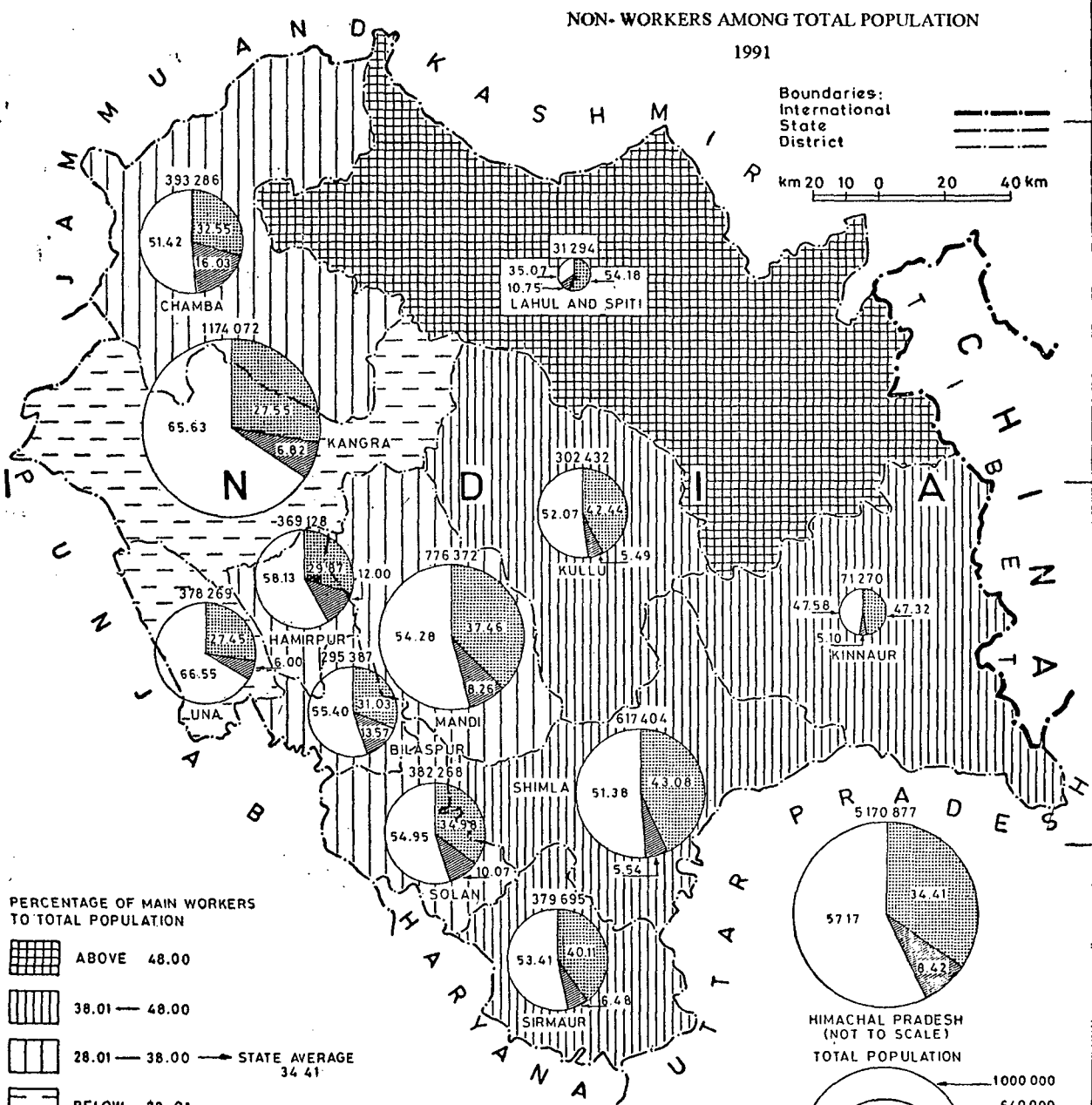
HIMACHAL PRADESH

MAIN WORKERS, MARGINAL WORKERS AND NON-WORKERS AMONG TOTAL POPULATION

1991

Boundaries:
International
State
District

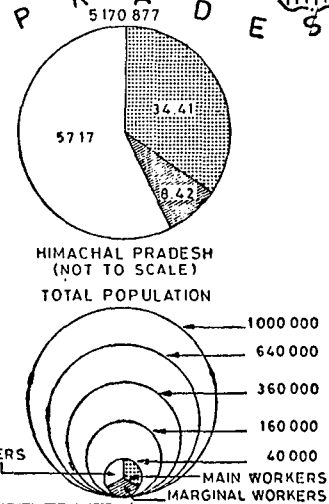
km 20 10 0 20 40



PERCENTAGE OF MAIN WORKERS TO TOTAL POPULATION

- ABOVE 48.00
- 38.01 — 48.00
- 28.01 — 38.00 → STATE AVERAGE 34.41
- BELOW 28.01

FIGURES AT THE TOP OF THE CIRCLES INDICATE TOTAL POPULATION
FIGURES INSIDE OR OUTSIDE THE SECTORS INDICATE PERCENTAGE OF MAIN WORKERS, MARGINAL WORKERS AND NON-WORKERS TO TOTAL POPULATION



76° East of Greenwich 77° 78° 79°

FIGURE 2.2
WORK PARTICIPATION RATES BY SEX AND RESIDENCE

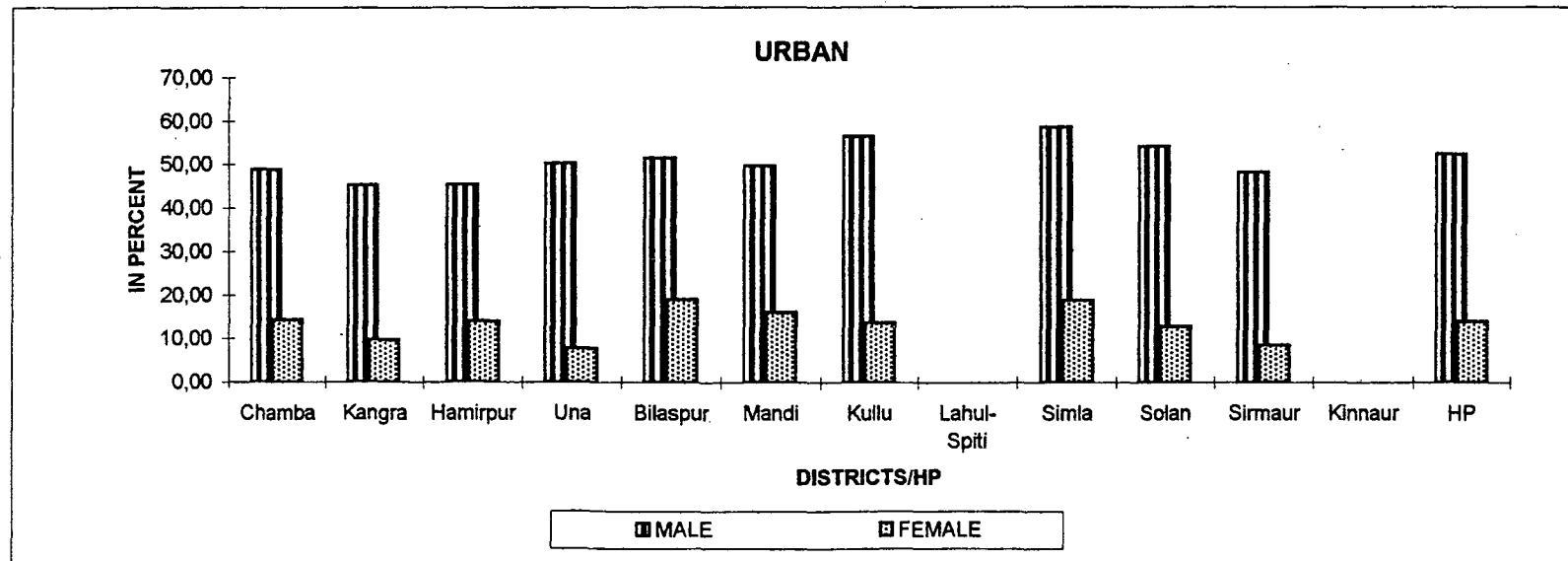
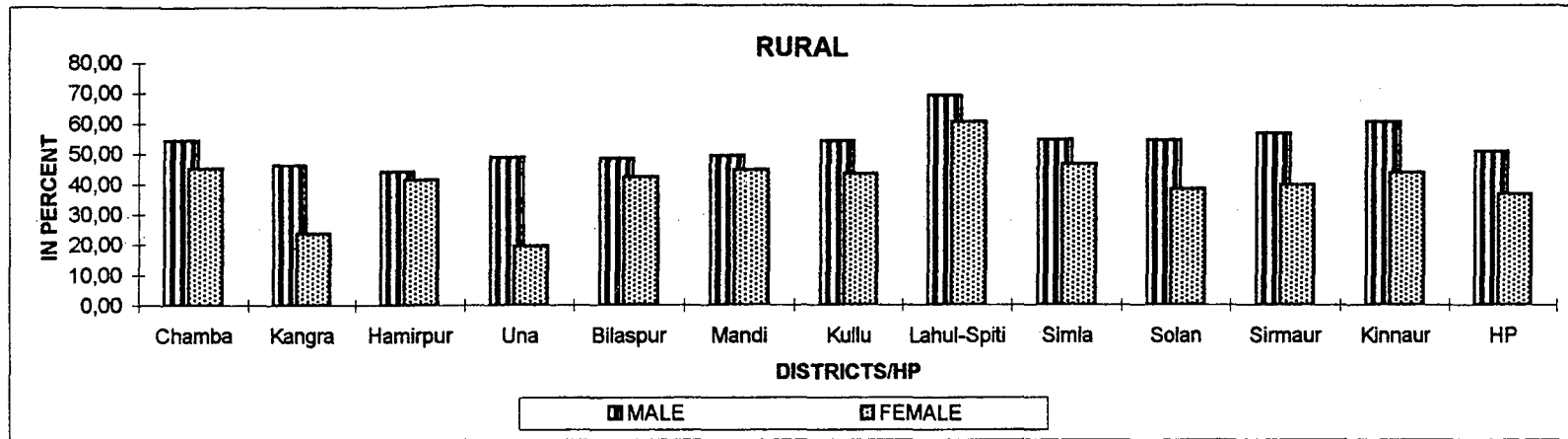
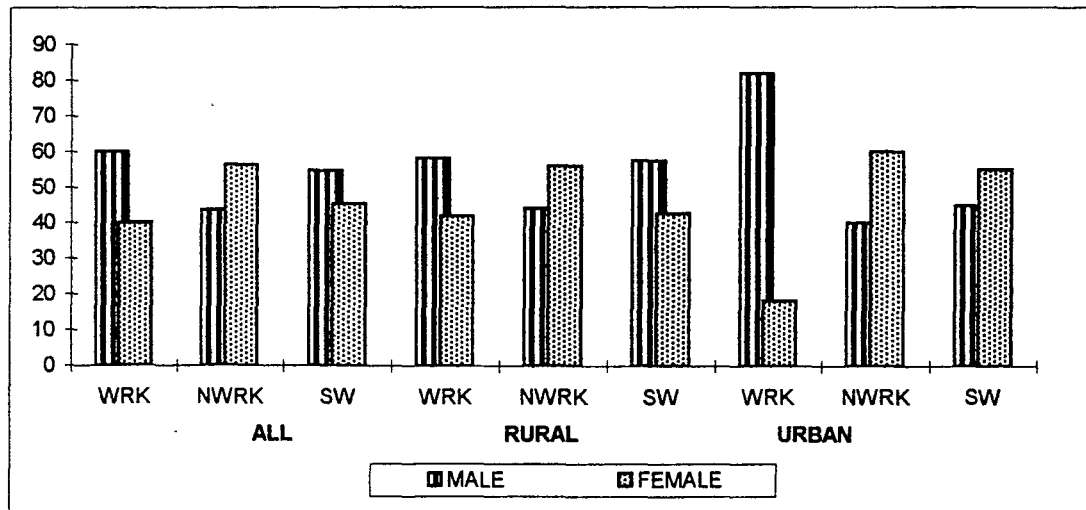


FIGURE 2.3

ROPORTION OF MALE AND FEMALE TO TOTAL WORKERS ,NON WORKERS AND THOSE SEEKING WORK AMONG NON WORKERS
HIMACHAL PRADESH 1991(ALL AREAS)

	Workers			Non workers			Seeking work		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
All	100	59,85	40,15	100	43,70	56,30	100	54,67	45,33
Rural	100	58,18	41,82	100	44,11	55,89	100	57,40	42,60
Urban	100	81,72	18,28	100	40,01	59,99	100	44,89	55,11



WRK : WORKER

NWRK : NON WORKER

SW : SEEKING WORK AMONG NON WORKERS

TABLE:2.3

WORK PARTICIPATION RATES BY RESIDENCE & SEX

Sl.No.	State/ District	1991									Difference (M-F)		
		ALL AREAS			RURAL			URBAN			Total	Rural	Urban
		P	M	F	P	M	F	P	M	F			
1	Chamba	48.58	53.98	42.90	49.90	54.41	45.17	32.55	48.92	14.39	11.09	9.24	34.52
2	Kangra	34.37	48.08	22.94	34.70	48.12	23.81	28.13	45.29	9.78	23.14	22.52	35.53
3	Hamirpur	41.87	44.15	39.81	42.59	44.05	41.29	30.87	45.49	14.07	4.34	2.76	31.42
4	Una	33.45	48.66	18.50	33.80	48.49	19.45	29.77	50.41	7.78	30.16	29.03	42.63
5	Bilaspur	44.60	48.39	40.83	45.08	48.19	42.01	36.72	51.48	19.08	7.56	6.18	32.40
6	Mandi	45.72	49.11	42.38	46.62	49.05	44.24	34.12	49.76	16.12	6.73	4.81	33.64
7	Kullu	47.93	54.05	41.28	48.69	53.84	43.15	37.75	56.58	13.74	12.77	10.69	42.84
8	Lahul-Spiti	64.93	68.90	60.07	64.93	68.90	60.07				8.83	8.83	0.00
9	Simla	48.62	55.18	41.29	50.35	54.19	46.27	41.90	58.60	18.89	13.89	7.92	39.71
10	Solan	45.05	54.14	35.06	46.40	54.14	38.01	35.54	54.18	12.82	19.08	16.13	41.36
11	Sirmaur	46.59	55.64	36.50	48.46	56.46	39.56	29.80	48.34	8.59	19.14	16.90	39.74
12	Kinnaur	52.42	60.08	43.48	52.42	60.08	43.48				16.60	16.60	0.00
	HP	42.82	50.64	34.82	43.57	50.46	36.61	34.98	52.36	14.09	15.82	13.84	38.27
	RANGE		24.76	41.57		24.86	40.62		13.32	11.29			

Table: 2.4 a

PROPORTION OF LABOUR FORCE, TOTAL WORKERS & NON WORKERS BY SEX AND RESIDENCE
(in percent)

HIMACHAL PRADESH 1991

	Percentage to total population								
	All Areas			Rural Areas			Urban Areas		
	L.F	W	NW	L.F	W	NW	L.F	W	NW
Persons	56.00	42.82	57.18	55.30	43.57	56.43	63.43	34.98	65.02
Male	55.24	50.64	49.36	54.27	50.46	49.54	64.58	52.36	47.64
Female	56.79	34.82	65.18	56.33	36.61	63.39	62.04	14.09	85.91

L.F.: Labour Force (Age-group 15-59) W: Workers (Total=Main+Marginal)
 N.W.: Non-Workers (Dependents)

Source: 1. Primary Census Abstract, Part II-B Himachal Pradesh Series 9
 2. Economic Tables, Part III-B Himachal Pradesh Series 9

TABLE:2.4

PROPORTION OF LABOUR FORCE, TOTAL WORKERS & NON WORKERS BY SEX: ALL AREAS 1991

a ALL AREAS (in percent)

Sl.No.	State/ District	Percentage to total population												Difference (M-F)		
		Persons			Male			Female								
		L.F	W	NW	L.F	W	NW	L.F	W	NW	L.F	W	NW			
1	Chamba	54.39	48.58	51.42	54.11	53.98	46.02	54.88	42.90	57.10	-0.57	11.09	-11.09			
2	Kangra	56.02	34.37	65.63	54.10	46.08	53.92	57.89	22.94	77.06	-3.80	23.14	-23.14			
3	Hamirpur	54.18	41.87	58.13	51.08	44.15	55.85	57.00	39.81	60.19	-5.92	4.34	-4.34			
4	Una	55.34	33.45	68.55	53.50	48.66	51.34	57.16	18.50	81.50	-3.66	30.16	-30.16			
5	Bilaspur	54.81	44.60	55.40	53.27	48.39	51.81	58.35	40.83	59.17	-3.08	7.56	-7.56			
6	Mandi	55.23	45.72	54.28	54.08	49.11	50.89	56.36	42.38	57.62	-2.28	8.73	-8.73			
7	Kullu	56.26	47.93	52.07	56.59	54.05	45.95	55.90	41.28	58.72	0.69	12.77	-12.77			
8	Lahul-Spiti	62.54	64.93	35.07	65.84	68.90	31.10	58.49	60.07	39.93	7.35	8.83	-8.83			
9	Simla	59.04	48.62	51.38	59.85	55.18	44.82	58.14	41.29	58.71	1.72	13.89	-13.89			
10	Solan	57.65	45.05	54.95	57.93	54.14	45.86	57.35	35.06	64.94	0.58	19.08	-19.08			
11	Sirmaur	54.67	46.59	53.41	55.11	55.64	44.36	54.19	36.50	63.50	0.92	19.14	-19.14			
12	Kinnaur	58.87	52.42	47.58	62.12	60.08	39.92	55.09	43.48	56.52	7.03	16.60	-16.60			
	HP	56.00	42.82	57.18	55.24	50.64	49.36	56.78	34.82	65.18	-1.55	15.82	-15.82			

b RURAL AREAS

Sl.No.	State/ District	Percentage to total population												Difference (M-F)		
		Persons			Male			Female								
		L.F	W	NW	L.F	W	NW	L.F	W	NW	L.F	W	NW			
1	Chamba	53.96	49.90	50.10	53.69	54.41	45.59	54.24	45.17	54.83	-0.56	9.24	-9.24			
2	Kangra	55.80	34.70	65.30	53.81	46.12	53.88	57.74	23.61	76.39	-3.93	22.52	-22.52			
3	Hamirpur	53.80	42.59	57.41	50.43	44.05	55.95	56.80	41.29	58.71	-6.37	2.76	-2.76			
4	Una	54.98	33.80	66.20	52.92	48.49	51.51	56.98	19.45	80.55	-4.06	29.03	-29.03			
5	Bilaspur	54.31	45.08	54.92	52.57	48.19	51.81	56.02	42.01	57.99	-3.46	6.18	-6.18			
6	Mandi	54.54	46.62	53.38	53.15	49.05	50.95	55.89	44.24	55.76	-2.75	4.81	-4.81			
7	Kullu	55.54	48.69	51.31	55.66	53.84	46.16	55.42	43.15	56.85	0.24	10.69	-10.69			
8	Lahul-Spiti	62.54	64.93	35.07	65.84	68.90	31.10	58.49	60.07	39.93	7.35	8.83	-8.83			
9	Simla	56.91	50.35	49.65	56.97	54.19	45.81	56.85	46.27	53.73	0.13	7.92	-7.92			
10	Solan	56.82	46.40	53.60	56.91	54.14	45.86	56.73	38.01	61.99	0.18	16.13	-16.13			
11	Sirmaur	53.88	48.46	51.54	54.31	56.46	43.54	53.41	39.56	60.44	0.89	16.90	-16.90			
12	Kinnaur	58.87	52.42	47.58	62.12	60.08	39.92	55.09	43.48	56.52	7.03	16.60	-16.60			
	HP	55.30	43.57	56.43	54.27	50.46	49.54	56.33	36.61	63.39	-2.06	13.84	-13.84			

contd. ...

TABLE:2.4
PROPORTION OF LABOUR FORCE, TOTAL WORKERS & NON WORKERS BY SEX: ALL AREAS 1991

(in percent)

c URBAN AREAS

Sl.No.	State/ District	Percentage to total population									Difference (M-F)		
		Persons			Male			Female			L.F	W	NW
		L.F	W	NW	L.F	W	NW	L.F	W	NW			
1	Chamba	59.60	32.55	67.45	59.11	48.92	51.08	60.15	14.39	85.61	-1.05	34.52	-34.52
2	Kangra	60.04	28.13	71.87	59.21	45.29	54.71	60.92	9.76	90.24	-1.71	35.53	-35.53
3	Hamirpur	60.10	30.87	69.13	59.78	45.49	54.51	60.47	14.07	85.93	-0.69	31.42	-31.42
4	Una	59.26	29.77	70.23	59.39	50.41	49.59	59.11	7.78	92.22	0.28	42.63	-42.63
5	Bilaspur	63.29	36.72	63.28	63.99	51.48	48.52	62.45	19.08	80.92	1.53	32.40	-32.40
6	Mandi	64.18	34.12	65.88	65.27	49.76	50.24	62.93	16.12	83.88	2.34	33.64	-33.64
7	Kullu	65.83	37.75	62.25	68.12	56.58	43.42	62.91	13.74	86.26	5.21	42.84	-42.84
8	Lahul-Spiti										0.00	0.00	0.00
9	Simla	67.35	41.90	58.10	69.82	58.60	41.40	63.94	18.89	81.11	5.88	39.71	-39.71
10	Solan	63.53	35.54	64.46	64.75	54.18	45.82	62.04	12.82	87.18	2.72	41.36	-41.36
11	Sirmaur	61.77	29.80	70.20	62.24	48.34	51.66	61.24	8.59	91.41	1.00	39.74	-39.74
12	Kinnaur										0.00	0.00	0.00
	HP	63.43	34.98	65.02	64.58	52.36	47.64	62.04	14.09	85.91	2.55	38.27	-38.27

L.F.: Labour Force (Age-group 15-59)

W: Workers (Total=Main+Marginal)

N.W.: Non-Workers (Dependents)

Source: 1. Primary Census Abstract, Part II-B Himachal Pradesh Series 9

2. Economic Tables, Part III-B Himachal Pradesh Series 9

Table:2.5

**PROPORTION OF MALES AND FEMALES TO TOTAL WORKERS
AND NON WORKERS:ALL AREAS 1991**

HIMACHAL PRADESH

	Total	Workers		Total	Non workers	
		Male	Female		Male	Female
All Areas	100	59.85	40.15	100	43.70	56.30
Rural	100	58.18	41.82	100	44.11	55.89
Urban	100	81.72	18.28	100	40.01	59.99

Table:2.5

**PROPORTION OF MALES AND FEMALES TO TOTAL WORKERS AND NON WORKERS
1991**

ALL AREAS

Sl. No.	District/ State	Workers			Non workers		
		Total	Male	Female	Total	Male	Female
1	Chamba	100	57.00	43.00	100	45.91	54.09
2	Kangra	100	66.23	33.77	100	40.59	59.41
3	Hamirpur	100	50.08	49.92	100	45.64	54.36
4	Una	100	72.13	27.87	100	38.26	61.74
5	Bilaspur	100	54.19	45.81	100	46.54	53.46
6	Mandi	100	53.37	46.63	100	46.59	53.41
7	Kullu	100	58.74	41.26	100	45.97	54.03
8	Lahul-Spiti	100	58.41	41.59	100	48.81	51.19
9	Simla	100	59.91	40.09	100	46.05	53.95
10	Solan	100	62.95	37.05	100	43.72	56.28
11	Sirmaur	100	62.96	37.04	100	43.79	56.21
12	Kinnaur	100	61.74	38.26	100	45.20	54.80
	HP	100	59.85	40.15	100	43.70	56.30

Table:2.5

**PROPORTION OF MALES AND FEMALES TO TOTAL WORKERS AND NON WORKERS
1991**

RURAL AREAS

Sl. No.	District/ State	Workers			Non workers		
		Total	Male	Female	Total	Male	Female
1	Chamba	100	55.82	44.18	100	46.59	53.41
2	Kangra	100	65.50	34.50	100	40.66	59.34
3	Hamirpur	100	48.72	51.28	100	45.91	54.09
4	Una	100	70.88	29.12	100	38.44	61.56
5	Bilaspur	100	53.11	46.89	100	46.87	53.13
6	Mandi	100	51.97	48.03	100	47.14	52.86
7	Kullu	100	57.27	42.73	100	46.59	53.41
8	Lahul-Spiti	100	58.41	41.59	100	48.81	51.19
9	Simla	100	55.39	44.61	100	47.48	52.52
10	Solan	100	60.70	39.30	100	44.51	55.49
11	Sirmaur	100	61.35	38.65	100	44.48	55.52
12	Kinnaur	100	61.74	38.26	100	45.20	54.80
	HP	100	58.18	41.82	100	44.11	55.89

URBAN AREAS 1991

Sl. No.	District/ State	Workers			Non workers		
		Total	Male	Female	Total	Male	Female
1	Chamba	100	79.03	20.97	100	39.82	60.18
2	Kangra	100	83.24	16.76	100	39.37	60.63
3	Hamirpur	100	78.80	21.20	100	42.17	57.83
4	Una	100	87.34	12.66	100	36.42	63.58
5	Bilaspur	100	76.34	23.66	100	41.76	58.24
6	Mandi	100	78.02	21.98	100	40.79	59.21
7	Kullu	100	84.00	16.00	100	39.09	60.91
8	Lahul-Spiti						
9	Simla	100	81.04	18.96	100	41.29	58.71
10	Solan	100	83.73	16.27	100	39.03	60.97
11	Sirmaur	100	86.55	13.45	100	39.27	60.73
12	Kinnaur						
	HP	100	81.72	18.28	100	40.01	59.99

and unemployment. This will give an idea of their exact and/or relative position of participation in the work force as compared to men.

Even a cursory glance at the WPRs and the proportion of the non-workers shows that the size of females' employment is much lower than men indicating a higher incidence of unemployment among females. Refer to tables 2.4 and 2.5 showing the proportion of workers and non-workers to the total population.

Incidence of Unemployment among Females

Almost every developing economy is characterised by unemployment, but seen along the gender lines it tends to get concentrated in case of females. Since 1981, the census has started giving a more realistic picture of unemployment by recording the volume of 'job seekers' among the non-workers which includes all those available for jobs. This captures the total volume of 'job seekers' both among non-workers and also the marginal workers. As a greater proportion of marginal and non-workers are females, this definitely provides a better idea of unemployment among females. Table 2.6 shows the non-workers seeking job by sex and residence. This table seen together with 2.5 showing the relative share of males and females to total non-workers by residence clearly reflects higher unemployment among females.

On an analysis of the age-specific data on non-workers (Table 2.7) and 'seeking work among non-workers' (Table 2.8), the following observations were made regarding the rate of employment/unemployment among females:-

Females' employment/unemployment is a function of (apart from other factors) her age and her stage in the life cycle. This is very much evident in the analysis of the age-specific proportion of non-workers to the total non-workers, of all ages equalling to 100% for both the sexes (refer table 2.7). Table 2.8 is a similar table showing the age specific proportion of those seeking work among the non-workers.

The proportion of non-workers and those seeking work increases in the 30+ age group for the females as compared to the males. A possible explanation for this observation can be traced to the life cycle of the females and the related family and household responsibilities.

TABLE: 2.8

PROPORTION OF MALES AND FEMALES TO TOTAL 'SEEKING WORK AMONG NON-WORKERS
(IN PERCENT)

Sl.No.	State/ Districts	Seeking Work among Non- workers								
		Total			Rural			Urban		
		Persons	Male	Female	Persons	Male	Female	Persons	Male	Female
1	Chamba	100	55.27	44.73	100	59.65	40.35	100	43.75	56.25
2	Kangra	100	45.65	54.35	100	45.91	54.09	100	42.25	57.75
3	Hamirpur	100	66.57	33.43	100	70.40	29.60	100	45.19	54.81
4	Una	100	37.56	62.44	100	36.24	63.76	100	51.59	48.41
5	Bilaspur	100	63.92	36.08	100	65.06	34.94	100	57.31	42.69
6	Mandi	100	56.33	43.67	100	63.26	36.74	100	44.54	55.46
7	Kullu	100	53.31	46.69	100	56.69	43.31	100	44.78	55.22
8	Lahul-Spiti	100	63.29	36.71	100	63.29	36.71			
9	Simla	100	47.88	52.12	100	49.95	50.05	100	41.05	58.95
10	Solan	100	57.14	42.86	100	63.73	36.27	100	42.81	57.19
11	Sirmaur	100	54.02	45.98	100	60.17	39.83	100	41.21	58.79
12	Kinnaur	100	58.16	41.84	100	58.16	41.84			
	HP	100	54.67	45.33	100	57.40	42.60	100	44.89	55.11

TABLE 207

NON WORKERS :BY AGE SEX AND RESIDENCE

Sl. No.	Districts/ State		Sex and Residence								
			All Areas			Rural Areas			Urban Areas		
			Persons	Male	Female	Persons	Male	Female	Persons	Male	Female
1	Chamba	15-29	15.23	13.42	16.77	13.73	12.36	14.93	28.74	24.60	31.48
		30+	40.67	36.14	44.51	41.07	36.72	44.86	37.05	30.07	41.67
		All age grp	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
2	Kangra	15-29	24.96	23.26	26.12	24.71	23.09	25.82	29.25	26.26	31.19
		30+	38.94	31.46	44.05	38.94	31.45	44.07	38.98	31.67	43.73
		All age grp	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
3	Hamirpur	15-29	21.65	22.45	20.98	21.07	22.01	20.27	29.06	28.49	29.47
		30+	37.64	32.31	42.11	37.64	32.60	41.92	37.59	28.28	44.38
		All age grp	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
4	Una	15-29	24.23	21.03	26.21	23.97	20.77	25.97	26.83	23.81	28.56
		30+	41.73	33.09	47.09	41.63	33.04	47.00	42.77	33.68	47.98
		All age grp	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
5	Bilaspur	15-29	20.57	21.45	19.81	19.87	20.89	18.97	30.74	30.48	30.92
		30+	37.70	32.09	42.59	37.74	32.32	42.51	37.20	28.31	43.56
		All age grp	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
6	Mandi	15-29	63.32	68.79	58.55	63.40	68.48	58.87	62.46	72.45	55.58
		30+	36.68	31.21	41.45	36.60	31.52	41.13	37.54	27.55	44.42
		All age grp	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
7	Kullu	15-29	16.94	16.51	17.31	15.57	15.37	15.75	32.06	31.57	32.38
		30+	39.69	34.06	44.48	39.88	34.48	44.59	37.59	28.55	43.40
		All age grp	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
8	Lahul-Spiti	15-29	14.08	14.92	13.28	14.08	14.92	13.28	0.00	0.00	0.00
		30+	39.34	36.76	41.79	39.34	36.76	41.79	0.00	0.00	0.00
		All age grp	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
9	Simla	15-29	21.02	21.64	20.50	17.83	19.29	16.51	31.65	30.63	32.37
		30+	36.38	30.55	41.35	36.71	31.56	41.37	35.29	28.72	41.31
		All age grp	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
10	Solani	15-29	21.09	19.47	22.36	19.67	18.47	20.62	29.52	26.14	31.68
		30+	41.01	37.89	43.44	38.84	33.18	43.38	53.80	69.54	43.72
		All age grp	100	100	100	100	100	100	100	100	100
11	Sirmaur	15-29	16.79	14.96	18.21	14.70	13.15	15.94	30.56	28.47	31.92
		30+	41.11	35.12	45.77	41.50	35.69	46.16	38.51	30.86	43.46
		All age grp	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
12	Kinnaur	15-29	60.89	65.78	56.85	60.89	65.78	56.85			
		30+	39.11	34.22	43.15	39.11	34.22	43.15			
		All age grp	100	100	100	100	100	100			
HP		15-29	21.19	20.32	21.87	20.20	19.48	20.76	30.25	28.68	31.30
		30+	38.88	32.79	43.60	38.83	32.75	43.62	39.33	33.22	43.41
		All age grp	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

TABLE 2.8
SEEKING JOB

Sl. No.	Districts/ State	AGE GRP	TOTAL			NON WORKERS			RURAL			% NON WORKERS URBAN		
			P	M	F	P	M	F	P	M	F	P	M	F
1	Chamba	0-29	69.33	63.86	69.48	69.93	63.28	69.14	62.60	69.59	68.39	62.60	69.59	68.39
		30+	40.67	36.14	44.51	41.07	38.72	44.86	37.05	30.07	41.87	37.05	30.07	41.87
		ALL AGES	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
2	Kangra	5-29	61.06	68.54	55.95	61.06	68.55	55.93	61.02	68.33	56.27	38.98	31.67	43.73
		30+	38.94	31.46	44.05	38.94	31.45	44.07	38.98	31.67	43.73	38.98	31.67	43.73
		ALL AGES	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
3	Hamirpur	5-29	62.36	67.69	57.89	62.36	67.40	58.08	62.41	71.72	55.62	37.59	28.28	44.38
		30+	37.64	32.31	42.11	37.64	32.60	41.92	37.59	28.28	44.38	37.59	28.28	44.38
		ALL AGES	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
4	Una	5-29	58.27	66.91	52.91	58.17	66.90	51.00	57.25	66.39	52.09	42.77	33.68	47.88
		30+	41.73	33.09	47.09	41.63	33.04	47.00	42.77	33.68	47.88	42.77	33.68	47.88
		ALL AGES	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
5	Bilaspur	5-29	62.39	61.91	57.41	62.39	61.99	57.49	62.98	71.08	66.44	37.36	36.31	43.56
		30+	37.79	32.99	42.99	37.74	32.32	42.51	37.36	36.31	43.56	37.36	36.31	43.56
		ALL AGES	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
6	Mandi	5-29	63.32	68.78	68.85	63.40	68.48	68.87	62.46	72.45	66.08	37.94	27.55	44.42
		30+	36.68	31.21	41.49	36.68	31.52	41.13	37.94	27.55	44.42	37.94	27.55	44.42
		ALL AGES	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
7	Kullu	5-29	60.31	65.94	55.52	60.12	65.52	55.41	62.41	71.45	56.60	39.88	34.48	44.59
		30+	39.69	34.06	44.48	39.88	34.48	44.59	37.59	28.55	43.40	39.88	34.48	44.59
		ALL AGES	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
8	Lahul-Spiti	5-29	60.66	63.24	58.21	60.66	63.24	58.21	60.66	63.24	58.21	39.34	36.78	41.79
		30+	39.34	36.78	41.79	39.34	36.78	41.79	39.34	36.78	41.79	39.34	36.78	41.79
		ALL AGES	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
9	Simla	5-29	63.62	69.45	58.85	63.29	68.44	58.63	64.71	73.28	58.69	36.38	30.55	41.35
		30+	36.38	30.55	41.35	36.71	31.56	41.37	35.29	26.72	41.31	36.38	30.55	41.35
		ALL AGES	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
10	Solani	5-29	58.99	62.11	58.58	61.18	66.82	58.62	48.20	30.48	58.28	41.01	37.89	43.44
		30+	41.01	37.89	43.44	38.84	33.18	43.38	53.80	69.54	43.72	41.01	37.89	43.44
		ALL AGES	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
11	Sirmaur	5-29	58.89	64.88	54.23	58.50	64.31	53.84	61.49	69.14	58.54	41.11	35.12	45.77
		30+	41.11	35.12	45.77	41.50	35.69	46.16	38.51	30.86	43.46	41.11	35.12	45.77
		ALL AGES	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
12	Kinnaur	5-29	60.89	65.78	58.85	60.89	65.78	58.85	60.89	65.78	58.85	39.11	34.22	43.15
		30+	39.11	34.22	43.15	39.11	34.22	43.15	39.11	34.22	43.15	39.11	34.22	43.15
		ALL AGES	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
HP		5-29	61.12	67.21	58.40	61.17	67.25	58.38	60.67	68.78	58.59	38.88	32.79	43.60
		30+	38.88	32.79	43.60	38.83	32.75	43.62	39.33	33.22	43.41	38.88	32.79	43.60
		ALL AGES	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Generally the burden of these responsibilities is greatly lessened after 30+ ,when their child-bearing responsibilities are already complete and the child rearing responsibilities are no longer that time demanding. This enables women to join or think about joining the work force and hence their increased proportion as non-workers in this age-group.

Though we see, more unemployment among women, table 2.9, which shows the growth rate of population and workers, indicates towards a healthy sign. In almost all the districts, the growth rate of female workers is much greater than the growth rate of male workers (Lahul-Spiti being an exception - as it already has a high FWPR).

Main and Marginal Workers

The census classifies the workers into main and marginal categories. The analysis of main and marginal workers separately from the total workers is essential, specially when the focus of the study is on the females workers. Such a disaggregated analysis will give us an idea of the real economic opportunities available, and the magnitude of actual participation, specially among females.

The economic activity status of a 'Main Worker' basically reflects the availability of employment for the major part of the year, while on other hand the 'marginal' status indicates towards:

- either non availability of work or/and
- non-availability of time to be engaged as full time main worker due to some other engagements or priorities (specially in the case of females where household chores and domestic responsibilities eat away much of their time, and/or
- the typical Indian male psyche (due to the social conditioning) that tries to confine females within the premises of the house in order to attain higher social status. This mentality also tends to report females, if possible, largely as non-workers, or at the most tend to ascribe her a marginal status.

Table 2.10 shows the WPR among main and marginal workers by sex and residence. Of the total population, 34.41% are main workers and 8.42% are marginal workers. In the case of main workers, the highest percentage of 54.18 was reported from Lahul and Spiti district,

TABLE 2.9
DECADAL GROWTH RATE OF POPULATION AND WORKERS (ALL AREAS)
(1981-1991)

Sl. No.	District/ State	Decadal Growth Rate					
		Population			Workers		
		P	M	F	P	M	F
1	Chamba	26.40	25.51	27.35	26.05	14.66	45.15
2	Kangra	18.50	18.04	18.96	18.60	13.27	30.65
3	Hamirpur	16.17	18.59	14.06	31.03	24.23	38.64
4	Una	19.17	19.87	18.49	42.27	26.53	109.82
5	Bilaspur	19.41	19.41	19.42	27.87	17.28	43.18
6	Mandi	20.40	19.61	21.19	19.05	13.61	25.95
7	Kullu	26.68	26.58	26.79	16.11	17.57	14.09
8	Lahul-Spiti	-2.51	-5.21	1.01	-5.29	-7.35	-2.22
9	Simla	20.84	19.76	22.07	13.87	11.93	16.90
10	Solan	26.04	27.37	24.62	34.79	28.46	47.09
11	Sirmaur	23.70	22.19	25.43	24.35	13.16	49.48
12	Kinnaur	19.69	21.51	17.63	9.57	16.33	0.18
	HP	20.79	20.62	20.96	22.07	16.10	32.20

Table: 2.10.
WORK PARTICIPATION RATES AMONG MAIN & MARGINAL WORKERS :BY SEX, RESIDENCE
(IN PERCENT)

Sl.No.	State/ Districts	Sex	Main Workers			Marginal Workers		
			Total	Rural	Urban	Total	Rural	Urban
1	Chamba	Male	51.35	51.59	48.43	2.64	2.82	0.48
		Female	12.75	12.84	11.57	30.14	32.33	2.82
2	Kangra	Male	44.75	44.75	44.74	1.33	1.37	0.55
		Female	10.75	10.83	9.09	12.19	12.78	0.67
3	Hamirpur	Male	41.91	41.68	45.02	2.24	2.37	0.47
		Female	18.98	19.42	11.22	20.83	21.87	2.85
4	Una	Male	47.89	47.66	50.23	0.77	0.83	0.19
		Female	7.36	7.42	6.68	11.14	12.03	1.1
5	Bilaspur	Male	46.06	45.73	50.97	2.33	2.46	0.51
		Female	16.04	16.19	13.29	24.78	25.82	5.79
6	Mandi	Male	47.38	47.17	49.35	1.77	1.88	0.41
		Female	27.72	28.87	11.49	14.66	15.37	4.63
7	Kullu	Male	53.2	52.93	56.5	0.85	0.91	0.08
		Female	30.74	31.91	13.49	10.54	11.24	0.25
8	Lahul-Spiti	Male	63.6	63.6		5.3	5.3	
		Female	42.64	42.64		17.43	17.43	
9	Simla	Male	54.13	52.98	58.08	1.05	1.21	0.52
		Female	30.73	34.51	13.74	10.56	11.76	5.15
10	Solan	Male	52.59	52.43	53.68	1.55	1.71	0.5
		Female	15.61	16.31	10.34	19.45	21.7	2.48
11	Sirmaur	Male	54.25	54.95	48.06	1.38	1.51	0.28
		Female	24.34	26.12	8.09	12.16	13.44	0.51
12	Kinnaur	Male	58.85	58.85		1.23	1.23	
		Female	33.84	33.84		9.64	9.64	
HP		Male	49.08	48.79	51.92	1.56	1.67	0.44
		Female	19.36	20.08	11.1	15.45	16.53	2.98

Source: 1. Primary Census Abstract, Part II-B Himachal Pradesh Series 9

Figure 2.4

GROWTH RATE OF POPULATION AND WORKERS (ALL AREAS)
HIMACHAL PRADESH

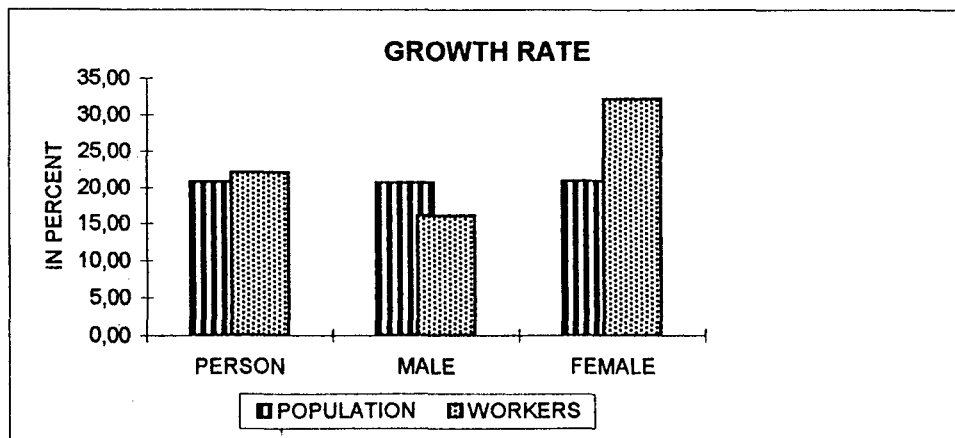
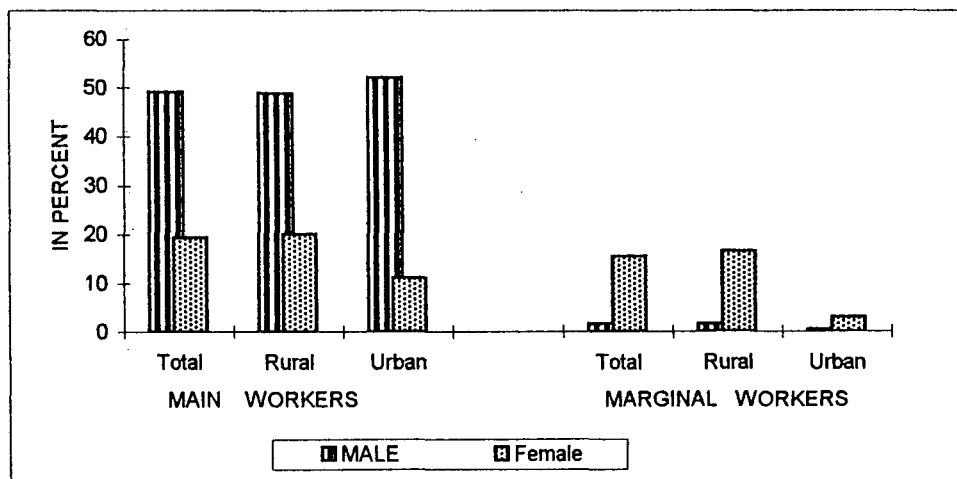


Figure 2.5

WORK PARTICIPATION RATES AMONG MAIN AND MARGINAL WORKERS
HIMACHAL PRADESH



followed by Kinnaur (47.32%) and Simla (43.08%). The districts Mandi (37.46%), Kullu (42.44%), Solan (34.98%), Sirmaur (40.11%) registered an above state average of main workers. District Una with a percentage of 27.45 falls at the tail end.

The marginal workers on the other hand constitute 8.42% of the total population of the state. Amongst the districts, Chamba with a proportion of 16.03% ranks first. It is followed by Bilaspur (13.57%), Hamirpur (12%) and Lahul-Spiti (10.75%). In the remaining districts, the proportion varies between 5.10% (Kinnaur) to 8.26% (Mandi).

A sex-wise break-up of workers, both main and marginal, has been attempted below. This analysis is important as vast differences occur along gender. In fact variations in the total figures can be explained on the basis of the gender variations.

Male Workers

In the case of main male workers, WPR is 49.08% for the State as a whole. At district level Lahul-Spiti ranks first followed by Kinnaur, Sirmaur and Simla. Not much variations are seen across the districts. This is largely due to the belief that most of the males have to be earning and hence employed as main workers; with merely 1.56% of the total male population being recorded as marginal workers. This is probably due to non availability of full time work or other reasons such as seeking education etc.

Females Workers

The main workers among females, account for 19.36% of the workers for the State as a whole. At the district level, the highest proportion of main workers was recorded from Lahul and Spiti. Una (7.36%) reported the lowest main workers (refer table 2.10). Even a cursory glance at the females main workers distribution across districts reflects vast regional variations.

The marginal workers account for 15.45% for the State. Chamba reported the largest proportion of marginal workers (30.14%) followed by Bilaspur (24.78%) and Hamirpur (20.83%)

On comparing the male, females and total WPRs may find that females WPRs have an important role in influencing/causing variations in the total WPRs. Districts with higher

FWPRs have higher total WPRs. Another feature of the females WPR is that the bulk are concentrated in the marginal category (reasons for this have already been highlighted).

As has been referred to earlier, the age and the stage of the female in her life cycle is a crucial determinant of her very availability/non-availability for work. Not just this, her WPR is also influenced by this. It is because of this reason, that an age-specific analysis of her WPR has been attempted at. Table 2.11 gives the age-specific WPRs among main workers of the age-group 15-59 for both the sexes residing in both rural and urban areas. Table 2.12 is a similar table showing the WPRs for the marginal workers of this age-group.

Following the age old traditions, most females of working age 15-59 have to shoulder house-keeping work of their house-holds irrespective of whether they participate in the economic activity or not. This house-keeping work may be quite enormous in case of mothers with young children. It is perhaps this 'full time' engagement of women in house-keeping and child care that is responsible for lower participation in the economic activity. This explains the pattern of females in the work force - i.e. greatest proportion as non-workers, a large bulk as marginal workers and only a few as main workers.

In the light of the above discussion, it can be logically inferred that flexibility/rigidity of working hours and the nature of the job can play a very important role in enabling/hindering greater economic participation of females. Flexible working hours could/would enable females to easily combine both the duties as per her convenience. It is perhaps because of this reason that in the rural areas where agriculture (a seasonal as well as flexible occupation) predominates, females report higher WPRs due to the ease of combining both the roles as well as the facility of moving in and out of the work-force. It also explains the higher proportion of marginal workers.

In contrast to the rural areas, urban areas are characterised by economic opportunities that have a rather fixed and rigid working hours. The non-feasibility of combining house-hold job with non-house-hold work is another factor that keeps their participation rates low. The prevalence of nuclear family system deprives the females of the working age group of the domestic help of the elder ladies available in the joint family system - again aiding in the lowering of the WPRs among females.

TABLE 2-11

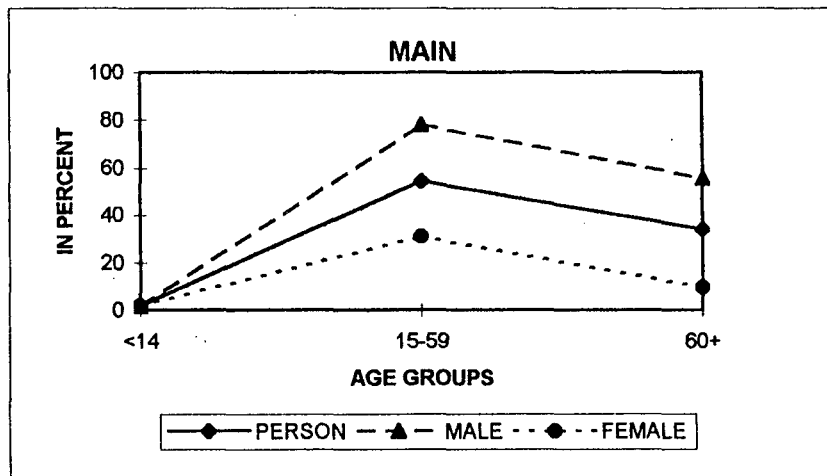
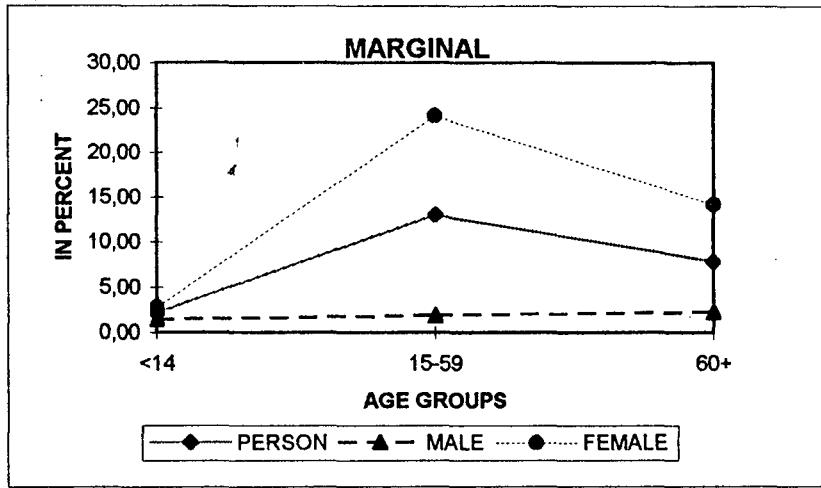
AGE SPECIFIC WPR - MAIN WORKERS

Sl. N	Districts/ State	URBAN			RURAL			TOTAL			
		T	M	F	T	M	F	T	M	F	
1	Chamba	total	48.16	75.76	18.08	53.46	84.92	20.80	53.02	84.14	20.58
		15-19	10.92	17.28	3.94	32.83	45.39	19.99	31.11	43.12	18.78
		20-34	48.28	81.01	16.77	56.87	92.32	21.44	56.13	91.35	21.03
		35-59	64.77	94.94	26.74	59.38	95.06	20.44	59.82	95.05	20.91
2	Kangra	total	42.83	70.17	14.38	43.37	72.02	17.43	43.34	71.91	17.28
		15-19	8.80	14.46	2.90	12.92	17.69	8.23	12.72	17.53	7.98
		20-34	42.51	75.34	13.46	48.25	82.26	18.79	47.92	81.86	18.49
		35-59	59.23	89.76	21.46	54.59	91.90	20.72	54.84	91.76	20.76
3	Hamirpur	total	45.38	69.62	17.83	49.43	69.50	21.72	48.04	69.91	20.63
		15-19	8.79	13.04	3.46	14.60	14.05	15.11	14.24	15.56	14.44
		20-34	46.26	75.80	17.61	55.64	82.13	35.69	54.96	81.62	34.52
		35-59	62.64	91.91	25.30	59.25	91.01	35.26	59.48	91.09	34.73
4	Una	total	44.98	77.11	10.60	42.50	76.42	11.74	42.73	76.48	11.65
		15-19	13.63	23.45	3.02	15.65	24.88	6.80	15.50	24.77	6.53
		20-34	47.43	83.03	11.23	47.61	87.29	12.28	47.59	86.84	12.19
		35-59	56.09	94.01	13.28	51.68	93.99	13.75	52.08	93.99	13.71
5	Bilaspur	total	49.58	73.45	20.34	49.45	74.20	26.52	49.46	74.15	26.17
		15-19	10.14	15.02	4.17	17.78	21.00	14.41	17.33	20.63	13.86
		20-34	50.11	77.44	19.42	54.53	83.60	29.14	54.23	83.13	28.56
		35-59	66.63	94.45	29.09	60.34	93.58	29.51	60.76	93.65	29.49
6	Mandi	total	46.68	71.26	17.37	61.67	77.50	46.98	60.42	76.92	44.79
		15-19	6.43	10.19	2.08	27.92	24.39	31.55	26.35	23.29	29.52
		20-34	45.35	71.82	16.85	68.31	87.95	51.34	66.42	86.48	48.77
		35-59	64.86	94.76	24.88	72.24	95.78	49.84	71.57	95.68	47.93
7	Kulu	total	53.69	77.79	20.41	69.36	85.20	52.26	68.08	84.54	49.97
		15-19	12.74	19.78	4.11	40.81	38.95	42.86	38.64	37.39	40.03
		20-34	55.03	82.06	18.96	74.29	92.81	55.30	72.67	91.80	52.62
		35-59	69.75	95.85	30.22	76.57	97.37	52.93	76.02	97.24	51.37
8	Lahul-Spiti	total	0	0	0	78.36	88.49	64.40	78.36	88.49	64.40
		15-19	0	0	0	41.03	38.54	43.58	41.03	38.54	43.58
		20-34	0	0	0	84.41	94.34	69.77	84.41	94.34	69.77
		35-59	0	0	0	85.05	97.46	67.39	85.05	97.46	67.39
9	Simla	total	56.34	79.96	20.81	69.08	82.11	55.24	66.12	81.55	48.35
		15-19	11.64	18.00	3.75	36.23	32.41	40.44	31.44	29.48	33.65
		20-34	56.70	82.32	21.63	75.60	89.81	60.87	70.91	87.76	52.18
		35-59	72.63	97.26	27.68	77.27	97.30	55.77	76.19	97.29	50.65
10	Solan	total	51.24	78.93	16.04	55.30	81.91	26.35	54.75	81.48	25.04
		15-19	13.16	21.55	2.75	28.15	36.28	19.05	26.51	34.60	17.36
		20-34	52.23	83.52	15.75	61.52	90.78	28.76	60.16	89.70	26.89
		35-59	65.69	95.71	22.45	62.44	96.39	27.32	62.89	96.28	26.74
11	Sirmaur	total	44.97	72.68	12.75	66.34	87.21	42.73	63.92	85.55	39.38
		15-19	11.87	19.55	2.99	44.26	47.88	40.04	40.55	44.64	35.78
		20-34	45.63	77.13	11.29	71.29	94.67	46.08	68.29	92.61	42.04
		35-59	60.41	92.81	19.60	71.17	97.58	40.17	69.99	97.04	38.00
12	Kinnaur	total	0	0	0	73.14	86.82	55.14	73.14	86.82	55.14
		15-19	0	0	0	35.41	37.47	33.20	35.41	37.47	33.20
		20-34	0	0	0	78.18	93.39	57.25	78.18	93.39	57.25
		35-59	0	0	0	81.72	96.04	62.30	81.72	96.04	62.30
HP	total	total	49.78	75.83	17.17	55.06	78.39	32.36	54.54	78.11	31.04
		15-19	10.65	17.00	3.21	24.62	27.64	21.51	23.44	26.69	20.06
		20-34	50.38	79.65	16.99	60.98	87.92	35.62	59.87	86.98	33.83
		35-59	65.78	94.80	24.09	64.14	94.74	34.17	64.30	94.75	33.35

TABLE 2.12

AGE SPECIFIC WPR : MARGINAL WORKERS											
Sl. No.	District/State		URBAN			RURAL			TOTAL		
			T	M	F	T	M	F	T	M	F
1	Chamba	total	2.39	0.64	4.30	27.18	3.44	51.83	25.12	3.20	47.96
		15-19	1.58	1.32	1.87	24.05	6.91	41.56	22.29	6.46	38.56
		20-34	2.55	0.58	4.44	28.45	2.88	54.01	26.20	2.69	49.63
		35-59	2.57	0.40	5.31	27.23	2.45	54.29	25.22	2.27	50.56
2	Kangra	total	0.95	0.84	1.07	11.31	1.79	19.92	10.74	1.73	18.97
		15-19	0.48	0.53	0.43	6.78	2.77	10.70	6.47	2.66	10.22
		20-34	0.91	0.78	1.02	12.40	1.69	21.67	11.74	1.64	20.50
		35-59	1.21	1.02	1.45	12.61	1.34	22.83	11.99	1.32	21.84
3	Hamirpur	total	12.22	10.63	14.03	20.49	3.22	39.91	19.36	13.07	32.60
		15-19	10.59	20.51	18.68	21.59	23.61	14.40	21.51	14.21	19.73
		20-34	40.14	39.61	44.40	38.40	36.58	124.44	139.33	138.33	39.40
		35-59	39.46	14.55	37.04	39.61	13.89	124.02	39.33	13.44	46.44
4	Una	total	0.97	0.25	1.73	10.34	1.04	18.77	9.48	0.97	17.32
		15-19	1.15	0.18	2.20	6.48	1.65	11.12	6.07	1.53	10.47
		20-34	0.96	0.38	1.55	11.04	0.91	20.06	10.04	0.85	18.33
		35-59	0.89	0.15	1.73	11.63	0.84	21.41	10.70	0.77	19.80
5	Bilaspur	total	4.10	0.60	8.38	22.95	3.30	41.15	21.72	3.10	39.28
		15-19	2.63	0.98	4.65	15.06	4.75	25.83	14.34	4.53	24.69
		20-34	4.65	0.71	9.08	25.22	3.29	44.38	23.83	3.09	42.25
		35-59	4.15	0.33	9.30	24.58	2.52	45.03	23.22	2.35	43.05
6	Mandi	total	3.46	0.48	7.01	13.72	2.33	24.30	12.87	2.16	23.02
		15-19	0.99	0.36	1.73	9.69	4.69	14.83	9.06	4.36	13.93
		20-34	3.95	0.68	7.47	15.04	1.98	26.32	14.13	1.86	24.92
		35-59	4.01	0.35	8.89	14.41	1.39	26.80	13.47	1.28	25.43
7	Kullu	total	0.18	0.06	0.34	9.22	1.03	18.06	8.49	0.95	16.79
		15-19	0.09	0.08	0.10	7.53	3.14	12.33	6.95	2.89	11.44
		20-34	0.25	0.08	0.48	9.79	0.72	19.09	8.99	0.66	17.72
		35-59	0.13	0.03	0.29	9.34	0.44	19.45	8.51	0.41	18.13
Lahul-8p	total	total	0.00	0.00	0.00	11.95	3.99	22.92	11.95	3.99	22.92
		15-19	0.00	0.00	0.00	18.65	16.67	20.68	18.65	16.67	20.68
		20-34	0.00	0.00	0.00	10.33	2.63	21.70	10.33	2.63	21.70
		35-59	0.00	0.00	0.00	11.37	1.56	25.32	11.37	1.56	25.32
9	Sirma	total	3.19	0.52	7.22	9.53	1.35	18.23	8.06	1.13	16.03
		15-19	2.49	1.64	3.53	6.63	3.86	9.67	5.82	3.41	8.54
		20-34	3.49	0.50	7.59	9.63	1.03	19.55	8.10	0.88	16.12
		35-59	3.09	0.17	8.42	10.80	0.52	21.83	9.00	0.42	19.39
10	Solani	total	2.06	0.67	3.83	17.33	1.92	34.09	15.25	1.74	30.26
		15-19	1.45	1.34	1.57	14.84	6.24	24.47	13.38	5.68	22.09
		20-34	2.27	0.67	4.13	17.39	1.01	35.73	15.18	0.96	31.20
		35-59	2.05	0.41	4.40	18.60	0.63	37.18	16.31	0.60	33.31
11	Sirmaur	total	0.54	0.35	0.77	10.83	1.32	21.57	9.66	1.21	19.25
		15-19	0.56	0.52	0.60	3.41	4.45	15.13	8.39	4.00	13.51
		20-34	0.63	0.44	0.83	11.04	0.79	22.10	9.83	0.75	19.63
		35-59	0.44	0.16	0.79	11.25	0.44	23.93	10.07	0.41	21.50
12	Kinnaur	total	0.00	0.00	0.00	7.09	1.23	14.81	7.09	1.23	14.81
		15-19				6.72	2.25	11.51	6.72	2.25	11.51
		20-34	0.00	0.00	0.00	7.08	1.03	15.41	7.08	1.03	15.41
		35-59	0.00	0.00	0.00	7.25	1.12	15.55	7.25	1.12	15.55
HP	total	total	2.25	0.53	4.40	14.16	2.01	25.98	12.99	1.85	24.10
		15-19	1.43	0.93	2.01	10.18	4.16	16.36	9.44	3.88	15.23
		20-34	2.48	0.55	4.68	15.08	1.65	27.74	13.76	1.52	25.52
		35-59	2.33	0.35	5.18	15.19	1.27	28.82	13.92	1.16	26.89

FIGURE 2.6
 AGE SPECIFIC WORK PARTICIPATION RATES AMONG
 MARGINAL AND MAIN WORKERS



Work Participation Rates: An analysis across Population Sub-groups

In the Indian society caste plays a very important role. This is a rather universal feature of the Indian society. Caste influences almost every aspect of an individual's social life including his/her economic participation. An analysis of the all India scenario with respect to participation rates across caste groups reveals the overwhelming influence of caste on economic participation rates specially in the case of females. FWPRs shows an inverse relationship with caste hierarchy i.e. higher is the caste lower is the FWPR and vice-versa. This inverse relationship has been extensively explored by various scholars in various regions and have found it to be true. To test the validity of this already proved hypothesis (in other regions), the variations in the WPRs across the caste groups were analysed both among males and females. Table 2.13 shows these variations across all rural and urban areas. On this analysis an interesting observation surfaced. Unlike the rest of the country, the FWPRs do not vary much across caste groups, which are rather comparable. Among the caste groups only the tribal women report a marginally higher participation rate. Thus variations in the caste group do not seem to be a (prominent) cause in explaining regional variations in FWPRs. Even MWPRs, do not vary much across caste groups.

Trends in Work Participation Rates

Table 2.14 shows the changes in WPRs over the decade, for both males and females. As has been mentioned earlier also, the FWPRs have grown significantly as against the marginal increase in total as well as MWPRs.

The MWPRs on the whole have shown a decline of - 1.97% for the state. Across the districts also, the pattern that emerged was similar to that of the state with Una, Hamirpur and Solan as exceptions. For the females, the change has been positive as is reflected by table 2.15.

Table: 2.13 a
WORK PARTICIPATION RATES AMONG TOTAL, MAIN, MARGINAL & NON-WORKERS BY
BY SEX ,RESIDENCE & THEIR SCHEDULED, NON-SCHEDULED STATUS
(IN PERCENT)

HIMACHAL PRADESH

Activity Status	Population Sub-group	Residence And Sex								
		Total			Rural			Urban		
		Persons	Male	Female	Persons	Male	Female	Persons	Male	Female
(Total)										
	All workers	34.22	49.08	19.36	34.43	48.79	20.08	31.51	51.92	11.10
	Sch.Caste	34.72	49.40	20.04	35.00	49.36	20.65	30.18	49.98	10.38
	Sch.Tribe	36.70	50.64	22.75	36.80	50.72	22.88	32.35	47.76	16.95
	Non-Sch.	33.89	48.87	18.92	34.07	48.45	19.69	31.80	52.42	11.19
(Non-Worker)										
	All workers	65.78	50.92	80.64	65.57	51.21	79.92	68.49	48.08	88.90
	Sch.Caste	65.28	50.60	79.96	65.00	50.64	79.35	69.82	50.02	89.62
	Sch.Tribe	63.30	49.36	77.25	63.20	49.28	77.12	67.65	52.24	83.05
	Non-Sch.	66.11	51.13	81.08	65.93	51.55	80.31	68.20	47.58	88.81

TABLE 2.13 (b)
WORK PARTICIPATION RATES (TOTAL WORKERS) BY SEX & THEIR SCHEDULED, NON-SCHD. STATUS
(IN PERCENT)
ALL AREAS

Sl.No.	State/ Districts	Sex and Population Sub-Group							
		Male				Female			
		All	Sch.Caste	Sch.Tribe	Non-Sch.	All	Sch.Caste	Sch.Tribe	Non-Sch.
1	Chamba	51.35	51.15	49.13	52.60	12.75	11.29	13.97	12.63
2	Kangra	44.75	44.73	84.81	44.64	10.75	9.55	21.45	11.06
3	Hamirpur	41.91	43.87	75.66	41.22	18.98	16.27	14.71	19.78
4	Una	47.89	48.60	91.67	47.66	7.36	8.06	14.29	7.16
5	Bilaspur	46.05	46.20	49.89	45.85	16.04	14.56	11.54	16.73
6	Mandi	47.33	48.23	45.35	46.99	27.71	26.09	29.88	28.34
7	Kullu	53.20	52.99	49.96	53.45	30.74	30.32	23.42	31.32
8	Lahul-Spiti	63.60	59.47	55.06	89.66	42.64	36.83	42.92	45.41
9	Simla	54.13	53.43	54.52	54.38	30.73	32.39	28.38	30.11
10	Solan	52.59	51.00	51.34	53.32	15.61	16.59	21.50	15.10
11	Sirmaur	54.25	55.62	53.69	53.67	24.34	28.37	7.90	22.91
12	Kinnaur	58.85	53.49	50.25	81.67	33.85	33.58	36.35	17.57
	HP	49.08	49.40	50.64	48.87	19.36	20.04	22.75	18.92

RURAL AREAS

Sl.No.	State/ Districts	Sex and Population Sub-Group							
		Male				Female			
		All	Sch.Caste	Sch.Tribe	Non-Sch.	All	Sch.Caste	Sch.Tribe	Non-Sch.
1	Chamba	51.59	51.29	49.16	53.16	12.84	11.32	13.97	12.76
2	Kangra	44.75	44.78	86.37	44.62	10.83	9.60	21.48	11.16
3	Hamirpur	41.68	43.79	92.20	40.91	19.42	16.52	0.00	20.31
4	Una	47.66	48.68	94.87	47.33	7.42	8.18	0.00	7.21
5	Bilaspur	45.73	46.05	49.66	45.45	16.19	14.50	11.74	16.97
6	Mandi	47.17	48.41	45.31	46.65	28.87	26.95	30.31	29.65
7	Kullu	52.93	52.93	51.02	53.02	31.91	30.95	24.76	32.70
8	Lahul-Spiti	63.60	59.47	55.06	89.66	42.64	36.83	42.92	45.41
9	Simla	52.99	52.95	55.53	52.98	34.51	35.10	30.95	34.29
10	Solan	52.43	50.97	52.17	53.14	16.31	17.17	22.00	15.82
11	Sirmaur	54.95	56.36	53.71	54.34	26.12	29.95	7.96	24.79
12	Kinnaur	58.85	53.49	50.25	81.67	33.85	33.58	36.35	17.57
	HP	48.79	49.36	50.72	48.45	20.08	20.65	22.88	19.69

URBAN AREAS

Sl.No.	State/ Districts	Sex and Population Sub-Group							
		Male				Female			
		All	Sch.Caste	Sch.Tribe	Non-Sch.	All	Sch.Caste	Sch.Tribe	Non-Sch.
1	Chamba	48.43	49.29	46.19	48.35	11.57	10.89	14.34	11.61
2	Kangra	44.73	43.32	49.09	44.97	9.09	8.31	21.21	9.21
3	Hamirpur	45.02	45.56	27.08	45.00	11.22	10.73	26.32	11.29
4	Una	50.23	47.70	77.78	50.86	6.68	6.55	20.00	6.71
5	Bilaspur	50.97	49.24	58.33	51.30	13.29	15.81	1.32	12.78
6	Mandi	49.35	44.92	46.06	50.46	11.49	8.88	18.71	12.10
7	Kullu	56.50	54.75	45.06	58.06	13.49	12.18	16.45	13.40
8	Lahul-Spiti								
9	Simla	58.08	56.11	52.57	58.60	13.74	13.43	22.22	13.69
10	Solan	53.68	51.36	40.63	54.31	10.34	9.56	12.28	10.54
11	Sirmaur	48.06	45.93	52.94	48.59	8.09	7.27	2.86	8.32
12	Kinnaur								
	HP	51.92	49.98	47.76	52.42	11.10	10.38	16.95	11.19

FIGURE 2.7
 WORK PARTICIPATION RATES ACROSS POPULATION SUB GROUPS
 BY GENDER AND RESIDENCE

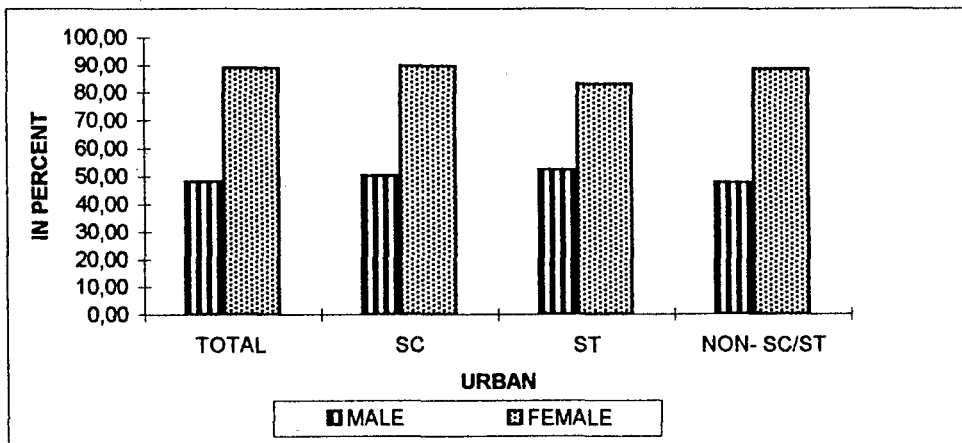
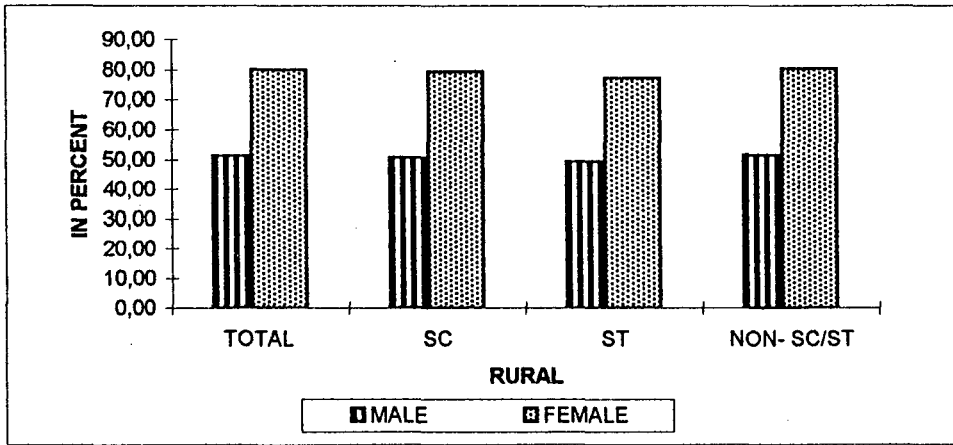
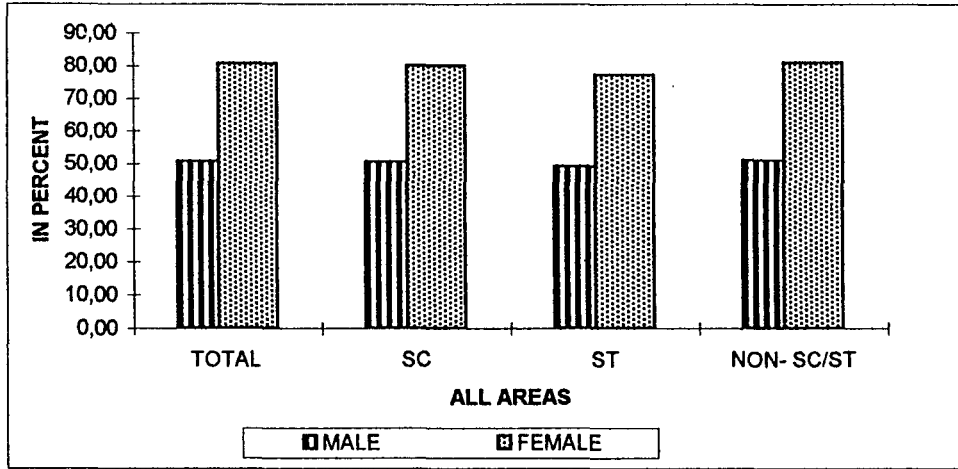


Table: 2.13C
PROPORTION OF NON WORKERS BY SEX & THEIR SCHEDULED, NON-SCHEDULED STATUS
 (IN PERCENT)

ALL AREAS

Sl.No.	State/ Districts	Sex and Population Sub-Group								
		Male				Female				
		All	Sch.Caste	Sch.Tribe	Non-Sch.	All	Sch.Caste	Sch.Tribe	Non-Sch.	
1	Chamba	48.65	48.85	50.87	47.40	87.25	88.71	86.03	87.37	
2	Kangra	55.25	55.27	15.19	55.38	89.25	90.45	78.55	88.94	
3	Hamirpur	58.09	56.13	24.34	58.78	81.02	83.73	85.29	80.22	
4	Una	52.11	51.40	8.33	52.34	92.64	91.94	85.71	92.84	
5	Bilaspur	53.95	53.80	50.11	54.15	83.96	85.44	88.46	83.27	
6	Mandi	52.67	51.77	54.65	53.01	72.29	73.91	70.12	71.66	
7	Kullu	46.80	47.01	50.04	48.55	69.26	69.68	76.58	68.68	
8	Lahul-Spiti	36.40	40.53	44.94	10.34	57.36	63.17	57.08	54.59	
9	Simla	45.87	46.57	45.48	45.62	69.27	67.61	71.62	69.89	
10	Solan	47.41	49.00	48.66	48.68	84.39	83.41	78.50	84.90	
11	Sirmaur	45.75	44.38	46.31	46.33	75.68	71.63	92.10	77.09	
12	Kinnaur	41.15	46.51	49.75	18.33	66.15	66.42	63.65	82.43	
	HP	50.92	50.60	49.36	51.13	80.64	79.96	77.25	81.08	

RURAL AREAS

Sl.No.	State/ Districts	Sex and Population Sub-Group								
		Male				Female				
		All	Sch.Caste	Sch.Tribe	Non-Sch.	All	Sch.Caste	Sch.Tribe	Non-Sch.	
1	Chamba	48.41	48.71	50.84	48.84	87.16	88.68	86.03	87.24	
2	Kangra	55.25	55.22	13.63	55.38	89.17	90.40	78.52	88.84	
3	Hamirpur	58.32	56.21	7.80	59.09	80.58	83.48	100.00	79.69	
4	Una	52.34	51.32	5.13	52.67	92.58	91.82	100.00	92.79	
5	Bilaspur	54.27	53.95	50.34	54.55	83.81	85.50	88.26	83.03	
6	Mandi	52.83	51.59	54.69	53.35	71.13	73.05	69.69	70.35	
7	Kullu	47.07	47.07	48.98	46.98	68.09	69.05	75.24	67.30	
8	Lahul-Spiti	36.40	40.53	44.94	10.34	57.36	63.17	57.08	54.59	
9	Simla	47.01	47.05	44.47	47.02	65.49	64.90	69.05	65.71	
10	Solan	47.57	49.03	47.83	48.86	83.69	82.83	78.00	84.18	
11	Sirmaur	45.05	43.65	46.29	45.66	73.88	70.05	92.04	75.21	
12	Kinnaur	41.15	46.51	49.75	18.33	66.15	66.42	63.65	82.43	
	HP	51.21	50.64	49.28	51.55	79.92	79.35	77.12	80.31	

URBAN AREAS

Sl.No.	State/ Districts	Sex and Population Sub-Group								
		Male				Female				
		All	Sch.Caste	Sch.Tribe	Non-Sch.	All	Sch.Caste	Sch.Tribe	Non-Sch.	
1	Chamba	51.57	50.71	53.81	51.65	88.43	89.11	85.66	88.39	
2	Kangra	55.27	56.68	50.91	55.03	90.91	91.69	78.79	90.79	
3	Hamirpur	54.98	54.44	72.92	55.00	88.78	89.27	73.68	88.71	
4	Una	49.77	52.30	22.22	49.14	93.32	93.45	80.00	93.29	
5	Bilaspur	49.03	50.78	41.67	48.70	86.71	84.19	98.68	87.22	
6	Mandi	50.65	55.08	53.94	49.54	88.51	91.12	81.29	87.90	
7	Kullu	43.50	45.25	54.94	41.94	86.51	87.82	83.55	86.60	
8	Lahul-Spiti									
9	Simla	41.92	43.89	47.43	41.40	86.26	86.57	77.78	88.31	
10	Solan	46.32	48.64	59.38	45.69	89.66	90.44	87.72	89.46	
11	Sirmaur	51.94	54.07	47.06	51.41	91.91	92.73	97.14	91.68	
12	Kinnaur									
	HP	48.08	50.02	52.24	47.58	88.90	89.62	83.05	88.81	

Table: 2.14
Work Participation Rates of Total Workers: 1991 and 1981

Sl. No.	Districts/ State	1991			1981			1991-1981		
		P	M	F	P	M	F	P	M	F
1	Chamba	48.58	53.88	42.89	48.71	59.09	37.63	-0.13	-5.11	5.28
2	Kangra	34.37	48.07	22.94	34.30	48.02	20.88	0.07	-1.95	2.06
3	Hamirpur	41.86	44.14	39.80	37.10	42.14	32.75	4.76	2	7.05
4	Una	33.45	48.65	18.49	28.01	46.95	10.44	5.44	1.7	8.05
5	Bilaspur	44.60	48.38	40.82	41.65	49.28	34.05	2.95	-0.88	6.77
6	Mandi	45.71	49.10	42.37	46.23	51.70	40.77	-0.52	-2.6	1.6
7	Kullu	47.93	54.04	41.27	52.29	58.18	45.87	-4.36	-4.14	-4.6
8	Lahul-Spiti	64.83	68.80	60.07	66.80	70.49	62.05	-1.87	-1.59	-1.98
9	Simla	48.62	55.18	41.28	51.59	59.04	43.11	-2.97	-3.86	-1.83
10	Solan	45.05	54.14	35.05	42.13	53.68	29.70	2.92	0.46	5.35
11	Sirmaur	48.58	55.63	36.49	48.24	60.07	30.62	0.34	-4.44	5.87
12	Kinnaur	52.42	60.07	43.48	57.26	62.75	51.05	-4.84	-2.68	-7.57
	HP	42.82	50.63	34.81	42.37	52.60	31.85	0.45	-1.97	2.96

P--Persons M--Male F--Female

Table 2.15

DISTRICTS ARRANGED IN DESCENDING ORDER OF
FEMALE WORK PARTICIPATION RATES

Sl.No.	State/ District	Rank in	Female WPR		Rank in
		1991	1991	1981	1981
1	Lahul-Spiti	1	60.07	62.06	1
2	Kinnaur	2	43.48	51.05	2
3	Chamba	3	42.9	37.63	6
4	Mandi	4	42.38	40.77	5
5	Simla	5	41.29	43.11	4
6	Kullu	6	41.28	45.87	3
7	Bilaspur	7	40.83	34.05	7
8	Hamirpur	8	39.81	32.75	8
9	Sirmaur	9	36.5	30.62	9
10	Solan	10	35.06	29.71	10
11	Kangra	11	22.94	20.89	11
12	Una	12	18.5	10.45	12
	HP		34.81	31.85	

CHAPTER 3

INDUSTRIAL STRUCTURE

Introduction

Just as the workforce participation rates give an idea of the proportion of population that is economically independent/dependent; the industrial structure gives an idea of the exact distribution of workers across the nine industrial categories.

The Indian Census classifies workers in the following nine broad industrial categories: (I) cultivators, (II) agricultural labourers, (III) livestock, forestry, fishing, hunting, plantation - orchards and allied activities, (IV) mining, quarrying, (V) manufacturing, processing, servicing and repairs : (a) in household, (b) other than household industry, (VI) construction, (VII) trade and commerce, (VIII) transport, storage and communication and (IX) other services.

Although both main and marginal workers are divided in these industrial categories, the study confines itself only to the main workers. These categories are also compressed into three major categories indicating the primary, secondary and tertiary sectors of the economy. The primary sector comprises categories (I) to (IV), the secondary sector comprises categories (Va), (Vb) and (VI), while the tertiary sector includes (VII) to (IX) categories.

The analysis of the industrial structure gives an idea of the distribution of workers across the various categories/sectors. It also reflects the stage of economic development and economic health of the region and its people. The contribution of different sectors to the state domestic product (SDP) varies and hence the economic returns to workers also vary. Generally people in the secondary and tertiary sectors have higher incomes and so higher economic standard and well being. The Primary Sector (category I - IV) has comparatively lower economic returns.

Following this argument, as was put forward by Simon Kuznats, the famous economist, it logically follows that an assessment of the economic status of the females in the labour-force; and also in the society can be made from the analysis of the industrial structure of the economy. This is the basic aim of the chapter. Thus the chapter basically concentrates on -

(i) the analysis of the main workers across the industrial categories; (ii) a comparison of the distribution of male and females main workers across the industrial categories; (iii) the variations in the industrial structure across the districts; (iv) variations across caste groups; (v) variations across rural and urban residence - as a means to reach to conclusions regarding females' economic status.

Sectoral Analysis

State Level

Table 3.1 shows the percentage distribution of main workers both across the nine industrial categories shown individually as well as clubbed into the three broad sectors of the economy. The variations in the workers' distribution across gender and residence are also shown.

The dependence of the economy on the primary sector is very much evident by the high proportion of workers engaged in this section for all areas (69.28%) and for rural areas (74.77%). The tertiary sector accounting for 20.73% workers (in all areas i.e. rural and urban combined; and 70.35% in urban areas) is the second most important sector.

The secondary sector, though contributing 20.06% in urban areas contributes barely 10% (9.99 to be precise) for all areas indicating the limited role, industries play in the economy. This limited role of secondary sector/manufacturing is expected also, due to the limiting role played by nature in terms of physical and climatic factors, which not only influence the setting up of industries but also other supporting factors such as the transportational network, demands for goods, etc.

Primary, Secondary and Tertiary sectors are rather specific to the residence. Primary sector activities are predominant in rural areas while the Secondary and Tertiary sectors play an important role in urban areas. In fact the very demarcation between urban and rural is made on the basis of the predominant activities practised by the residents. Thus these variations seen in the occupational structure of rural and urban dwellers is obvious and expected. What is not obvious or determined by nature is the variation seen in the pattern of distribution of workers in both the sexes. Of all the females workers 82.62% are concentrated in the Primary sector.

Table: 3.1

PERCENTAGE DISTRIBUTION OF MAIN WORKERS BY NINE INDUSTRIAL CATEGORIES
SECTORS SEX AND RESIDENCE, HIMACHAL PRADESH, 1991.

Residence	Sex	Industrial Categories and Sectors												
		I	II	III	IV	Primary Sector	Va	Vb	VI	Secondary Sector	VII	VIII	IX	Tertiary Sector
All Areas	P	63.25	3.30	2.47	0.28	69.28	1.43	3.71	4.85	9.99	4.40	1.93	14.40	20.73
	M	54.15	3.81	3.14	0.35	61.45	1.70	4.78	6.41	12.90	5.86	2.61	17.18	25.65
	F	86.91	1.98	0.72	0.02	89.62	0.72	0.94	0.79	2.45	0.59	0.15	7.18	7.96
Rural	P	68.58	3.48	2.46	0.25	74.77	1.45	3.23	4.38	9.06	2.96	1.57	11.64	16.16
	M	59.59	4.07	3.18	0.35	67.19	1.75	4.24	5.93	11.93	0.31	0.08	4.19	20.88
	F	90.64	2.03	0.70	0.01	93.38	0.70	0.77	0.58	2.04	4.03	2.17	14.87	4.58
Urban	P	5.37	1.35	2.55	0.31	9.59	1.25	8.93	9.88	20.06	20.05	5.89	44.41	70.35
	M	4.70	1.42	2.80	0.35	9.28	1.24	9.72	10.74	21.70	22.47	6.62	39.93	69.03
	F	9.15	0.98	1.11	0.07	11.31	1.33	4.48	5.05	10.86	6.43	1.79	69.60	77.82

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The corresponding figure for their counterparts (i.e. male workers) is comparatively much lower at 61.45%. In the rural areas, where Primary sector predominates, a still higher proportion of females (93.38%) are engaged in this sector. Even in the urban areas, (which are characterised by non-primary activities), in the Primary sector, a greater proportion of females are engaged as compared to men (11.31% of total main females workers and only 9.28% of total main men workers).

Thus what emerges is that irrespective of the area, females workers are more concentrated in primary based activities - which are generally low economic return activities. The pattern of distribution of male main workers, on the other hand, is comparatively less skewed i.e. it is better distributed across the sectors/categories both in rural and urban areas (Table 3.1). These observed variations in the distribution of both male and females main workers, the causes for such variations and implications of such a pattern on the females, will be discussed later in the chapter under appropriate sections.

District Level

Table 3.2 (a) and (b) show the sectoral distribution of females and male main workers by residence for all, rural and urban areas respectively. The general pattern observed at the state level holds good even at the district level.

Table 3.2 (a) shows that across the districts in case of females workers (in all areas), Kullu and Mandi (93.77%), Sirmaur (93.11%) and Hamirpur (92.95%) have very predominant Primary sector giving employment to more than 90% of total females main workers. In rural areas concentration of females in this sector increases all the more. Even in the urban areas, the share of the females in this sector is higher than their counterparts (Table 3.2 b). The Secondary and Tertiary sectors, provide employment to a greater proportion of females in urban areas.

The male workers (refer Table 3.2 b) are also more concentrated in the Primary sector, as compared to other sectors. Nevertheless, their pattern of distribution across the sectors is comparatively (compared to females) more well distributed. This is true irrespective of the place of residence.

TABLE:3.2(a)

SECTORAL DISTRIBUTION OF FEMALE MAIN WORKERS:BY RESIDENCE

Sl. No.	District/ State	Primary Sector			Secondary Sector			Tertiary Sector		
		All	Rural	Urban	All	Rural	Urban	All	Rural	Urban
1	Chamba	84.59	90.43	3.54	3.05	2.60	9.33	12.36	6.98	87.13
2	Kangra	82.47	85.81	4.07	4.48	3.94	17.27	13.05	10.26	78.66
3	Hamirpur	92.95	95.15	27.03	1.16	1.08	3.72	5.88	3.78	69.26
4	Una	79.42	83.90	23.75	6.29	4.60	27.30	14.29	11.50	48.95
5	Bilaspur	92.71	95.19	36.92	1.34	1.15	5.53	5.95	3.65	57.55
6	Mandi	93.77	96.08	11.98	1.19	1.00	7.79	5.04	2.92	80.23
7	Kullu	93.77	96.03	15.41	1.92	1.57	14.13	4.31	2.40	70.47
8	Lahul-Spiti	86.21	86.21	0.00	6.88	6.88	0.00	6.90	6.90	0.00
9	Simla	89.18	96.30	8.77	1.43	0.89	7.45	9.39	2.81	83.78
10	Solan	82.80	89.17	6.94	6.33	5.31	18.42	10.87	5.51	74.64
11	Sirmaur	93.11	96.00	7.94	1.37	1.14	7.94	5.53	2.85	84.12
12	Kinnaur	89.16	89.16	0.00	5.65	5.65	0.00	5.19	5.19	0.00
	HP	89.62	93.38	11.31	2.45	2.04	10.86	7.93	4.58	77.82

TABLE:3.2(b)

SECTORAL DISTRIBUTION OF MALE MAIN WORKERS:BY RESIDENCE

Sl. No.	District/ State	Primary Sector			Secondary Sector			Tertiary Sector		
		All	Rural	Urban	All	Rural	Urban	All	Rural	Urban
1	Chamba	68.21	73.13	6.19	12.76	12.49	16.12	19.03	14.38	77.69
2	Kangra	56.10	58.52	12.78	12.87	12.54	18.84	31.03	28.94	68.39
3	Hamirpur	50.17	53.47	9.10	13.28	13.15	14.87	36.55	33.38	76.03
4	Una	60.64	64.23	25.67	14.93	13.38	30.03	24.43	22.39	44.30
5	Bilaspur	63.15	66.61	15.97	12.37	11.82	19.76	24.49	21.57	64.26
6	Mandi	66.87	72.13	6.97	10.62	9.23	26.41	22.51	18.64	66.62
7	Kullu	75.97	81.51	11.75	6.56	5.41	19.85	17.47	13.08	68.39
8	Lahul-Spiti	46.74	46.74	0.00	17.43	17.43	0.00	35.83	35.83	0.00
9	Simla	58.06	74.52	6.13	10.54	8.42	17.23	31.40	17.06	76.64
10	Solan	53.32	60.48	6.37	22.73	21.22	32.61	23.95	18.30	61.02
11	Sirmaur	72.05	78.25	9.29	12.33	11.01	25.70	15.62	10.74	65.01
12	Kinnaur	49.60	49.60	0.00	21.05	21.05	0.00	29.35	29.35	0.00
	HP	61.45	67.19	9.28	12.90	11.93	21.70	25.65	20.88	69.02

From the above discussion, it can be inferred that the districts with a comparatively lower concentration of females in Primary sector are better off in terms of employment opportunities available to females. Districts falling in this category are Kangra, Chamba, Lahul-Spiti etc. This aspect of concentration of workers in certain categories/sectors has been dealt with, at greater depth later in the chapter, so at the moment the discussion on this aspect is reserved.

Analysis of the Industrial Categories

The sectoral pattern, being a combination of individual categories, hides many finer details of the individual categories and hence the need for such an analysis. Tables 3.3 (a,b,c), 3.4 (a,b,c) and 3.5 (a,b,c) gives the distribution of workers in the industrial categories by the sex and residence of the worker.

The main findings of these tables are being discussed below. As has been already mentioned the importance of different categories varies with rural urban residence. So greater stress is laid on the categories that pre-dominate in their respective area. So while discussing the categories I to IV rural areas have been stressed at. While in case of urban areas V to IX categories, with their rural male-females variations have been discussed in greater detail.

In all the areas (i.e. rural and urban) it is the cultivators' category (I) that predominates. It engages the bulk of workers (66.25%). Among the districts, Kullu with proportions of 78.14% of its main workers in this category ranks first. Other districts having a proportion above state average are Mandi (73.73%), Sirmaur (71.90%) and Kinnaur (54.49%). Kangra recorded the lowest proportion. Interestingly the pattern (i.e. ranking of districts) of females workers, across the districts is identical with that of all persons, indicating the significant position of females in this category (Table 3.3 (a and c)). This is all the more true for rural areas (Table 3.4 (a and c)).

The analysis of category I and II highlights an interesting feature. Though both the categories (Cultivators and Agricultural labourers) are related to agriculture - the proportion of workers in the latter category is drastically low (specially when compared to

Table: 3.3
PERCENTAGE DISTRIBUTION OF MAIN WORKERS BY NINE INDUSTRIAL CATEGORIES:

(a) ALL AREAS (PERSONS) 1991

Sl. No.	State/ District	Industrial Categories											I-IX
		I	II	III	IV	Va	Vb	VI	VII	VIII	IX		
1	Chamba	66.79	1.07	3.24	0.22	1.23	1.68	7.99	3.62	1.21	12.93	100	
2	Kangra	52.51	5.95	2.24	0.61	2.33	3.90	4.98	5.86	2.55	19.07	100	
3	Hamirpur	61.48	1.85	1.04	0.07	1.83	2.92	4.49	5.34	2.44	18.55	100	
4	Una	53.41	7.96	1.75	0.05	2.23	7.58	3.95	5.64	2.46	14.97	100	
5	Bilaspur	67.70	1.35	1.62	0.12	1.50	3.50	4.51	3.79	2.05	13.86	100	
6	Mandi	73.73	1.42	1.64	0.10	1.20	1.78	4.14	3.25	1.52	11.24	100	
7	Kullu	78.14	2.28	1.72	0.02	1.08	1.59	2.27	3.15	1.01	8.74	100	
8	Lahul-Spiti	51.69	5.15	3.86	0.01	0.77	0.64	12.29	2.03	1.17	22.39	100	
9	Simla	60.07	3.41	5.03	0.03	0.48	1.76	5.23	4.98	2.20	16.81	100	
10	Solan	54.96	2.04	2.39	0.19	1.31	12.77	5.16	5.15	2.62	13.40	100	
11	Sirmaur	71.90	3.34	1.89	0.96	1.09	4.84	3.26	3.09	1.23	8.40	100	
12	Kinnaur	54.49	5.13	2.99	0.05	2.80	1.54	11.63	2.32	0.86	18.20	100	
	HP	63.25	3.30	2.47	0.26	1.43	3.71	4.85	4.40	1.93	14.40	100	

(b) ALL AREAS MALE 1991

Sl. No.	State/ District	Industrial Categories											I-IX
		I	II	III	IV	Va	Vb	VI	VII	VIII	IX		
1	Chamba	63.22	1.05	3.68	0.26	1.33	1.91	9.52	4.30	1.46	13.27	100	
2	Kangra	46.17	6.56	2.62	0.76	2.44	4.47	5.96	7.08	3.12	20.82	100	
3	Hamirpur	46.13	2.41	1.53	0.10	2.45	4.26	6.57	7.81	3.61	25.13	100	
4	Una	50.13	8.53	1.93	0.05	2.30	8.14	4.49	6.43	2.80	15.21	100	
5	Bilaspur	59.25	1.64	2.12	0.14	1.81	4.55	6.00	4.96	2.72	16.80	100	
6	Mandi	62.68	1.60	2.44	0.15	1.58	2.62	6.42	4.99	2.37	15.15	100	
7	Kullu	70.89	2.64	2.42	0.03	1.26	2.08	3.21	4.50	1.51	11.46	100	
8	Lahul-Spiti	38.42	3.60	4.71	0.01	0.72	0.67	16.05	2.73	1.78	31.32	100	
9	Simla	47.33	3.99	6.71	0.04	0.64	2.53	7.37	7.11	3.17	21.11	100	
10	Solan	48.07	2.19	2.82	0.24	1.48	15.03	6.22	6.24	3.26	14.46	100	
11	Sirmaur	64.20	3.92	2.59	1.33	1.42	6.41	4.51	4.16	1.71	9.75	100	
12	Kinnaur	40.72	4.96	3.86	0.07	3.57	2.08	15.40	3.36	1.26	24.73	100	
	HP	54.15	3.81	3.14	0.35	1.70	4.78	6.41	5.86	2.61	17.18	100	

(c) ALL AREAS (FEMALE) 1991

Sl. No.	State/ District	Industrial Categories											I-IX
		I	II	III	IV	Va	Vb	VI	VII	VIII	IX		
1	Chamba	81.95	1.18	1.39	0.07	0.81	0.71	1.53	0.71	0.16	11.48	100	
2	Kangra	78.27	3.47	0.71	0.02	1.90	1.59	0.99	0.86	0.24	11.94	100	
3	Hamirpur	82.15	0.73	0.08	0.00	0.58	0.23	0.34	0.39	0.09	5.41	100	
4	Una	74.41	4.35	0.65	0.01	1.80	4.03	0.46	0.56	0.29	13.44	100	
5	Bilaspur	91.93	0.51	0.21	0.06	0.61	0.49	0.24	0.43	0.11	5.41	100	
6	Mandi	92.36	1.12	0.28	0.01	0.55	0.35	0.28	0.32	0.07	4.65	100	
7	Kullu	91.80	1.55	0.42	0.00	0.74	0.67	0.51	0.62	0.05	3.64	100	
8	Lahul-Spiti	75.91	7.98	2.32	0.00	0.65	0.60	5.43	0.75	0.07	6.08	100	
9	Simla	85.18	2.26	1.73	0.01	0.15	0.25	1.03	0.78	0.29	8.33	100	
10	Solan	80.48	1.50	0.80	0.01	0.67	4.43	1.24	1.13	0.25	9.49	100	
11	Sirmaur	91.04	1.90	0.14	0.02	0.27	0.95	0.14	0.43	0.06	5.04	100	
12	Kinnaur	82.45	5.46	1.24	0.01	1.24	0.43	3.98	0.21	0.05	4.92	100	
	HP	86.91	1.98	0.72	0.02	0.72	0.94	0.79	0.59	0.15	7.18	100	

Source: 1. Primary Census Abstract, Part II-B Himachal Pradesh Series 9

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PERCENTAGE DISTRIBUTION OF MAIN WORKERS BY NINE INDUSTRIAL CATEGORIES:

(a) RURAL PERSONS 1991

Sl.No.	State/ District	Industrial Categories											I-IX
		I	II	III	IV	Va	Vb	VI	VII	VIII	IX		
1	Chamba	71.79	1.14	3.28	0.24	1.23	1.23	8.14	2.38	0.93	9.65	100	
2	Kangra	55.04	6.14	2.26	0.52	2.39	3.72	4.70	4.84	2.42	17.95	100	
3	Hamirpur	64.85	1.89	0.98	0.07	1.87	2.70	4.44	4.10	2.32	16.80	100	
4	Una	57.03	8.12	1.74	0.05	2.28	6.17	3.72	4.42	2.27	14.21	100	
5	Bilaspur	71.24	1.38	1.43	0.10	1.42	3.29	4.30	2.84	1.81	12.19	100	
6	Mandi	78.13	1.49	1.64	0.10	1.22	1.52	3.32	2.09	1.30	9.19	100	
7	Kullu	82.81	2.28	1.61	0.02	0.83	1.18	2.02	1.76	0.64	6.85	100	
8	Lahul-Spiti	51.69	5.15	3.86	0.01	0.77	0.64	12.29	2.03	1.17	22.39	100	
9	Simla	73.19	4.01	5.58	0.03	0.50	1.00	4.06	1.98	0.99	8.66	100	
10	Solan	62.21	2.20	2.27	0.19	1.32	11.92	4.44	3.24	2.26	9.95	100	
11	Sirmaur	77.22	3.50	1.82	1.02	1.01	4.21	2.84	1.83	0.89	5.66	100	
12	Kinnaur	54.49	5.13	2.99	0.05	2.80	1.54	11.63	2.32	0.86	18.20	100	
	HP	68.58	3.48	2.46	0.25	1.45	3.23	4.38	2.96	1.57	11.64	100	

(b) RURAL MALE 1991

Sl.No.	State/ District	Industrial Categories											I-IX
		I	II	III	IV	Va	Vb	VI	VII	VIII	IX		
1	Chamba	68.01	1.12	3.72	0.28	1.33	1.44	9.73	2.83	1.13	10.42	100	
2	Kangra	48.44	6.78	2.65	0.65	2.51	4.30	5.72	5.91	2.98	20.05	100	
3	Hamirpur	49.41	2.49	1.46	0.11	2.54	4.00	6.60	6.10	3.50	23.78	100	
4	Una	53.50	8.74	1.93	0.05	2.34	6.79	4.25	5.07	2.59	14.73	100	
5	Bilaspur	62.88	1.69	1.90	0.13	1.73	4.31	5.78	3.78	2.44	15.36	100	
6	Mandi	67.75	1.71	2.50	0.16	1.65	2.26	5.32	3.29	2.10	13.25	100	
7	Kullu	76.47	2.71	2.30	0.03	0.99	1.51	2.91	2.52	0.98	9.58	100	
8	Lahul-Spiti	38.42	3.60	4.71	0.01	0.72	0.67	16.05	2.73	1.78	31.32	100	
9	Simla	61.58	4.99	7.90	0.05	0.73	1.52	6.16	3.08	1.56	12.42	100	
10	Solan	55.13	2.37	2.73	0.25	1.52	14.20	5.51	3.99	2.88	11.43	100	
11	Sirmaur	70.09	4.16	2.55	1.45	1.33	5.67	4.01	2.51	1.25	6.98	100	
12	Kinnaur	40.72	4.96	3.86	0.07	3.57	2.08	15.40	3.36	1.26	24.73	100	
	HP	59.59	4.07	3.18	0.35	1.75	4.24	5.93	4.03	2.17	14.67	100	

(c) RURAL FEMALE 1991

Sl.No.	State/ District	Industrial Categories											I-IX
		I	II	III	IV	Va	Vb	VI	VII	VIII	IX		
1	Chamba	87.70	1.26	1.40	0.07	0.79	0.36	1.44	0.47	0.08	6.42	100	
2	Kangra	81.53	3.55	0.71	0.02	1.91	1.42	0.61	0.55	0.20	9.51	100	
3	Hamirpur	94.35	0.74	0.06	0.00	0.58	0.20	0.29	0.26	0.06	3.45	100	
4	Una	79.12	4.23	0.53	0.02	1.86	2.32	0.42	0.38	0.22	10.91	100	
5	Bilaspur	94.54	0.53	0.12	0.01	0.58	0.44	0.15	0.23	0.07	3.35	100	
6	Mandi	94.67	1.13	0.28	0.01	0.53	0.33	0.14	0.18	0.04	2.70	100	
7	Kullu	94.10	1.53	0.40	0.00	0.55	0.58	0.44	0.40	0.03	1.98	100	
8	Lahul-Spiti	75.91	7.98	2.32	0.00	0.85	0.60	5.43	0.75	0.07	6.08	100	
9	Simla	92.09	2.41	1.79	0.01	0.11	0.15	0.63	0.18	0.07	2.56	100	
10	Solan	86.90	1.59	0.68	0.00	0.65	3.97	0.70	0.64	0.09	4.78	100	
11	Sirmaur	93.91	1.96	0.12	0.02	0.24	0.81	0.09	0.23	0.03	2.59	100	
12	Kinnaur	82.45	5.46	1.24	0.01	1.24	0.43	3.98	0.21	0.05	4.92	100	
	HP	90.64	2.03	0.70	0.01	0.70	0.77	0.58	0.31	0.08	4.19	100	

Source: 1. Primary Census Abstract, Part II-B Himachal Pradesh Series 9

S 3 T (ii)

FIGURE 3.1
DISTRIBUTION OF MAIN WORKERS IN NINE INDUSTRIAL CATEGORIES
(In Percent)

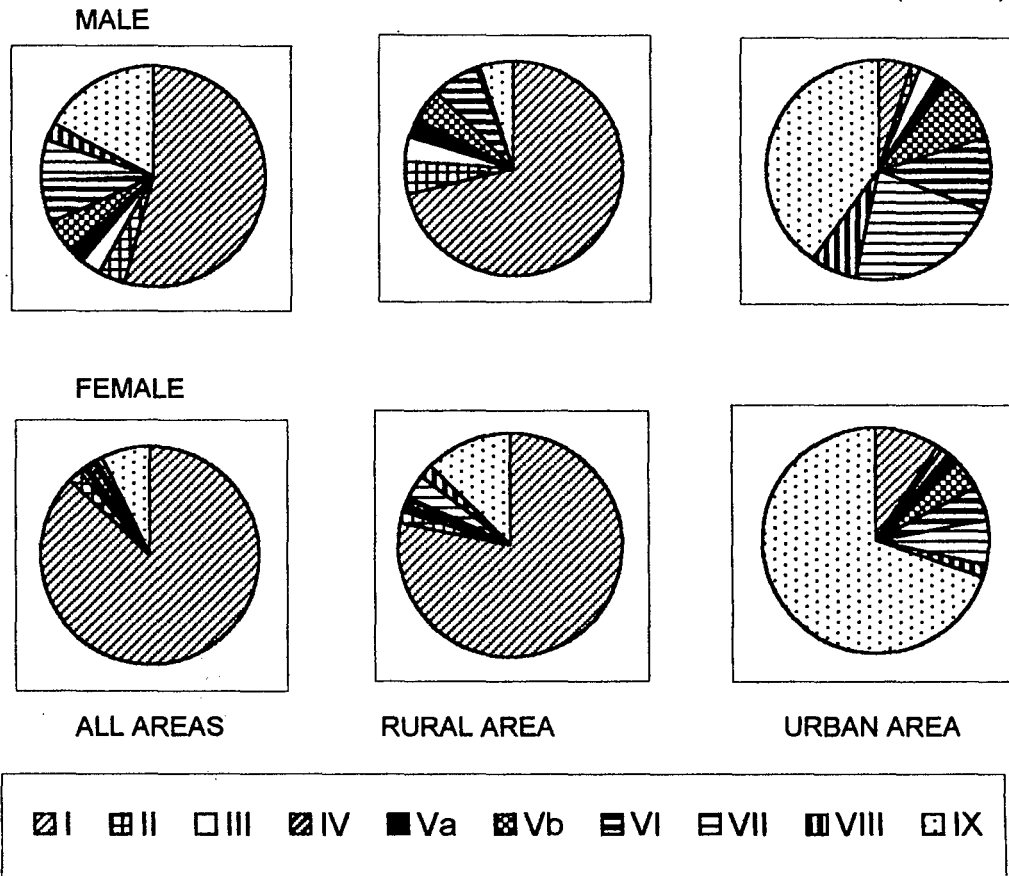


FIGURE 3.2
SECTORAL DISTRIBUTION OF MAIN WORKERS

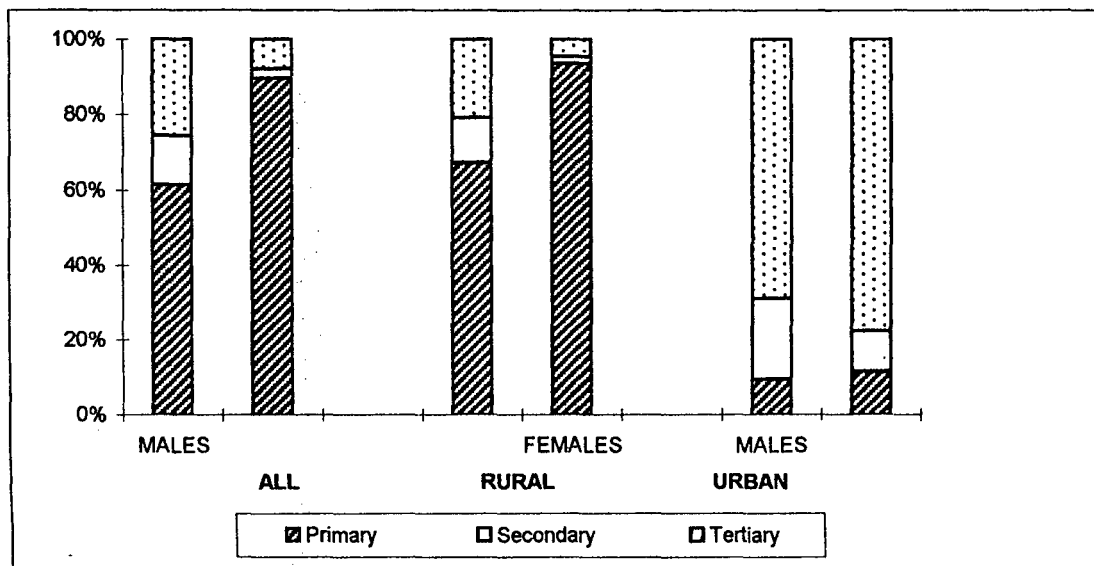


Table: 3.5

PERCENTAGE DISTRIBUTION OF MAIN WORKERS BY NINE INDUSTRIAL CATEGORIES

(a) URBAN (PERSONS) 1991

Sl.No.	State/ District	Industrial Categories										
		I	II	III	IV	Va	Vb	VI	VII	VIII	IX	I-IX
1	Chamba	2.66	0.17	2.81	0.08	1.35	7.45	6.12	19.53	4.89	54.95	100
2	Kangra	4.90	2.36	1.84	2.28	1.18	7.29	10.12	24.90	4.92	40.20	100
3	Hamirpur	9.09	1.16	2.05	0.00	1.22	6.33	5.33	24.66	4.29	45.88	100
4	Una	17.15	6.37	1.92	0.01	1.77	21.77	6.20	17.84	4.38	22.59	100
5	Bilaspur	13.91	0.78	4.52	0.51	2.69	6.77	7.76	18.22	5.64	39.20	100
6	Mandi	5.84	0.39	1.53	0.06	0.79	5.76	16.73	21.17	4.81	42.92	100
7	Kullu	7.08	1.89	3.37	0.00	4.92	7.94	6.09	24.47	6.59	37.66	100
8	Lahul-Spiti											
9	Simla	3.06	0.80	2.64	0.02	0.40	5.06	10.34	18.02	7.45	52.22	100
10	Solan	2.13	0.89	3.28	0.15	1.22	19.02	10.43	19.05	5.28	38.55	100
11	Sirmaur	4.88	1.36	2.77	0.12	2.15	12.74	8.53	19.04	5.58	42.84	100
12	Kinnaur											
	HP	5.37	1.35	2.55	0.31	1.25	8.93	9.88	20.05	5.89	44.41	100

(b) URBAN MALE 1991

Sl.No.	State/ District	Industrial Categories										
		I	II	III	IV	Va	Vb	VI	VII	VIII	IX	I-IX
1	Chamba	2.76	0.18	3.17	0.08	1.42	7.84	6.86	22.86	5.66	49.17	100.00
2	Kangra	5.51	2.51	2.05	2.71	1.09	7.58	10.18	28.06	5.62	34.71	100.00
3	Hamirpur	5.40	1.35	2.34	0.00	1.34	7.45	6.08	29.09	5.02	41.93	100.00
4	Una	17.32	6.43	1.90	0.01	1.85	21.33	6.85	19.72	4.77	19.81	100.00
5	Bilaspur	9.67	0.90	5.04	0.37	2.91	7.90	8.96	21.12	6.63	36.51	100.00
6	Mandi	4.86	0.31	1.73	0.07	0.69	6.68	19.04	24.39	5.50	36.73	100.00
7	Kullu	6.15	1.80	3.80	0.00	4.46	8.70	6.69	27.49	7.66	33.24	100.00
8	Lahul-Spiti											
9	Simla	2.36	0.82	2.92	0.02	0.37	5.69	11.17	19.83	8.26	48.55	100.00
10	Solan	1.80	0.95	3.45	0.17	1.28	20.46	10.87	20.98	5.76	34.28	100.00
11	Sirmaur	4.60	1.52	3.05	0.12	2.28	13.86	9.56	20.94	6.27	37.80	100.00
12	Kinnaur											
	HP	4.70	1.42	2.80	0.35	1.24	9.72	10.74	22.47	6.62	39.93	100.00

(c) URBAN FEMALE 1991

Sl.No.	State/ District	Industrial Categories										
		I	II	III	IV	Va	Vb	VI	VII	VIII	IX	I-IX
1	Chamba	2.20	0.12	1.18	0.06	1.04	5.61	2.68	4.09	1.28	81.77	100.00
2	Kangra	1.69	1.61	0.77	0.00	1.65	5.80	9.83	8.25	1.27	69.14	100.00
3	Hamirpur	26.10	0.25	0.68	0.00	0.68	1.18	1.86	4.22	0.93	64.10	100.00
4	Una	15.80	5.84	2.11	0.00	1.05	25.29	0.96	2.78	1.25	44.92	100.00
5	Bilaspur	33.37	0.20	2.17	1.18	1.68	1.58	2.27	4.94	1.09	51.53	100.00
6	Mandi	10.71	0.77	0.50	0.00	1.28	1.17	5.34	5.27	1.41	73.55	100.00
7	Kullu	12.04	2.33	1.04	0.00	7.38	3.85	2.89	8.35	0.88	61.24	100.00
8	Lahul-Spiti											
9	Simla	7.16	0.63	0.97	0.00	0.54	1.40	5.52	7.48	2.76	73.54	100.00
10	Solan	4.17	0.45	2.22	0.09	0.86	9.89	7.67	6.85	2.22	65.56	100.00
11	Sirmaur	6.75	0.28	0.84	0.07	1.25	5.15	1.53	6.13	0.91	77.09	100.00
12	Kinnaur											
	HP	9.15	0.98	1.11	0.07	1.33	4.48	5.05	6.43	1.79	69.60	100.00

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the rest of the country) - for the state as a whole as well as the districts, irrespective of gender and residence.

To understand the reason behind such a pattern, an understanding of the region both in terms of its physical and cultural aspects is important. To begin with, the answer to such a pattern (i.e. very low proportion of work-force in Agricultural Labourers category) lies partly in the very nature of agriculture practised in the region. Agriculture here is of subsistence nature and hence carried on for self consumption, with hardly any surplus. Limited inputs are used in terms of fertilisers, good seeds etc. yielding to low returns per hectare.

Nature plays a limiting role by limiting the availability of fertile land (due to the mountainous terrain with steep slopes) only to the big valleys that too in patches. Most of the fields are in fact are low gradients slopes with terraces carved out on them. Climate also has its influence on agriculture by controlling the availability of moisture as well as the growing season. Both these factors - climatic and physical - render a large part of land as non-synchronous area (as classified by the census.

The subsistence nature of agriculture is characterised by small size of fields/patches of culturable land. This is due to the above mentioned factors as well as the governmental intervention in land distribution through the Land Ceiling and Tenancy Acts. These factors render paid wage labour as uneconomic. People thus till their lands themselves and hence a high proportion of 'Cultivators' but a low proportion of 'Agricultural Labourers'.

Though Agricultural Labourers on the whole form a low proportion of work-force (Table 3.3 - 3.5), marked variations are seen across both the sexes irrespective of residence. The proportion of females workers in this category is very low, both in rural and urban areas. The reason for this kind of a pattern can be traced down to the cultural value system. Though society does not pose much restrictions on females' work (as is reflected by their comparatively higher work participation rates as compared to the rest of the country... which is so because of the indispensability of their work in the economy... refer to chapter II), it definitely does not appreciate/hold in high esteem females' work on others' fields for wages. Thus, perhaps its only the poorest households who due to economic compulsions send their females to work for wages.

Another observation emerges on the comparison of cultivators' and agricultural labourers' categories across the residences. A comparison of both these categories, as has already been mentioned shows a much lower proportion of workers in the latter category. On comparing the 'all areas' figures with 'urban areas' figures, it can be seen that in the former case (i.e. 'all areas'), as compared to cultivators, agricultural labourers are very less. However, in urban areas, though on the whole agricultural labourers are less (1.35% of the total main workers) but when compared to cultivators' category (5.37% of the total main workers) it appears that in urban areas, the Agricultural Labourers also form an important category in the Primary Sector.

This indicates towards two possible inferences:

- i) Lack of sufficient opportunities in other sectors in (urban areas) which forces the labour (which most likely has migrated in from rural areas) to till others' fields as labourers. The fact that they have to rely on Primary sector only for employment, indicates towards the greater force of the 'push factors' operating in the rural areas and the lack of sufficient 'pull factors' operating in the urban areas.
- ii) On the employers' side, it indicates towards their comparatively well off status (being capable of hiring paid labour) perhaps due to other supplementary income sources.

This observation holds true for urban 'persons' and urban 'males'. However, in the case of urban females this pattern is not reflected. The proportion of urban females is low in the II category as compared to I category. The question that arises is that 'why is it so?'. This could be due to their high reporting as cultivators (Raju and Premi, 1994) - due to better enumeration and/or due to higher value attached to the 'cultivator on one's own field' status rather than agricultural labourers. However, it must be noted here that only females of the 'land owners' can be counted as cultivators. But what about the females of the non-land owning household, specially the in-migrants from rural areas. The poor male in-migrants, generally leave behind their wives and families due to the high cost of living in urban areas (specially when employment opportunities are limited for females). The comparatively better off migrants - who can afford to bring their wives and families - have a higher status economically and hence socially¹ also. Females of such families do not work as agricultural labourers as it is perceived to be derogatory and hence 'status lowering'. Moreover, there is an association between the occupational prestige of wives and husbands

(refer to Victor D'Souzas' Chandigarh study...Literature Review Chapter I) - which prohibits the females from entering into jobs that are much inferior to the husband's job/occupation.

This discussion explains the low proportion of urban females in the agricultural labourers category as compared to the cultivators category - unlike the pattern shown by males and persons in urban areas.

Analysis of the Industrial Structure across Population Sub-groups

The relevance of analysing the variations across population subgroups has already been discussed in Chapter II. Realising the significance of such an analysis, this section deals with the analysis of the variations seen across the population subgroups. A comparatively higher proportion of population being engaged in active participation among the scheduled population (SC and ST population) as compared to the non-scheduled/total population is the generally observed pattern in the country as a whole. Whether Himachal does/does not conform to this all India pattern is the basic purpose of this section of the chapter. For this a comparison of the rural and urban; male and females variations across the caste groups were studied. Table 3.6 (a and b) shows variations in the industrial structure across sex, residence and population sub groups.

As is clearly reflected by the bar-diagram, the industrial structure does not vary much across the population sub groups within the same sex and residence. In the case of females main workers in the Industrial categories, in rural areas, there is not much difference among the caste groups. The ST females however show a comparatively better distributed pattern across the categories/sectors. This is true for both rural and urban areas.

The non-SC/ST population shows a comparatively lower proportion in Primary sector (except ST population) and a higher proportion in the Tertiary sector. It can be observed that the proportion of non-SC/ST females in the agricultural labourers' category is exceptionally low. This could be partly due to the cultural factors. It is also quite possible that fewer households among the SC and ST population are owners of land so as to report their females as cultivators. Their comparatively high proportion in category II is indicative of this fact.

Table: 3.6 a

**PERCENTAGE DISTRIBUTION OF FEMALE MAIN WORKERS BY NINE INDUSTRIAL CATEGORIES
SECTORS CASTE AND RESIDENCE ,HIMACHAL PRADESH. 1991.**

Caste Group	Residence Rural					Primary Sector				Secondary Sector				Tertiary Sector
		I	II	III	IV		Va	Vb	VI		VII	VIII	IX	
Total		90.64	2.03	0.70	0.01	93.38	0.70	0.77	0.58	2.04	0.31	0.08	4.19	4.58
SC		90.75	3.09	0.60	0.01	94.45	1.38	1.10	0.36	2.84	0.25	0.04	2.41	2.70
ST		86.05	3.28	2.60	0.01	91.94	1.00	0.86	1.35	3.21	0.60	0.06	4.19	4.85
NON-SC,ST		90.94	1.52	0.60	0.01	93.07	0.41	0.63	0.81	1.84	0.32	0.09	4.88	5.29

Urban

Total		9.15	0.98	1.11	0.07	11.31	1.33	4.48	5.05	10.86	6.43	1.79	69.60	77.82
SC		15.20	1.16	1.33		17.69	2.16	5.65	4.72	12.54	4.10	1.58	64.09	69.77
ST		9.87	2.53	1.27		13.87	3.80	1.77	8.35	13.92	14.18	1.52	56.71	72.41
NON-SC,ST		7.82	0.91	1.06	0.07	9.85	1.10	4.28	5.05	10.43	6.77	1.84	71.09	79.70

Table: 3.6 b

**PERCENTAGE DISTRIBUTION OF MALE MAIN WORKERS BY NINE INDUSTRIAL CATEGORIES
SECTORS CASTE AND RESIDENCE ,HIMACHAL PRADESH. 1991.**

Caste Group	Residence Rural					Primary Sector				Secondary Sector				Tertiary Sector
		I	II	III	IV		Va	Vb	VI		VII	VIII	IX	
Total		59.59	4.07	3.18	0.35	67.19	1.75	4.24	5.99	11.93	4.03	2.17	14.67	20.88
SC		63.46	6.70	2.17	0.47	72.78	3.51	4.67	6.67	14.85	1.88	1.56	8.92	12.37
ST		67.90	1.87	5.90	0.13	76.80	1.37	1.31	5.01	7.69	2.67	1.33	12.51	16.51
NON-SC,ST		50.18	3.32	3.31	0.28	67.09	0.94	4.08	10.29	16.31	4.56	2.31	20.73	27.60
Urban														
Total		4.70	1.42	2.80	0.35	9.28	1.24	9.72	10.74	21.70	22.47	6.62	39.93	69.02
SC		5.73	3.23	2.66	0.62	12.24	2.07	12.76	12.55	27.39	10.84	6.08	43.46	60.38
ST		8.78	1.50	3.67	0.07	14.01	1.70	3.47	7.07	12.24	20.34	5.85	47.55	73.74
NON-SC,ST		4.42	1.03	2.82	0.30	8.67	1.05	9.15	10.40	20.61	25.01	6.74	39.06	70.82

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The Tertiary sector shows a comparatively greater participation among the Non-SC/ST population. In the Tertiary sector, it is largely the 'Other Services' category that provides employment to the bulk of the workforce. Thus in this sector it is the Non Scheduled population that has the maximum opportunities followed by the ST population. Thus we find that the Industrial Structure does not vary much across the caste groups. This is so because of the less 'restrictive' society in general. This observation, it may be noted, is in conformity with the earlier observation of WPRs across caste-groups (chapter II).

Table 3.6 b shows the distribution of male workers. A comparison between both the sexes, interestingly enough, reveals greater variations across caste-groups in case of male workers. Culture does not bring alterations in MWPR pattern as being as economically engaged is expected to be the right/ 'normal' behaviour among males. The previous discussion i.e. of females shows that across caste groups not much marked variations exists. Thus it appears that the cause for the male workers' across population groups is due to factors other than caste.

Variations across the caste groups at the district level have also been analysed. Table A.3.1 (a, b, c) - A.3.3 (a, b, c) shows the distribution of SC population for all, rural and urban areas across persons, males and females. Similarly, variations across the ST population (Table A.3.4 (a, b, c) - A.3.6 (a, b, c)); and non-SC/ST (Table A.3.7 (a, b, c) - A.3.9 (a, b, c)) have been worked out (see Appendix).

Miscellaneous Observations:

(1) A Case of Concentration of Females Workers:

Gender based division of labour, though evolved to facilitate easier completion of tasks has in the context of changing nature of economies - grown to the disadvantage of females' labour.

By now it is very much evident that females' work pattern, work force participatory behaviour and Industrial structure differ very substantially from those of their male counterparts. The basis of these differences is the 'sex of the worker'. A meaningful study of these issues is not possible without a proper understanding of structural differences

between the various components of the workforce. These differences in the observed behaviour and structural characteristics put females in a disadvantaged situation in the labour market. Their disadvantaged situation is a consequence of their position in the social system particularly their almost total exclusion from the structures of decision making and power. It is within this structural framework, that institutional and historical aspects of discrimination against females workers in the society and in the labour market, can be better understood. The sex-typed labour market, which has, until recently been taken for granted, is opposed to equality of opportunity (i.e. equality understood in a comprehensive sense to include equality of employment, training and promotional opportunities).

Logically also sex can affect the females participation in two ways. If females wages are kept low because of discrimination, the supply of labour is reduced. On the other hand, demand for females' services in a narrower range of jobs/categories leads to increased participation in these very categories leading to crowding and hence the maintenance of low remuneration.

Thus the observed pattern of behaviour and structural characteristics regarding females' work could have emerged over time as a result of the interaction of several factors - social, cultural, demographic as well as economic. These factors could be operating both on the demand as well as on the supply side of the market.

It would be worthwhile to have a recap of some of the characteristic features of females' work, which are relevant for this section. Firstly, since most of their work is such that it is difficult to delineate occupations from house work, it escapes being classified as economic activity and hence risks being rendered invisible in National Statistics. Consequently, when compared with their male counterparts, their participation rates uniformly lagged far behind in all regions and all sections of the population (refer to Chapter 2).

Due to these misleading statistics also, there is a tendency to equate the work of females to that done by men; in fact for most part they are considered to do far less than what men can do (Sunder)². This form of comparison tends to disadvantage females with regard to wages and value of work done (This aspect being beyond the scope of this study has not been analysed).

Secondly, the analysis of their occupational structure reveals their greater concentration in a few sectors/occupations of the economy, stemming largely from deep rooted socio-cultural traditions. Both of these features clearly indicate towards the limited economic opportunities available even to the females in the workforce and their disadvantaged situation which are both a consequence and a cause for market segmentation (manifested in payment of differential wages for same kind of work) and industrial segregation (i.e. the concentration of the females workers in selected Industrial categories). This is what forms the basic theme of this section of the chapter. The purpose of this section is thus to find the sectoral and sub-sectoral imbalances prevalent in the region and their extent. Though to do full justice to this topic, primary data based on micro-level studies are very essential; the present study however confines itself to putting forth this case using secondary data.

To begin with, females workers form a small proportion of the total workforce which implies that they in general have limited opportunities to work; and out of these limited opportunities most of them are concentrated in the rural areas characterised by low economic returns. Apart from this a comparison of main and marginal workers clearly reflects greater concentration of females into the marginal worker category. Refer to tables 3.7 - 3.9 which show the sex ratios of total main, marginal and non-workers.

The analysis of the industrial structure also shows the concentration of females in selected sectors/categories. Though on the whole, that is both male and females workers show a tendency of concentration in the primary sector, that too in the cultivators' category, the concentration for females is all the more marked (referred earlier). Thus the industrial structure for males is more diversified as compared to females - (as is clearly reflected by the sex ratios of the industrial structure, Table 3.10 - 3.12) - who are usually concentrated in the low skill/productivity jobs.

Education is an important factor that influences employability and earning potential of an individual. However, the way in which it influences females employment varies from the way it influences males' employment (refer to Chapter I). The WPR by educational levels brings out different patterns for males and females. While the WPRs increase with literacy in case of males, the reverse is the pattern for females, who show higher participation rates being illiterate (as is reflected by Table 3.13). This reflects towards the limited

Table: 3.7
SEX RATIO AMONG TOTAL POPULATION, TOTAL WORKERS, MAIN WORKERS
MARGINAL WORKERS AND NON-WORKERS

ALL AREAS						
Sl.No.	State/ District	Total Population	Tot.Wrks. (Mn.+Mrg) Workers	Total Main Workers	Marginal Workers	Non- Workers
1	Chamba	949	754	236	10850	1178
2	Kangra	1024	510	246	9386	1464
3	Hamirpur	1105	997	501	10282	1191
4	Una	1017	386	156	14720	1614
5	Bilaspur	1002	845	349	10635	1149
6	Mandi	1013	874	593	8382	1147
7	Kullu	920	703	531	11384	1175
8	Lahul-Spiti	817	712	548	2687	1049
9	Simla	894	669	508	8970	1172
10	Solan	909	569	270	11412	1287
11	Sirmaur	897	588	402	7868	1283
12	Kinnaur	856	620	492	6740	1212
	HP	976	671	385	9691	1288

RURAL AREAS 1991						
Sl.No.	State/ District	Total Population	Tot.Wrks. (Mn.+Mrg) Workers	Total Main Workers	Marginal Workers	Non- Workers
1	Chamba	953	791	227	10931	1147
2	Kangra	1029	527	249	9572	1459
3	Hamirpur	1123	1052	523	10356	1178
4	Una	1024	411	159	14921	1601
5	Bilaspur	1013	883	359	10649	1134
6	Mandi	1025	924	627	8356	1121
7	Kullu	931	746	561	11443	1146
8	Lahul-Spiti	817	712	548	2687	1049
9	Simla	943	805	614	9194	1106
10	Solan	922	647	287	11737	1247
11	Sirmaur	899	630	428	8000	1248
12	Kinnaur	856	620	492	6740	1212
	HP	990	719	408	9802	1267

URBAN AREAS 1991						
Sl.No.	State/ District	Total Population	Tot.Wrks. (Mn.+Mrg) Workers	Total Main Workers	Marginal Workers	Non- Workers
1	Chamba	902	265	215	5263	1511
2	Kangra	934	201	190	1135	1540
3	Hamirpur	870	269	217	5281	1371
4	Una	939	145	125	5548	1746
5	Bilaspur	836	310	218	9587	1395
6	Mandi	869	282	202	9772	1452
7	Kullu	784	190	187	2556	1558
8	Lahul-Spiti					
9	Simla	726	234	172	7178	1422
10	Solan	821	194	158	4038	1562
11	Sirmaur	874	155	147	1579	1546
12	Kinnaur					
	HP	831	224	178	5629	1499

Source: 1. Primary Census Abstract, Part II-B Himachal Pradesh Series 9

Table: 3.8
SEX RATIO AMONG TOTAL SCHEDULED CASTE POPULATION, TOTAL WORKERS
MAIN WORKERS, MARGINAL WORKERS AND NON-WORKERS

ALL AREAS						
Sl.No.	State/ District	Total SC Population	Tot.Wrks. (Mn.+Mrg) Workers	Total Main Workers	Marginal Workers	Non- Workers
1	Chamba	954	757	211	9837	1187
2	Kangra	1009	467	216	8446	1474
3	Hamirpur	1037	829	385	10560	1214
4	Una	941	367	156	13909	1500
5	Bilaspur	979	812	308	9933	1137
6	Mandi	992	813	537	7865	1172
7	Kullu	937	742	536	10604	1167
8	Lahul-Spiti	832	726	515	2879	1036
9	Simla	930	743	564	10721	1153
10	Solan	941	650	306	11951	1262
11	Sirmaur	916	646	467	7801	1274
12	Kinnaur	938	778	589	5560	1139
	HP	967	676	392	9410	1271

RURAL AREAS 1991						
Sl.No.	State/ District	Total SC Population	Tot.Wrks. (Mn.+Mrg) Workers	Total Main Workers	Marginal Workers	Non- Workers
1	Chamba	956	791	211	9923	1154
2	Kangra	1013	477	217	8480	1473
3	Hamirpur	1043	856	393	10552	1201
4	Una	944	385	159	14096	1492
5	Bilaspur	985	833	310	9850	1129
6	Mandi	996	836	555	7957	1156
7	Kullu	939	763	549	10594	1147
8	Lahul-Spiti	832	726	515	2879	1036
9	Simla	961	836	637	10831	1107
10	Solan	949	690	320	12421	1235
11	Sirmaur	916	675	487	7877	1247
12	Kinnaur	938	778	589	5560	1139
	HP	975	707	408	9484	1254

URBAN AREAS 1991						
Sl.No.	State/ District	Total SC Population	Tot.Wrks. (Mn.+Mrg) Workers	Total Main Workers	Marginal Workers	Non- Workers
1	Chamba	923	268	204	4700	1579
2	Kangra	924	181	177	1125	1496
3	Hamirpur	923	280	217	12000	1466
4	Una	904	146	124	5286	1601
5	Bilaspur	860	408	276	30250	1301
6	Mandi	916	292	181	4873	1447
7	Kullu	881	202	196		1703
8	Lahul-Spiti					
9	Simla	759	249	182	9186	1422
10	Solan	853	206	159	2851	1562
11	Sirmaur	909	160	144	2667	1553
12	Kinnaur					
	HP	858	235	178	5919	1496

Source: 1. Primary Census Abstract, Part II-B Himachal Pradesh Series 9

Table: 3.9
SEX RATIO AMONG TOTAL SCHEDULED TRIBE POPULATION, TOTAL WORKERS
MAIN WORKERS, MARGINAL WORKERS AND NON-WORKERS

ALL AREAS						
Sl.No.	State/ District	Total ST Population	Tot.Wrks. (Mn.+Mrg) Workers	Total Main Workers	Marginal Workers	Non- Workers
1	Chamba	983	878	280	11065	1097
2	Kangra	230	84	58	29000	1050
3	Hamirpur	180	84	35		478
4	Una	146	23	23		1500
5	Bilaspur	943	641	218	9480	1274
6	Mandi	965	920	636	5598	1007
7	Kullu	955	529	448	13167	1386
8	Lahul-Spiti	1022	1004	797	2689	1053
9	Simla	813	518	423	5480	1182
10	Solan	825	673	345	9037	998
11	Sirmaur	865	385	127	10021	1455
12	Kinnaur	1082	951	783	7343	1233
	HP	981	838	441	8180	1144

RURAL AREAS 1991						
Sl.No.	State/ District	Total ST Population	Tot.Wrks. (Mn.+Mrg) Workers	Total Main Workers	Marginal Workers	Non- Workers
1	Chamba	985	883	820	11103	1095
2	Kangra	214	80	53	29000	1070
3	Hamirpur	106	54			727
4	Una	51				1000
5	Bilaspur	949	646	224	9365	1279
6	Mandi	981	953	657	5603	10008
7	Kullu	975	569	473	13056	1404
8	Lahul-Spiti	1022	1004	797	2689	1053
9	Simla	869	603	484	10182	1209
10	Solan	843	702	355	9720	1009
11	Sirmaur	872	391	129	10000	1464
12	Kinnaur	1082	951	783	7343	1223
	HP	987	852	445	8223	1143

URBAN AREAS 1991						
Sl.No.	State/ District	Total ST Population	Tot.Wrks. (Mn.+Mrg) Workers	Total Main Workers	Marginal Workers	Non- Workers
1	Chamba	797	334	247	3500	1215
2	Kangra	600	259	259		929
3	Hamirpur	396	385	385		400
4	Una	556	143	143		2000
5	Bilaspur	704	477	16	15000	1047
6	Mandi	673	314	274	5000	985
7	Kullu	864	320	315		1310
8	Lahul-Spiti					
9	Simla	704	345	298	1786	1131
10	Solan	594	195	179	500	891
11	Sirmaur	515	56	28		1031
12	Kinnaur					
	HP	757	325	269	3407	1166

Source: 1. Primary Census Abstract, Part II-B Himachal Pradesh Series 9

TABLE: 3.10 ...

SEX RATIO AMONG TOTAL MAIN WORKERS IN EACH CATEGORY

ALL AREAS

Sl.No.	State/ District	Total Main Workers	Industrial categories								
			I	II	III	IV	Va	Vb	VI	VII	VIII
1	Chamba	236	306	265	89	63	143	88	39	26	204
2	Kangra	246	417	130	67	6	192	88	41	30	141
3	Hamirpur	501	1000	151	25		119	27	26	25	108
4	Una	156	232	80	53	44	123	77	16	14	138
5	Bilaspur	349	541	110	34	143	117	37	14	31	112
6	Mandi	593	874	414	69	29	208	80	26	38	182
7	Kullu	531	688	312	92	83	312	171	84	73	169
8	Lahul-Spiti	548	1082	1216	269		646	493	185	151	106
9	Simla	508	914	288	131	108	116	51	71	55	200
10	Solan	270	452	185	76	12	121	80	54	49	177
11	Sirmaur	402	570	195	22	6	78	60	13	41	208
12	Kinnaur	492	997	542	158	67	171	102	127	30	98
	HP	385	618	200	88	17	164	75	47	39	161

RURAL AREAS

Sl.No.	State/ District	Total Main Workers	Industrial categories									
			I	II	III	IV	Va	Vb	VI	VII	VIII	IX
1	Chamba	227	306	267	90	60	142	59	35	39	18	146
2	Kangra	249	419	130	67	7	189	82	27	23	17	118
3	Hamirpur	523	999	156	20		120	26	23	23	9	76
4	Una	159	236	78	44	45	127	54	16	12	13	118
5	Bilaspur	359	539	112	22	25	116	37	10	22	10	78
6	Mandi	627	876	412	69	30	202	92	16	36	11	128
7	Kullu	561	691	316	98	83	313	214	85	88	17	116
8	Lahul-Spiti	548	1082	1216	269		646	493	185	151	21	106
9	Simla	614	919	297	139	123	95	61	63	37	27	126
10	Solan	287	452	192	71	4	123	80	36	46	9	120
11	Sirmaur	428	573	201	20	6	77	61	10	40	11	159
12	Kinnaur	492	997	542	158	67	171	102	127	30	21	98
	HP	408	620	203	90	14	162	74	40	32	14	116

URBAN AREAS

Sl.No.	State/ District	Total Main Workers	Industrial categories									
			I	II	III	IV	Va	Vb	VI	VII	VIII	IX
1	Chamba	215	171	143	79	167	157	154	84	39	49	358
2	Kangra	190	58	122	71		289	145	183	56	43	378
3	Hamirpur	217	1047	41	63		110	34	66	31	40	331
4	Una	125	114	113	138		71	148	17	18	33	283
5	Bilaspur	218	753	48	94	706	126	44	55	51	36	308
6	Mandi	202	446	500	59		376	36	57	44	52	405
7	Kullu	187	367	242	51		310	83	81	57	22	345
8	Lahul-Spiti											
9	Simla	172	521	131	57		247	42	85	65	57	260
10	Solan	158	367	75	102	87	107	76	112	52	61	302
11	Sirmaur	147	216	27	40	83	81	55	24	43	21	300
12	Kinnaur											
	HP	178	346	123	70	36	192	82	84	51	48	310

Sex Ratio= females/males*1000

Source: Census of India 1991

59 T (iv)

TABLE: 3.11

SEX RATIO AMONG TOTAL SCHEDULED CASTE MAIN WORKERS IN EACH CATEGORY

ALL AREAS

Sl.No.	State/ District	Total Main Workers										
			I	II	III	IV	Va	Vb	VI	VII	VIII	IX
1	Chamba	211	251	234	45	12	110	52	43	44	13	205
2	Kangra	216	342	132	152	6	252	91	34	37	11	138
3	Hamirpur	385	734	140	44		138	36	6	45	5	102
4	Una	156	259	50	74		174	131	6	14	11	92
5	Bilaspur	308	449	106	25	61	115	40	3	23	12	138
6	Mandi	537	731	412	60	20	128	71	19	77	9	157
7	Kullu	536	636	334	184	333	249	222	81	118	5	154
8	Lahul-Spiti	515	1071	1000	563		1000	214	96	45		85
9	Simla	564	855	360	148	150	77	31	31	59	51	185
10	Solan	306	460	127	111		137	153	28	101	19	154
11	Sirmaur	467	620	166	42	4	53	59	10	84	10	178
12	Kinnaur	589	968	1112	123	500	126	72	186	12		89
	HP	392	583	184	111	11	162	93	27	59	18	150

RURAL AREAS

Sl.No.	State/ District	Total Main Workers										
			I	II	III	IV	Va	Vb	VI	VII	VIII	IX
1	Chamba	211	252	234	34	12	111	46	37	35		148
2	Kangra	217	344	135	152	7	252	96	26	33	10	114
3	Hamirpur	393	731	140	42		137	34	5	41	3	82
4	Una	159	260	50	75		179	97	6	11	3	84
5	Bilaspur	310	444	107	27	67	107	41	1	19	7	94
6	Mandi	555	733	413	60	21	126	79	13	67	6	121
7	Kullu	549	637	341	194	333	241	261	80	139	6	107
8	Lahul-Spiti	515	1071	1000	563		100	214	96	45		85
9	Simla	637	857	378	155	167	74	38	18	52	29	112
10	Solan	320	460	131	109		129	166	20	106	13	115
11	Sirmaur	487	622	169	40	4	50	55	8	98		141
12	Kinnaur	589	968	1112	123	500	126	72	186	12		89
	HP	408	584	188	113	12	161	96	22	55	9	110

URBAN AREAS

Sl.No.	State/ District	Total Main Workers										
			I	II	III	IV	Va	Vb	VI	VII	VIII	IX
1	Chamba	204	123	200	158		100	64	135	62	49	308
2	Kangra	177	66	11	182		269	12	197	64	17	349
3	Hamirpur	217	1000	118	71		150	50	38	63	20	218
4	Una	124	120	55	56		91	244	5	27	47	140
5	Bilaspur	276	781	91			273	31	27	36	41	308
6	Mandi	181	458	333	55		250	25	56	101	25	306
7	Kullu	196	267	125	86		310	105	66	74		344
8	Lahul-Spiti											
9	Simla	182	724	95	90		120	22	70	63	69	246
10	Solan	159	472	57	129		279	72	74	89	51	233
11	Sirmaur	144	222	51	61		86	75	25	53	31	245
12	Kinnaur											
	HP	178	473	64	89		186	79	67	67	46	263

Sex Ratio= females/males*1000
Source: Census of India 1991

(1) T (1)

TABLE: 3.12

SEX RATIO AMONG TOTAL SCHEDULED TRIBE MAIN WORKERS IN EACH INDUSTRIAL CATEGORY

ALL AREAS

Sl.No.	State/ District	Total Main Workers										
			I	II	III	IV	Va	Vb	VI	VII	VIII	IX
1	Chamba	280	334	234	147	17	225	83	46	64	17	194
2	Kangra	58	500	250	231		231	638	304	286		3
3	Hamirpur	35	333							333		8
4	Una	23										24
5	Bilaspur	218	271	98	28		187	45	68	30		28
6	Mandi	636	911	391	447		118	941	59	188	32	90
7	Kullu	448	620	329	195		854	566	200	196	24	297
8	Lahul-Spiti	797	1107	2149	291		1205	919	291	145	32	175
9	Simla	423	865	387	336		143	240	147	205	50	223
10	Solan	345	689		143		300	43		38	29	67
11	Sirmaur	127	153	44	33		100	36		31		33
12	Kinnaur	783	1022	884	232	1000	373	250	395	62	43	238
	HP	441	563	775	194	29	335	280	127	115	26	185

RURAL AREAS

Sl.No.	State/ District	Total Main Workers										
			I	II	III	IV	Va	Vb	VI	VII	VIII	IX
1	Chamba	820	334	236	147	18	225	87	44	65	15	177
2	Kangra	53	500	250	250		273	667		400		3
3	Hamirpur											
4	Una											
5	Bilaspur	224	274	100	27		187	45	70	20		31
6	Mandi	657	911	391	487		118	980		84		72
7	Kullu	473	637	328	200		963	684	165	241	16	222
8	Lahul-Spiti	797	1107	2149	291		1205	919	291	145	32	175
9	Simla	484	881	238	370		143	455	98	107		84
10	Solan	355	690		143		333	26			30	53
11	Sirmaur	129	153	44	33		100	36		34		32
12	Kinnaur	783	1022	884	232	1000	373	250	395	62	43	238
	HP	445	564	782	196	29	326	290	120	100	21	149

URBAN AREAS

Sl.No.	State/ District	Total Main Workers										
			I	II	III	IV	Va	Vb	VI	VII	VIII	IX
1	Chamba	247	267		167				211	56	40	349
2	Kangra	259							538			
3	Hamirpur	365								333		143
4	Una	143										200
5	Bilaspur	16								59		
6	Mandi	274							400	483	333	179
7	Kullu	315	321	333	154		714	211	412	123	42	479
8	Lahul-Spiti											
9	Simla	298	500	700	59			71	235	276	87	333
10	Solan	179	500							143		136
11	Sirmaur	28										33
12	Kinnaur											
	HP	269	302	455	93		600	137	317	187	70	320

59 T (VI)

opportunities available to educated females. From this, in turn, it can be inferred that the greater proportion of employment opportunities are available only in the unskilled sector.

Thus the concentration of females in selected sectors/categories is confined not just to the rural/ illiterate/less educated females it is also seen in the educated females. First of all general literacy is low among females implying that their skill levels are lower than males, and hence are more likely to be concentrated in low skills. Apart from this, females workers classified by educational level show the bulk of females within the matriculation/secondary level of education which again reflects low skills and hence less better jobs.

At higher levels of education (technical/degree) FWPR is comparatively is high (refer Appendix Tables A.3.10 (i - xii)). The type of education females go in for is also influenced by cultural factors and sex stereotypes regarding the 'suitable education' for the 'suitable females jobs'. Table A.3.14 reflects this point, it shows a greater proportion of females having non-technical education as compared to technical education in case of diploma/degree. Even in non-technical education proportion of females having diploma is higher but the proportion of degree holder is much less reflecting the biases prevalent in the society. This again shows the concentration in non-technical areas with comparatively lesser job opportunities and lesser pay reflecting a case of segregation even in education attainment. Thus the fact that females workers at the educational level of technical diploma/certificate have a higher WPR implying that lower WPR at lower educational levels is due to lack of necessary skills and not lack of will to work.

To sum up the constraints of sex-segregated labour market tend to limit the range of jobs available to females. As a result, females tend to cluster in low status and poorly paid jobs. As a consequence of the concentration of females in limited range of occupations, females are forced to compete with females for limited job opportunities. This also has the affect of driving down the wage rate. Females are less likely to continue their education to higher levels and are more likely to be found in females suitable jobs most of which have low status and remuneration. Even the professionally educated females are disadvantaged as females because of the difficulty of reconciling the competing and sometimes incompatible demands of professional career with culturally defined family responsibilities.

TABLE: 3.13

MAIN WORKERS CLASSIFIED BY EDUCATIONAL LEVEL, SEX AND RESIDENCE

Sl. No.	Districts/ State	Education Level	All Areas			Rural			Urban		
			Total	Male	Female	Total	Male	Female	Total	Male	Female
1	Chamba	Total	32.55	51.35	12.75	32.68	51.59	12.84	30.95	48.43	11.57
		Illiterate	28.34	49.85	13.25	28.74	50.67	13.43	17.27	29.08	7.74
		Literate	39.93	52.91	11.11	40.49	52.65	10.46	36.66	54.87	13.58
2	Kangra	Total	27.55	44.75	10.75	27.55	44.75	10.83	27.52	44.73	9.09
		Illiterate	21.87	37.34	11.51	22.04	37.69	11.66	17.74	29.93	7.39
		Literate	31.36	48.34	10.06	31.33	48.22	10.06	31.98	50.44	10.01
3	Hamirpur	Total	29.87	41.91	18.97	29.90	41.68	19.42	29.30	45.02	11.22
		Illiterate	21.80	28.76	17.58	22.06	29.00	17.89	16.11	24.13	9.97
		Literate	34.54	47.32	20.04	34.60	47.06	20.63	33.76	50.42	11.77
4	Una	Total	27.46	47.89	7.36	27.30	47.66	7.42	29.14	50.23	6.68
		Illiterate	18.95	36.50	7.46	19.08	36.85	7.51	17.39	32.19	6.75
		Literate	33.12	53.23	7.27	32.91	52.83	7.33	35.17	57.07	6.63
5	Bilaspur	Total	31.03	46.05	16.04	30.87	45.73	16.19	33.81	50.97	13.29
		Illiterate	25.48	39.52	16.07	25.73	39.95	16.25	18.50	28.55	10.87
		Literate	35.32	49.57	16.01	35.00	48.98	16.13	39.33	56.94	14.49
6	Mandi	Total	37.46	47.33	27.71	37.91	47.17	28.87	31.74	49.35	11.49
		Illiterate	35.64	41.86	31.85	38.39	42.50	32.69	15.58	26.74	7.37
		Literate	39.12	50.45	21.82	39.39	49.99	22.92	36.81	54.63	13.21
7	Kullu	Total	42.44	53.20	30.74	42.80	52.93	31.91	37.60	56.50	13.49
		Illiterate	39.11	47.07	33.74	39.70	47.53	34.44	21.47	34.39	11.14
		Literate	46.51	57.75	24.18	46.95	57.24	25.70	43.15	62.14	14.62
8	Lahul-Spiti	Total	54.18	63.60	42.64	54.18	63.60	42.64			
		Illiterate	50.74	55.69	47.39	50.74	55.69	47.39			
		Literate	57.75	68.35	32.68	57.75	68.35	32.68			
9	Simla	Total	43.08	54.13	30.73	44.02	52.99	34.51	39.43	58.08	13.74
		Illiterate	40.76	48.13	35.62	42.85	49.58	38.29	23.41	37.93	10.08
		Literate	45.00	57.41	24.38	45.23	55.24	28.20	44.43	63.01	15.27
10	Solan	Total	34.98	52.59	15.61	35.10	52.43	16.31	34.14	53.68	10.34
		Illiterate	28.10	45.50	15.78	28.74	46.50	16.40	19.74	34.29	6.83
		Literate	41.07	56.78	15.39	41.38	56.25	16.17	39.52	59.56	11.98
11	Sirmaur	Total	40.11	54.25	24.34	41.30	54.95	26.12	29.42	48.06	8.09
		Illiterate	37.19	51.29	26.25	38.39	52.49	27.48	16.46	31.34	4.10
		Literate	44.12	56.98	20.11	45.83	57.45	22.55	35.35	54.15	10.41
12	Kinnaur	Total	47.32	58.85	33.85	47.32	58.85	33.85			
		Illiterate	43.46	50.55	38.52	43.46	50.55	38.52			
		Literate	51.33	64.15	25.12	51.33	64.15	25.12			

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TABLE: 3.14

PROPORTION OF MALES AND FEMALES IN TECHNICAL/ NON TECHNICAL EDUCATION

Sl.No.	State/ Districts	Technical Education					
		Diploma			Degree		
		Total	Male	Female	Total	Male	Female
1	Chamba	100	67.62	32.38	100	64.78	35.22
2	Kangra	100	55.66	44.34	100	57.53	42.47
3	Hamirpur	100	63.86	36.14	100	70.57	29.43
4	Una	100	67.20	32.80	100	69.16	30.84
5	Bilaspur	100	73.09	26.91	100	59.36	40.64
6	Mandi	100	75.31	24.69	100	62.71	37.29
7	Kullu	100	67.25	32.75	100	63.60	36.40
8	Lahul-Spiti						
9	Simla	100	77.52	22.48	100	66.29	33.71
10	Solan	100	80.21	19.79	100	60.09	39.91
11	Sirmaur	100	73.67	26.33	100	58.07	41.93
12	Kinnaur						
	HP	100	71.89	28.11	100	63.39	36.61

Sl.No.	State/ Districts	Non Technical Education					
		Diploma			Degree		
		Total	Male	Female	Total	Male	Female
1	Chamba	100	39.02	60.98	100	78.18	21.82
2	Kangra	100	34.04	65.96	100	84.69	15.31
3	Hamirpur	100	59.26	40.74	100	86.65	13.35
4	Una	100	52.38	47.62	100	87.97	12.03
5	Bilaspur	100	52.63	47.37	100	84.66	15.34
6	Mandi	100	37.50	62.50	100	82.79	17.21
7	Kullu	100	58.82	41.18	100	85.50	14.50
8	Lahul-Spiti						
9	Simla	100	53.64	46.36	100	82.47	17.53
10	Solan	100	60.00	40.00	100	82.38	17.62
11	Sirmaur	100	46.03	53.97	100	83.98	16.02
12	Kinnaur						
	HP	100	48.26	51.74	100	83.15	16.85

60 T (ii)

(2) The influence of marital status on the pattern of industrial structure :

The census classifies the population & workers by its marital status also. Marital status has been divided into four categories viz. (i) Never married, (ii) Married, (iii) Widowed and (iv) Divorced or Separated and (v) Unspecified Marital Status. The Indian society is one characterised by a strong family bond; a lot of importance is also given to the marital status of an individual. In fact different sets of ideas/notions and socially prescribed rules apply on people, specially females, in different marital status groups. Comparatively more stringent restrictions apply on the unmarried females in all aspects including their working status. Economic necessity also plays an important role in determining the participation rates by marital status.

The following discussion, thus tries to analyse role of marital status in determining their working/non-working status and their distribution in various categories. Table B-13(s) of the Economic Tables Part III-B Series of Himachal, is the source of the required data for this analysis. The data was available at state level for the industrial categories I, II, Va and all others i.e. category II, IV, Vb, VI to IX of the census.

Table 3.15 shows the distribution of total population, total main workers, workers in each category and distribution across the marital statuses. This has been calculated for all rural and urban areas. Similarly table 3.16 shows the distribution of females marginal workers.

Of the total females population, the proportion of married and never married is rather balanced 46.04% and 46.71% respectively, in all areas. The proportion of main workers as well as marginal workers (Table 3.15) of never married and married females reflects major differences in their participation rates. The participation rates are very low for unmarried females as compared to married ones; which perceives unmarried females as more vulnerable and hence, the need to protect them more and also to keep them confined. Moreover being unmarried and not belonging to the family permanently, they are not expected to shoulder economic responsibilities, in fact the family is supposed to take care of their economic needs. These factors keep the participation rates low for unmarried females. This is a uniform pattern seen both at rural as well as urban areas. The pattern is similar also in the case of marginal workers (Table 3.16,3.17).

TABLE 3.15

FEMALE WORKERS CLASSIFIED BY INDUSTRIAL CATEGORY AND MARITAL STATUS

HIMACHAL PRADESH

Marital Status	Total popn Female	Main Workers	Industrial Category of Main Workers				Marginal Workers	Total Wrks Mn+Mrg	Non Wrks
			Total	I	II	Va			
Total	100	100	100	100	100	100	100	100	100
Never Ma	46.71	14.88	14.40	16.93	17.14	18.30	13.48	14.26	64.04
Married	46.04	77.08	77.95	71.88	71.94	71.21	79.12	77.99	28.97
Widowed	7.02	7.44	7.13	9.56	9.69	9.46	7.11	7.30	6.87
Div/Sepa	0.23	0.60	0.52	1.63	1.23	1.02	0.29	0.46	0.11
Unspecifie	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.00

FEMALE WORKERS CLASSIFIED BY INDUSTRIAL CATEGORY AND MARITAL STATUS

HIMACHAL PRADESH

Marital Status	Total popn Female	Main Workers	Industrial Category of Main Workers				Marginal Workers	Total Wrks Mn+Mrg	Non Wrks
			Rural	I	II	Va			
Total	100	100	100	100	100	100	100	100	100
Never Ma	46.62	14.82	14.43	16.94	17.56	19.28	13.52	14.23	65.33
Married	45.98	77.22	77.93	71.96	71.95	69.76	79.05	78.05	27.46
Widowed	7.16	7.36	7.12	9.43	9.24	9.74	7.14	7.26	7.10
Div/Sepa	0.24	0.59	0.52	1.66	1.25	1.20	0.29	0.45	0.11
Unspecifie	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.00

FEMALE WORKERS CLASSIFIED BY INDUSTRIAL CATEGORY AND MARITAL STATUS

HIMACHAL PRADESH

Marital Status	Total popn Female	Main Workers	Industrial Category of Main Workers				Marginal Workers	Total Wrks Mn+Mrg	Non Wrks
			Urban	I	II	Va			
Total	100	100	100	100	100	100	100	100	100
Never Ma	47.73	15.98	8.83	16.22	12.58	16.77	10.86	14.90	53.11
Married	46.63	74.15	81.66	68.47	71.85	73.47	83.42	76.11	41.80
Widowed	5.46	9.16	9.12	15.32	14.57	9.02	5.46	8.38	4.99
Div/Sepa	0.17	0.69	0.39	0.00	0.99	0.73	0.26	0.60	0.10
Unspecifie	0.00	0.01	0.00	0.00	0.00	0.01	0.00	0.01	0.00

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TABLE 3.15 b

FEMALE WORKERS CLASSIFIED BY INDUSTRIAL CATEGORY AND MARITAL STATUS

HIMACHAL PRADESH

Total

Marital Status	Total popn Female	Main Workers	Industrial Category of Main Workers				Marginal Workers	Total Wrks Mn+Mrg	Non Wrks
			I	II	Va	All others			
Total	100	19.36	16.83	0.38	0.14	2.01	15.45	34.82	65.18
Never Ma	100	6.17	5.19	0.14	0.05	0.79	4.46	10.63	89.37
Married	100	32.42	28.49	0.80	0.22	3.11	26.56	58.98	41.02
Widowed	100	20.52	17.10	0.52	0.19	2.71	15.66	36.18	63.82
Div/Sepa	100	49.44	37.25	2.87	0.74	8.78	18.98	68.41	31.59
Unspecifie	100	23.68	11.84	0.00	0.00	11.84	10.53	34.21	65.79

FEMALE WORKERS CLASSIFIED BY INDUSTRIAL CATEGORY AND MARITAL STATUS

HIMACHAL PRADESH

Rural

Marital Status	Total popn Female	Main Workers	Industrial Category of Main Workers				Marginal Workers	Total Wrks Mn+Mrg	Non Wrks
			I	II	Va	All others			
Total	100	20.08	18.20	0.41	0.14	1.33	16.53	36.61	63.39
Never Ma	100	6.39	5.63	0.15	0.05	0.55	4.79	11.18	88.82
Married	100	33.72	30.84	0.84	0.22	2.02	28.43	62.15	37.85
Widowed	100	20.65	18.12	0.54	0.18	1.81	16.50	37.15	62.85
Div/Sepa	100	49.75	39.45	2.84	0.73	6.73	19.89	69.64	30.36
Unspecifie	100	22.39	13.43	0.00	0.00	8.96	11.94	34.33	65.67

FEMALE WORKERS CLASSIFIED BY INDUSTRIAL CATEGORY AND MARITAL STATUS

HIMACHAL PRADESH

Urban

Marital Status	Total popn Female	Main Workers	Industrial Category of Main Workers				Marginal Workers	Total Wrks Mn+Mrg	Non Wrks
			I	II	Va	All others			
Total	100	11.10	1.02	0.11	0.15	9.83	2.98	14.09	85.91
Never Ma	100	3.72	0.19	0.04	0.04	3.45	0.68	4.40	95.60
Married	100	17.65	1.78	0.16	0.23	15.48	5.34	22.99	77.01
Widowed	100	18.61	1.70	0.31	0.39	16.22	2.98	21.59	78.41
Div/Sepa	100	44.48	2.27	0.00	0.85	41.36	4.53	49.01	50.99
Unspecifie	100	33.33	0.00	0.00	0.00	33.33	0.00	33.33	66.67

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TABLE 3.16

**FEMALE WORKERS CLASSIFIED BY INDUSTRIAL CATEGORY AND MARITAL STATUS
HIMACHAL PRADESH**

Total

Marital Status	Total popn Female	Marginal Workers	Industrial Category of Main Workers			
			I	II	Va	All others
Total	100	100	100	100	100	100
Never Ma	46.71	13.48	13.36	16.77	11.86	14.41
Married	46.04	79.12	79.25	75.32	80.89	78.89
Widowed	7.02	7.11	7.11	7.46	6.66	6.33
Div/Sepa	0.23	0.29	0.28	0.44	0.60	0.37
Unspecifie	0.00	0.00	0.00	0.00	0.00	0.00

**FEMALE WORKERS CLASSIFIED BY INDUSTRIAL CATEGORY AND MARITAL STATUS
HIMACHAL PRADESH**

Rural

Marital Status	Total popn Female	Marginal Workers	Industrial Category of Main Workers			
			I	II	Va	All others
Total	100	100	100	100	100	100
Never Ma	46.62	13.52	13.41	16.61	12.25	14.48
Married	45.98	79.05	79.17	75.42	80.49	79.19
Widowed	7.16	7.14	7.14	7.52	6.72	5.92
Div/Sepa	0.24	0.29	0.28	0.45	0.54	0.41
Unspecifie	0.00	0.00	0.00	0.00	0.00	0.00

**FEMALE WORKERS CLASSIFIED BY INDUSTRIAL CATEGORY AND MARITAL STATUS
HIMACHAL PRADESH**

Urban

Marital Status	Total popn Female	Marginal Workers	Industrial Category of Main Workers			
			I	II	Va	All others
Total	100	100	100	100	100	100
Never Ma	47.73	10.86	10.00	22.83	5.71	13.67
Married	46.63	83.42	84.56	71.68	87.14	75.67
Widowed	5.46	5.46	5.16	5.49	5.71	10.67
Div/Sepa	0.17	0.26	0.28	0.00	1.43	0.00
Unspecifie	0.00	0.00	0.00	0.00	0.00	0.00

61 T. (iii)

TABLE 3.16b (3.17)

**FEMALE WORKERS CLASSIFIED BY INDUSTRIAL CATEGORY AND MARITAL STATUS
HIMACHAL PRADESH
Total**

Marital Status	Total popn Female	Marginal Workers	Industrial Category of Main Workers			
			I	II	Va	All others
Total	394564	100.00	95.48	3.34	0.30	0.88
Never Ma	53177	100.00	94.63	4.16	0.26	0.95
Married	312183	100.00	95.63	3.18	0.30	0.88
Widowed	28066	100.00	95.43	3.51	0.28	0.79
Div/Sepa	1130	100.00	93.10	5.13	0.62	1.15
Unspecifie	8	100.00	100.00	0.00	0.00	0.00

Rural

Marital Status	Total popn Female	Marginal Workers	Industrial Category of Main Workers			
			I	II	Va	All others
Total	388479	100.00	95.59	3.30	0.28	0.82
Never Ma	52516	100.00	94.80	4.06	0.26	0.88
Married	307107	100.00	95.74	3.15	0.29	0.82
Widowed	27734	100.00	95.57	3.48	0.27	0.68
Div/Sepa	1114	100.00	93.09	5.21	0.54	1.17
Unspecifie	8	100.00	100.00	0.00	0.00	0.00

Urban

Marital Status	Total popn Female	Marginal Workers	Industrial Category of Main Workers			
			I	II	Va	All others
Total	6085	100.00	88.23	5.69	1.15	4.93
Never Ma	661	100.00	81.24	11.95	0.61	6.20
Married	5076	100.00	89.44	4.89	1.20	4.47
Widowed	332	100.00	83.43	5.72	1.20	9.64
Div/Sepa	16	100.00	93.75	0.00	6.25	0.00
Unspecifie	0	0.00				

(17) 61 T(DV)

Widows account only for 5-7% of the total population (5.46% in urban areas, 7.16% in rural and 7.02% in all areas - to be precise). Their proportion to total females main workers is 7.44% for all areas. Considering their low proportion in total population, even a seemingly low participation rate of 7.44%, calculated from total main workers, is in fact a very high proportion of workers. This is in conformity with the proposed hypothesis that - widow worker participation rates would be high due to greater economic necessity faced by them in absence of their partners. This hypothesis is all the more supported by the still higher proportion of widow workers in urban areas because of higher cost of living.

(3) Industrial Structure by Town Size:

Though Himachal Pradesh is a predominantly rural state (one of the least urbanised states in India), it has a high urban growth rate. (Its urban population rose from 7.61% in 1981 to 8.69% in 1991). Another characteristic feature of urban scenario is the concentration of bulk of urban population - 24.57% of total urban population in class I town (which in H.P. is the lone town of Shimla VA).

This high growth rate of urban population accompanied by the feature of concentration of urban population, analysed while keeping in mind the way urban sector influences females' employment opportunities (discussed in Chapter II) makes this probe worth while.

Table 3.18 shows the percentage distribution of population of main workers by industrial categories in the various town sizes. The work participation rates of females workers across the town sizes is comparatively higher for class I and class VI town sizes. This is so because class I town provides comparatively more employment opportunities in tertiary sector as compared to III, IV, V class towns. Class VI towns falling on the lowest end of town hierarchy also show a higher participation rates as these towns are more close to rural characteristics; comparatively greater employment opportunities exist in agriculture (3.4% of main workers in class VI town are in category I).

Thus on the whole, among the I-VI class, I and VI class towns are the ones that have more employment opportunities. In the former case (I town) these opportunities lie in the 'services' category, while in class VI towns agriculture (i.e. category I) also emerges an important sector - second in importance after 'other services' category.

Table 3.18

Percentage distribution of population of each sex into Main Workers by broad industrial categories

Class (Person)	% of Total Ur. Popn.	Total Popn.	Main Workers	I	II	III	IV	Va	Vb	VI	VII	VIII	IX
I	24.57	100	38.86	0.64	0.29	0.89	0.01	0.15	1.98	4.03	6.57	2.99	21.31
II	*												
III	19.42	100	31.4	0.88	0.19	0.86	0.03	0.37	2.94	4.38	6.5	1.74	13.51
IV	21.73	100	31.89	1.42	0.4	0.97	0.16	0.65	3.03	2.41	6.79	1.93	14.18
V	14.9	100	28.82	2.23	0.75	0.53	0.33	0.43	5.92	2.72	5.14	1.15	9.62
VI	19.38	100	33.64	4.25	0.74	0.91	0.05	0.54	1.98	2.74	8.14	1.56	12.73

Class (Male)	% of Total Ur. Popn.	Total Popn.	Main Workers	I	II	III	IV	Va	Vb	VI	VII	VIII	IX
I	24.57	100	57.51	0.89	0.47	1.45	0.01	0.21	3.29	6.41	10.63	4.87	29.28
II	*												
III	19.42	100	49.42	1.28	0.31	1.47	0.05	0.57	5.21	7.73	11.55	3.08	18.17
IV	21.73	100	49.88	2.24	0.7	1.66	0.3	1.04	5.14	4.12	11.95	3.43	19.3
V	14.9	100	47.34	3.7	1.28	0.97	0.64	0.69	9.96	4.53	9.46	20.14	13.97
VI	19.38	100	52.51	4.96	1.15	1.59	0.08	0.82	3.49	4.73	14.51	2.82	18.36

Class (Female)	% of Total Ur. Popn.	Total Popn.	Main Workers	I	II	III	IV	Va	Vb	VI	VII	VIII	IX
I	24.57	100	13.43	0.3	0.05	0.13		0.07	0.2	0.9	1.05	0.41	10.43
II	*												
III	19.42	100	10.67	0.43	0.05	0.15	0.01	0.13	0.33	0.52	0.69	0.22	8.14
IV	21.73	100	10.81	0.46	0.05	0.16	N	0.2	0.55	0.41	0.74	0.17	8.07
V	14.9	100	8.43	0.61	0.17	0.06		0.14	1.46	0.72	0.38	10.05	4.84
VI	19.38	100	11.28	3.4	0.25	0.09	0.03	0.21	0.19	0.38	0.59	0.08	6.06

Source: 1. a Portrait of population (Part-i) Himachal Pradesh, Census of India 1991

* o class II Town in H.P

Table: A3.18

Percentage distribution of Total, Main, Marginal and Non-workers by sex and town-class

Class	No. of Towns	**Urban Population	Sex	Total Workers	Main Workers	Marginal Workers	Non-Workers
I	1	24.57	(Persons)	40.87	38.86	2.01	59.13
			(Male)	57.92	57.51	0.41	42.08
			(Female)	17.63	13.43	4.2	82.37
*							
III	4	19.42	(Persons)	32.34	31.4	0.94	67.66
			(Male)	49.76	49.42	0.34	50.24
			(Female)	12.31	10.67	1.64	87.69
IV	7	21.73	(Persons)	32.55	31.89	0.66	67.45
			(Male)	50.31	49.88	0.43	49.69
			(Female)	11.75	10.81	0.94	88.25
V	9	14.9	(Persons)	29.3	28.82	0.48	70.7
			(Male)	47.66	47.34	0.32	52.34
			(Female)	9.08	8.43	0.65	90.92
VI	34	19.38	(Persons)	37.26	33.64	3.62	62.74
			(Male)	53.2	52.51	0.69	46.8
			(Female)	18.38	11.28	7.1	81.62

* There is no class II town in Himachal Pradesh

** % of urban population
to total urban population

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End Notes

1. A reference is being made here to the process of Sanskritization, as has been mentioned by M.N. Srinivas (refer to chapter 1). Accordingly, the people who rank lower in the social hierarchy, in order to raise their social status adopt the value system and practices prevalent among the higher caste people, on becoming economically well off. This results in withdrawal of women from the work force.
2. Sunder (1981), 'Characteristics of Female Employment: Implications of Research and policy', EPW, May 9. p863-871.

CHAPTER 4

SUMMARY AND CONCLUSIONS

Females' participation in the workplace is inter-related with the social and economic milieu and the demographic situation in which she lives (United Nations ¹).

As a part of the broader programme, to find ways for females' emancipation, the most recent thinking emphasises on the 'equal opportunity to work' as the hall mark of her emancipation. It is now being realised that an important cause for her neglect has been that though females constitute almost one half of the population, work opportunities available to them are much less.

Work is important as it not only helps in meeting the economic needs but also performs a social function by providing social and emotional rewards. One's work and employment are an important source of one's personal identity and thus form an important part of the definition and evaluation of self².

Females' work plays a still more important role. The effect of her economic participation touches every aspect of life and society. It not only enhances her social status but also has an impact on the overall development process of the region/society. Her economic participation influences the overall economic status of the household³, decision making and pattern of marital power, age at marriage, trends in fertility, child bearing/rearing patterns, demand for supportive services (day care centres, crèches etc.) in the economy.

As has been mentioned earlier also, acknowledgement of females as important economic contributors to the economy is rather recent in social sciences. In fact traditionally the social scientists had rather perpetuated the illusion of a 'non-working' status of females by treating the topic of work force participation as though it involved only men.

Due to the confinement of the bulk of the females within the household, the small percentage of females workers - i.e. those recorded as workers by the census criteria - form a different category. Their pattern of economic participation and their status in the workforce are also different. The very reasons for their coming out to work are different

from men; the pattern of their economic employment is also different from that of men and is influenced by a number of social economic and demographic factors acting in combination over the years. The study made an attempt to investigate into the reasons for females' work:

(i) It was found that economic necessity is a very important reason for work in any region specially in a developing region like Himachal. In such an economy the earnings of both husband and wife are necessary to meet both the ends and a non-working wife is an unaffordable luxury specially for the poor households. In comparatively richer households the need to raise and maintain the standards females prefer to work.

(ii) In present times, the changing life cycle of females is another reason for females' entering into the workforce. Advances in the medical technology have increased the life expectancy. In other words the average life span has been increasing over the years. Simultaneously, with the growing awareness and realisation of the advantages of limiting the family size, the fertility rates have been declining over the years. This is reflected by the census data also.

As a result, the number of years of a females' life span devoted towards child bearing/rearing have been declining. This has reduced the burden of household/domestic duties. This accompanied by the increasing life span have together affected greater economic participation of females.

(i) The changing attitude of the society towards the working/non-working status of the females also plays an important role. In recent times, with wider spread of education among all sections of the population (SC, ST, male, females, rural-urban) awareness level has definitely increased. As a result a change has come in the traditional conservative attitude that restricted females' active participation in general and in particular activities. Now working of females is not seen as a derogatory thing contributing to the decline in ones social status. The increase seen in the FWPR over the decade (specially when the MWPRs have declined) is a testimony to the fact.

Thus education has not only changed the attitude of men towards females' work but has also made females themselves realise the importance of being economically productive and

hence an independent and influential member in the family with higher social status, specially in urban areas which are marked by comparatively higher levels of education among both the sexes. It is noteworthy here that Himachal ranks among the states having highest literacy levels in the country. The literacy rate being:

	Total	Rural	Urban
Persons	63.86	61.86	84.17
Male	75.36	73.89	88.97
Females	52.13	49.79	78.38

There is not much disparity between the literacy rates of the SC and ST population in the State as compared to the rest of the country.

(iv) Government's support, specially the encouragement towards females' education, passing of legislation in favour of quality in work status etc. have all gone a long way in raising females' participation rates.

(v) Modernisation has also paid an important role.

All these above mentioned reasons have had an impact of the structure of the economy and also the society in general. These structural changes in the economy have resulted due to commercialisation, expanding markets, technological changes and methods of production, growth and spread of education etc.

The impact of these factors are of varying degrees due to the inherent inequalities among females. Due to the prevailing complex and heterogeneous situation (of females) these factors have generated different responses among different groups along different lines. Hence the impact of these factors is seen in different directions - at times towards egalitarianism and at times towards enhancing inequalities. For instance due to urbanisation, females' participation might decline due to narrowing down of the traditional primary sector specially when they are not adequately skilled for the non-traditional jobs generated due to urbanisation. At the same time urbanisation reduces the influence of culture which restricts females' participation thereby facilitating higher participation among them provided they have the necessary skills.

In my final concluding statement, I would like to quote Elizabeth Cady Stanton who as early as 1890 had stated, “When females can support themselves, have their entry to all trades and professions, with a house of their own over their heads and a bank account, they will own their bodies and be dictators in the social realms”. This statement holds relevance even today and should form the foundation stone of any policy formulated for females.

To achieve economic independence the major social reform that is urgently required is to make sustainable policies for providing females with adequate jobs. It is like a clarion call **“Increase the employment potential of females”**.

End Notes

1. United Nations Report (1984), *ibid*, p14.
2. Fox M.F. and Hesse, 'Women at Work', p1-24.
3. ... an inference drawn from a study conducted by World Bank (1989).
4. As quoted by Anand, Indu (1996), 'Economic Independence of Women' in Heptulha Najma (ed.), 'Reforms for Women: Future Options'.

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Table: A2.1

FEMALE WORK PARTICIPATION RATES ACROSS CASTE GROUPS

Sl. No.	District/ State	Total			SC			ST			Non SC ST		
		Total	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban
1	Chamba	12.75	12.84	11.57	11.29	11.32	10.89	13.97	13.97	14.34	12.63	12.76	11.61
2	Kangra	10.75	10.83	9.09	9.55	9.60	8.31	21.45	21.48	21.21	11.06	11.16	9.21
3	Hamirpur	18.98	19.42	11.22	16.27	16.52	10.73	14.71	0.00	26.32	19.78	20.31	11.29
4	Una	7.36	7.42	6.68	8.06	8.18	6.55	14.29	0.00	20.00	7.16	7.21	6.71
5	Bilaspur	16.04	16.19	13.29	14.56	14.50	15.81	11.54	11.74	1.32	16.73	16.97	12.78
6	Mandi	27.71	28.87	11.49	26.09	26.95	8.88	29.88	30.31	18.71	28.34	29.65	12.10
7	Kullu	30.74	31.91	13.49	30.32	30.95	12.18	23.42	24.76	16.45	31.32	32.70	13.40
8	Lahul-Spiti	42.64	42.64		36.83	36.83		42.92	42.92		45.41	45.41	
9	Simla	30.73	34.51	13.74	32.39	35.10	13.43	28.38	30.95	22.22	30.11	34.29	13.69
10	Solan	15.61	16.31	10.34	16.59	17.17	9.56	21.50	22.00	12.28	15.10	15.82	10.54
11	Sirmaur	24.34	26.12	8.09	28.37	29.95	7.27	7.90	7.96	2.86	22.91	24.79	8.32
12	Kinnaur	33.85	33.85		33.58	33.58		36.35	36.35		17.57	17.57	
	HP	19.36	20.08	11.10	20.04	20.65	10.38	22.75	22.88	16.95	18.92	19.69	11.19

WORK PARTICIPATION RATES AMONG MAIN AND MARGINAL WORKERS (ALL AREAS)

Sl. No.	District/ State	19 91				19 81				Percent Change (1991-1981)			
		Main Workers		Marginal Workers		Main Workers		Marginal Workers		Main Workers		Marginal Workers	
		M	F	M	F	M	F	M	F	M	F	M	F
1	Chamba	51.35	12.75	2.64	30.14	55.22	13.63	3.87	24.00	-3.87	-0.88	-1.23	6.14
2	Kangra	44.75	10.75	1.33	12.19	44.53	9.10	3.49	11.79	0.22	1.65	-2.16	0.40
3	Hamirpur	41.91	18.98	2.24	20.83	37.66	13.45	4.48	19.30	4.25	5.52	-2.24	1.53
4	Una	47.89	7.36	0.77	11.14	43.96	3.59	2.14	6.86	3.93	3.77	-1.37	4.28
5	Bilaspur	46.05	16.04	2.33	24.78	45.38	18.24	3.88	15.81	0.67	-2.20	-1.55	8.97
6	Mandi	47.33	27.71	1.77	14.66	48.38	26.47	3.32	14.30	-1.04	1.24	-1.55	0.36
7	Kullu	53.20	30.74	0.85	10.54	55.98	33.23	2.21	12.64	-2.78	-2.49	-1.36	-2.10
8	Lahul-Spiti	63.60	42.64	5.30	17.43	66.06	50.00	4.44	12.06	-2.45	-7.36	0.86	5.37
9	Simla	54.13	30.73	1.05	10.56	56.68	34.70	2.36	8.41	-2.55	-3.97	-1.31	2.14
10	Solan	52.59	15.61	1.55	19.45	51.37	16.39	2.32	13.32	1.23	-0.78	-0.77	6.13
11	Sirmaur	54.25	24.34	1.39	12.16	58.42	19.38	1.65	11.25	-4.17	4.96	-0.27	0.91
12	Kinnaur	58.85	33.85	1.22	9.64	61.65	46.77	1.10	4.29	-2.80	-12.92	0.13	5.35
	HP	49.08	19.36	1.56	15.45	49.59	18.71	3.02	13.14	-0.51	0.65	-1.47	2.31

**DISAGGREGATED AGE SPECIFIC WORK PARTICIPATION RATES: MAIN WORKERS
LABOUR FORCE (15-59)**

Sl. No.	Districts/ State	P	Total			Age specific pop 15-19			Urban		
			M	F	P	Rural			M	F	P
						M	F	P			
1	Chamba	31.11	43.12	18.78	32.83	45.39	19.99	10.92	17.28	3.94	
2	Kangra	12.72	17.53	7.98	12.92	17.69	8.23	8.80	14.46	2.90	
3	Hamirpur	14.24	13.98	14.48	14.60	14.05	15.11	8.79	13.04	3.46	
4	Una	15.50	24.77	6.53	15.65	24.88	6.80	13.63	23.45	3.02	
5	Bilaspur	17.33	20.63	13.86	17.78	21.00	14.41	10.14	15.02	4.17	
6	Mandi	26.35	23.29	29.52	27.92	24.39	31.55	6.43	10.19	2.08	
7	Kullu	38.64	37.39	40.03	40.81	38.95	42.86	12.74	19.78	4.11	
8	Lahul-Spiti	41.03	38.54	43.58	41.03	38.54	43.58				
9	Simla	31.44	29.48	33.65	36.23	32.41	40.44	11.64	18.00	3.75	
10	Solan	26.51	34.60	17.36	28.15	36.28	19.05	13.16	21.55	2.75	
11	Sirmaur	40.55	44.64	35.78	44.26	47.88	40.04	11.87	19.55	2.99	
12	Kinnaur	35.41	37.47	33.20	35.41	37.47	33.20				
	HP	23.44	26.69	20.06	24.62	27.64	21.51	10.65	17.00	3.21	

**DISAGGREGATED AGE SPECIFIC WORK PARTICIPATION RATES: MAIN WORKERS
LABOUR FORCE (15-59)**

Sl. No.	Districts/ State	P	Total			Age specific pop 20-34			Urban		
			M	F	P	Rural			M	F	P
						M	F	P			
1	Chamba	56.13	91.35	21.03	56.87	92.32	21.44	48.28	81.01	16.77	
2	Kangra	47.92	81.86	18.49	48.25	82.26	18.79	42.51	75.34	13.46	
3	Hamirpur	54.96	81.62	34.52	55.64	82.13	35.69	46.26	75.80	17.61	
4	Una	47.59	86.84	12.19	47.61	87.29	12.28	47.43	83.03	11.23	
5	Bilaspur	54.23	83.13	28.56	54.53	83.60	29.14	50.11	77.44	19.42	
6	Mandi	66.42	86.48	48.77	68.31	87.95	51.34	45.35	71.82	16.85	
7	Kullu	72.67	91.80	52.62	74.29	92.81	55.30	55.03	82.06	18.96	
8	Lahul-Spiti	84.41	94.34	69.77	84.41	94.34	69.77				
9	Simla	70.91	87.76	52.18	75.60	89.81	60.87	56.70	82.32	21.63	
10	Solan	60.16	89.70	26.89	61.52	90.78	28.76	52.23	83.52	15.75	
11	Sirmaur	68.29	92.61	42.04	71.29	94.67	46.08	45.63	77.13	11.29	
12	Kinnaur	78.18	93.39	57.25	78.18	93.39	57.25				
	HP	59.87	86.98	33.83	60.98	87.92	35.62	50.38	79.65	16.99	

**DISAGGREGATED AGE SPECIFIC WORK PARTICIPATION RATES: MAIN WORKERS
LABOUR FORCE (15-59)**

Sl. No.	Districts/ State	P	Total			Age specific pop 35-59			Urban		
			M	F	P	Rural			M	F	P
						M	F	P			
1	Chamba	59.82	95.05	20.91	59.38	95.06	20.44	64.77	94.94	26.74	
2	Kangra	54.84	91.76	20.76	54.59	91.90	20.72	59.23	89.76	21.46	
3	Hamirpur	59.48	91.09	34.73	59.25	91.01	35.26	62.64	91.91	25.30	
4	Una	52.08	93.99	13.71	51.68	93.99	13.75	56.09	94.01	13.28	
5	Bilaspur	60.76	93.65	29.49	60.34	93.58	29.51	66.63	94.45	29.09	
6	Mandi	71.57	95.68	47.93	72.24	95.78	49.84	64.86	94.76	24.88	
7	Kullu	76.02	97.24	51.37	76.57	97.37	52.93	69.75	95.85	30.22	
8	Lahul-Spiti	85.05	97.46	67.39	85.05	97.46	67.39				
9	Simla	76.19	97.29	50.65	77.27	97.30	55.77	72.63	97.26	27.68	
10	Solan	62.89	96.28	26.74	62.44	96.39	27.32	65.69	95.71	22.45	
11	Sirmaur	69.99	97.04	38.00	71.17	97.58	40.17	60.41	92.81	19.60	
12	Kinnaur	81.72	96.04	62.30	81.72	96.04	62.30				
	HP	64.30	94.75	33.35	64.14	94.74	34.17	65.78	94.80	24.09	

TABLE: A2-10

WORK PARTICIPATION RATES BY GENDER & RESIDENCE
Marginal Workers
1991

Sl. No.	District/ State	Rural			Urban			Difference (M-F)	
		P	M	F	P	M	F	Rural	Urban
1	Chamba	17.57	2.82	32.33	1.65	0.48	2.82	-29.51	-2.34
2	Kangra	7.07	1.37	12.77	0.61	0.55	0.67	-11.40	-0.12
3	Hamirpur	12.12	2.37	21.87	1.66	0.47	2.85	-19.49	-2.38
4	Una	6.43	0.83	12.04	0.64	0.19	1.10	-11.21	-0.91
5	Bilaspur	14.14	2.46	25.82	3.15	0.50	5.79	-23.36	-5.28
6	Mandi	8.63	1.89	15.37	2.52	0.41	4.63	-13.49	-4.22
7	Kullu	6.08	0.91	11.24	0.16	0.08	0.25	-10.33	-0.17
8	Lahul-Spiti	11.37	5.30	17.43	0.00			-12.13	
9	Simla	6.48	1.21	11.76	2.84	0.52	5.15	-10.55	-4.63
10	Solan	11.70	1.70	21.70	1.49	0.50	2.48	-19.99	-1.98
11	Sirmaur	7.47	1.51	13.44	0.39	0.28	0.51	-11.93	-0.23
12	Kinnaur	5.43	1.22	9.64	0.00			-8.41	
	HP	9.10	1.67	16.53	1.71	0.44	2.98	-14.86	-2.54

WORK PARTICIPATION RATES BY GENDER & RESIDENCE
Main Workers
1991

Sl. No.	District/ State	Rural			Urban			Difference (M-F)	
		P	M	F	P	M	F	Rural	Urban
1	Chamba	32.22	51.59	12.84	30.00	48.43	11.57	38.75	36.86
2	Kangra	27.79	44.75	10.83	26.91	44.73	9.09	33.92	35.64
3	Hamirpur	30.55	41.68	19.42	28.12	45.02	11.22	22.25	33.80
4	Una	27.54	47.66	7.42	28.46	50.23	6.68	40.24	43.55
5	Bilaspur	30.96	45.73	16.19	32.13	50.97	13.29	29.54	37.68
6	Mandi	38.02	47.17	28.87	30.42	49.35	11.49	18.30	37.66
7	Kullu	42.42	52.93	31.91	35.00	56.50	13.49	21.02	43.01
8	Lahul-Spiti	53.12	63.60	42.64				20.97	
9	Simla	43.75	52.99	34.51	35.91	58.08	13.74	18.48	44.35
10	Solan	34.37	52.43	16.31	32.01	53.68	10.34	36.12	43.34
11	Sirmaur	40.54	54.95	26.12	28.07	48.06	8.09	28.82	39.97
12	Kinnaur	46.35	58.85	33.85	0.00			25.01	
	HP	34.43	48.79	20.08	31.51	51.92	11.10	28.71	40.81

PERCENTAGE CHANGE IN MALE TOTAL MAIN ,MARGINAL AND NON WORKERS: ALL AREAS

Sl.No.	State/ Districts	Total Workers			Main Workers			Marginal Workers			Non Workers		
		1981	1991	%Change	1981	1991	%Change	1981	1991	%Change	1981	1991	%Change
1	Shamba	59.09	53.99	-5.1	55.22	51.35	-3.87	3.87	2.84	-1.23	40.91	48.01	5.1
2	Kangra	48.02	46.08	-1.94	44.53	44.75	0.22	3.49	1.39	-2.18	51.98	53.92	1.94
3	Hamirpur	42.14	44.15	2.01	37.86	41.91	4.25	4.48	2.24	-2.24	57.86	55.85	-2.01
4	Jna	48.1	48.68	2.56	43.96	47.89	3.93	2.14	0.77	-1.37	53.9	51.34	-2.56
5	Bilaspur	49.27	48.39	-0.88	45.38	46.06	0.68	3.89	2.33	-1.58	50.73	51.81	0.88
6	Mandi	51.7	49.15	-2.55	48.38	47.38	-1	3.32	1.77	-1.55	48.3	50.88	2.59
7	Kullu	58.19	54.05	-4.14	55.98	53.2	-2.78	2.21	0.85	-1.36	41.81	45.95	4.14
8	Lahul-Spiti	70.5	68.9	-1.6	68.08	63.6	-2.48	4.44	5.3	0.88	29.5	31.1	1.6
9	Simla	59.04	55.18	-3.86	58.68	54.13	-2.55	2.36	1.05	-1.31	40.86	44.82	3.86
10	Solan	53.68	54.14	0.48	51.36	52.59	1.23	2.32	1.55	-0.77	46.32	45.88	-0.48
11	Simaur	60.07	55.83	-4.44	58.42	54.25	-4.17	1.85	1.38	-0.27	39.93	44.37	4.44
12	Kinnaur	62.75	60.08	-2.67	61.85	58.85	-2.8	1.1	1.23	0.13	37.25	39.92	2.67
	#P	52.81	50.84	-1.97	49.59	48.08	-0.51	3.02	1.58	-1.48	47.39	48.38	1.97

PERCENTAGE CHANGE IN MALE TOTAL MAIN ,MARGINAL AND NON WORKERS:RURAL AREAS

Sl.No.	State/ Districts	Total Workers			Main Workers			Marginal Workers			Non Workers		
		1981	1991	%Change	1981	1991	%Change	1981	1991	%Change	1981	1991	%Change
1	Shamba	59.69	54.41	-5.28	55.57	51.59	-3.98	4.12	2.82	-1.3	40.31	45.58	5.28
2	Kangra	47.88	46.12	-1.84	44.3	44.75	0.45	3.88	1.37	-2.29	52.04	53.88	1.84
3	Hamirpur	41.64	44.05	2.41	38.95	41.88	4.73	4.89	2.37	-2.32	58.36	55.95	-2.41
4	Jna	45.9	48.49	2.59	43.65	47.88	4.01	2.25	0.83	-1.42	54.1	51.51	-2.59
5	Bilaspur	49.18	48.19	-0.99	45.12	45.73	0.61	4.08	2.48	-1.8	50.82	51.81	0.99
6	Mandi	51.67	49.05	-2.62	48.14	47.17	-0.97	3.53	1.89	-1.85	48.33	50.95	2.62
7	Kullu	58.24	53.84	-4.4	55.81	52.83	-2.98	2.33	0.91	-1.42	41.78	48.18	4.4
8	Lahul-Spiti	70.5	68.9	-1.6	68.08	63.6	-2.48	4.44	5.3	0.88	29.5	31.1	1.6
9	Simla	58.49	54.19	-4.3	55.79	52.88	-2.81	2.7	1.21	-1.49	41.51	45.81	4.3
10	Solan	53.18	54.14	0.96	50.68	52.43	1.77	2.52	1.71	-0.81	46.82	45.88	-0.96
11	Simaur	61.15	56.48	-4.69	59.42	54.95	-4.47	1.73	1.51	-0.22	38.85	43.54	4.69
12	Kinnaur	62.75	60.08	-2.67	61.85	58.85	-2.8	1.1	1.23	0.13	37.25	39.92	2.67
	#P	52.45	50.48	-1.99	49.22	48.79	-0.43	3.23	1.87	-1.58	47.55	49.54	1.99

PERCENTAGE CHANGE IN MALE TOTAL MAIN ,MARGINAL AND NON WORKERS:URBAN AREAS

Sl.No.	Districts	Total Workers			Main Workers			Marginal Workers			Non Workers		
		1981	1991	%Change	1981	1991	%Change	1981	1991	%Change	1981	1991	%Change
1	Shamba	51.09	48.91	-2.18	50.59	48.43	-2.18	0.5	0.48	-0.02	48.91	51.09	2.18
2	Kangra	49.05	45.29	-3.78	48.74	44.74	-4	0.31	0.55	0.24	50.95	54.71	3.78
3	Hamirpur	50.21	45.49	-4.72	49.14	45.02	-4.12	1.07	0.47	-0.6	49.79	54.51	4.72
4	Jna	48.32	50.42	2.1	47.45	50.23	2.78	0.87	0.19	-0.88	51.68	49.58	-2.1
5	Bilaspur	51	51.48	0.48	50.25	50.97	0.72	0.75	0.51	-0.24	49	48.52	-0.48
6	Mandi	52.02	49.76	-2.26	51	49.35	-1.85	1.02	0.41	-0.61	47.98	50.24	2.26
7	Kullu	57.81	56.58	-1.03	58.85	56.5	-0.35	0.76	0.08	-0.88	42.39	43.42	1.03
8	Lahul-Spiti	0	0	0	0	0	0	0	0	0	0	0	
9	Simla	61.84	58.6	-3.04	60.82	58.08	-2.74	0.82	0.52	-0.3	38.36	41.4	3.04
10	Solan	57.5	54.18	-3.32	58.73	53.88	-3.05	0.77	0.5	-0.27	42.5	45.82	3.32
11	Simaur	48.95	48.34	-0.61	48.11	48.06	-0.05	0.84	0.28	-0.58	51.05	51.68	0.61
12	Kinnaur	0	0	0	0	0	0	0	0	0	0	0	
	#P	64.92	62.38	-1.98	63.58	61.82	-1.84	0.78	0.44	-0.32	45.68	47.84	1.98

PERCENTAGE CHANGE IN FEMALE TOTAL MAIN ,MARGINAL AND NON WORKERS: ALL AREAS

Sl.No.	State/ Districts	Total Workers			Main Workers			Marginal Workers			Non Workers		
		1981	1991	%Change	1981	1991	%Change	1981	1991	%Change	1981	1991	%Change
1	Chamba	37.63	42.89	5.26	13.63	12.75	-0.88	24	30.14	6.14	82.37	57.11	-5.26
2	Kangra	20.89	22.94	2.05	9.1	10.75	1.65	11.79	12.19	0.4	79.11	77.08	-2.05
3	Hemirpur	32.75	39.81	7.06	13.45	18.98	5.53	19.3	20.83	1.53	67.25	60.19	-7.06
4	Una	10.45	18.5	8.05	3.59	7.36	3.77	6.86	11.14	4.28	89.55	81.5	-8.05
5	Bilaspur	34.05	40.82	6.77	18.24	16.04	-2.2	15.81	24.78	8.97	65.95	59.18	-6.77
6	Mandi	40.77	42.38	1.61	26.47	27.72	1.25	14.3	14.66	0.36	59.23	57.82	-1.61
7	Kullu	45.87	41.26	-4.59	33.23	30.74	-2.49	12.64	10.54	-2.1	54.13	53.72	4.59
8	Lahul-Spiti	82.06	80.07	-1.99	50	42.64	-7.36	12.06	17.43	5.37	37.94	39.93	1.99
9	Simla	43.11	41.29	-1.82	34.7	30.73	-3.97	6.41	10.56	2.15	56.89	58.71	1.82
10	Solan	29.7	35.06	5.36	18.36	15.81	-0.77	13.32	19.45	6.13	70.3	64.94	-5.36
11	Sirmaur	30.63	36.5	5.87	19.36	24.34	4.96	11.25	12.16	0.91	69.37	63.5	-5.87
12	Kinnaur	51.06	43.48	-7.58	46.77	33.84	-12.93	4.29	9.84	5.35	48.94	58.52	7.58
	HP	31.88	34.81	2.95	18.72	19.36	0.64	13.14	15.45	2.31	68.14	65.19	-2.95

PERCENTAGE CHANGE IN FEMALE TOTAL MAIN ,MARGINAL AND NON WORKERS:RURAL AREAS

Sl.No.	State/ Districts	Total Workers			Main Workers			Marginal Workers			Non Workers		
		1981	1991	%Change	1981	1991	%Change	1981	1991	%Change	1981	1991	%Change
1	Chamba	39.47	45.17	5.7	13.87	12.84	-1.03	25.6	32.33	6.73	60.53	54.83	-5.7
2	Kangra	21.33	23.81	2.28	9.05	10.83	1.78	12.28	12.78	0.5	78.87	78.39	-2.28
3	Hemirpur	33.58	41.29	7.73	13.63	19.42	5.79	19.93	21.67	1.94	66.44	58.71	-7.73
4	Una	10.78	19.45	8.67	3.59	7.42	3.83	7.19	12.03	4.84	89.22	80.55	-8.67
5	Bilaspur	34.93	42.01	7.08	18.51	16.19	-2.32	16.42	25.82	9.4	65.07	57.99	-7.08
6	Mandi	42.9	44.24	1.34	27.75	28.87	1.12	15.15	15.37	0.22	57.1	55.76	-1.34
7	Kullu	48.1	43.15	-4.95	34.72	31.91	-2.81	13.38	11.24	-2.14	51.9	58.85	4.95
8	Lahul-Spiti	82.06	80.07	-1.99	50	42.64	-7.36	12.06	17.43	5.37	37.94	39.73	1.79
9	Simla	47.73	48.27	0.54	38.16	34.51	-3.67	9.55	11.78	2.21	52.27	53.73	1.46
10	Solan	31.78	38.01	6.25	17.09	16.31	-0.78	14.67	21.7	7.03	68.24	61.89	-6.25
11	Sirmaur	32.79	39.56	6.77	20.52	26.12	5.6	12.27	13.44	1.17	67.21	60.44	-6.77
12	Kinnaur	51.06	43.48	-7.58	46.77	33.84	-12.93	4.29	9.84	5.35	48.94	58.52	7.58
	HP	33.37	36.81	3.24	19.36	20.08	0.7	13.99	16.53	2.54	66.63	63.39	-3.24

PERCENTAGE CHANGE IN FEMALE TOTAL MAIN ,MARGINAL AND NON WORKERS:URBAN AREAS

Sl.No.	State/ Districts	Total Workers			Main Workers			Marginal Workers			Non Workers		
		1981	1991	%Change	1981	1991	%Change	1981	1991	%Change	1981	1991	%Change
1	Chamba	12.08	14.39	2.31	10.26	11.57	1.29	1.8	2.82	1.02	67.92	65.61	-2.31
2	Kangra	11.87	9.76	-2.11	10.13	9.09	-1.04	1.74	0.87	-1.07	88.13	90.24	2.11
3	Hemirpur	14.26	14.07	-0.19	9.4	11.22	1.82	4.86	2.85	-2.01	65.74	65.93	0.19
4	Una	6.27	7.78	1.51	3.62	6.68	3.06	2.65	1.1	-1.55	93.73	92.22	-1.51
5	Bilaspur	13.78	19.08	5.3	12.08	13.29	1.21	1.7	5.79	4.09	66.22	60.82	-5.3
6	Mandi	10.31	16.12	5.81	8.2	11.49	3.29	2.11	4.63	2.52	89.69	83.88	-5.81
7	Kullu	12.01	13.74	1.73	10.5	13.49	2.99	1.51	0.25	-1.26	87.99	88.26	-1.73
8	Lahul-Spiti	0	0	0	0	0	0	0	0	0	0	0	0
9	Simla	13.36	18.89	5.53	12.24	13.74	1.5	1.12	5.15	4.03	86.64	81.11	-5.53
10	Solan	10.79	12.82	2.03	9.94	10.34	0.4	0.85	2.48	1.63	89.21	87.18	-2.03
11	Sirmaur	7.65	8.6	0.95	7.28	8.09	0.83	0.39	0.51	0.12	82.35	91.4	9.05
12	Kinnaur	0	0	0	0	0	0	0	0	0	0	0	0
	HP	11.28	14.08	2.82	9.59	11.1	1.51	1.87	2.88	1.31	88.74	85.92	-2.82

WORK PARTICIPATION RATES AMONG MAIN WORKERS BY SEX RESIDENCE AND POPULATION SUB-GROUP

SL.No.	State/ Districts	TOTAL POPULATION									
		TOTAL		RURAL				URBAN			
		T	M	F	T	M	F	T	M	F	
1	Chamba	32.55	51.35	12.75	32.68	51.59	12.84	30.95	48.43	11.57	
2	Kangra	27.55	44.75	10.75	27.55	44.75	10.83	27.52	44.73	9.09	
3	Hamirpur	29.87	41.91	18.98	29.91	41.68	19.42	29.30	45.02	11.22	
4	Una	27.46	47.89	7.36	27.30	47.66	7.42	29.14	50.23	6.68	
5	Bilaspur	31.03	46.05	16.04	30.87	45.73	16.19	33.81	50.97	13.29	
6	Mandi	37.46	47.33	27.71	37.91	47.17	28.87	31.74	49.35	11.49	
7	Kullu	42.44	53.20	30.74	42.80	52.93	31.91	37.60	56.50	13.49	
8	Lahul-Spiti	54.18	63.60	42.64	54.18	63.60	42.64				
9	Simla	43.08	54.13	30.73	44.02	52.99	34.51	39.43	58.08	13.74	
10	Solan	34.98	52.59	15.61	35.10	52.43	16.31	34.14	53.68	10.34	
11	Sirmaur	40.11	54.25	24.34	41.30	54.95	26.12	29.42	48.06	8.09	
12	Kinnaur	47.32	58.85	33.85	47.32	58.85	33.85				
	HP	34.41	49.08	19.36	34.50	48.79	20.08	33.39	51.92	11.10	

SL.No.	State/ Districts	SC TOTAL									
		TOTAL		RURAL				URBAN			
		T	M	F	T	M	F	T	M	F	
1	Chamba	31.69	51.15	11.29	31.75	51.29	11.32	30.66	49.29	10.89	
2	Kangra	27.06	44.73	9.55	27.06	44.78	9.60	26.50	43.32	8.31	
3	Hamirpur	29.82	43.87	16.27	29.87	43.79	16.52	28.84	45.56	10.73	
4	Una	28.95	48.60	8.06	29.01	48.68	8.18	28.16	47.70	6.55	
5	Bilaspur	30.55	46.20	14.56	30.40	46.05	14.50	33.78	49.24	15.81	
6	Mandi	37.21	48.23	26.09	37.70	48.41	26.95	27.69	44.92	8.68	
7	Kullu	42.02	52.99	30.32	42.28	52.93	30.95	34.81	54.75	12.18	
8	Lahul-Spiti	49.19	59.47	36.83	49.19	59.47	36.83				
9	Simla	43.29	53.43	32.39	44.20	52.95	35.10	37.70	56.11	13.43	
10	Solan	34.32	51.00	16.59	34.51	50.97	17.17	32.12	51.36	9.56	
11	Sirmaur	42.59	55.62	28.37	43.73	56.35	29.95	27.52	45.93	7.27	
12	Kinnaur	43.85	53.49	33.58	43.85	53.49	33.58				
	HP	34.96	49.40	20.04	35.19	49.36	20.65	31.69	49.98	10.38	

SL.No.	State/ Districts	ST TOTAL									
		TOTAL		RURAL				URBAN			
		T	M	F	T	M	F	T	M	F	
1	Chamba	31.71	49.13	13.97	31.70	49.16	13.97	32.07	46.19	14.34	
2	Kangra	72.96	84.81	21.46	74.93	86.37	21.48	38.64	49.09	21.21	
3	Hamirpur	66.37	75.66	14.71	63.33	92.20	0.00	26.87	27.08	26.32	
4	Una	61.82	91.67	14.29	90.24	94.87	0.00	57.14	77.78	20.00	
5	Bilaspur	31.28	49.89	11.54	31.20	49.66	11.74	34.78	58.33	1.32	
6	Mandi	37.75	45.35	29.88	37.88	45.31	30.31	35.06	46.06	18.71	
7	Kullu	37.00	49.96	23.42	38.06	51.02	24.76	31.80	45.06	16.45	
8	Lahul-Spiti	48.92	55.06	42.92	48.92	55.06	42.92				
9	Simla	42.80	54.52	28.38	44.10	55.53	30.95	40.03	52.57	22.22	
10	Solan	37.85	51.34	21.50	38.37	52.17	22.00	30.07	40.63	12.28	
11	Sirmaur	32.46	53.69	7.90	32.40	53.71	7.96	35.92	52.94	2.86	
12	Kinnaur	43.03	50.25	36.35	43.03	50.25	36.35				
	HP	36.83	50.64	22.75	36.89	50.72	22.88	34.48	47.76	16.95	

SL.No.	State/ Districts	NON SC/ST POP TOTAL									
		TOTAL		RURAL				URBAN			
		T	M	F	T	M	F	T	M	F	
1	Chamba	33.34	52.60	12.63	33.65	53.16	12.76	30.92	48.35	11.61	
2	Kangra	27.60	44.64	11.06	27.59	44.62	11.16	27.68	44.97	9.21	
3	Hamirpur	29.86	41.22	19.78	29.89	40.91	20.31	29.40	45.00	11.29	
4	Una	27.01	47.66	7.16	26.79	47.33	7.21	29.37	50.86	6.71	
5	Bilaspur	31.20	45.85	16.73	31.03	45.45	16.97	33.80	51.30	12.78	
6	Mandi	37.56	46.99	28.34	38.00	46.65	29.65	32.72	50.46	12.10	
7	Kullu	42.90	53.45	31.32	43.26	53.02	32.70	38.79	58.06	13.40	
8	Lahul-Spiti	81.81	89.66	45.41	81.81	89.66	45.41				
9	Simla	43.00	54.38	30.11	43.94	52.98	34.29	39.82	58.60	13.69	
10	Solan	35.26	53.32	15.10	35.36	53.14	15.82	34.67	54.31	10.54	
11	Sirmaur	39.19	53.67	22.91	40.41	54.34	24.79	29.90	48.59	8.32	
12	Kinnaur	66.21	81.67	17.57	66.21	81.67	17.57				
	HP	34.06	48.87	18.92	34.09	48.45	19.69	33.76	52.42	11.19	

TABLE A.3.0

SECTORAL DISTRIBUTION OF MAIN WORKERS BY SEX AND RESIDENCE

ALL AREAS 1991

Sl.No.	State/ District	Persons			Male			Female		
		Sectors			Sectors			Sectors		
		Primary	Secondary	Tertiary	Primary	Secondary	Tertiary	Primary	Secondary	Tertiary
1	Chamba	71.33	10.91	17.76	68.21	12.76	19.03	84.59	3.05	12.36
2	Kangra	61.31	11.21	27.48	56.10	12.87	31.03	82.47	4.48	13.05
3	Hamirpur	64.44	9.23	26.32	50.17	13.28	36.55	92.95	1.16	5.88
4	Una	63.18	13.76	23.06	60.64	14.93	24.43	79.42	6.29	14.29
5	Bilaspur	70.79	9.51	19.69	63.15	12.37	24.49	92.71	1.34	5.95
6	Mandi	76.88	7.11	16.01	66.87	10.62	22.51	93.77	1.19	5.04
7	Kullu	82.15	4.95	12.90	75.97	6.56	17.47	93.77	1.92	4.31
8	Lahul-Spiti	60.71	13.70	25.59	46.74	17.43	35.83	86.21	6.88	6.90
9	Simla	68.54	7.47	23.99	58.06	10.54	31.40	89.18	1.43	9.39
10	Solan	59.58	19.25	21.17	53.32	22.73	23.95	82.80	6.33	10.87
11	Sirmaur	78.09	9.19	12.72	72.05	12.33	15.62	93.11	1.37	5.53
12	Kinnaur	62.65	15.97	21.38	49.60	21.05	29.35	89.16	5.65	5.19
	HP	69.28	9.99	20.73	61.45	12.90	25.65	89.62	2.45	7.93

RURAL AREAS 1991

Sl.No.	State/ District	Persons			Male			Female		
		Sectors			Sectors			Sectors		
		Primary	Secondary	Tertiary	Primary	Secondary	Tertiary	Primary	Secondary	Tertiary
1	Chamba	76.44	10.60	12.96	73.13	12.49	14.38	90.43	2.60	6.98
2	Kangra	63.97	10.82	25.21	58.52	12.54	28.94	85.81	3.94	10.26
3	Hamirpur	67.79	9.00	23.21	53.47	13.15	33.38	95.15	1.08	3.78
4	Una	66.93	12.17	20.90	64.23	13.38	22.39	83.90	4.60	11.50
5	Bilaspur	74.15	9.01	16.84	66.61	11.82	21.57	95.19	1.15	3.65
6	Mandi	81.36	6.06	12.58	72.13	9.23	18.64	96.08	1.00	2.92
7	Kullu	86.73	4.03	9.24	81.51	5.41	13.08	96.03	1.57	2.40
8	Lahul-Spiti	60.71	13.70	25.59	46.74	17.43	35.83	86.21	6.88	6.90
9	Simla	82.81	5.55	11.64	74.52	8.42	17.06	96.30	0.89	2.81
10	Solan	66.87	17.68	15.45	60.48	21.22	18.30	89.17	5.31	5.51
11	Sirmaur	83.57	8.06	8.38	78.25	11.01	10.74	96.00	1.14	2.85
12	Kinnaur	62.65	15.97	21.38	49.60	21.05	29.35	89.16	5.65	5.19
	HP	74.77	9.06	16.16	67.19	11.93	20.88	93.38	2.04	4.58

URBAN AREAS 1991

Sl.No.	State/ District	Persons			Male			Female		
		Sectors			Sectors			Sectors		
		Primary	Secondary	Tertiary	Primary	Secondary	Tertiary	Primary	Secondary	Tertiary
1	Chamba	5.72	14.92	79.37	6.19	16.12	77.69	3.54	9.33	87.13
2	Kangra	11.39	18.59	70.03	12.78	18.84	68.39	4.07	17.27	78.66
3	Hamirpur	12.29	12.88	74.83	9.10	14.87	76.03	27.03	3.72	69.26
4	Una	25.45	29.73	44.82	25.67	30.03	44.30	23.75	27.30	48.95
5	Bilaspur	19.72	17.21	63.06	15.97	19.76	64.26	36.92	5.53	57.55
6	Mandi	7.81	23.28	68.91	6.97	26.41	66.62	11.98	7.79	80.23
7	Kullu	12.33	18.95	68.72	11.75	19.85	68.39	15.41	14.13	70.47
8	Lahul-Spiti									
9	Simla	6.52	15.79	77.69	6.13	17.23	76.64	8.77	7.45	83.78
10	Solan	6.45	30.67	62.88	6.37	32.61	61.02	6.94	18.42	74.64
11	Sirmaur	9.12	23.42	67.46	9.29	25.70	65.01	7.94	7.94	84.12
12	Kinnaur									
	HP	9.59	20.06	70.35	9.28	21.70	69.02	11.31	10.86	77.82

Table: A.3.1
PERCENTAGE DISTRIBUTION OF MAIN WORKERS BY NINE INDUSTRIAL CATEGORIES
SCHEDULED CASTE ALL AREAS : PERSONS 1991

Sl.No.	State/ District	Industrial Categories									I-IX	
		I	II	III	IV	Va	Vb	VI	VII	VIII		IX
1	Chamba	72.98	1.39	1.61	0.35	2.05	2.72	6.16	1.72	0.92	10.09	100
2	Kangra	49.01	13.57	1.81	1.39	5.58	5.13	6.00	2.78	2.06	12.68	100
3	Hamirpur	59.32	5.15	1.10	0.08	4.09	5.03	8.51	2.47	1.70	12.53	100
4	Una	48.02	16.70	1.19	0.02	4.58	8.92	5.44	2.30	1.48	11.36	100
5	Bilaspur	69.91	2.95	1.61	0.15	3.20	4.36	6.24	1.72	1.40	8.46	100
6	Mandi	76.92	2.91	1.08	0.18	2.30	2.88	4.76	1.23	1.18	6.57	100
7	Kullu	82.99	3.59	1.21	0.01	1.63	2.05	2.29	0.92	0.60	4.71	100
8	Lahul-Spiti	47.71	6.03	9.14	0.09	1.01	1.55	8.32	2.10	0.73	23.31	100
9	Simla	70.40	3.38	3.25	0.03	1.08	2.07	4.77	2.00	1.43	11.60	100
10	Solan	62.27	2.39	2.10	0.23	2.37	9.29	6.28	2.89	2.06	10.13	100
11	Sirmaur	78.46	3.77	1.36	0.50	1.70	2.89	3.67	1.37	0.79	5.48	100
12	Kinnaur	62.39	5.83	1.74	0.04	8.63	2.67	7.14	1.02	0.44	10.10	100
	HP	67.67	5.50	1.76	0.35	2.85	4.10	5.22	1.89	1.37	9.30	100

SCHEDULED CASTE : ALL AREAS (MALE) 1991

Sl.No.	State/ District	Industrial Categories									I-IX	
		I	II	III	IV	Va	Vb	VI	VII	VIII		IX
1	Chamba	70.60	1.37	1.87	0.42	2.24	3.13	7.15	1.99	1.10	10.14	100
2	Kangra	44.38	14.57	1.91	1.68	5.42	5.71	7.05	3.26	2.48	13.55	100
3	Hamirpur	47.38	6.26	1.46	0.12	4.98	6.73	11.72	3.28	2.34	15.74	100
4	Una	44.10	18.39	1.28	0.02	4.51	9.12	6.25	2.62	1.69	12.03	100
5	Bilaspur	63.13	3.49	2.06	0.19	3.75	5.48	8.14	2.20	1.81	9.75	100
6	Mandi	68.29	3.16	1.57	0.27	3.14	4.13	7.18	1.75	1.79	8.72	100
7	Kullu	77.94	4.13	1.57	0.01	2.01	2.58	3.31	1.27	0.92	6.26	100
8	Lahul-Spiti	34.90	4.57	8.86	0.14	1.39	1.94	11.50	3.05	1.11	32.55	100
9	Simla	59.33	3.89	4.43	0.04	1.57	3.14	7.23	2.95	2.12	15.31	100
10	Solan	55.71	2.77	2.46	0.30	2.72	10.52	7.98	3.43	2.65	11.46	100
11	Sirmaur	71.07	4.74	1.92	0.74	2.37	4.00	5.33	1.85	1.15	6.82	100
12	Kinnaur	50.36	4.39	2.46	0.04	12.18	3.95	9.57	1.61	0.70	14.74	100
	HP	59.53	6.46	2.20	0.48	3.41	5.22	7.07	2.49	1.87	11.26	100

SCHEDULED CASTE: ALL AREAS (FEMALE) 1991

Sl.No.	State/ District	Industrial Categories									I-IX	
		I	II	III	IV	Va	Vb	VI	VII	VIII		IX
1	Chamba	84.28	1.52	0.40	0.02	1.17	0.77	1.47	0.42	0.07	9.88	100
2	Kangra	70.46	8.92	1.35	0.05	6.34	2.41	1.12	0.55	0.13	8.67	100
3	Hamirpur	90.37	2.28	0.17	0.00	1.78	0.62	0.18	0.39	0.03	4.19	100
4	Una	73.10	5.90	0.60	0.00	5.03	7.68	0.24	0.24	0.12	7.08	100
5	Bilaspur	91.88	1.20	0.16	0.04	1.40	0.71	0.07	0.16	0.07	4.30	100
6	Mandi	93.00	2.43	0.17	0.01	0.75	0.55	0.26	0.25	0.03	2.55	100
7	Kullu	92.42	2.57	0.54	0.01	0.94	1.07	0.37	0.28	0.01	1.80	100
8	Lahul-Spiti	72.58	8.87	9.68	0.00	0.27	0.81	2.15	0.27	0.00	5.38	100
9	Simla	90.03	2.48	1.16	0.01	0.21	0.17	0.40	0.31	0.19	5.03	100
10	Solan	83.70	1.14	0.89	0.00	1.22	5.25	0.72	1.13	0.17	5.77	100
11	Sirmaur	94.28	1.69	0.17	0.01	0.27	0.51	0.12	0.33	0.03	2.60	100
12	Kinnaur	82.81	8.29	0.51	0.03	2.60	0.48	3.02	0.03	0.00	2.22	100
	HP	88.42	3.03	0.63	0.01	1.41	1.24	0.49	0.37	0.08	4.31	100

Table: A.3.2
PERCENTAGE DISTRIBUTION OF MAIN WORKERS BY NINE INDUSTRIAL CATEGORIES

SCHEDULED CASTE RURAL: PERSONS 1991

Sl.No.	State/ District	Industrial				Categories						
		I	II	III	IV	Va	Vb	VI	VII	VIII	IX	I-IX
1	Chamba	77.97	1.47	1.57	0.37	1.96	1.98	6.17	1.17	0.71	6.63	100
2	Kangra	50.57	13.76	1.81	1.25	5.68	5.04	5.86	2.49	1.95	11.57	100
3	Hamirpur	61.35	5.31	1.09	0.09	4.19	4.83	8.57	2.04	1.57	10.95	100
4	Una	51.24	16.95	1.20	0.01	4.68	7.16	4.97	1.98	1.30	10.51	100
5	Bilaspur	72.24	3.00	1.53	0.14	3.17	4.13	6.22	1.42	1.25	6.91	100
6	Mandi	79.45	2.99	1.05	0.18	2.34	2.59	4.15	0.91	1.01	5.33	100
7	Kullu	85.25	3.59	1.14	0.01	1.47	1.64	2.04	0.67	0.48	3.72	100
8	Lahul-Spiti	47.71	6.03	9.14	0.09	1.01	1.55	8.32	2.10	0.73	23.31	100
9	Simla	79.41	3.65	3.30	0.03	1.14	1.35	3.96	0.80	0.73	5.64	100
10	Solan	67.08	2.43	2.06	0.23	2.42	8.75	5.82	2.32	1.85	7.05	100
11	Sirmaur	81.83	3.86	1.28	0.53	1.62	2.41	3.33	1.01	0.54	3.60	100
12	Kinnaur	62.39	5.83	1.74	0.04	8.63	2.67	7.14	1.02	0.44	10.10	100
	HP	71.36	5.65	1.71	0.34	2.89	3.63	4.84	1.41	1.12	7.03	100

SCHEDULED CASTE RURAL MALE 1991

Sl.No.	State/ District	Industrial				Categories						
		I	II	III	IV	Va	Vb	VI	VII	VIII	IX	I-IX
1	Chamba	75.43	1.44	1.84	0.44	2.14	2.29	7.20	1.37	0.86	6.99	100
2	Kangra	45.81	14.76	1.92	1.51	5.52	5.60	6.96	2.94	2.35	12.64	100
3	Hamirpur	49.38	6.49	1.45	0.12	5.13	6.51	11.89	2.73	2.19	14.10	100
4	Una	47.10	18.70	1.29	0.02	4.60	7.56	5.72	2.27	1.50	11.24	100
5	Bilaspur	65.53	3.55	1.95	0.18	3.76	5.19	8.13	1.82	1.62	8.27	100
6	Mandi	71.29	3.28	1.54	0.27	3.23	3.73	6.37	1.32	1.57	7.39	100
7	Kullu	80.68	4.15	1.48	0.01	1.84	2.01	2.98	0.91	0.73	5.21	100
8	Lahul-Spiti	34.90	4.57	8.86	0.14	1.39	1.94	11.50	3.05	1.11	32.55	100
9	Simla	70.01	4.33	4.68	0.05	1.74	2.12	6.37	1.24	1.16	8.31	100
10	Solan	60.64	2.84	2.45	0.31	2.83	9.90	7.53	2.76	2.41	8.34	100
11	Sirmaur	75.02	4.90	1.83	0.78	2.30	3.39	4.91	1.37	0.81	4.69	100
12	Kinnaur	50.36	4.39	2.46	0.04	12.18	3.95	9.57	1.61	0.70	14.74	100
	HP	63.45	6.70	2.17	0.47	3.51	4.67	6.67	1.88	1.56	8.92	100

SCHEDULED CASTE RURAL FEMALE 1991

Sl.No.	State/ District	Industrial				Categories						
		I	II	III	IV	Va	Vb	VI	VII	VIII	IX	I-IX
1	Chamba	90.04	1.60	0.30	0.03	1.13	0.50	1.28	0.23		4.90	100
2	Kangra	72.51	9.17	1.34	0.05	6.41	2.47	0.83	0.44	0.11	6.67	100
3	Hamirpur	91.79	2.32	0.16		1.79	0.57	0.14	0.28	0.01	2.94	100
4	Una	77.33	5.87	0.61		5.19	4.62	0.22	0.16	0.03	5.96	100
5	Bilaspur	93.88	1.22	0.17	0.04	1.30	0.69	0.04	0.11	0.04	2.52	100
6	Mandi	94.18	2.45	0.17	0.01	0.73	0.53	0.15	0.16	0.02	1.61	100
7	Kullu	93.56	2.58	0.52	0.01	0.81	0.96	0.32	0.23	0.01	1.01	100
8	Lahul-Spiti	72.58	8.87	9.68		0.27	0.81	2.15	0.27		5.38	100
9	Simla	94.16	2.57	1.14	0.01	0.20	0.13	0.18	0.10	0.05	1.46	100
10	Solan	87.24	1.16	0.84		1.14	5.13	0.48	0.91	0.10	2.99	100
11	Sirmaur	95.80	1.70	0.15	0.01	0.24	0.39	0.08	0.28		1.36	100
12	Kinnaur	82.81	8.29	0.51	0.03	2.60	0.48	3.02	0.03		2.22	100
	HP	90.75	3.09	0.60	0.01	1.38	1.10	0.36	0.25	0.04	2.41	100

Table: A.3.3
PERCENTAGE DISTRIBUTION OF MAIN WORKERS BY NINE INDUSTRIAL CATEGORIES

SCHEDULED CASTE URBAN: PERSONS 1991

Sl.No.	State/ District	Industrial Categories				Va	Vb	VI	VII	VIII	IX	I-IX
		I	II	III	IV							
1	Chamba	4.37	0.36	2.22	0.06	3.29	12.87	6.05	9.22	3.83	57.72	100
2	Kangra	4.90	7.99	1.69	5.34	2.86	7.47	9.77	10.76	5.25	43.97	100
3	Hamirpur	14.78	1.67	1.32	0.00	2.02	9.32	7.30	11.96	4.49	47.14	100
4	Una	7.69	13.67	1.04	0.05	3.29	31.03	11.37	6.26	3.68	21.91	100
5	Bilaspur	24.93	2.09	3.21	0.26	3.65	8.77	6.69	7.56	4.43	38.40	100
6	Mandi	10.28	0.78	1.89	0.16	1.31	10.51	20.92	9.60	5.45	39.10	100
7	Kullu	7.16	3.39	3.58	0.00	7.16	15.91	10.64	9.60	4.71	37.85	100
8	Lahul-Spti											
9	Simla	5.32	1.44	2.88	0.02	0.64	7.32	10.60	10.66	6.48	54.64	100
10	Solan	2.55	1.83	2.58	0.13	1.80	15.99	11.93	10.04	4.74	48.41	100
11	Simaur	7.47	1.86	3.17	0.00	3.44	13.04	10.96	9.01	5.98	45.09	100
12	Kinnaur HP	7.17	2.91	2.46	0.53	2.09	11.68	11.37	9.82	5.40	46.58	100

SCHEDULED CASTE URBAN MALE 1991

Sl.No.	State/ District	Industrial Categories				Va	Vb	VI	VII	VIII	IX	I-IX
		I	II	III	IV							
1	Chamba	4.69	0.36	2.31	0.07	3.60	14.56	6.42	10.45	4.40	53.14	100
2	Kangra	5.42	9.30	1.69	6.29	2.66	8.69	9.61	11.91	6.08	38.38	100
3	Hamirpur	8.99	1.82	1.50		2.14	10.81	8.57	13.70	5.35	47.11	100
4	Una	7.72	14.57	1.11	0.06	3.40	28.02	12.72	6.85	3.95	21.60	100
5	Bilaspur	18.07	2.44	4.10	0.33	3.66	10.86	8.31	9.31	5.43	37.47	100
6	Mandi	8.33	0.69	2.12	0.19	1.23	12.10	23.40	10.29	6.28	35.35	100
7	Kullu	6.76	3.60	3.94		6.53	17.23	11.94	10.70	5.63	33.87	100
8	Lahul-Spti											
9	Simla	3.65	1.55	3.12	0.03	0.67	8.46	11.71	11.85	7.16	51.81	100
10	Solan	2.01	2.01	2.65	0.15	1.63	17.27	12.88	10.68	5.23	45.49	100
11	Simaur	6.99	2.02	3.42		3.63	13.88	12.22	9.79	6.63	41.43	100
12	Kinnaur HP	5.73	3.23	2.66	0.62	2.07	12.76	12.55	10.84	6.08	43.46	100

SCHEDULED CASTE URBAN FEMALE 1991

Sl.No.	State/ District	Industrial Categories				Va	Vb	VI	VII	VIII	IX	I-IX
		I	II	III	IV							
1	Chamba	2.83	0.35	1.77		1.77	4.59	4.24	3.18	1.06	80.21	100
2	Kangra	2.02	0.58	1.73		4.03	0.58	10.66	4.32	0.58	75.50	100
3	Hamirpur	41.38	0.99	0.49		1.48	2.46	1.48	3.94	0.49	47.29	100
4	Una	7.46	6.47	0.50		2.49	55.22	0.50	1.49	1.49	24.38	100
5	Bilaspur	49.80	0.80			3.61	1.20	0.80	1.20	0.80	41.77	100
6	Mandi	21.06	1.28	0.64		1.70	1.70	7.23	5.74	0.85	59.79	100
7	Kullu	9.20	2.30	1.72		10.34	9.20	4.02	4.02	0.00	59.20	100
8	Lahul-Spti											
9	Simla	14.54	0.61	1.55		0.44	1.03	4.50	4.13	2.73	70.28	100
10	Solan	5.97	0.72	2.15		2.86	7.88	5.97	5.97	1.67	66.83	100
11	Simaur	10.79	0.72	1.44		2.16	7.19	2.16	3.60	1.44	70.50	100
12	Kinnaur HP	15.20	1.16	1.33		2.16	5.65	4.72	4.10	1.58	64.09	100

Table: A.3.4
PERCENTAGE DISTRIBUTION OF MAIN WORKERS BY NINE INDUSTRIAL CATEGORIES

SCHEDULED TRIBE ALL AREAS (PERSONS) 1991

Sl.No.	State/ District	Industrial Categories									I-IX	
		I	II	III	IV	Va	Vb	VI	VII	VIII		IX
1	Chamba	77.05	0.78	6.27	0.17	1.43	0.81	5.06	1.78	0.84	5.81	100
2	Kangra	2.54	2.96	1.35	0.00	1.35	6.51	2.54	0.76	0.42	81.56	100
3	Hamirpur	2.70	0.68	0.68	0.68	0.00	0.00	0.68	5.41	0.68	88.51	100
4	Una	0.00	0.00	0.00	0.00	0.00	2.22	0.00	2.22	0.00	95.56	100
5	Bilaspur	80.34	2.24	1.60	0.08	0.28	0.92	2.52	2.76	1.88	7.37	100
6	Mandi	69.70	0.90	7.65	0.03	0.53	2.78	3.01	3.74	1.80	9.85	100
7	Kullu	55.67	4.80	3.34	0.02	2.20	2.95	3.57	9.51	2.15	15.78	100
8	Lahul-Spiti	68.75	5.02	3.17	0.03	0.73	0.60	4.11	1.88	0.63	14.89	100
9	Simla	40.00	2.30	10.86	0.00	0.43	1.66	5.83	8.50	2.25	28.18	100
10	Solan	57.39	0.32	1.73	0.22	1.40	13.16	3.45	2.91	3.88	15.53	100
11	Sirmaur	79.18	2.37	4.79	0.00	2.77	1.46	0.86	1.66	0.50	6.40	100
12	Kinnaur	75.98	3.33	3.08	0.01	1.34	0.70	2.41	1.61	0.84	10.70	100
	HP	72.00	2.29	4.84	0.09	1.28	1.22	3.96	2.42	1.03	10.86	100

SCHEDULED TRIBE ALL AREAS (MALE) 1991

Sl.No.	State/ District	Industrial Categories									I-IX	
		I	II	III	IV	Va	Vb	VI	VII	VIII		IX
1	Chamba	73.92	0.80	7.00	0.21	1.50	0.96	6.19	2.15	1.06	6.22	100
2	Kangra	1.79	2.51	1.16	0.00	1.16	4.21	2.06	0.63	0.45	86.03	100
3	Hamirpur	2.10	0.70	0.70	0.70	0.00	0.00	0.00	4.20	0.70	90.91	100
4	Una	0.00	0.00	0.00	0.00	0.00	2.27	0.00	2.27	0.00	95.45	100
5	Bilaspur	76.98	2.49	1.90	0.10	0.29	1.07	2.88	3.27	2.29	8.73	100
6	Mandi	59.69	1.06	8.65	0.05	0.78	2.35	4.65	5.15	2.85	14.77	100
7	Kullu	49.77	5.23	4.05	0.04	1.72	2.72	4.30	11.51	3.05	17.60	100
8	Lahul-Spiti	58.63	2.87	4.41	0.05	0.59	0.56	5.72	2.94	1.45	22.78	100
9	Simla	30.52	2.36	11.57	0.00	0.53	1.90	7.23	10.05	3.04	32.80	100
10	Solan	45.72	0.44	2.03	0.29	1.45	16.98	4.64	3.77	5.08	19.59	100
11	Sirmaur	77.44	2.56	5.23	0.00	2.84	1.59	0.97	1.82	0.57	6.99	100
12	Kinnaur	67.02	3.15	4.46	0.01	1.74	1.00	3.08	2.70	1.44	15.41	100
	HP	66.35	1.86	5.84	0.12	1.38	1.37	5.06	3.13	1.45	13.43	100

SCHEDULED TRIBE ALL AREAS (FEMALE) 1991

Sl.No.	State/ District	Industrial Categories									I-IX	
		I	II	III	IV	Va	Vb	VI	VII	VIII		IX
1	Chamba	88.24	0.67	3.69	0.01	1.20	0.28	1.01	0.49	0.06	4.32	100
2	Kangra	15.38	10.77	4.62	0.00	4.62	46.15	10.77	3.08	0.00	4.62	100
3	Hamirpur	20.00	0.00	0.00	0.00	0.00	0.00	20.00	40.00	0.00	20.00	100
4	Una	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100
5	Bilaspur	95.75	1.12	0.22	0.00	0.22	0.22	0.89	0.45	0.00	1.12	100
6	Mandi	85.46	0.65	6.08	0.00	0.14	3.47	0.43	1.52	0.14	2.10	100
7	Kullu	68.86	3.84	1.76	0.00	3.28	3.44	1.92	5.04	0.16	11.69	100
8	Lahul-Spiti	81.44	7.73	1.61	0.00	0.90	0.65	2.09	0.54	0.06	4.99	100
9	Simla	62.41	2.16	9.17	0.00	0.18	1.08	2.52	4.86	0.36	17.27	100
10	Solan	91.18	0.00	0.84	0.00	1.26	2.10	0.00	0.42	0.42	3.78	100
11	Sirmaur	92.86	0.89	1.34	0.00	2.23	0.45	0.00	0.45	0.00	1.79	100
12	Kinnaur	87.44	3.55	1.32	0.01	0.83	0.32	1.55	0.21	0.08	4.68	100
	HP	84.83	3.27	2.58	0.01	1.05	0.87	1.46	0.82	0.09	5.04	100

Table: A.3.5

PERCENTAGE DISTRIBUTION OF MAIN WORKERS BY NINE INDUSTRIAL CATEGORIES

SCHEDULED TRIBE RURAL: PERSONS 1991

Sl.No.	State/ District	I	II	III	IV	Va	Vb	VI	VII	VIII	IX	I-IX
1	Chamba	77.79	0.78	6.30	0.17	1.45	0.79	5.05	1.69	0.77	5.22	100
2	Kangra	2.61	3.05	1.31	0.00	1.22	6.53	0.87	0.61	0.44	83.36	100
3	Hamirpur	2.31	0.77	0.77	0.77	0.00	0.00	0.00	0.00	0.77	94.62	100
4	Una	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100
5	Bilaspur	81.75	2.26	1.56	0.08	0.29	0.95	2.51	2.10	1.73	6.78	100
6	Mandi	72.72	0.94	7.75	0.03	0.56	2.85	2.52	2.64	1.64	8.34	100
7	Kullu	62.17	5.28	3.48	0.03	1.54	2.78	3.48	7.16	1.80	12.29	100
8	Lahul-Spiti	68.75	5.02	3.17	0.03	0.73	0.60	4.11	1.88	0.83	14.89	100
9	Simla	55.18	1.98	14.10	0.00	0.61	1.22	5.11	4.73	1.30	15.78	100
10	Solan	60.05	0.34	1.82	0.23	1.36	13.39	3.29	2.16	3.86	13.51	100
11	Simaur	80.69	2.41	4.83	0.00	2.82	1.49	0.82	1.54	0.46	4.93	100
12	Kinnaur	75.98	3.33	3.08	0.01	1.34	0.70	2.41	1.61	0.84	10.70	100
	HP	73.49	2.31	4.88	0.09	1.26	1.17	3.88	2.03	0.94	9.95	100

SCHEDULED TRIBE RURAL MALE 1991

Sl.No.	State/ District	I	II	III	IV	Va	Vb	VI	VII	VIII	IX	I-IX
1	Chamba	74.65	0.80	7.03	0.21	1.51	0.93	6.19	2.04	0.98	5.67	100
2	Kangra	1.83	2.57	1.10		1.01	4.13	0.92	0.46	0.46	87.52	100
3	Hamirpur	2.31	0.77	0.77	0.77					0.77	94.62	100
4	Una										100.00	100
5	Bilaspur	78.56	2.52	1.66	0.10	0.30	1.11	2.87	2.52	2.11	8.05	100
6	Mandi	63.04	1.12	8.75	0.05	0.83	2.38	4.18	4.04	2.72	12.89	100
7	Kullu	55.94	5.85	4.27	0.04	1.15	2.43	4.40	8.50	2.60	14.82	100
8	Lahul-Spiti	58.63	2.87	4.41	0.05	0.59	0.56	5.72	2.94	1.45	22.78	100
9	Simla	43.55	2.38	15.27		0.79	1.24	6.90	6.33	1.92	21.61	100
10	Solan	48.15	0.46	2.15	0.31	1.38	17.69	4.46	2.92	5.08	17.38	100
11	Simaur	79.06	2.61	5.28		2.90	1.62	0.93	1.68	0.52	5.39	100
12	Kinnaur	67.02	3.15	4.46	0.01	1.74	1.00	3.08	2.70	1.44	15.41	100
	HP	67.90	1.87	5.90	0.13	1.37	1.31	5.01	2.67	1.33	12.51	100

SCHEDULED TRIBE RURAL FEMALE 1991

Sl.No.	State/ District	I	II	III	IV	Va	Vb	VI	VII	VIII	IX	I-IX
1	Chamba	89.02	0.68	3.70	0.01	1.22	0.29	0.97	0.47	0.05	3.59	100
2	Kangra	17.24	12.07	5.17		5.17	51.72		3.45		5.17	100
3	Hamirpur											
4	Una											
5	Bilaspur	95.96	1.12	0.22		0.22	0.22	0.90	0.22		1.12	100
6	Mandi	87.48	0.67	6.22		0.15	3.56		0.52		1.41	100
7	Kullu	75.36	4.06	1.81		2.35	3.52	1.53	4.33	0.09	6.95	100
8	Lahul-Spiti	81.44	7.73	1.61		0.90	0.65	2.09	0.54	0.06	4.99	100
9	Simla	79.21	1.17	11.68		0.23	1.17	1.40	1.40		3.74	100
10	Solan	93.51		0.87		1.30	1.30			0.43	2.60	100
11	Simaur	93.27	0.90	1.35		2.24	0.45		0.45		1.35	100
12	Kinnaur	87.44	3.55	1.32	0.01	0.83	0.32	1.55	0.21	0.08	4.68	100
	HP	86.05	3.28	2.60	0.01	1.00	0.86	1.35	0.60	0.06	4.19	100

Table: A.3.6
PERCENTAGE DISTRIBUTION OF MAIN WORKERS BY NINE INDUSTRIAL CATEGORIES

SCHEDULED TRIBE URBAN (PERSONS) 1991												
Sl.No.	State/ District	Industrial				Categories						
		I	II	III	IV	Va	Vb	VI	VII	VIII	IX	I-IX
1	Chamba	5.23	0.55	3.86	0.28	0.28	3.03	6.34	10.47	7.16	62.81	100
2	Kangra	0.00	0.00	2.94	0.00	5.88	5.88	58.82	5.88	0.00	20.59	100
3	Hamirpur	5.56	0.00	0.00	0.00	0.00	0.00	5.56	44.44	0.00	44.44	100
4	Una	0.00	0.00	0.00	0.00	0.00	12.50	0.00	12.50	0.00	75.00	100
5	Bilaspur	26.56	1.56	3.13	0.00	0.00	0.00	3.13	28.13	7.81	29.69	100
6	Mandi	0.67	0.00	5.37	0.00	0.00	1.34	14.09	28.66	5.37	44.30	100
7	Kullu	17.52	2.04	2.55	0.00	6.12	3.91	4.08	23.30	4.25	36.22	100
8	Lahul-Spiti											
9	Simla	4.30	3.05	3.23	0.00	0.00	2.69	7.53	17.38	4.48	57.35	100
10	Solan	6.52	0.00	0.00	0.00	2.17	8.70	6.52	17.39	4.35	54.35	100
11	Simaur	0.00	0.00	2.70	0.00	0.00	0.00	2.70	8.11	2.70	83.78	100
12	Kinnaur											
	HP	9.01	1.72	3.16	0.05	2.14	3.11	7.35	19.03	4.93	49.49	100

SCHEDULED TRIBE URBAN MALE 1991

Sl.No.	State/ District	Industrial				Categories						
		I	II	III	IV	Va	Vb	VI	VII	VIII	IX	I-IX
1	Chamba	5.15	0.69	4.12	0.34	0.34	3.78	6.53	12.37	8.59	58.08	100
2	Kangra			3.70		7.41	7.41	48.15	7.41	25.93	100	
3	Hamirpur								46.15	53.85	100	
4	Una						14.29	14.29	71.43	100		
5	Bilaspur	26.98	1.59	3.17			3.17	26.98	7.94	30.16	100	
6	Mandi	0.85		6.84			1.71	12.82	24.79	5.13	47.86	100
7	Kullu	17.45	2.01	2.91		4.70	4.25	3.80	27.29	5.37	32.21	100
8	Lahul-Spiti											
9	Simla	3.72	2.33	3.95			3.26	7.91	17.67	5.35	55.81	100
10	Solan	5.13				2.56	5.13	7.69	17.95	5.13	56.41	100
11	Simaur			2.78				2.78	8.33	2.78	83.33	100
12	Kinnaur											
	HP	8.78	1.50	3.67	0.07	1.70	3.47	7.07	20.34	5.85	47.55	100

SCHEDULED TRIBE URBAN FEMALE 1991

Sl.No.	State/ District	Industrial				Categories						
		I	II	III	IV	Va	Vb	VI	VII	VIII	IX	I-IX
1	Chamba	5.56		2.78				5.56	2.78	1.39	81.94	100
2	Kangra							100.00	0.00		100	
3	Hamirpur	20.00						20.00	40.00		20.00	100
4	Una										100.00	100
5	Bilaspur								100.00		100	
6	Mandi							18.75	43.75	6.25	31.25	100
7	Kullu	17.73	2.13	1.42		10.64	2.84	4.96	10.64	0.71	48.94	100
8	Lahul-Spiti											
9	Simla	6.25	5.47	0.78			0.78	6.25	16.41	1.56	62.50	100
10	Solan	14.29					28.57		14.29		42.86	100
11	Simaur										100.00	100
12	Kinnaur											
	HP	9.87	2.53	1.27		3.80	1.77	8.35	14.18	1.52	56.71	100

Table: A.3.7
PERCENTAGE DISTRIBUTION OF MAIN WORKERS BY NINE INDUSTRIAL CATEGORIES

NON SCHEDULED ALL AREAS PERSONS 1991

Sl.No.	State/ District	I	II	III	IV	Va	Vb	VI	VII	VIII	IX	I-IX
1	Chamba	37.88	0.72	1.78	0.13	0.80	3.59	5.91	8.75	2.15	38.29	100.00
2	Kangra	35.08	2.49	1.54	0.64	1.16	4.76	6.39	11.76	2.58	33.60	100.00
3	Hamirpur	43.04	0.70	1.19	0.03	0.90	2.73	3.12	10.98	2.51	34.82	100.00
4	Una	43.18	4.87	1.81	0.02	1.18	11.51	2.69	8.08	2.34	24.34	100.00
5	Bilaspur	47.81	0.44	2.54	0.52	1.30	3.37	4.29	8.70	2.73	28.31	100.00
6	Mandi	43.56	0.64	1.28	0.04	0.80	2.11	6.99	9.12	2.29	33.17	100.00
7	Kullu	46.84	1.69	1.89	0.01	2.85	3.05	2.92	10.60	2.58	27.58	100.00
8	Lahul-Spiti	5.01	7.59	4.58	0.00	0.78	0.30	43.73	3.14	1.38	33.61	100.00
9	Simla	39.27	2.19	3.72	0.02	0.32	2.01	5.93	8.42	3.28	34.84	100.00
10	Solan	36.18	1.28	2.34	0.13	0.72	12.77	5.88	8.88	2.85	28.88	100.00
11	Simaur	42.54	1.88	1.64	0.52	1.02	6.62	3.52	8.45	2.13	31.69	100.00
12	Kinnaur	5.76	11.72	4.21	0.08	0.00	1.92	39.25	3.25	0.70	33.68	100.00
	HP	40.18	1.67	1.97	0.18	0.92	4.58	5.44	9.26	2.79	33.02	100.00

NON SCHEDULED ALL AREAS MALES 1991

Sl.No.	State/ District	I	II	III	IV	Va	Vb	VI	VII	VIII	IX	I-IX
1	Chamba	31.86	0.64	2.97	0.16	0.94	3.93	9.81	15.05	3.56	31.08	100.00
2	Kangra	27.49	2.98	2.48	1.27	1.25	5.66	7.80	18.78	4.36	27.93	100.00
3	Hamirpur	27.11	1.16	2.00	0.05	1.40	4.95	5.16	19.78	4.47	33.94	100.00
4	Una	37.61	5.03	2.11	0.03	1.56	13.13	4.62	14.39	3.96	17.56	100.00
5	Bilaspur	34.24	0.73	3.59	0.25	1.90	5.71	7.11	14.24	4.83	27.38	100.00
6	Mandi	35.19	0.62	2.21	0.08	0.76	3.58	11.51	15.80	3.83	26.42	100.00
7	Kullu	40.31	1.71	3.21	0.02	2.35	4.45	4.43	16.64	4.61	22.27	100.00
8	Lahul-Spiti	3.05	4.70	4.43	0.00	0.82	0.60	35.35	2.28	2.50	46.28	100.00
9	Simla	30.16	2.97	6.02	0.04	0.31	3.20	8.58	12.70	5.13	30.90	100.00
10	Solan	27.19	1.44	3.26	0.19	1.05	18.71	7.50	13.99	4.48	22.19	100.00
11	Simaur	35.77	2.62	2.89	0.98	1.40	10.39	6.30	13.42	3.84	22.40	100.00
12	Kinnaur	1.70	7.58	4.07	0.15	0.00	2.14	34.55	5.36	1.41	43.03	100.00
	HP	30.98	2.12	3.11	0.31	1.08	6.71	8.08	14.98	4.60	28.05	100.00

NON SCHEDULED ALL AREAS FEMALES 1991

Sl.No.	State/ District	I	II	III	IV	Va	Vb	VI	VII	VIII	IX	I-IX
1	Chamba	43.91	0.80	0.58	0.10	0.66	3.25	2.01	2.46	0.73	45.51	100.00
2	Kangra	42.68	2.00	0.59	0.01	1.07	3.86	4.99	4.73	0.80	39.27	100.00
3	Hamirpur	58.97	0.23	0.37	0.00	0.40	0.52	1.09	2.18	0.55	35.70	100.00
4	Una	48.75	4.71	1.50	0.01	0.76	9.88	0.77	1.77	0.73	31.12	100.00
5	Bilaspur	61.38	0.15	1.49	0.79	0.69	1.04	1.46	3.15	0.63	29.23	100.00
6	Mandi	51.94	0.66	0.35	0.00	0.84	0.64	2.47	2.43	0.75	39.92	100.00
7	Kullu	53.37	1.67	0.58	0.00	3.38	1.66	1.41	4.56	0.56	32.84	100.00
8	Lahul-Spiti	6.98	10.47	4.74	0.00	0.75	0.00	52.12	3.99	0.25	20.95	100.00
9	Simla	48.37	1.41	1.42	0.00	0.32	0.83	3.28	4.14	1.43	38.79	100.00
10	Solan	45.17	1.12	1.42	0.06	0.38	6.83	4.46	3.77	1.22	35.57	100.00
11	Simaur	49.31	1.14	0.39	0.06	0.63	2.86	0.74	3.48	0.42	40.97	100.00
12	Kinnaur	9.81	15.85	4.34	0.00	0.00	1.70	43.96	1.13	0.00	24.34	100.00
	HP	49.38	1.21	0.83	0.05	0.75	2.45	2.83	3.54	0.97	37.98	100.00

Table: A.3.8
PERCENTAGE DISTRIBUTION OF MAIN WORKERS BY NINE INDUSTRIAL CATEGORIES

NON SCHEDULED RURAL PERSONS 1991

Sl.No.	State/ District	I	II	III	IV	Va	Vb	VI	VII	VIII	IX	I-IX	100
1	Chamba	73.74	1.34	1.43	0.19	0.65	0.88	7.23	2.19	0.73	11.63	100	
2	Kangra	66.57	3.41	1.71	0.21	1.27	2.52	2.99	3.67	1.69	15.95	100	
3	Hamirpur	72.26	0.71	0.75	0.05	0.95	1.62	2.53	3.79	2.02	15.32	100	
4	Una	67.63	4.64	1.32	0.04	1.22	4.07	2.13	3.20	1.61	14.14	100	
5	Bilaspur	77.94	0.62	0.99	0.06	0.68	2.24	2.59	2.42	1.42	11.03	100	
6	Mandi	80.61	0.82	1.52	0.06	0.71	0.90	2.50	2.17	1.19	9.54	100	
7	Kullu	85.28	1.45	1.43	0.02	0.49	0.78	1.63	1.64	0.53	6.75	100	
8	Lahul-Spiti	5.01	7.59	4.58	0.00	0.78	0.30	43.73	3.14	1.38	33.61	100	
9	Simla	74.77	3.82	5.58	0.03	0.19	0.72	3.44	2.01	0.90	8.53	100	
10	Solan	69.63	2.01	1.73	0.11	0.64	9.76	2.71	2.54	1.58	9.30	100	
11	Sirmaur	80.17	2.98	1.45	0.92	0.53	3.95	1.88	1.64	0.77	5.70	100	
12	Kinnaur	5.76	11.72	4.21	0.08	0.00	1.92	39.25	3.25	0.70	33.68	100	
		74.24	2.36	1.99	0.17	0.76	2.45	3.16	2.64	1.28	10.96	100	

NON SC ST RURAL MALE 1991

Sl.No.	State/ District	I	II	III	IV	Va	Vb	VI	VII	VIII	IX	I-IX	100
1	Chamba	61.53	1.16	2.63	0.25	0.92	1.39	12.64	3.82	1.32	14.34	100	
2	Kangra	49.44	4.58	2.86	0.41	1.68	3.94	5.41	6.77	3.17	21.73	100	
3	Hamirpur	49.54	1.06	1.47	0.10	1.62	3.12	4.73	7.33	3.97	27.06	100	
4	Una	55.57	5.58	2.13	0.07	1.63	6.54	3.78	5.96	2.94	15.80	100	
5	Bilaspur	61.17	0.95	1.89	0.11	1.03	4.11	5.02	4.57	2.76	18.38	100	
6	Mandi	66.23	1.01	2.83	0.11	0.95	1.59	4.86	4.17	2.33	15.93	100	
7	Kullu	75.52	1.93	2.57	0.04	0.60	1.25	2.81	2.97	1.02	11.29	100	
8	Lahul-Spiti	3.05	4.70	4.43	0.00	0.82	0.60	35.35	2.28	2.50	46.28	100	
9	Simla	58.26	5.29	9.17	0.05	0.31	1.28	6.07	3.82	1.72	14.03	100	
10	Solan	52.64	2.18	2.86	0.22	0.91	16.15	4.59	4.57	3.07	12.81	100	
11	Sirmaur	67.51	3.85	2.82	1.81	0.83	6.86	3.66	3.07	1.49	8.11	100	
12	Kinnaur	1.70	7.58	4.07	0.15	0.00	2.14	34.55	5.36	1.41	43.03	100	
		57.53	3.20	3.39	0.32	1.10	4.27	5.71	4.96	2.47	17.04	100	

NON SC ST RURAL FEMALE 1991

Sl.No.	State/ District	I	II	III	IV	Va	Vb	VI	VII	VIII	IX	I-IX	100
1	Chamba	85.94	1.53	0.22	0.13	0.39	0.36	1.83	0.56	0.13	8.91	100	
2	Kangra	83.71	2.23	0.56	0.01	0.85	1.11	0.56	0.57	0.22	10.18	100	
3	Hamirpur	94.98	0.35	0.03	0.00	0.28	0.11	0.33	0.26	0.07	3.58	100	
4	Una	79.69	3.71	0.51	0.02	0.81	1.59	0.48	0.45	0.27	12.48	100	
5	Bilaspur	94.70	0.30	0.10	0.00	0.34	0.37	0.17	0.27	0.08	3.67	100	
6	Mandi	94.99	0.63	0.21	0.01	0.46	0.20	0.14	0.18	0.04	3.14	100	
7	Kullu	95.03	0.98	0.29	0.00	0.38	0.30	0.45	0.32	0.04	2.20	100	
8	Lahul-Spiti	6.98	10.47	4.74	0.00	0.75	0.00	52.12	3.99	0.25	20.95	100	
9	Simla	91.29	2.35	2.00	0.01	0.07	0.15	0.82	0.21	0.08	3.02	100	
10	Solan	86.62	1.85	0.59	0.01	0.37	3.37	0.83	0.51	0.08	5.79	100	
11	Sirmaur	92.83	2.11	0.09	0.03	0.23	1.05	0.10	0.21	0.05	3.29	100	
12	Kinnaur	9.81	15.85	4.34	0.00	0.00	1.70	43.96	1.13	0.00	24.34	100	
	HP	90.94	1.52	0.60	0.01	0.41	0.63	0.61	0.32	0.09	4.88	100	

Table: A.3.9
PERCENTAGE DISTRIBUTION OF MAIN WORKERS BY NINE INDUSTRIAL CATEGORIES

NON SCHEDULED URBAN PERSONS 1991

Sl.No.	State/ District	I	II	III	IV	Va	Vb	VI	VII	VIII	IX	I-IX
1	Chamba	2.03	0.10	2.13	0.07	0.95	6.31	4.58	15.32	3.57	64.96	100.00
2	Kangra	3.59	1.58	1.36	1.06	1.05	7.00	9.80	19.84	3.46	51.25	100.00
3	Hamirpur	13.81	0.68	1.62	0.00	0.84	3.85	3.71	18.16	2.99	54.32	100.00
4	Una	18.73	5.09	2.29	0.00	1.10	18.95	3.26	12.96	3.08	34.54	100.00
5	Bilaspur	17.68	0.26	4.09	0.98	1.91	4.51	5.98	14.97	4.04	45.58	100.00
6	Mandi	6.51	0.46	1.04	0.02	0.89	3.33	11.48	16.06	3.40	56.81	100.00
7	Kullu	8.40	1.92	2.36	0.00	5.22	5.33	4.21	19.56	4.64	48.37	100.00
8	Lahul-Spiti	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9	Simla	3.76	0.57	1.86	0.01	0.44	3.31	8.41	14.82	5.66	61.16	100.00
10	Solan	2.73	0.55	2.95	0.14	0.79	15.78	9.25	15.22	4.13	48.46	100.00
11	Sirmaur	4.91	0.79	1.83	0.12	1.50	9.29	5.15	15.25	3.49	57.67	100.00
12	Kinnaur	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	HP	6.12	0.97	1.94	0.19	1.08	6.72	7.72	15.89	4.29	55.07	100.00

NON SCHEDULED URBAN MALE 1991

Sl.No.	State/ District	I	II	III	IV	Va	Vb	VI	VII	VIII	IX	I-IX
1	Chamba	2.19	0.12	3.32	0.07	0.96	6.47	6.98	26.27	5.81	47.81	100.00
2	Kangra	5.54	1.38	2.10	2.12	0.81	7.39	10.18	30.80	5.55	34.13	100.00
3	Hamirpur	4.67	1.26	2.52	0.00	1.17	6.78	5.58	32.23	4.96	40.82	100.00
4	Una	19.65	4.48	2.09	0.00	1.49	19.72	5.45	22.82	4.97	19.32	100.00
5	Bilaspur	7.31	0.52	5.30	0.38	2.77	7.31	9.21	23.91	6.90	36.39	100.00
6	Mandi	4.15	0.23	1.60	0.04	0.57	5.56	18.16	27.43	5.34	36.92	100.00
7	Kullu	5.09	1.49	3.85	0.00	4.10	7.65	6.05	30.31	8.20	33.26	100.00
8	Lahul-Spiti											
9	Simla	2.07	0.65	2.87	0.02	0.31	5.12	11.09	21.58	8.53	47.76	100.00
10	Solan	1.74	0.71	3.65	0.17	1.19	21.26	10.41	23.41	5.89	31.57	100.00
11	Sirmaur	4.03	1.40	2.96	0.15	1.96	13.92	8.93	23.77	6.19	36.69	100.00
12	Kinnaur											
	HP	4.42	1.03	2.82	0.30	1.05	9.15	10.40	25.01	6.74	39.06	100.00

NON SCHEDULED URBAN FEMALE 1991

Sl.No.	State/ District	I	II	III	IV	Va	Vb	VI	VII	VIII	IX	I-IX
1	Chamba	1.87	0.08	0.93	0.08	0.93	6.15	2.18	4.36	1.32	82.10	100.00
2	Kangra	1.64	1.78	0.62	0.00	1.29	6.62	9.42	8.88	1.38	68.37	100.00
3	Hamirpur	22.95	0.10	0.72	0.00	0.51	0.92	1.84	4.10	1.02	67.83	100.00
4	Una	17.81	5.70	2.49	0.00	0.71	18.17	1.07	3.09	1.19	49.76	100.00
5	Bilaspur	28.05	0.00	2.88	1.57	1.05	1.70	2.75	6.03	1.18	54.78	100.00
6	Mandi	8.88	0.69	0.48	0.00	1.21	1.09	4.80	4.68	1.45	76.71	100.00
7	Kullu	11.71	2.36	0.86	0.00	6.34	3.01	2.36	8.81	1.07	63.48	100.00
8	Lahul-Spiti											
9	Simla	5.46	0.48	0.84	0.00	0.57	1.50	5.74	8.06	2.79	74.55	100.00
10	Solan	3.71	0.39	2.25	0.11	0.39	10.29	8.10	7.03	2.36	65.35	100.00
11	Sirmaur	5.79	0.17	0.69	0.09	1.04	4.67	1.38	6.74	0.78	78.65	100.00
12	Kinnaur											
	HP	7.82	0.91	1.06	0.09	1.10	4.28	5.05	6.77	1.84	71.09	100.00

TABLE:A.3.10

WORK PARTICIPATION RATES OF MAIN WORKERS : BY EDUCATIONAL LEVEL GENDER & RESIDENCE

Table: A.3.10HP

Education Level	All Areas			Rural Areas			Urban Areas		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	34.41	49.08	19.36	34.50	48.79	20.08	33.39	51.92	11.10
Illiterate	30.44	43.23	21.81	31.05	43.89	22.48	19.03	32.31	8.03
Literate	37.85	52.52	16.22	37.74	51.86	16.73	38.74	57.62	12.60
Below Primary	19.41	27.85	8.48	19.89	28.31	8.95	13.25	21.82	2.68
Primary	36.46	52.33	18.51	37.26	52.86	19.58	26.35	45.48	5.04
Middle	40.21	55.23	15.26	41.04	55.24	16.72	33.23	55.11	4.84
Matriculation/Secondary	62.42	78.28	23.54	64.06	78.48	25.62	54.41	77.15	16.06
Higher Secondary or equivalent	34.74	44.91	12.86	36.11	44.39	14.02	31.61	46.40	11.14
Diploma/Certificate (Non-Tech.)	52.51	79.75	31.68	58.62	80.30	35.46	38.33	76.97	26.11
Diploma/Certificate (Tech.)	77.35	81.79	64.97	76.96	80.93	63.89	78.20	83.91	66.60
Graduate and above	68.68	81.84	35.92	70.92	80.89	34.50	66.16	83.15	36.86

Table: A.3.10(I)

CHAMBA

Education Level	All Areas			Rural Areas			Urban Areas		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	32.55	51.35	12.75	32.68	51.59	12.84	30.95	48.43	11.57
Illiterate	28.34	49.85	13.25	28.74	50.67	13.43	17.27	29.08	7.74
Literate	39.93	52.91	11.11	40.49	52.65	10.46	36.66	54.87	13.58
Below Primary	22.40	31.87	4.88	23.14	32.56	4.98	14.25	22.75	3.99
Primary	43.79	57.86	11.00	45.49	58.67	12.14	28.76	48.55	4.63
Middle	42.51	55.14	8.09	44.95	55.55	9.26	31.14	52.43	5.31
Matriculation/Secondary	66.49	80.88	24.05	71.36	82.50	27.68	50.00	73.36	18.15
Higher Secondary or equivalent	42.22	55.02	16.28	46.07	55.98	16.78	37.66	53.55	15.92
Diploma/Certificate (Non-Tech.)	50.64	86.75	30.92	62.90	86.15	37.29	36.94	88.89	26.88
Diploma/Certificate (Tech.)	84.79	90.31	67.47	86.41	90.09	64.06	82.46	90.75	69.26
Graduate and above	72.66	89.65	39.74	79.67	92.69	40.00	66.42	86.11	39.60

Table: A.3.10(II)

KANGRA

Education Level	All Areas			Rural Areas			Urban Areas		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	27.55	44.75	10.75	27.55	44.75	10.83	27.52	44.73	9.09
Illiterate	21.87	37.34	11.51	22.04	37.69	11.66	17.74	29.93	7.39
Literate	31.36	48.34	10.06	31.33	48.22	10.06	31.98	50.44	10.01
Below Primary	12.88	21.02	3.20	13.02	21.23	3.27	9.95	16.71	1.56
Primary	28.44	47.49	11.52	28.65	47.71	11.80	22.91	42.29	3.70
Middle	34.94	52.61	9.48	35.32	52.80	9.83	27.50	48.42	3.43
Matriculation/Secondary	54.96	74.52	13.62	55.68	74.65	13.79	46.05	72.63	12.17
Higher Secondary or equivalent	30.72	41.47	9.00	30.99	40.80	9.06	29.35	45.77	8.78
Diploma/Certificate (Non-Tech.)	47.20	77.57	30.19	50.13	78.72	31.42	32.19	64.00	25.62
Diploma/Certificate (Tech.)	75.77	78.33	70.82	75.18	77.70	69.78	79.31	83.11	75.00
Graduate and above	64.73	78.56	31.94	65.15	77.61	30.77	63.35	82.44	34.54

Table: A.3.10(III)

WORK PARTICIPATION RATES OF MAIN WORKERS : BY EDUCATIONAL LEVEL GENDER & RESIDENCE

HAMIRPUR

Education Level	Total	All Areas		Total	Rural Areas		Total	Urban Areas	
		Male	Female		Male	Female		Male	Female
Total	29.87	41.91	18.97	29.90	41.88	19.42	29.30	45.02	11.22
Illiterate	21.80	28.76	17.58	22.06	29.00	17.89	16.11	24.13	9.97
Literate	34.54	47.32	20.04	34.60	47.06	20.63	33.76	50.42	11.77
Below Primary	12.30	17.58	6.69	12.39	17.54	6.94	10.90	18.15	2.23
Primary	30.65	41.51	22.76	31.10	41.87	23.41	21.99	35.81	7.79
Middle	39.44	53.02	22.66	40.10	53.40	23.71	28.88	47.11	5.97
Matriculation/Secondary	60.58	75.18	29.14	61.79	75.46	31.27	48.46	72.05	12.48
Higher Secondary or equivalent	33.19	40.13	15.99	34.44	39.98	18.78	27.30	41.01	7.70
Diploma/Certificate (Non-Tech.)	55.11	75.91	29.83	57.91	75.88	31.62	40.91	76.19	24.44
Diploma/Certificate (Tech.)	76.49	80.72	66.97	75.75	80.14	64.29	76.57	82.65	72.27
Graduate and above	71.27	79.94	38.00	72.53	78.89	37.69	68.58	82.72	38.33

Table:

WORK PARTICIPATION RATES OF MAIN WORKERS : BY EDUCATIONAL LEVEL GENDER & RESIDENCE

UNA

Education Level	Total	All Areas		Total	Rural Areas		Total	Urban Areas	
		Male	Female		Male	Female		Male	Female
Total	27.46	47.89	7.36	27.30	47.66	7.42	29.14	50.23	6.68
Illiterate	18.95	36.50	7.46	19.08	36.85	7.51	17.39	32.19	6.75
Literate	33.12	53.23	7.27	32.91	52.83	7.33	35.17	57.07	6.63
Below Primary	13.87	22.99	2.85	14.05	23.18	2.98	11.63	20.59	1.35
Primary	28.14	51.52	7.99	28.35	51.71	8.35	25.38	49.13	3.08
Middle	37.62	58.25	5.75	37.87	58.25	6.07	34.84	58.30	2.44
Matriculation/Secondary	58.63	79.65	10.53	59.29	79.67	10.77	53.98	79.53	9.20
Higher Secondary or equivalent	31.48	43.10	7.10	31.03	41.77	7.02	33.28	48.95	7.34
Diploma/Certificate (Non-Tech.)	45.34	76.27	27.45	50.00	76.70	31.29	29.17	73.33	17.54
Diploma/Certificate (Tech.)	78.73	84.20	65.51	78.35	82.96	65.47	80.13	89.84	65.60
Graduate and above	64.09	80.35	25.63	64.65	79.59	24.61	62.73	82.43	27.49

Table: A.3.10(v)

WORK PARTICIPATION RATES OF MAIN WORKERS : BY EDUCATIONAL LEVEL GENDER & RESIDENCE

BILASPUR

Education Level	Total	All Areas		Total	Rural Areas		Total	Urban Areas	
		Male	Female		Male	Female		Male	Female
Total	31.03	46.05	16.04	30.87	45.73	16.19	33.81	50.97	13.29
Illiterate	25.48	39.52	16.07	25.73	39.95	16.25	18.50	28.55	10.87
Literate	35.32	49.57	16.01	35.00	48.98	16.13	39.33	56.94	14.49
Below Primary	14.09	21.47	5.22	14.14	21.49	5.32	13.14	21.16	2.98
Primary	33.83	49.42	19.03	34.08	49.61	19.42	28.47	45.70	10.40
Middle	38.27	52.28	17.15	38.45	51.99	17.76	35.69	56.68	9.34
Matriculation/Secondary	63.10	77.26	25.22	64.04	77.27	26.77	55.51	77.17	15.82
Higher Secondary or equivalent	35.34	43.88	13.67	35.83	43.67	12.88	33.43	44.84	15.68
Diploma/Certificate (Non-Tech.)	52.63	78.77	28.48	56.18	79.55	30.25	35.85	71.43	23.08
Diploma/Certificate (Tech.)	70.50	74.65	54.77	70.08	73.59	53.07	71.94	78.13	57.89
Graduate and above	66.88	78.26	36.35	68.52	74.03	33.15	67.61	81.90	39.88

Table: A.3.10(vi)

WORK PARTICIPATION RATES OF MAIN WORKERS : BY EDUCATIONAL LEVEL GENDER & RESIDENCE

MANDI

Education Level	Total	All Areas		Total	Rural Areas		Total	Urban Areas	
		Male	Female		Male	Female		Male	Female
Total	37.46	47.33	27.71	37.91	47.17	28.87	31.74	49.35	11.49
Illiterate	35.64	41.86	31.85	36.39	42.50	32.69	15.58	26.74	7.37
Literate	39.12	50.45	21.82	39.39	49.99	22.92	36.81	54.63	13.21
Below Primary	19.56	26.41	11.11	20.01	26.78	11.59	11.55	19.34	3.07
Primary	40.81	51.31	27.47	41.99	52.04	29.10	23.17	39.57	5.42
Middle	39.59	50.74	19.73	40.66	50.78	21.81	29.86	50.29	4.99
Matriculation/Secondary	65.24	77.89	32.91	67.91	78.83	37.28	51.57	72.17	17.15
Higher Secondary or equivalent	32.59	40.81	15.94	34.15	40.23	18.89	29.15	42.42	11.61
Diploma/Certificate (Non-Tech.)	47.37	74.40	31.66	53.41	75.09	35.55	33.92	70.59	25.86
Diploma/Certificate (Tech.)	69.68	73.30	57.36	68.57	72.07	53.90	71.66	75.78	61.45
Graduate and above	69.48	81.39	38.97	74.23	80.75	43.94	64.31	82.32	36.54

Table: A.3.10(vii)

WORK PARTICIPATION RATES OF MAIN WORKERS : BY EDUCATIONAL LEVEL GENDER & RESIDENCE

KULLU

Education Level	Total	All Areas		Total	Rural Areas		Total	Urban Areas	
		Male	Female		Male	Female		Male	Female
Total	42.44	53.20	30.74	42.80	52.93	31.91	37.60	56.50	13.49
Illiterate	39.11	47.07	33.74	39.70	47.53	34.44	21.47	34.39	11.14
Literate	46.51	57.75	24.18	46.95	57.24	25.70	43.15	62.14	14.62
Below Primary	29.69	38.40	16.52	30.37	38.96	17.27	17.78	28.00	4.68
Primary	50.29	60.98	29.88	51.66	61.44	32.28	32.49	53.71	6.66
Middle	50.34	60.84	23.92	52.04	60.88	27.63	38.82	60.51	7.57
Matriculation/Secondary	71.21	82.87	34.09	74.75	83.33	41.21	57.94	80.72	19.47
Higher Secondary or equivalent	41.70	50.87	18.37	44.74	50.96	23.58	36.10	50.67	12.69
Diploma/Certificate (Non-Tech.)	66.92	87.18	36.54	75.27	90.63	41.38	45.95	71.43	30.43
Diploma/Certificate (Tech.)	82.94	90.13	66.28	86.50	91.29	70.00	78.20	88.13	63.51
Graduate and above	74.54	84.63	41.15	77.57	84.88	42.61	70.13	84.20	40.00

Table: A.10(viii)

WORK PARTICIPATION RATES OF MAIN WORKERS : BY EDUCATIONAL LEVEL GENDER & RESIDENCE

LAHUL AND SPITI

Education Level	Total	All Areas		Total	Rural Areas		Total	Urban Areas	
		Male	Female		Male	Female		Male	Female
Total	54.18	63.60	42.64	54.18	63.60	42.64			
Illiterate	50.74	55.69	47.39	50.74	55.69	47.39			
Literate	57.75	68.35	32.68	57.75	68.35	32.68			
Below Primary	38.30	47.51	24.98	38.30	47.51	24.98			
Primary	55.59	65.08	35.70	55.59	65.08	35.70			
Middle	59.97	69.53	31.30	59.97	69.53	31.30			
Matriculation/Secondary	88.24	92.82	60.83	88.24	92.82	60.83			
Higher Secondary or equivalent	66.49	74.60	29.41	66.49	74.60	29.41			
Diploma/Certificate (Non-Tech.)	85.00	78.57	100.00	85.00	78.57	100.00			
Diploma/Certificate (Tech.)	99.26	99.60	95.00	99.26	99.60	95.00			
Graduate and above	92.62	94.25	75.47	92.62	94.25	75.47			

WORK PARTICIPATION RATES OF MAIN WORKERS : BY EDUCATIONAL LEVEL GENDER & RESIDENCE

Table: A.3.10(ix) SIMLA

Education Level	All Areas			Rural Areas			Urban Areas		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	43.08	54.13	30.73	44.02	52.99	34.51	39.43	58.08	13.74
Illiterate	40.76	48.13	35.82	42.85	49.58	38.29	23.41	37.93	10.08
Literate	45.00	57.41	24.38	45.23	55.24	28.20	44.43	63.01	15.27
Below Primary	23.86	31.19	14.50	25.44	32.41	16.80	15.54	24.87	3.18
Primary	44.01	55.06	28.80	47.17	56.23	34.38	29.76	49.45	5.66
Middle	45.86	58.50	22.84	48.62	57.86	30.18	37.82	60.63	5.54
Matriculation/Secondary	67.16	80.74	33.35	71.21	80.50	44.26	60.19	81.19	19.13
Higher Secondary or equivalent	34.91	45.02	14.33	38.70	44.45	19.45	31.83	45.62	12.01
Diploma/Certificate (Non-Tech.)	57.35	84.19	38.72	74.55	84.09	58.25	43.52	84.38	27.89
Diploma/Certificate (Tech.)	83.48	87.92	67.23	86.12	90.05	63.48	81.44	86.00	68.84
Graduate and above	69.80	82.25	39.61	74.09	80.73	40.24	68.19	82.97	39.50

Table: a.3.10(x) SOLAN

Education Level	All Areas			Rural Areas			Urban Areas		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	34.98	52.59	15.61	35.10	52.43	16.31	34.14	53.68	10.34
Illiterate	28.10	45.50	15.78	28.74	46.50	16.40	19.74	34.29	6.83
Literate	41.07	56.78	15.39	41.38	56.25	16.17	39.52	59.56	11.99
Below Primary	20.27	29.95	7.53	21.04	30.84	8.11	13.42	22.00	2.45
Primary	39.42	56.06	17.21	40.96	57.20	18.92	26.40	45.77	3.98
Middle	45.19	60.82	15.34	47.32	61.35	18.30	33.88	57.43	3.58
Matriculation/Secondary	65.77	80.74	22.41	69.14	81.43	26.27	54.76	77.97	14.74
Higher Secondary or equivalent	40.35	53.42	12.30	45.12	54.54	15.42	32.56	50.92	9.53
Diploma/Certificate (Non-Tech.)	56.56	82.53	27.69	66.08	83.94	33.88	37.79	76.47	21.49
Diploma/Certificate (Tech.)	80.31	87.66	55.93	76.97	84.71	46.82	83.90	91.07	63.60
Graduate and above	67.16	84.31	33.49	72.41	84.62	33.93	63.09	84.00	33.29

Table: a.3.10(xi) SIRMAUR

Education Level	All Areas			Rural Areas			Urban Areas		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	40.11	54.25	24.34	41.30	54.95	26.12	29.42	48.06	8.09
Illiterate	37.19	51.29	26.25	38.39	52.49	27.48	16.46	31.34	4.10
Literate	44.12	56.98	20.11	45.83	57.45	22.55	35.35	54.15	10.41
Below Primary	30.15	40.17	14.33	31.65	41.51	15.87	13.25	22.93	1.79
Primary	47.99	61.27	24.65	50.89	63.15	28.13	24.51	42.81	3.33
Middle	46.13	58.76	16.83	49.86	60.12	21.99	30.35	51.32	3.39
Matriculation/Secondary	66.06	80.18	27.11	72.01	82.07	35.81	51.55	74.33	15.10
Higher Secondary or equivalent	38.87	50.53	13.15	46.34	53.48	18.34	30.84	45.96	10.47
Diploma/Certificate (Non-Tech.)	60.06	83.84	38.80	70.19	85.83	45.68	45.00	76.32	33.33
Diploma/Certificate (Tech.)	78.70	84.78	59.45	82.73	87.52	60.56	73.02	80.05	58.60
Graduate and above	68.49	84.73	33.26	75.17	85.89	33.62	63.97	83.70	33.13

Table: A.3.10(xii) KINNAUR

Education Level	All Areas			Rural Areas			Urban Areas		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	47.32	58.85	33.85	47.32	58.85	33.85			
Illiterate	43.46	50.55	38.52	43.46	50.55	38.52			
Literate	51.33	64.15	25.12	51.33	64.15	25.12			
Below Primary	34.47	45.79	18.51	34.47	45.79	18.51			
Primary	51.17	62.84	29.54	51.17	62.84	29.54			
Middle	55.35	66.85	26.16	55.35	66.85	26.16			
Matriculation/Secondary	79.41	88.68	38.08	79.41	88.68	38.08			
Higher Secondary or equivalent	54.87	64.81	21.65	54.87	64.81	21.65			
Diploma/Certificate (Non-Tech.)	77.14	84.38	0.00	77.14	84.38	0.00			
Diploma/Certificate (Tech.)	92.56	94.27	76.67	92.56	94.27	76.67			
Graduate and above	83.58	89.99	43.13	83.58	89.99	43.13			

TABLE A.3.15

FEMALE WORKERS CLASSIFIED BY INDUSTRIAL CATEGORY AND MARITAL STATUS

HIMACHAL PRADESH

Total						Total				
Marital Status	Total popn Female	Total Wrks Mn+Mrg	Main Workers	Marginal Workers	Non Wrks Workers	Total popn Female	Total Wrks Mn+Mrg	Main Workers	Marginal Workers	Non Wrks Workers
Total	100	100	100	100	100	100	34.82	19.38	15.45	65.18
Never Ma	46.71	14.26	14.88	13.48	64.04	100	10.63	6.17	4.46	89.37
Married	48.04	77.99	77.08	79.12	28.97	100	58.98	32.42	28.56	41.02
Widowed	7.02	7.30	7.44	7.11	6.87	100	36.18	20.52	15.66	63.82
Div/Sepa	0.23	0.46	0.60	0.29	0.11	100	68.41	49.44	18.98	31.59
Unspecifie	0.00	0.00	0.00	0.00	0.00	100	34.21	23.68	10.53	65.79

Rural						Rural				
Marital Status	Total popn Female	Total Wrks Mn+Mrg	Main Workers	Marginal Workers	Non Wrks Workers	Total popn Female	Total Wrks Mn+Mrg	Main Workers	Marginal Workers	Non Wrks Workers
Total	100	100	100	100	100	100	36.61	20.08	16.53	63.39
Never Ma	46.62	14.23	14.82	13.52	65.33	100	11.18	6.39	4.79	88.82
Married	45.98	78.05	77.22	79.05	27.46	100	62.15	33.72	28.43	37.85
Widowed	7.16	7.26	7.36	7.14	7.10	100	37.15	20.65	18.50	62.85
Div/Sepa	0.24	0.45	0.59	0.29	0.11	100	69.64	49.75	19.89	30.36
Unspecifie	0.00	0.00	0.00	0.00	0.00	100	34.33	22.39	11.94	65.67

Urban						Urban				
Marital Status	Total popn Female	Total Wrks Mn+Mrg	Main Workers	Marginal Workers	Non Wrks Workers	Total popn Female	Total Wrks Mn+Mrg	Main Workers	Marginal Workers	Non Wrks Workers
Total	100	100	100	100	100	100	14.09	11.10	2.98	85.91
Never Ma	47.73	14.90	15.98	10.86	53.11	100	4.40	3.72	0.68	95.60
Married	46.63	76.11	74.15	83.42	41.80	100	22.99	17.65	5.34	77.01
Widowed	5.46	8.38	9.16	5.46	4.99	100	21.59	18.61	2.98	78.41
Div/Sepa	0.17	0.60	0.69	0.26	0.10	100	49.01	44.48	4.53	50.99
Unspecifie	0.00	0.01	0.01	0.00	0.00	100	33.33	33.33	0.00	66.67