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CHANGING PATTERN OF WORK PARTICIPATION IN HARYANA: AN INTER-DISTRICTS ANALYSIS

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Abstract

This study explores the evolving patterns of work participation in Haryana through an inter-district analysis, focusing on recent demographic and economic shifts. The research examines changes in labor force participation rates across various districts, analyzing factors such as urbanization, industrial growth, agricultural changes, and educational attainment. By utilizing district-level data from government reports and surveys, the study identifies significant regional disparities and trends in employment types, including shifts from agriculture to non-agricultural sectors. The findings reveal a complex interplay of factors influencing work participation, with implications for policy development aimed at promoting balanced regional growth and addressing emerging workforce challenges. This analysis provides valuable insights into the socio-economic dynamics of Haryana, contributing to a deeper understanding of regional development and labor market transformations.

Keywords: Work Participation, Inter-District Analysis, Haryana

Introduction

The labor market dynamics in Haryana have undergone significant transformations over the past decades, reflecting broader socio-economic changes in India. The state, characterized by its diverse districts, has experienced shifts in work participation patterns that are influenced by factors such as urbanization, industrial growth, and changes in agricultural practices(Biswas, 2018).

Historically, Haryana's economy was predominantly agrarian, with a large proportion of the population engaged in farming and related activities. However, with rapid urbanization and industrialization, there has been a noticeable shift from agriculture to other sectors, particularly in urban and peri-urban areas. This shift has been accompanied by changes in the nature of work and employment opportunities, influencing both rural and urban workforce participation.This analysis delves into district-level data to uncover trends and disparities in work participation (Reddy, 1975).By comparing workforce participation rates between 2001 and 2011, the study aims to identify patterns of change, explore the underlying causes of these shifts, and assess their implications for regional development (Nayyar, 1989).

Understanding these changes is crucial for policymakers to formulate strategies that promote balanced economic growth, address regional disparities, and support sustainable development across Haryana (Siddiqui et al., 2015).

Higher levels of education and specialized skills often lead to better job opportunities and higher participation rates.Work participation varies across different age groups, typically peaking in the middle age and declining towards retirement age (Sindhu, 2016).Gender roles and expectations can influence work participation, with disparities often seen in different sectors and job types.Physical and mental health significantly impact an individual's ability to work.Caregiving responsibilities for children or elderly family members can affect work participation, particularly for women (Singh, 2016).

Economic necessity often drives work participation, especially in lower-income households.Availability of childcare, eldercare, and other social services can enable higher work participation. Societal attitudes towards work, gender roles, and work-life balance influence participation rates (Yadav, 2018).Flexible working hours, remote work options, and supportive workplace policies can enhance participation.The availability of jobs in certain industries or regions can determine participation rates.Safe, inclusive, and supportive work environments attract and retain workers (Naresh, 2014).Economic growth, recessions, and labor market conditions significantly affect work participation.Government policies on minimum wage, labor rights, and employment benefits influence participation.Automation and technological changes can create or eliminate job opportunities, impacting participation (Mahata et al., 2017).

Work participation rates can differ significantly between urban and rural areas due to varying economic opportunities and infrastructure.The age distribution, population growth, and migration patterns in a region impact the labor force (Kumari, & Pandey, 2012).Regulations regarding working hours, job security, and worker rights affect participation.Access to vocational training and continuous education can improve employability and participation rates.Unemployment benefits, disability support, and other welfare programs can either encourage or discourage work participation, depending on how they are structured (Das, 2015).

Database &Research Methodology

The present study is based on the secondary data. The data have been collected from Census of India reports from 2001 and 2011. These reports provide detailed information on workforce participation, categorized into total, rural, and urban workers.Data is extracted for each district in Haryana, focusing on the percentage of main and marginal workers for both rural and urban areas. This enables a detailed comparison of changes over the

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decade.Comparative analysis between 2001 and 2011 is conducted to identify significant changes in workforce participation rates. This involves examining variations in total, rural, and urban workforce participation across different districts.Districts are grouped based on their participation patterns to identify regions with similar or divergent trends. This helps in understanding how different areas have evolved and the factors driving these changes. The maps have been classified on the basis of equal interval method. The thematic maps have been prepared with the help of ArcGIS software. This helps in understanding the broader socio-economic factors influencing workforce participation.The study identifies and interprets patterns of change in workforce participation, exploring reasons behind significant shifts and variations between districts.Based on the findings, the study provides recommendations for policymakers to address regional disparities and promote balanced development.

Result and Discussion

Spatial Pattern of Total Work Force: 2001

The data provides an insightful overview of workforce distribution across various districts in Haryana in 2001, revealing significant disparities that can be attributed to multiple qualitative factors. Districts such as Fatehabad (45.03%), Jhajjar (44.17%), Jind (43.87%), and Mahendragarh (43.31%) exhibit high workforce participation percentages. This can be linked to their robust agricultural activities, as these regions have fertile land and favorable conditions for farming, thereby engaging a larger portion of the population in agricultural and allied sectors. The strong agricultural base in these districts often results in a higher number of individuals classified as main and marginal workers.

On the other hand, districts like Ambala (31.99%) and Yamunanagar (32.31%) show lower workforce participation. This may be due to a higher dependency ratio, including a larger elderly population or higher youth dependency, which reduces the proportion of active workforce. Additionally, these areas might have more educational institutions, leading to a higher student population not counted in the workforce statistics. For instance, Ambala, being a significant educational hub, has a considerable number of students, which impacts its workforce participation rate.

The moderate workforce participation in districts such as Hisar (43.30%), Rewari (43.59%), and Sirsa (42.59%) suggests a balanced economic structure with significant contributions from both agriculture and industrial sectors.

Hisar, for instance, hosts several educational and research institutions, which may moderate its workforce participation rate. Rewari, known for its industrial activities alongside agriculture, also reflects this balanced economic engagement.

The overall state workforce participation of 39.62% reflects Haryana's diverse economic landscape, where industrial districts like Faridabad (35.8%) and Gurugram (37.92%) show moderate engagement. This is likely due to the presence of large urban centers that, while offering substantial employment opportunities, also have significant populations involved in non-working activities such as education and household duties. Gurugram, being a major commercial and financial hub, has a workforce that is engaged in various non-agricultural sectors, balancing its overall participation rate.

Spatial Pattern of Rural Work Force: 2001

The data on the rural workforce in Haryana's districts in 2001 highlights significant regional variations that can be linked to various qualitative factors. Districts like Fatehabad (48.01%), Jhajjar (47.32%), Hisar (47.02%), and Jind (47.28%) exhibit a high percentage of the rural workforce. These districts are predominantly agrarian, with agriculture being the primary occupation for a large part of the population. Fertile lands, favorable climatic conditions, and a well-established agricultural infrastructure contribute to high rural workforce participation in these areas.In contrast, districts such as Ambala (31.64%) and Yamunanagar (34%) show lower rural workforce percentages. Ambala's lower percentage can be attributed to its significant urban population and better educational facilities, which draw people away from rural occupations. Yamunanagar, despite its rural areas, has a notable industrial presence, particularly in plywood manufacturing and other industries, which provides alternative employment opportunities and reduces reliance on agriculture.

Districts like Faridabad (41.83%) and Gurugram (39.58%) have moderate rural workforce participation. Faridabad, being a major industrial hub, and Gurugram, known for its IT and service industries, attract a substantial urban workforce. However, their rural areas still maintain a significant agricultural workforce, balancing the overall participation rates.Mahendragarh (45.19%) and Bhiwani (45.65%) also show high rural workforce participation, reflecting their reliance on agriculture and related activities. These districts have less industrialization compared to urban centers, leading to a larger rural workforce engaged in farming and allied sectors.

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Table 1: Distribution of Work Participation in Haryana, 2001-2011

Sr. No.	Districts	(Main +Marginal) 2001 (In %)			(Main +Marginal) 2011 (In %)		
		Total	**Rural**	**Urban**	**Total**	**Rural**	**Urban**
1.	Ambala	31.99	31.64	32.64	32.98	31.21	35.2
2.	Bhiwani	42.76	45.65	30.39	38.12	40.07	30.13
3.	Charkhi Dadri	42.76	45.65	30.39	38.12	40.07	30.13
4.	Faridabad	35.8	41.83	31	32.01	28.79	32.84
5.	Fatehabad	45.03	48.01	31.09	39.18	41	31.45
6.	Gurugram	37.92	39.58	32.14	35.97	33.56	37.06
7.	Hisar	43.3	47.02	32.66	39.66	42.6	33.34
8.	Jhajjar	44.17	47.32	33.1	34.07	35.5	29.88
9.	Jind	43.87	47.28	30.46	39.23	41.82	30.52
10.	Kaithal	39.32	41.56	30.01	34.8	35.89	30.94
11.	Karnal	35.74	37.29	31.46	34.28	34.57	33.63
12.	Kurukshetra	37.36	39.96	30	34.91	36.08	32.06
13.	Mahendragarh	43.31	45.19	31.21	36.72	37.75	30.57
14.	Nuh	-	-	-	29.69	30.05	28.47
15.	Palwal	-	-	-	26.62	26.81	25.17
16.	Panchkula	38.13	41.79	33.58	37.68	38.19	37.27
17.	Panipat	39.57	41.91	36.13	34.2	34.12	34.3
18.	Rewari	43.59	46.5	30.14	37.51	39.64	31.42
19.	Rohtak	39.47	44.63	29.91	32.6	34.58	29.87
20.	Sirsa	42.59	46.34	32.06	38.76	40.65	32.97
21.	Sonipat	40.89	44.59	29.84	36.08	37.75	32.42
22.	Yamunanagar	32.31	34	29.51	32.06	31.74	32.55
Haryana		**39.62**	**42.93**	**31.49**	**35.17**	**36.36**	**32.95**

Source: Census of India, 2001 & 2011.

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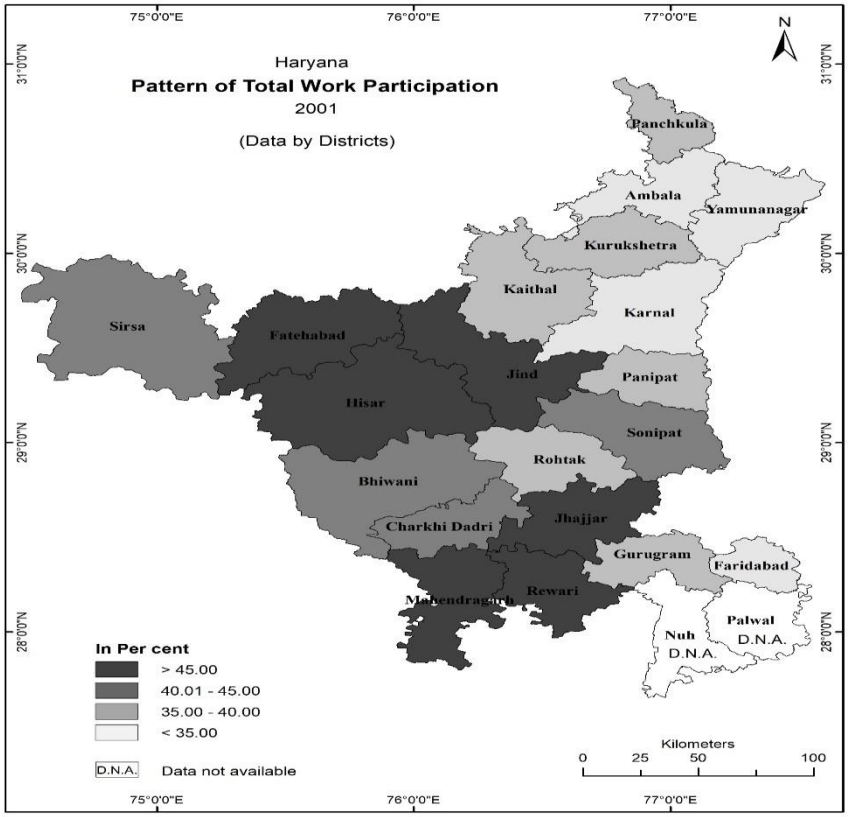
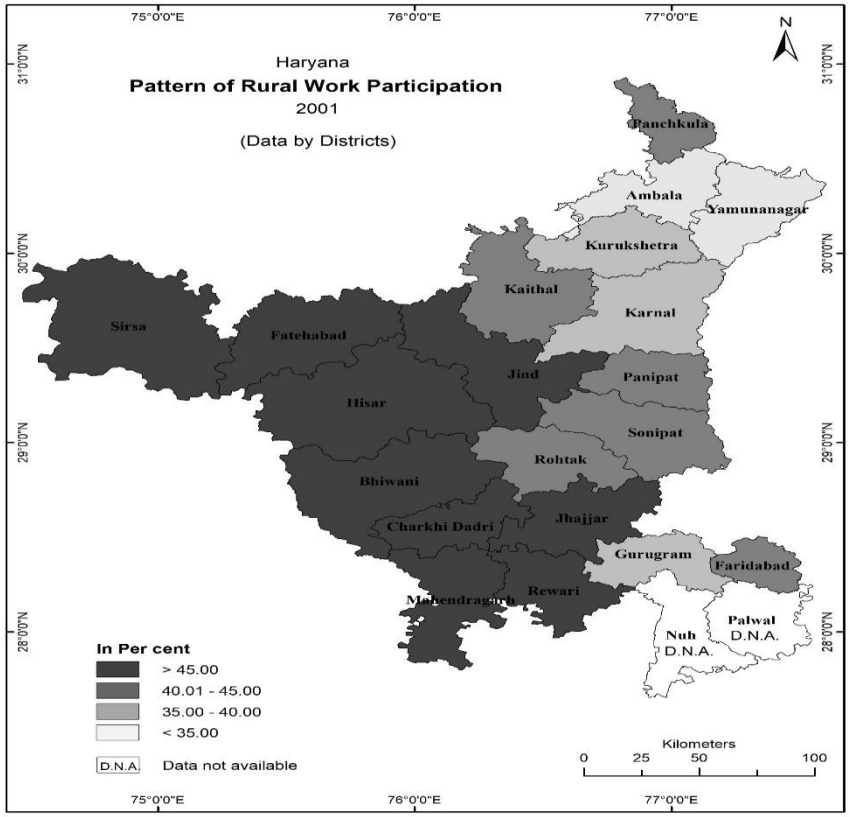


Source: Census of India, 2001

Map 1



Source: Census of India, 2001

Map 2

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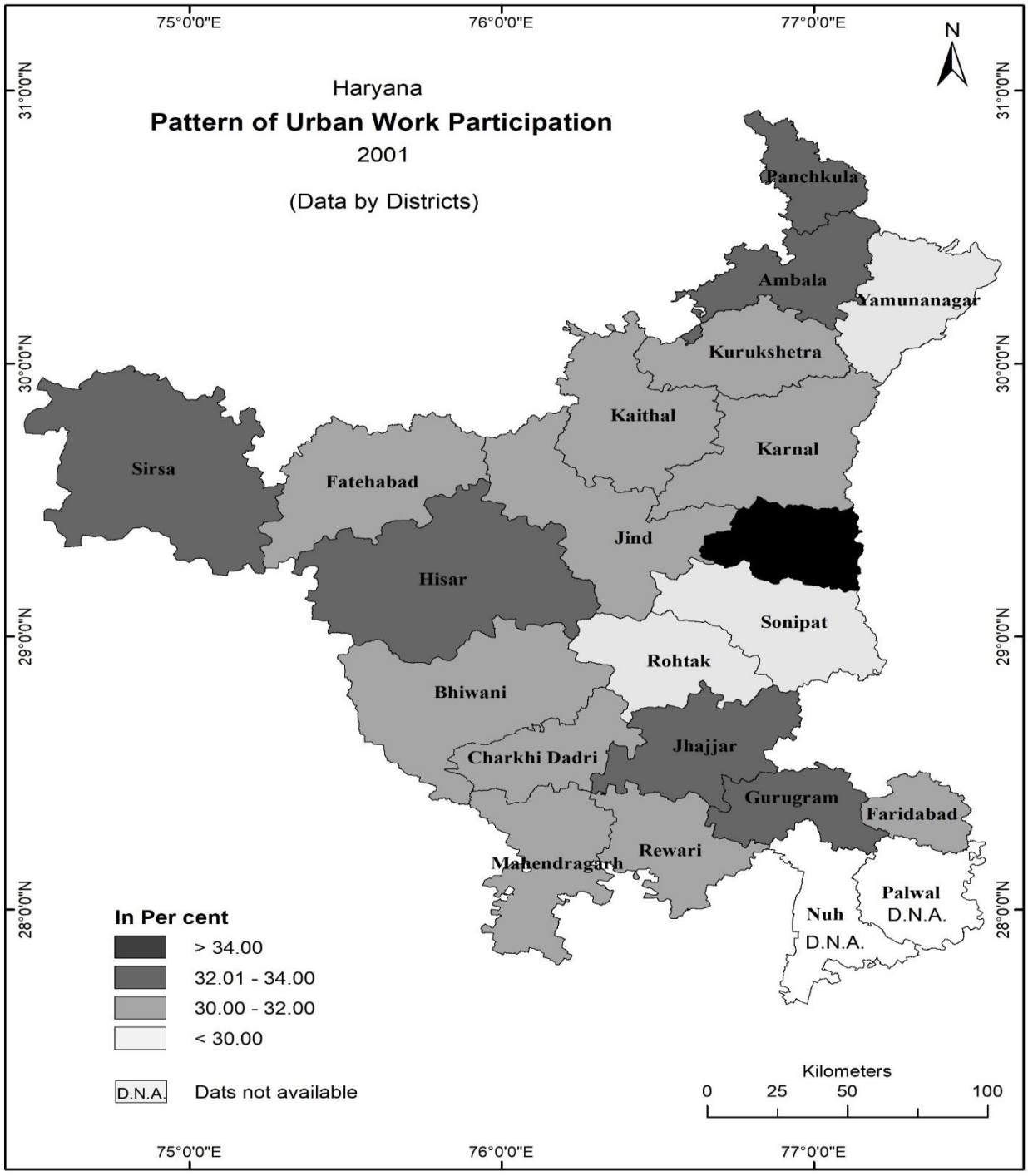

Source: Census of India, 2001

Map 3

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Spatial Pattern of Urban Work Force: 2001

The data on the urban workforce in Haryana's districts in 2001 reveals several important insights into the state's economic and employment landscape. The urban workforce percentages vary across districts, reflecting the degree of urbanization, industrial development, and availability of non-agricultural employment opportunities.Panipat stands out with the highest urban workforce participation at 36.13%. This can be attributed to Panipat's robust industrial base, particularly its textile and carpet industries, which provide substantial urban employment. Panchkula follows closely with 33.58%, benefiting from its proximity to Chandigarh and its well-developed infrastructure, which supports various service industries.Jhajjar (33.1%), Hisar (32.66%), Ambala (32.64%), and Gurugram (32.14%) also show significant urban workforce participation. Jhajjar and Hisar have developed urban centers with diverse economic activities, including trade, education, and healthcare services. Ambala's urban workforce is influenced by its strategic location and connectivity, making it a commercial hub. Gurugram, known for its IT and service sectors, attracts a large urban workforce due to its modern infrastructure and multinational companies.Faridabad (31%) and Karnal (31.46%) have moderate urban workforce percentages, reflecting their balanced economic structure with both industrial and agricultural activities. Faridabad's industrial base and Karnal's agricultural markets support urban employment, while maintaining significant rural employment.

Districts like Kaithal (30.01%), Kurukshetra (30%), Rewari (30.14%), and Bhiwani (30.39%) exhibit lower urban workforce participation. These districts are primarily agrarian, with urbanization still developing. However, their urban centers provide essential services and employment, contributing to their economies.Rohtak (29.91%), Sonipat (29.84%), and Yamunanagar (29.51%) show relatively lower urban workforce percentages. Despite having industrial and educational institutions, these districts have a large rural population engaged in agriculture and allied activities, balancing the overall workforce distribution.Haryana's overall urban workforce participation stands at 31.49%, indicating a steady urbanization process. The state's diverse economic activities, ranging from agriculture to industry and services, shape the employment landscape, balancing urban and rural workforce participation (Map 3).

Spatial Pattern of Total Work Force: 2011

In 2011, the total workforce participation rates across different districts in Haryana varied significantly, reflecting the diverse economic and demographic landscapes of the state. The district of Ambala reported a workforce participation rate of 32.98%, while Bhiwani had a higher rate of 38.12%.

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Faridabad followed closely with 32.01%, whereas Fatehabad recorded the highest participation rate at 39.18%. Other districts such as Gurugram and Hisar had rates of 35.97% and 39.66%, respectively. Jhajjar and Jind showed substantial participation rates of 34.07% and 39.23%. Meanwhile, Kaithal, Karnal, and Kurukshetra had participation rates around 34% to 35%. Mahendragarh had a rate of 36.72%, and Panchkula and Rewari were at 37.68% and 37.51%. In contrast, Palwal had the lowest rate at 26.62%, and Nuh was at 29.69%. Rohtak and Sonipat had rates of 32.6% and 36.08%, respectively, while Sirsa reported a rate of 38.76%. Yamunanagar had a rate of 32.06%. The overall average for Haryana stood at 35.17%, illustrating a broad range of workforce participation levels influenced by factors such as urbanization, industrialization, and local economic conditions (Map 4),

Spatial Pattern of Rural Work Force: 2011

In 2011, the rural workforce participation rates across Haryana's districts displayed notable variation, reflecting regional differences in economic activity and employment patterns. The district of Ambala had a rural workforce participation rate of 31.21%, while Bhiwani reported a higher rate of 40.07%. Faridabad's rural workforce was lower at 28.79%, whereas Fatehabad recorded a rate of 41%. Gurugram's rate was 33.56%, and Hisar had the highest rate at 42.6%. Jhajjar and Jind followed with participation rates of 35.5% and 41.82%, respectively. Kaithal and Karnal showed rates of 35.89% and 34.57%, while Kurukshetra had a rate of 36.08%. Mahendragarh's rural workforce participation was 37.75%, with Panchkula at 38.19% and Rewari at 39.64%. Palwal had a lower rate of 26.81%, and Nuh reported 30.05%. Rohtak and Sonipat had rates of 34.58% and 37.75%, respectively, and Sirsa had a rate of 40.65%. Yamunanagar's rate was 31.74%. The overall average for Haryana stood at 36.36%, indicating a diverse distribution of rural employment across the state, influenced by factors such as agriculture, local industry, and socio-economic conditions (Map 5).

Spatial Pattern of Urban Work Force: 2011

In 2011, the urban workforce participation rates in Haryana's districts varied widely, reflecting differences in urbanization and economic opportunities. Ambala had an urban workforce participation rate of 35.2%, while Bhiwani reported a lower rate of 30.13%. Faridabad's rate was 32.84%, and Fatehabad had a rate of 31.45%. Gurugram led with the highest urban participation rate at 37.06%, followed by Hisar at 33.34%. Jhajjar had a lower rate of 29.88%, and Jind reported 30.52%. Kaithal and Karnal had rates of 30.94% and 33.63%, respectively, while Kurukshetra had a rate of 32.06%.Mahendragarh's urban workforce participation was 30.57%, with Panchkula at 37.27% and Rewari at 31.42% (Map 6).

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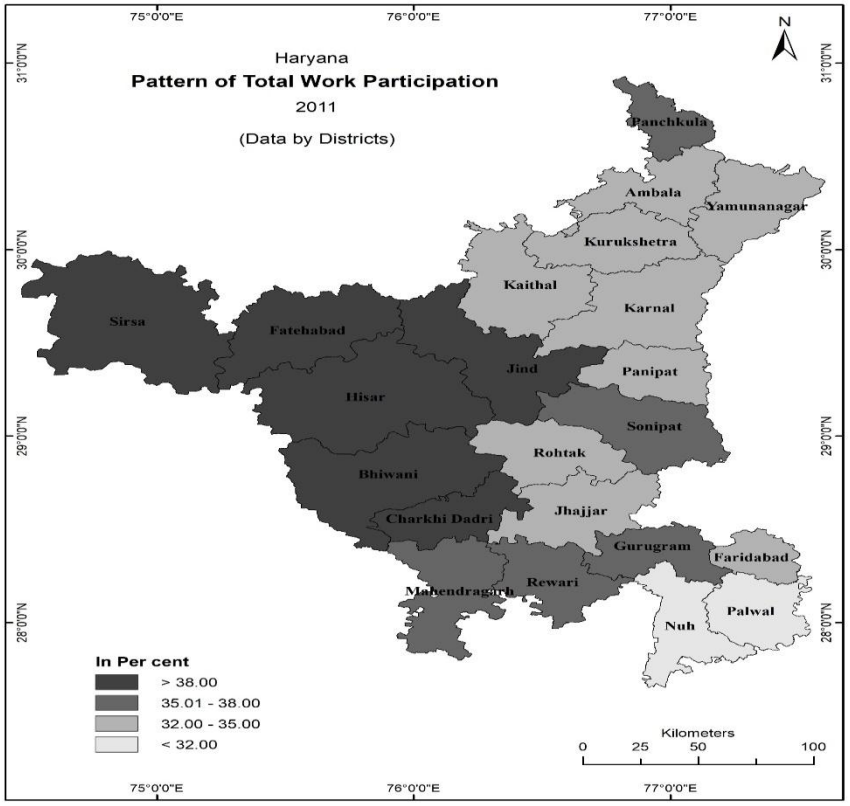
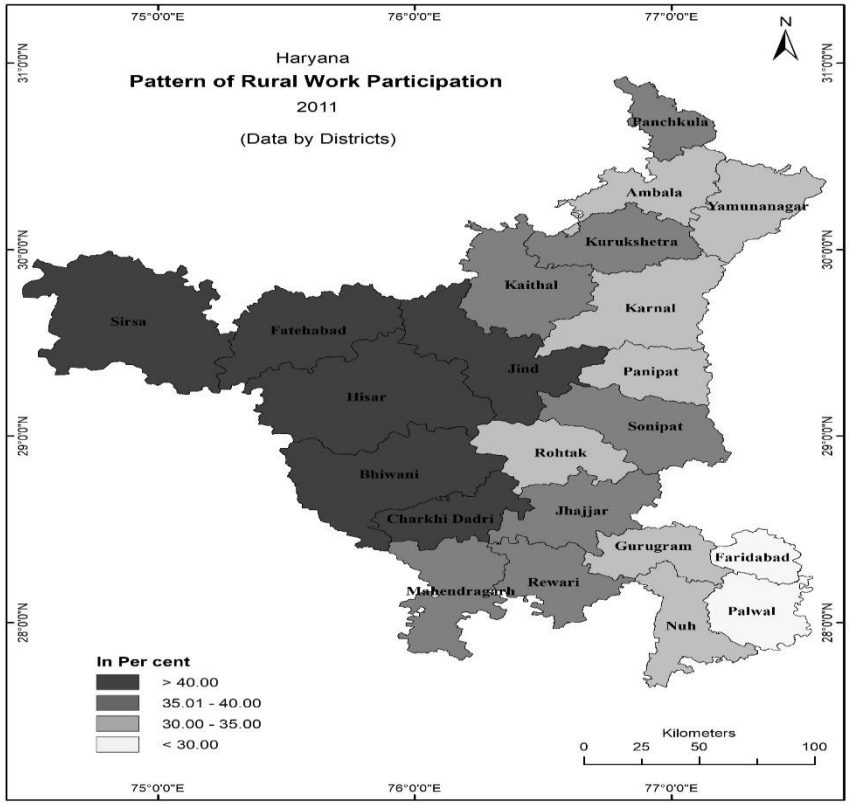


Source: Census of India, 2011

Map 4



Source: Census of India, 2011

Map 5

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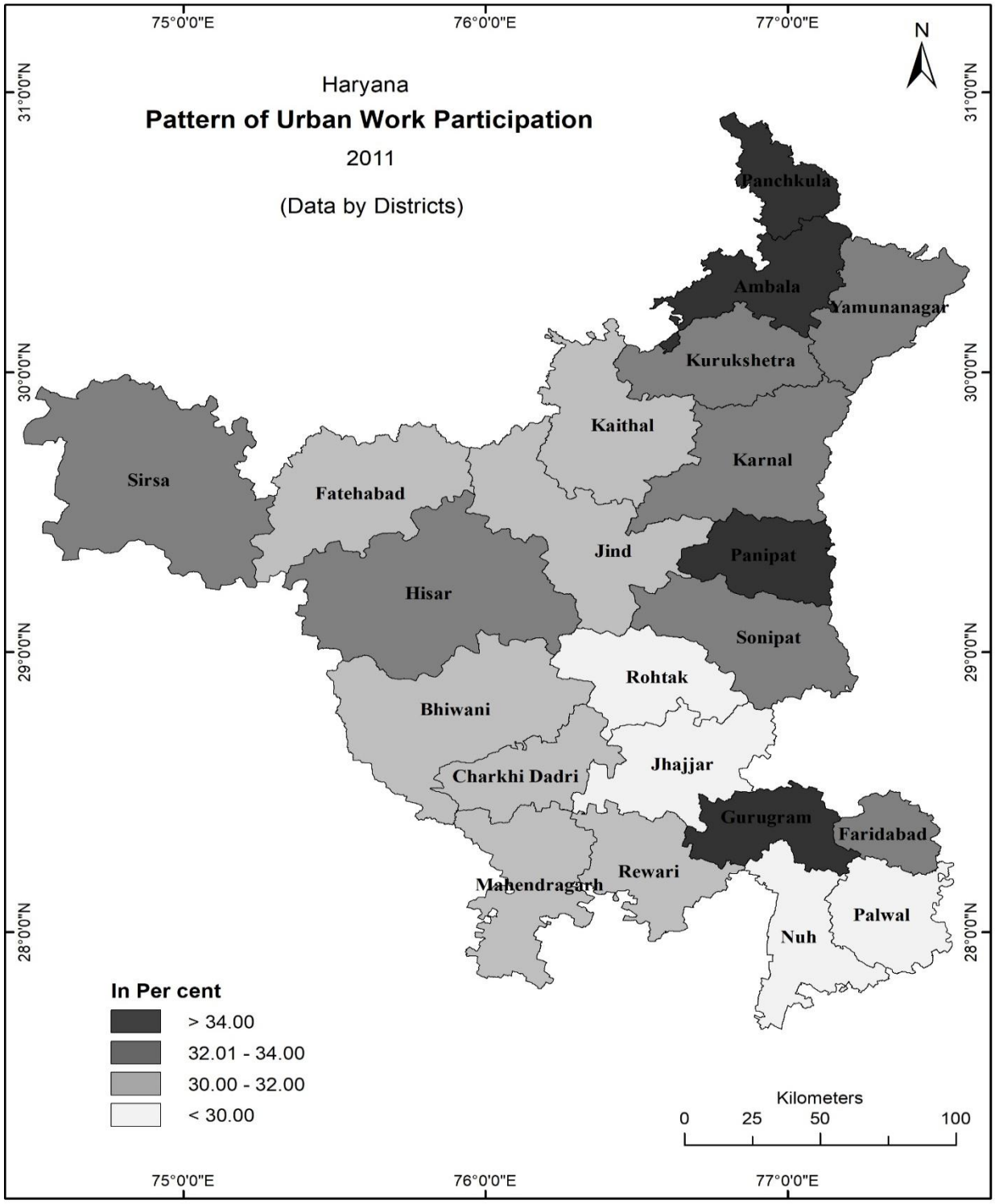

Source: Census of India, 2011

Map 6

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Palwal had the lowest rate at 25.17%, and Nuh reported 28.47%. Rohtak and Sonipat had rates of 29.87% and 32.42%, respectively, and Sirsa's rate was 32.97%. Yamunanagar had an urban workforce participation rate of 32.55%. The overall average for Haryana was 32.95%, highlighting a range of urban employment levels influenced by factors such as industrial development and regional economic conditions (Map 6).

Conclusion

In 2001, workforce participation rates in Ambala and Fatehabad varied significantly, with rural participation in Bhiwani and Fatehabad being high, and urban participation in Panchkula and Faridabad. In 2011, workforce participation rates in various districts decreased, with Ambala's rate slightly increasing to 32.98%. Rural and urban participation rates fluctuated, with Fatehabad and Hisar having the highest and lowest rates respectively, reflecting economic and demographic shifts. Between 2001 and 2011, workforce participation in Haryana's districts decreased significantly, from 39.62% in 2001 to 35.17% in 2011, largely due to economic and employment changes.Rural workforce participation rates, which were high in districts like Bhiwani and Fatehabad, generally decreased, likely due to ongoing urbanization and shifts away from agriculture toward non-agricultural sectors.

Urban workforce participation, while varying significantly across districts, showed increases in areas like Gurugram and Panchkula, correlating with industrial growth and improved infrastructure. Qualitative factors contributing to these trends include accelerated urbanization, which has drawn more individuals towards cities in search of better employment opportunities, leading to a relative decline in rural workforce participation. Additionally, economic development and industrialization in urban areas have created more job opportunities, particularly in service and technology sectors, influencing higher urban participation rates. Conversely, rural areas, facing challenges such as agricultural stagnation and limited industrial opportunities, have seen reduced workforce engagement. These shifts underscore the evolving economic landscape in Haryana, highlighting the need for targeted policies to address regional disparities and support balanced development.

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