



LABOUR FORCE IN HARYANA

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ABSTRACT

The author investigate the share of population in labour force, in term of employed, unemployed or marginal employed in Haryana. This paper shows the decadal pattern of work participation rate of two census years 2001 and 2011. The author used the census data of main workers, marginal and non-workers to show the work participation in Haryana state. The study show that the work participation rates are significantly lowering down in 2011 as compare to 2001 due to increasing share of contract workers in government as well as private sectors. During study it has been observed that in both the study periods rural working population is maximum in Bhiwani, Hisar, Karnal and Jind districts. The work force of these districts are mainly engaged in primary activity agriculture. Panchkula, Faridabad and Gurugram have less rural work force. It also has been observed that Faridabad has maximum i.e. more than 16-17 percent urban working population and minimum urban work force is observed less than 2 percent in Mahendragarh and Fatehabad districts.

Introduction:

Haryana is one of the richest state of India and has the third highest per capita income in the country at Rs 132,089 in the year 2013-14. This is only due to healthiest work force in the state. The state is one of the most economically developed regions in south Asia, and its all economic activities have experienced sustained growth since inception from Punjab. It is border by Punjab and Himachal Pradesh to the north, and by Rajasthan to the west and south. The river Yamuna demarked its eastern border with Uttar Pradesh. The state surrounds the National Capital Region Delhi on three sides. Therefore, large area of the state is included in NCR for the purposes and planning for the development. Maximum number of work force of the districts of Haryana surrounded by NCR is employed in country's capital Delhi.

Work is taken as basis to identify workers. The concept of work in Indian census was introduced since 1961 census, but the reference period was changed and the concept of main activity was introduced in 1971. Work defined as the participation in any economically productivity with or without compensation, wages or profit. The workers who had worked for the major part of the referred period (six months or more) termed as main workers. The workers who had not worked for the major part of the referred period (less than six months) termed as marginal workers. Work force is the basic parameter of the socio-economic development of any region or country.

Changes in size, composition and demographic of population are directly influenced the demographic structure of workforce. And the work participation rate vary according to the stages of economic development, across ages, between sexes and culture also. There has been increasing in formalization of the workforce. The transfer of workers from agriculture to non-agriculture has been slow, with some acceleration in recent year, but most of the employment generated has been informal and insecure. The percentage share of contract workers in organized manufacturing sector has increased from 13 percent in 1995, to 34 percent in 2011. The growth of regular, protected jobs is also slow (India labour and employment report 2014). The relationship between education development and structure of employment is highly influenced the workforce of Haryana and it provide the information about the quality of human resources and the nature and extent of their utilization (Siddiqui and Naseer 2004). Some of the studies also deal with such correlates as working population and the results have been found these to be

inversely related to each other (Acharya, 1984; Singh 1986; Tripathi 1993). The socio-cultural factors affecting the education and work participation of women, occupational structure of population and its distribution by major categories and residence are highly relevant to productivity and economic growth (Malathay, 1994; Sinha and Mathur, 2001; Kothari, 2003).

As per the census 2001, the Indian workforce was about 39.1 percent of the total population of the country, in which main workers constitute 77.8 percent of the total workers. The remaining 22.2 percent. Whereas, Haryana had the workforce of 39.63 percent. In 2011 Haryana has the workforce of 35.17 percent. The total share of main workers was 29.53 percent in 2001 which decreased in 2011 by 27.67 percent. On other side the total share of marginal workers was 10.10 percent in 2001 which also decreased in 2011 by 7.5 percent.

Objectives:

This study aims

- (1) To trace the decadal changes of main, marginal non workers participation rate among the districts of Haryana.

Methodology:

The requisite information is obtained from secondary sources from Director of census, Haryana, 2001 and 2011. District is taken as the unit of analysis. Available data regarding the present study have been also consulted from internet and other authentic open access journals. The collected data is tabulated and processed with the help of simple statistical techniques and presented in tables and maps. Maps are drawn with the help of Arc Gis 9.1.

Results and Discussions:

Table 1 Rural work participations in Haryana (2001)

Districts	Rural population (%)	Main Workers (%)	Marginal Workers (%)	Non Workers (%)
Ambala	4.37	3.70	2.09	5.27
Panchkula	1.73	1.86	1.26	1.77
Yamunanagar	4.31	3.5	2.1	4.56
Kurukshetra	4.05	4.26	2.71	4.30
Kaithal	5.07	4.88	4.99	5.22
Karnal	6.23	5.7	4.66	6.88
Panipat	3.82	3.63	3.99	3.92
Sonipat	6.37	6.6	6.65	6.22

Rohtak	4.06	4.42	4.47	3.96
Jhajjar	4.55	4.96	5.4	4.26
Faridabad	5.19	6.15	7.24	6.5
Palwal	N.A	N.A	N.A	N.A
Gurugram	3.73	3.75	7.99	9.1
Rewari	4.1	3.75	6.37	3.94
Mahendragarh	4.67	3.89	7.33	4.51
Bhiwani	7.68	7.84	8.95	7.35
Jind	6.30	6.80	7.32	5.85
Hisar	7.57	8.86	7.0	7.07
Fatehabad	4.41	4.95	4.92	4.04
Sirsa	5.4	6.18	5.17	5.15

Source: Director of census, Haryana

Table 2 Urban work participations in Haryana (2001)

Districts	urban population (%)	Main Workers (%)	Marginal Workers (%)	Non Workers (%)
Ambala	5.83	6.27	4.05	5.73
Panchkula	3.40	3.85	1.68	3.31
Yamunanagar	6.42	6.11	5.27	6.60
Kurukshetra	3.5	3.42	2.69	3.61
Kaithal	3.0	2.75	3.69	3.05
Karnal	5.5	5.60	4.98	5.53
Panipat	6.41	7.24	8.56	5.96
Sonapat	5.5	4.93	5.36	5.38
Rohtak	5.38	5.13	4.96	5.51
Jhajjar	3.19	3.15	4.84	3.12
Faridabad	19.79	19.87	17.61	20.10
Palwal	N.A	N.A	N.A	N.A
Gurugram	5.06	6.28	5.58	5.96
Mewat	1.14 (p)	N.A	N.A	N.A
Rewari	2.22	2.05	2.78	2.27
Mahendragarh	1.79	1.66	2.58	1.79
Bhiwani	4.42	4.10	5.68	4.49
Jind	3.95	3.78	4.15	4.01
Hisar	6.51	6.76	6.61	6.39
Fatehabad	2.32	2.18	3.20	2.33
Sirsa	4.79	4.77	5.67	4.75

Source: Director of census, Haryana

P: provisional

Rural workforce in 2001 and 2011

Table 1 reveals that maximum percentage of rural workforce is in Bhiwani district (7.68%) followed by Hisar (7.57%). Percentage of minimum rural workforce is residing in Panchkula (1.73%) followed by Gurugram (3.73%) in 2001. Table 3 shows that in 2011, maximum percentage of rural workforce is again residing in Bhiwani (7.9%) followed by Hisar (7.2%) and Karnal (6.35%). And minimum work force living in Panchkula (1.52%) followed by Gurugram (2.86%) and Faridabad (2.24%). There is no change in the position of districts in both the census decades but number of persons has been increased in 2011 from 2001.

Rural main workers in 2001 and 2011

As depicted from table 1 and 3, percentage of maximum main workers in 2001 are found in Hisar (8.86%) followed by Bhiwani (7.84%). Whereas minimum are found in Panchkula (1.86%) followed by Yamunanagar (3.5%). In 2011, maximum main workers are observed in Hisar (8.43%) followed by Bhiwani (8.2%) and Sirsa (6.9%). Whereas minimum main workers are observed in Panchkula (1.7%) followed by Faridabad (1.9%) and Gurugram (2.8%).

Rural marginal workers in 2001 and 2011

It has been observed from table 1, the maximum percentage of marginal rural workers are found in Bhiwani (8.95%) followed by Gurugram (7.99%). Whereas minimum are observed in Panchkula (1.26%) then in Ambala (2.09%) followed by Yamunanagar (2.1%). In 2011, table 3 shows that Bhiwani, Hisar and Jind have maximum marginal rural workers i.e. 10.35%, 8.50% and 7.9% respectively. On the other hand, minimum is in Faridabad (1.42%) followed by Panchkula (1.24%) and Ambala (2.09%).

Rural non-workers in 2001 and 2011

As depicted from table 1 and 3, in 2001 percentage of maximum rural non workers in 2001 are found in Gurugram(9.1%) followed by Bhiwani (7.35%). Whereas minimum are found in Panchkula (1.77%) followed by Panipat (3.92%). In 2011, maximum rural non workers are observed in karnal (6.54%) followed by Hisar (6.5%). Whereas minimum non workers are observed in Panchkula (1.45%) followed by Faridabad (2.51%) and Gurugram (2.98%).

Table 3 Rural work participations in Haryana (2011)

Districts	Rural population (%)	Main Workers (%)	Marginal Workers (%)	Non Workers (%)
Ambala	3.82	3.70	2.09	4.11
Panchkula	1.52	1.70	1.24	1.45
Yamunanagar	4.50	4.45	2.41	4.82
Kurukshetra	4.14	4.58	2.80	4.17
Kaithal	5.10	5.13	4.66	5.11
Karnal	6.35	6.30	5.36	6.54
Panipat	3.93	3.78	3.46	4.07
Sonapat	6.22	6.12	6.67	5.90
Rohtak	3.71	3.76	2.92	3.83
Jhajjar	4.31	4.12	4.54	4.39
Faridabad	2.24	1.90	1.42	2.51
Palwal	4.87	3.70	4.98	5.36
Gurugram	2.86	2.81	2.14	2.98
Mewat	5.84	4.04	5.06	6.72
Rewari	4.02	4.12	5.03	3.83
Mahendragarh	4.77	4.39	7.58	4.67
Bhiwani	7.90	8.20	10.35	7.49
Jind	6.21	6.90	7.90	5.69
Hisar	7.20	8.43	8.50	6.50
Fatehabad	4.60	5.32	4.88	4.28
Sirsa	5.89	6.90	5.78	5.51

Source: Director of census, Haryana

Table 4 Urban work participations in Haryana (2011)

Districts	Urban population (%)	Main Workers (%)	Marginal Workers (%)	Non Workers (%)
Ambala	5.72	6.06	5.96	5.47
Panchkula	3.48	4.17	2.74	3.31
Yamunanagar	5.36	4.50	3.70	5.38
Kurukshetra	3.16	3.20	2.09	3.20
Kaithal	2.67	2.44	3.03	2.75
Karnal	5.17	5.13	6.15	5.09
Panipat	6.27	6.64	5.17	6.15
Sonapat	5.12	4.85	6.55	5.16
Rohtak	5.04	4.74	3.33	5.27
Jhajjar	2.75	2.47	2.67	2.87
Faridabad	16.2	15.92	18.45	16.30

Palwal	2.67	2.05	4.33	2.85
Gurugram	11.2	14.05	7.11	11.06
Mewat	1.40	0.96	1.93	1.56
Rewari	2.62	2.61	1.76	2.70
Mahendragarh	1.50	1.30	2.18	1.55
Bhiwani	3.66	3.17	4.51	3.78
Jind	3.45	3.08	4.08	3.58
Hisar	6.30	6.09	8.15	6.22
Fatehabad	2.03	1.94	1.86	2.07
Sirsa	3.63	3.61	3.65	3.61

Source: Director of census, Haryana

Urban workforce in 2001 and 2011

Urban work force of the state Haryana is maximum concentrated in Faridabad, Gurugram and Panipat districts. Faridabad is highly industrial developed city. Fifty percent of the income tax collected in Haryana is from Faridabad and Gurugram. Faridabad is famous for Henna (Mahandi) production from the agriculture sector, while tractors, motorcycles, switches gears, refrigerators, bata shoes, tyres, clothes and fabrics and produce many primary industrial products. Panipat famous for handloom, Yamunanagar for paper industry, sugar mill and utensils. Ambalais known for scientific instruments. Mainly urban work force are engaged in different economic activities. Table 2 and 3 reveals that maximum percentage of urban workforce is in Faridabad district (19.79%) followed by Panipat and Ambala (6.41% and 5.83% respectively) in 2001. And Percentage of minimum urban workforce is residing in Mahendragarh (1.79%) followed by Rewari and Fatehabad (2.22% and 2.32%). Table 4 shows that in 2011, maximum percentage of urban workforce is again residing in Faridabad (16.2%) followed by Gurugram (11.2%) and Hisar (6.3%). There is no change in the position of district Faridabad in both the census decades.

Urban main workers in 2001 and 2011

As depicted from table 2, percentage of maximum urban main workers in 2001 are found in Faridabad (19.87%) followed by Panipat (7.24%) and Hisar (6.76%). Whereas minimum are found in Mahendragarh (1.66%) followed by Fatehbad (2.18%) and Rewari (2.05%). Mahendragarh (1.3%) followed by Fatehbad (1.94%). In 2011, percentage of maximum main workers are found in Faridabad (15.92%) followed by Gurugram (14.05%) and Panipat (6.64%) and whereas minimum are found in Mahendragarh (1.3%) followed by Fatehbad (1.94%).

Urban marginal workers in 2001 and 2011

As depicted from table 2, percentage of maximum urban marginal workers in 2001 are found in Faridabad (17.61%) followed by Panipat (8.56%) and Hisar (6.61%). Whereas minimum are found in Panchkula (1.68%) followed by Mahendragarh (2.58%) and Kurukshetra (2.69%). In 2011, percentage of maximum urban marginal workers are found in Faridabad (18.45%) followed by Hisar (8.15%) and Gurugram (7.11%) and Whereas minimum are found in Rewari (1.76%) followed by Fatehabad (1.86%).

Urban non-workers in 2001 and 2011

As depicted from table 2, percentage of maximum non workers in 2001 are found in Faridabad (20.10%) followed by Yamunanagar (6.6%) and Hisar (6.39). Whereas minimum are found in Mahendragarh (1.79%) followed by Rewari (2.27%) and Fatehabad (2.33%). In 2011, percentage of maximum non workers are found in Faridabad (16.30%) followed by Gurugram (11.06%) and Hisar (6.22%), Whereas minimum are found in Mahendragarh (1.55%) followed by Fatehabad (2.07%) as shown in table 4.

Percentage Change in main workers

Maximum positive change occurred in Sonipat district because it comes under the National Capital region and most of the people engaged in secondary and tertiary. Primary activity agriculture is also commercialized. Vegetables and floriculture is common due to expansion of NCR. Maximum negative change occurred in Jhajjar, Mahendragarh and Hisar i.e. -5.66%, -3.74% and -3.62% respectively. This is due to shifting of population to NCR. NCR has a pull factor of migration whereas, other districts have a push factor of migration. NCR is providing various work opportunities in economic activities.

Table 5 Changes in main workers as percentage to total population

Districts	Main workers as % to total population (2001)	Main Workers as (%) to total population (2011)	% Change from 2001 to 2011
Ambala	27.17	28.31	1.14
Panchkula	32.10	32.57	0.47
Yamunanagar	26.95	27.92	0.97
Kurukshetra	30.36	29.64	- 0.72
Kaithal	28.34	27.06	-1.28

Karnal	27.90	27.34	-0.56
Panipat	29.87	28.12	-1.75
Sonipat	29.98	37.36	7.38
Rohtak	30.66	27.23	-3.43
Jhajjar	31.38	25.72	-5.66
Faridabad	28.03	27.37	-0.66
Palwal	N.A	20.80	N.A
Gurugram	30.97	32.19	1.22
Mewat	N.A	18.74	N.A
Rewari	24.82	27.79	2.97
Mahendragarh	26.77	23.03	-3.74
Bhiwani	29.84	27.27	-2.57
Jind	31.27	28.92	-2.35
Hisar	33.62	30.46	-3.62
Fatehabad	32.45	30.39	-2.06
Sirsa	32.59	30.82	-1.77

Source: Director of census, Haryana

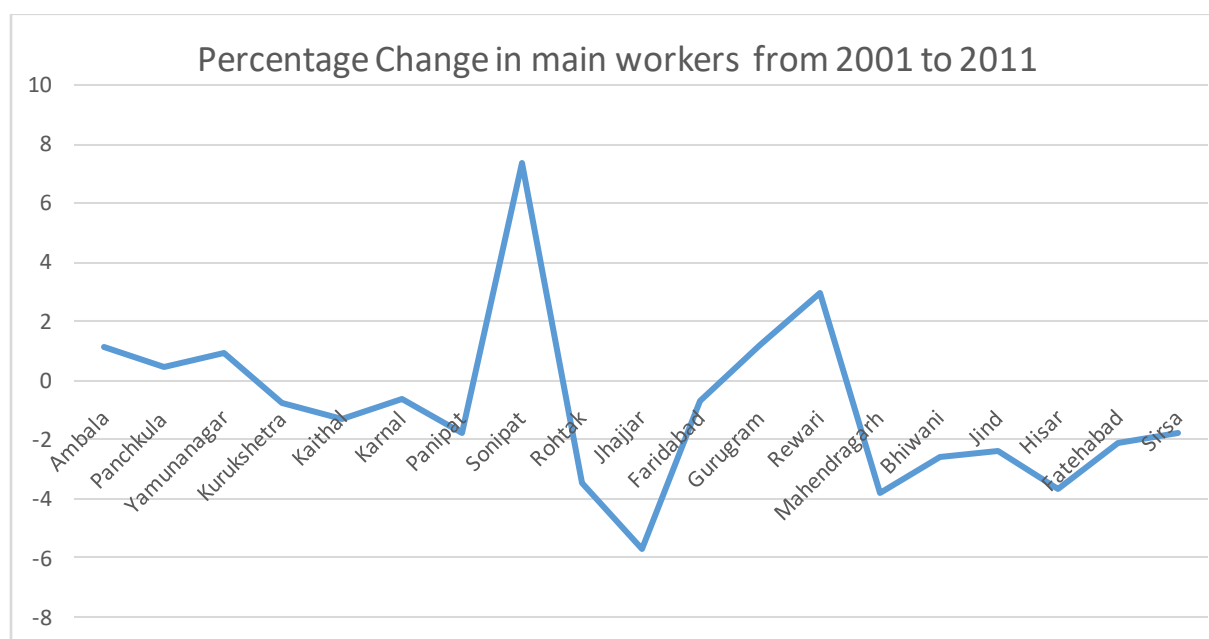


Table 6 Work participations in Haryana (2001)

Districts	RURAL			URBAN		
	Main workers (%)	Marginal Workers(%)	Non workers(%)	Main workers(%)	Marginal Workers (%)	Non Workers(%)
Ambala	25.49	6.18	68.33	30.31	2.30	67.29

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Panchkula	32.44	9.43	58.13	31.88	1.64	66.62
Yamunanagar	27.20	6.90	65.89	26.84	2.72	70.41
Kurukshetra	31.51	8.57	59.91	27.42	2.53	70.19
Kaithal	29.95	12.68	58.37	25.92	4.08	69.80
Karnal	27.71	9.63	62.65	28.58	2.99	68.66
Panipat	28.60	13.44	57.97	31.87	4.43	63.66
Sonipat	31.21	13.47	55.33	26.47	3.39	70.17
Rohtak	32.77	11.97	55.26	26.84	3.05	70.10
Jhajjar	32.45	15.10	52.44	27.90	5.00	67.10
Faridabad	28.60	14.41	56.98	28.32	3.00	69.54
Gurugram	27.66	12.00	60.34	29.34	3.06	67.60
Rewari	27.00	19.62	53.38	26.00	4.14	69.95
Mahendragarh	25.06	20.20	54.73	26.24	4.78	68.67
Bhiwani	30.74	15.00	54.25	26.16	4.26	69.54
Jind	36.28	4.91	58.81	27.05	3.49	69.65
Hisar	35.22	11.90	52.88	29.29	3.37	67.30
Fatehabad	33.75	14.34	51.91	26.47	4.57	68.91
Sirsa	34.18	12.23	53.59	28.04	3.92	67.83

Source: Director of census, Haryana

Table 7 Work participations in Haryana (2011)

Districts	RURAL			URBAN		
	Main workers(%)	Marginal Workers(%)	Non workers(%)	Main workers(%)	Marginal Workers(%)	non Workers(%)
Ambala	25.98	5.2	68.83	31.22	3.97	64.79
Panchkula	30.33	7.85	61.82	34.34	3.94	62.74
Yamunanagar	26.63	5.10	68.27	29.93	2.61	67.46
Kurukshetra	29.67	6.40	63.93	29.55	2.50	67.94
Kaithal	27.17	8.72	64.11	26.64	4.28	69.08
Karnal	26.57	8.0	65.43	29.10	4.51	66.39
Panipat	25.78	8.34	65.88	30.86	3.43	65.80
Sonipat	27.16	10.48	62.36	27.59	4.83	67.58
Rohtak	27.11	7.46	65.41	27.38	2.49	70.12
Jhajjar	25.54	9.94	64.50	26.20	3.67	73.76

Faridabad	22.77	6.01	71.21	28.55	4.28	71.40
Gurugram	26.45	7.10	66.44	34.78	2.28	62.94
Rewari	27.40	12.24	60.36	28.90	2.52	68.57
Mahendragar h	22.69	15.06	62.25	25.09	5.48	69.43
Bhiwani	27.72	12.36	59.93	25.43	4.24	70.33
Jind	27.77	12.05	58.18	26.06	8.90	65.04
Hisar	31.41	11.19	57.40	28.42	4.90	66.68
Fatehabad	30.96	10.04	59.00	27.97	3.46	68.57
Sirsa	31.37	9.28	59.35	29.14	3.82	67.04

Source: Director of census, Haryana

Haryana Work Participation Rate 2001

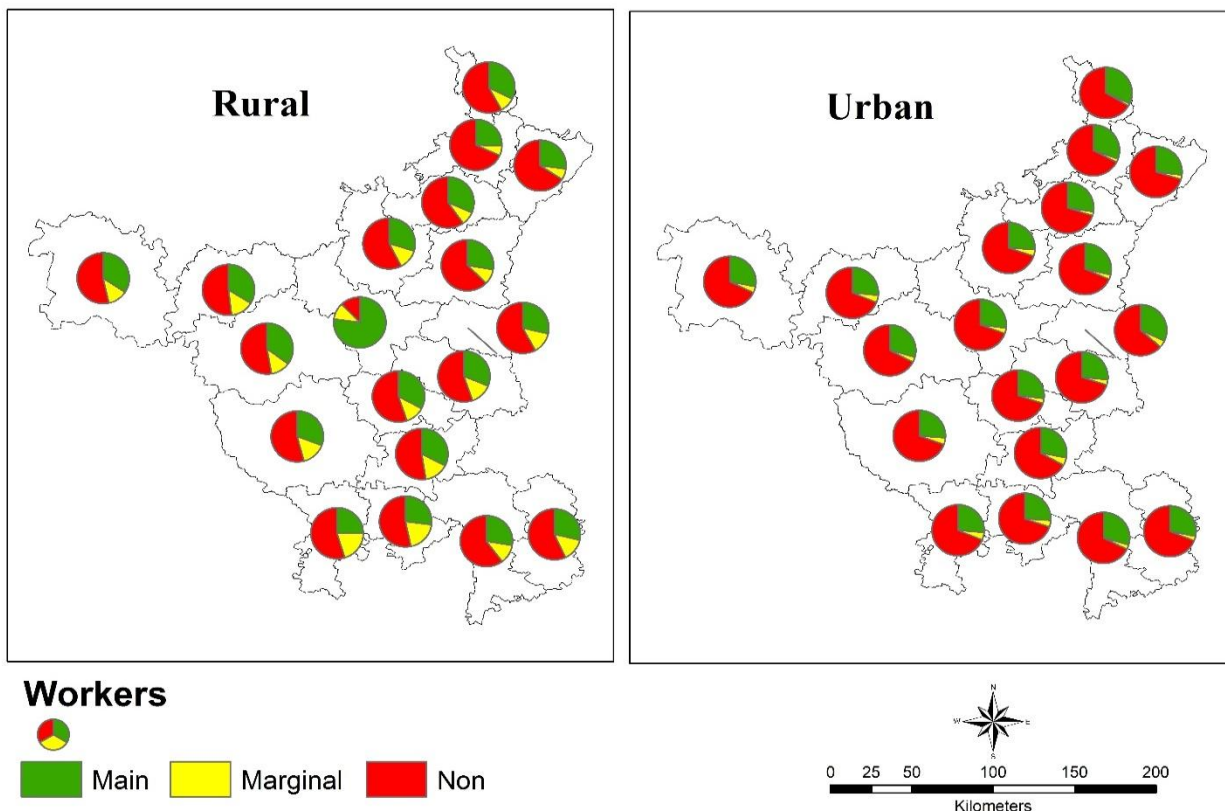


Fig 1

Work participations in Haryana 2001-2011

Table 6 and 7 reveals that in 2001 maximum rural and urban main workers were observed in Jind (36.28%) and Panchkula districts(31.88%) respectively. whereas, in 2011 Hisar (31.41%) rural and Gurugram (34.78%) urban maximum main workers are observed. In 2001 the highest rate of marginal rural workers were found in Mahendragarh district (20.20%) and urban marginal workers were in Jhajjar (5.0%). In 2011 rural marginal workers is again observed highest in Mahendragarh district (15.06%) and urban marginal workers are found in Jind (8.90%). Table 6 and 7 also reveals that in 2001 maximum rural and urban non workers were observed in Ambala (68.33%) and Yamunanagar districts (70.41%) respectively. whereas, in 2011 Faridabad (71.21%) rural and Jhajjar (73.76%) urban maximum non workers are observed (fig 1 and 2).

Haryana Work Participation Rate 2011

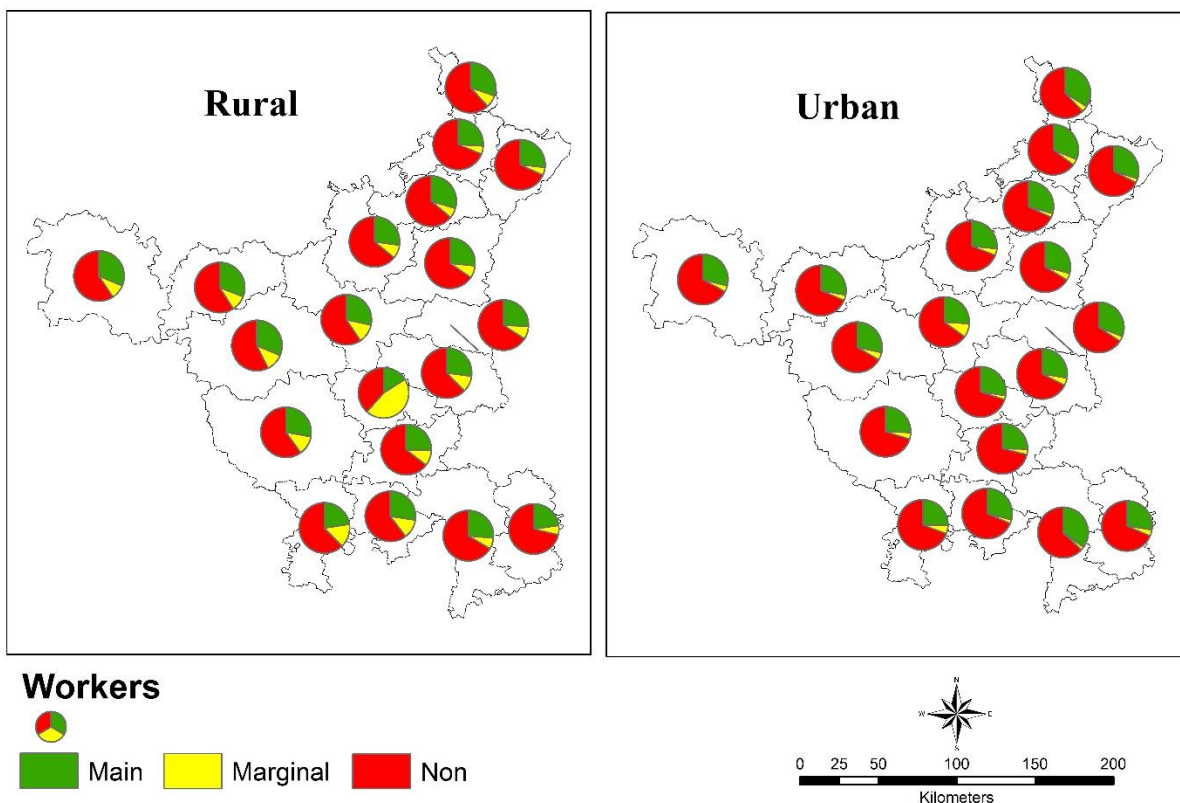


Fig 2

Conclusion:

Maximum positive change in main workers occurred in Sonapat district because it comes under the National Capital region and people engaged in secondary and tertiary activities. Maximum negative change occurred in Jhajjar, Mahendragarh and Hisar. The result shows that in maximum districts of Haryana main work force is declining in 2011 as compared to 2001. This only because of increasing contractual workforce and resulting enhancement in marginal workers and non-workers. It has been observed during study that maximum rural workforce is observed in Bhiwani and Hisar and minimum in Panchkula and Gurugram in both the decades. Maximum rural main workforce is observed in Hisar and minimum in Panchkula in both the study periods. Marginal workforce is maximum found in Bhiwani and minimum in Faridabad and Panchkula in both study period. It has also been observed during study that maximum urban workforce is observed in Bhiwani and Hisar and minimum in Panchkula and Gurugram in both the decades. Maximum rural main workforce is observed in Hisar and minimum in Panchkula in both the study periods. Marginal workforce is maximum found in Bhiwani and minimum in Faridabad and Panchkula in both study period. Faridabad has the maximum and Mahendragarh has the minimum urban workforce in both decadal study periods. It is also observed that Faridabad has the maximum and Mahendragarh has the minimum urban workforce in all categories in both study periods. Expect, Rewari has the minimum marginal urban workforce in 2011.

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