

## Overview of Female Workers in Rural Uttar Pradesh: an Inter-District Analysis

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### Introduction

Women are vital and productive agent in Indian economy but their employment status is critical because their participation in different economic activities is very low as compared to male. The economic status of women is inextricably related to the treatment that they are accorded to in the labour market which is unequal vis-a-vis men. With unequal access, control and ownership of productive resources like land, credit, technology, education, skills; inequitable work burdens; inequitable distribution of consumption resources within the household are major factors differentiating women from men. Increase in employment and access to economic and other productive assets are the building blocks of women's economic empowerment.

Indian economy has also been going through these structural shifts though at a slower speed. The share of agriculture in total employment in India has declined from nearly 70 percent two decades back to about 53 percent (NSSO 2009-10). But given the fact that the share of agriculture in GDP has declined to about 15 percent, the decline in the share of agriculture in total employment has been far slower than desirable (Mehrotra et. al., 2012). This has resulted in sharpening of disparities in agricultural and non-agricultural incomes per capita and continued high levels of rural poverty. This is in sharp contrast to the theoretical predictions of the Lewis-type dual sector models (Lewis, 1972), wherein, workforce mobility to the urban–industrial sector from the rural agrarian sector leads to productivity rise and growth of both the sectors. Structural change in India, which varies widely from the traditional Kuznets-Clark structural transformation hypothesis, has come to be accepted as an empirical reality (Papola, 1992; Abraham, 2009). However the service oriented structural transformation in the composition of GDP in India is not compensated with commensurate transformation in the workforce structure .This is true more for the rural sector than for the urban sector.

Uttar Pradesh has made substantial progress since the First Five Year Plan but continues to be among the most economically and socially backward, states of the country although the state has tremendous potential and diversity which needs to be tapped. The state has sufficient natural resources, largest skilled, unskilled manpower, largest food grain produce, numerous places for tourism development, sufficient prospects of dairy development and growth of agro based industries. The state is primarily an

agrarian economy and in terms of share of rural workforce in total workforce, female participation rates are very low as compared to male worker and majority of female workers (69.3%) in rural areas are engaged in agriculture (census of India 2011).

Changes in the structure of the workforce are among the most basic, if not the most dramatic changes associated with the process of economic development. A secular decline in the proportion of agricultural workers in the total workforce is justly regarded as a sine qua non of economic development (A.K.Singh, 1994). Studies have focused on the issue that the level and structure of employment have undergone changes in Uttar Pradesh (Kumar, 2007), but changes across districts calls for our attention. Although the rural female work participation rate (RFWPR) in Uttar Pradesh and its various districts is very low, it exhibits wide variations (Kumar, 2013). Studies reveal that both economic and socio-cultural factors determine the level of female employment in agriculture. Several studies have suggested and identified some of the possible determinants of female work participation in India (Gulati, 1975; Sen, 1986; Dholakia and Dholakia, 1978), but what could be the possible determinants in the case of UP needs attention. This paper proceeds with the objective of studying trends of female participation and analyse sectoral shifts of female labour into different occupational categories at the district level for the State of Uttar Pradesh and for inter-district analysis we will have to look forward to the Census data which is provided by the Registrar General of India for the year, 2001 and 2011, which are comparable over time.

## Objectives

The main objectives of this paper are to:

1. Understand the level and nature of female labour activity at the district level in Uttar Pradesh between 2001 and 2011.
2. Analyse sectoral shifts of female labour into different occupational categories, and inter-district variations of the same.

## Female workforce participation rate in Uttar Pradesh: 2001-2011

Workforce participation rate, a useful measure of economic activity is computed as the ratio of total workers to the total population, expressed as a percentage. Census 2011 reveals that UP has the lowest workforce participation rate among females among all the major states in India. The total workforce in UP, according to the 2011 Census estimates is around 65.8 million out of which 49.9 millions are males and only 15.9 millions are females.

Table 1 represents the workforce in Uttar Pradesh during 2001 and 2011, in rural as well as in urban areas. It is evident, that while the male population has grown at an annual rate of 1.78 percent over the last decade, and the female population at a rate of 1.94 percent, male labour force has grown at a rate of 1.98 percent surpassing the growth rate of the general population and the growth rate of female labour force, at 2.08 percent per annum. Again whereas in urban areas female labour force has grown at a faster rate than the urban female population, it is significantly lower in rural areas.

**Table1: Workforce in Uttar Pradesh**

Year	TRU	Population ( in Million )			Worker ( in Million )		
		Persons	Males	Females	Persons	Males	Females
2001	Total	166.20	87.57	78.63	53.98	40.98	13.00
	Rural	131.66	69.16	62.50	44.68	32.77	11.91
	Urban	34.54	18.41	16.13	9.31	8.21	1.10
2011	Total	199.81	104.48	95.33	65.81	49.85	15.97
	Rural	155.32	80.99	74.32	51.95	38.35	13.60
	Urban	44.50	23.49	21.01	13.86	11.49	2.37
Exponential Growth Rate	Total	1.86	1.78	1.94	2.00	1.98	2.08
	Rural	1.67	1.59	1.75	1.52	1.59	1.34
	Urban	2.57	2.47	2.68	4.06	3.42	8.01

Source: Census of India, relevant volumes

Table shows that in 2011 the WPRs for males and females for Uttar Pradesh is quite high as compared to in 2001. We can easily configure that total workers registered a small increase over the period but the category of main workers registered a decline in Uttar Pradesh for total and males but females as a main worker are increased. The category of marginal worker shows just vice-versa. Between 2001 and 2011 the female work participation rates in rural Uttar Pradesh showed a decrease of 0.9 percent points. The percentage of female main workers has improved by 6.3 percent points while the percentage of marginal workers decreased by 6.3 percent points i.e. as much increase in the main workers. In Uttar Pradesh, the difference between the male and female participation rate has also intensified between 2001 and 2011. The Gender Gap, as the difference is commonly referred to, has increased in Total and rural areas alike, in almost all parts of the state. On an average the gender gap for Uttar Pradesh in 2011 is about 31 percentage points while it was around 30.2 in 2001.

**Table 2: Percentage of Workers in Uttar Pradesh**

Year	Category /TRU	Work Participation Rate			Main Worker			Marginal Worker		
		Person	Male	Female	Person	Male	Female	Person	Male	Female
2001	Total	32.5	46.8	16.6	72.8	83.7	38.4	27.2	16.3	61.6
	Rural	34.0	47.4	19.1	69.8	82.3	35.9	30.2	17.7	64.1
	Urban	26.9	44.6	6.8	87.0	89.7	66.7	13.0	10.3	33.3
2011	Total	32.9	47.7	16.7	67.8	75.1	45.2	32.2	24.9	54.8
	Rural	33.4	47.4	18.3	64.6	72.5	42.1	35.4	27.5	57.9
	Urban	31.2	48.9	11.3	80.0	83.6	62.8	20.0	16.4	37.2
Change in	Total	0.4	0.9	0.1	-5.0	-8.7	6.7	5.0	8.7	-6.7

percent point 2001-2011	Rural	-0.5	0.0	-0.9	-5.3	-9.7	6.3	5.3	9.7	-6.3
	Urban	4.2	4.3	4.5	-6.9	-6.1	-3.9	6.9	6.1	3.9

Source: Census of India, relevant volumes

Table 3 presents the figures for the female work participation rate with main and marginal workers in Rural Uttar Pradesh at the district level, According to the 2011 census (Table 3), Saharanpur continues to be the district with the lowest female workforce participation rate in the state, in rural areas. On the other hand Jhansi has the highest rate in rural UP. Nevertheless, it is worth noting that most of the districts have witnessed a fall in the work participation rate. It appears that conditions determining female activity vary considerably among rural areas, as well as among the districts.

There has been an increase in the main workers, for women workers during the last decade but decline in the Marginal workers. Female main worker has increased by from 1 to 25 percent point while marginal workers fell from 1 to 25 percent. Only Moradabad, Sidharthnagar, Partapnagar Balrampur, Maharajganj, Santkabirnagar and Sonbhadra districts has shown a decline in female main workers and increased in marginal workers from 2001 to 2011. This indicates that the increase in the main workers has decline into the same for marginal workers and vice-versa.

Similar to the ranking in terms of overall female workforce participation rate, Saharanpur has the highest percentage of main workers (61.5%) among females, while Maharajganj has the least (28%). From the table it emerges that Seasonal employment, as captured by the percentage of marginal workers has been on the decline since 2001. Female marginal workers account for 57 percent of the total workers in Uttar Pradesh and have decreased from six percent in 2001. Again such a decrease was observed for most of districts, except Sidharthnagar, Partapnagar Balrampur, Maharajganj, Santkabirnagar and Sonbhadra. The decrease is comparatively more pronounced in the districts of Kannauj, Muzaffarnagar, Baghpat, Bareilly, Saranpur, Meerut and Farrukhabad. It is interesting to note that in all of these districts, percentage of main workers among women have increase quite substantially. It thus appears that female labour has been moving from marginal to main workers especially in western regions which are the agriculture prosperous region.

**Table 3: District-wise Percentage distribution of Rural Female Worker in Uttar Pradesh**

S. No	Name of Districts	Work participation rate			Main Worker (as % to total worker)			Marginal Worker(as % to total worker)		
		2001	2011	Change	2001	2011	Change	2001	2011	Change
1	Agra	8.5	13.2	4.7	41.0	45.4	4.4	59.0	54.6	-4.4
2	Aligarh	16.5	16.6	0.1	40.2	44.0	3.8	59.8	56.0	-3.8
3	Allahabad	27.5	26.6	-0.9	37.2	42.7	5.5	62.8	57.3	-5.5
4	Ambedkar Nagar *	23.2	21.3	-1.9	34.8	37.3	2.5	65.2	62.7	-2.5

5	Auraiya *	16.4	12.9	-3.5	30.7	40.5	9.8	69.3	59.5	-9.8
6	Azamgarh	21.0	18.7	-2.3	35.0	38.7	3.7	65.0	61.3	-3.7
7	Baghpat *	16.9	13.6	-3.3	34.7	55.1	20.4	65.3	44.9	-20.4
8	Bahraich	17.4	16.1	-1.3	34.5	39.1	4.6	65.5	60.9	-4.6
9	Ballia	16.3	19.5	3.2	34.6	41.5	6.9	65.4	58.5	-6.9
10	Balrampur *	33.3	23.0	-10.4	41.2	39.8	-1.5	58.8	60.2	1.5
11	Banda	34.4	28.5	-5.8	36.1	44.4	8.3	63.9	55.6	-8.3
12	Barabanki	21.1	21.6	0.6	38.1	47.9	9.8	61.9	52.1	-9.8
13	Bareilly	10.9	11.6	0.6	26.6	48.6	22.0	73.4	51.4	-22.0
14	Basti	24.0	19.2	-4.8	34.1	36.2	2.1	65.9	63.8	-2.1
15	Bijnor	9.3	10.4	1.0	38.7	51.2	12.6	61.3	48.8	-12.6
16	Budaun	8.4	10.5	2.1	32.6	46.1	13.5	67.4	53.9	-13.5
17	Bulandshahar	33.7	19.3	-14.4	35.1	47.0	11.8	64.9	53.0	-11.8
18	Chandauli *	20.4	21.6	1.2	34.3	35.4	1.0	65.7	64.6	-1.0
19	Chitrakoot *	39.2	32.3	-6.9	44.8	52.5	7.7	55.2	47.5	-7.7
20	Deoria	17.7	16.0	-1.8	29.5	32.5	2.9	70.5	67.5	-2.9
21	Etah	8.4	14.6	6.3	40.9	42.1	1.2	59.1	57.9	-1.2
22	Etawah	6.8	13.7	7.0	38.0	39.2	1.2	62.0	60.8	-1.2
23	Faizabad	30.7	20.3	-10.3	32.0	38.0	6.0	68.0	62.0	-6.0
24	Farrukhabad	7.9	11.6	3.8	32.6	48.4	15.8	67.4	51.6	-15.8
25	Fatehpur	27.6	30.3	2.8	39.3	41.9	2.5	60.7	58.1	-2.5
26	Firozabad	6.8	10.3	3.4	41.6	48.6	7.0	58.4	51.4	-7.0
27	Gautam Buddha Nagar *	11.1	17.0	5.9	46.2	49.5	3.4	53.8	50.5	-3.4
28	Ghaziabad	12.6	15.1	2.5	47.9	55.2	7.4	52.1	44.8	-7.4
29	Ghazipur	21.8	23.4	1.6	39.3	46.2	6.9	60.7	53.8	-6.9
30	Gonda	16.6	19.7	3.2	35.2	42.4	7.3	64.8	57.6	-7.3
31	Gorakhpur	19.9	16.2	-3.8	29.3	35.8	6.5	70.7	64.2	-6.5
32	Hamirpur	30.8	29.4	-1.4	30.2	40.7	10.4	69.8	59.3	-10.4
33	Hardoi	10.5	12.4	1.8	32.1	43.9	11.7	67.9	56.1	-11.7
34	Hathras *	11.1	12.9	1.8	37.2	42.6	5.3	62.8	57.4	-5.3
35	Jalaun	24.7	22.4	-2.3	25.5	37.6	12.1	74.5	62.4	-12.1
36	Jaunpur	22.9	23.1	0.2	36.1	45.4	9.3	63.9	54.6	-9.3
37	Jhansi	31.8	34.9	3.1	34.3	44.1	9.9	65.7	55.9	-9.9
38	Jyotiba Phule Nagar *	15.5	18.2	2.7	33.1	44.7	11.6	66.9	55.3	-11.6
39	Kannauj *	14.6	11.6	-3.0	28.9	54.2	25.2	71.1	45.8	-25.2
40	Kanpur Dehat	15.3	16.9	1.6	33.8	45.7	11.9	66.2	54.3	-11.9
41	Kanpur Nagar	17.4	16.3	-1.1	45.2	50.9	5.7	54.8	49.1	-5.7
42	Kaushambi *	31.2	32.2	1.0	40.0	51.7	11.7	60.0	48.3	-11.7
43	Kheri	9.4	11.1	1.7	43.4	48.8	5.4	56.6	51.2	-5.4
44	Kushinagar *	23.3	18.3	-5.0	29.7	31.6	2.0	70.3	68.4	-2.0
45	Lalitpur	39.1	33.2	-5.9	29.2	43.4	14.2	70.8	56.6	-14.2

46	Lucknow	16.1	15.7	-0.3	40.1	47.6	7.5	59.9	52.4	-7.5
47	Mahoba *	38.8	31.8	-7.0	35.6	46.6	10.9	64.4	53.4	-10.9
48	Mahrajganj	31.1	26.6	-4.6	29.3	28.2	-1.1	70.7	71.8	1.1
49	Mainpuri	6.7	11.5	4.8	36.0	41.3	5.3	64.0	58.7	-5.3
50	Mathura	31.2	20.8	-10.4	34.1	39.4	5.3	65.9	60.6	-5.3
51	Mau	22.5	20.3	-2.2	34.6	35.8	1.2	65.4	64.2	-1.2
52	Meerut	16.1	13.7	-2.4	40.3	55.3	15.0	59.7	44.7	-15.0
53	Mirzapur	22.6	24.0	1.4	37.7	42.2	4.4	62.3	57.8	-4.4
54	Moradabad	14.7	10.8	-3.9	54.9	47.2	-7.7	45.1	52.8	7.7
55	Muzaffarnagar	17.9	12.4	-5.6	34.7	56.4	21.8	65.3	43.6	-21.8
56	Pilibhit	5.6	8.8	3.1	34.7	46.7	12.0	65.3	53.3	-12.0
57	Pratapgarh	25.0	23.0	-2.0	38.1	36.3	-1.8	61.9	63.7	1.8
58	Rae Bareli	24.3	21.2	-3.1	32.9	35.4	2.6	67.1	64.6	-2.6
59	Rampur	7.0	12.5	5.5	41.1	43.5	2.4	58.9	56.5	-2.4
60	Saharanpur	7.2	7.8	0.7	47.5	61.5	14.0	52.5	38.5	-14.0
61	Sant Kabir Nagar *	24.8	18.9	-5.8	29.3	29.0	-0.3	70.7	71.0	0.3
62	Sant Ravidas Nagar Bhadohi *	16.0	17.4	1.5	32.1	36.6	4.5	67.9	63.4	-4.5
63	Shahjahanpur	4.7	7.9	3.2	40.1	51.4	11.3	59.9	48.6	-11.3
64	Shrawasti *	26.6	21.6	-5.0	31.9	36.2	4.4	68.1	63.8	-4.4
65	Siddharthnagar	28.8	24.0	-4.8	35.4	33.3	-2.1	64.6	66.7	2.1
66	Sitapur	8.9	12.1	3.2	40.8	47.7	6.9	59.2	52.3	-6.9
67	Sonbhadra	29.7	34.1	4.4	37.7	37.6	-0.1	62.3	62.4	0.1
68	Sultanpur	19.9	20.3	0.4	37.2	37.5	0.3	62.8	62.5	-0.3
69	Unnao	18.6	20.3	1.7	32.2	41.2	9.0	67.8	58.8	-9.0
70	Varanasi	20.9	19.8	-1.1	43.7	50.9	7.2	56.3	49.1	-7.2
71	Uttar Pradesh	19.1	18.3	-0.9	35.9	42.1	6.3	64.1	57.9	-6.3

Source: Census of India, relevant volumes

\* Change (in percentage points) represents during 2001-2011

## Sectoral composition of Rural Female Workers (main+ Marginal) in Uttar Pradesh

We now attempt to study the changes in the sectoral composition of women workers in Rural Uttar Pradesh between 2001 and 2011. For the purpose of comparability we have clubbed the erstwhile some district of 2011 into the originating district of 2001. Further, we have examined the changes among female workers in the main & marginal category together. A cursory glance at the results indicates that a significant transformation and substantive reorganization among the occupational categories had taken place all over Uttar Pradesh.

It is clear from the Table 5 that still most of the women workers are engaged in agricultural sector but agriculture is no longer the surest channel of employment among the U.P. women. 25.5 percent and 43 percent of female workers are employed as cultivators and agricultural labourers respectively in 2011. While for cultivators there is a decline of about 13.4 percent points from 2001, in case of the latter category there is a small increase of around 1.1 percent points. It is apparent that there has been a large-scale replacement of female workers, particularly marginal cultivators. By all accounts, long-term employment in agriculture among women is gradually withering away. The picture is by and large the same in the districts, but is more severe in the western and eastern belt of the state. But some district from western region of the state has recorded a rise in agricultural labour categories.

The next category of household industry reveals positive changes in employment. However, few eastern districts comes out with increase in women's employment in this sector, while some few districts has shows the negative growth rate also in this sector from 2001 to 2011. The last category of 'other workers' is a heterogeneous agglomeration of diverse economic activity, and there is little room for deriving any meaningful insights from the emerging patterns of female workforce participation in this sector (Sumit Mazumdar and M. Guruswamy, 2006). However, increase of employment in this sector to a certain extent captures the growth of the informal sector in the state. In fact, the last decade in U.P. witnessed tremendous proliferation in construction sector activities fuelled by remitted money from the MGNREGA. Construction sector typically absorbs unskilled labour force otherwise displaced from rural agriculture. While, in U.P. a structural transformation manifest in declining employment in agriculture, more pronounced for females, has been in process during the last decade, it appears that redundant female work force from rural areas might have joined the informal sector in which is now growing in rural areas, construction sector being the most important channel of such alternative employment. This may be one of the reasons of high increase in female work force participation rate in the 'other workers' category.

**Table 5: District-wise Percentage distribution of sectoral composition of Rural Female Workers (main+ Marginal) in Uttar Pradesh**

S. No	Name of Districts	Cultivator			Agricultural Labour			Household Industry Workers			Other Workers		
		2001	2011	Change*	2001	2011	Change*	2001	2011	Change*	2001	2011	Change*
1	Agra	27.92	22.52	-5.4	29.30	33.33	4.0	12.52	13.20	0.7	30.25	30.95	0.7
2	Aligarh	28.70	18.74	-10.0	27.93	31.01	3.1	14.39	15.04	0.7	28.98	35.22	6.2
3	Allahabad	35.95	25.95	-10.0	42.18	40.08	-2.1	12.60	12.26	-0.3	9.27	21.72	12.4
4	Ambedkar Nagar	35.46	21.30	-14.2	52.52	49.22	-3.3	4.71	7.99	3.3	7.30	21.50	14.2
5	Auraiya	43.72	28.41	-15.3	35.64	44.79	9.1	7.41	6.14	-1.3	13.23	20.66	7.4
6	Azamgarh	41.72	26.83	-14.9	44.61	45.22	0.6	5.75	8.08	2.3	7.92	19.87	12.0
7	Baghpat	41.93	23.95	-18.0	28.89	23.76	-5.1	5.16	10.88	5.7	24.02	41.41	17.4
8	Bahraich	43.18	26.52	-16.7	49.60	52.91	3.3	2.57	5.72	3.2	4.65	14.85	10.2



9	Ballia	20.70	15.18	-5.5	63.19	44.72	-18.5	5.96	9.28	3.3	10.16	30.82	20.7
10	Balrampur	51.24	29.86	-21.4	44.11	53.50	9.4	1.82	5.10	3.3	2.83	11.53	8.7
11	Banda	47.04	32.77	-14.3	45.27	53.85	8.6	2.67	2.88	0.2	5.01	10.49	5.5
12	Barabanki	40.28	30.20	-10.1	44.78	46.05	1.3	7.73	9.07	1.3	7.22	14.68	7.5
13	Bareilly	42.27	20.12	-22.2	23.51	20.80	-2.7	9.91	24.48	14.6	24.31	34.61	10.3
14	Basti	48.24	31.03	-17.2	40.81	46.71	5.9	3.89	5.70	1.8	7.05	16.56	9.5
15	Bijnor	29.38	18.36	-11.0	29.55	30.54	1.0	17.70	11.60	-6.1	23.36	39.50	16.1
16	Budaun	49.58	39.24	-10.3	19.88	22.93	3.0	9.92	12.09	2.2	20.61	25.74	5.1
17	Bulandshahar	31.40	22.58	-8.8	19.35	26.54	7.2	8.47	12.30	3.8	40.77	38.59	-2.2
18	Chandauli	24.27	14.23	-10.0	56.02	49.12	-6.9	8.58	12.37	3.8	11.14	24.28	13.1
19	Chitrakoot	54.90	37.48	-17.4	36.70	48.97	12.3	2.67	4.02	1.3	5.73	9.54	3.8
20	Deoria	38.46	24.02	-14.4	51.33	45.56	-5.8	3.42	7.58	4.2	6.79	22.84	16.1
21	Etah	44.08	36.77	-7.3	25.41	24.45	-1.0	12.45	10.75	-1.7	18.06	28.03	10.0
22	Etawah	38.67	27.97	-10.7	37.72	40.39	2.7	8.79	7.29	-1.5	14.82	24.35	9.5
23	Faizabad	42.75	28.53	-14.2	45.43	44.74	-0.7	4.02	6.92	2.9	7.80	19.81	12.0
24	Farrukhabad	39.87	29.55	-10.3	13.49	19.26	5.8	34.14	25.06	-9.1	12.50	26.13	13.6
25	Fatehpur	40.87	25.87	-15.0	47.36	52.13	4.8	3.74	6.92	3.2	8.04	15.07	7.0
26	Firozabad	26.25	21.58	-4.7	21.77	23.59	1.8	20.88	14.17	-6.7	31.10	40.65	9.6
27	Gautam Buddha Nagar	34.02	22.88	-11.1	23.54	21.02	-2.5	7.88	13.21	5.3	34.56	42.90	8.3
28	Ghaziabad	27.99	18.72	-9.3	18.75	21.99	3.2	10.54	12.72	2.2	42.71	46.57	3.9
29	Ghazipur	42.24	28.21	-14.0	42.89	46.00	3.1	6.62	7.21	0.6	8.25	18.57	10.3
30	Gonda	48.36	27.21	-21.1	42.69	44.07	1.4	3.05	9.21	6.2	5.89	19.51	13.6
31	Gorakhpur	27.37	18.19	-9.2	61.06	47.88	-13.2	3.86	7.87	4.0	7.70	26.06	18.4
32	Hamirpur	36.35	22.07	-14.3	54.82	57.52	2.7	2.19	5.58	3.4	6.64	14.84	8.2
33	Hardoi	45.29	32.13	-13.2	27.92	36.24	8.3	13.55	9.24	-4.3	13.24	22.39	9.2
34	Hathras	27.49	15.92	-11.6	32.66	36.82	4.2	14.44	14.66	0.2	25.41	32.60	7.2
35	Jalaun	35.17	23.07	-12.1	55.43	56.79	1.4	3.74	6.92	3.2	5.65	13.22	7.6
36	Jaunpur	55.63	38.54	-17.1	30.35	38.10	7.7	6.83	6.46	-0.4	7.19	16.90	9.7
37	Jhansi	46.51	28.57	-17.9	43.30	52.49	9.2	4.79	7.56	2.8	5.41	11.37	6.0
38	Jyotiba Phule Nagar	54.32	36.99	-17.3	18.48	27.27	8.8	11.53	9.66	-1.9	15.67	26.08	10.4
39	Kannauj	36.63	26.38	-10.2	17.24	20.98	3.7	35.97	30.37	-5.6	10.15	22.26	12.1
40	Kanpur Dehat	43.19	26.50	-16.7	41.51	47.67	6.2	4.62	5.41	0.8	10.68	20.42	9.7
41	Kanpur Nagar	37.65	21.34	-16.3	43.74	50.94	7.2	5.02	6.18	1.2	13.59	21.54	7.9
42	Kaushambi	30.32	18.76	-11.6	58.18	60.21	2.0	6.11	5.76	-0.4	5.39	15.27	9.9
43	Kheri	40.67	26.40	-14.3	35.79	37.33	1.5	8.19	9.93	1.7	15.35	26.35	11.0
44	Kushinagar	28.78	18.40	-10.4	63.34	53.84	-9.5	3.04	6.31	3.3	4.84	21.45	16.6
45	Lalitpur	61.87	48.04	-13.8	31.49	41.37	9.9	2.52	3.10	0.6	4.12	7.50	3.4
46	Lucknow	34.30	25.35	-8.9	43.08	37.94	-5.1	7.46	9.12	1.7	15.16	27.59	12.4
47	Mahoba	42.50	26.20	-16.3	51.04	53.87	2.8	1.67	4.56	2.9	4.79	15.38	10.6
48	Mahrajganj	33.38	16.87	-16.5	60.53	63.07	2.5	2.04	5.02	3.0	4.06	15.04	11.0
49	Mainpuri	58.00	36.65	-21.3	20.91	27.84	6.9	6.51	10.73	4.2	14.58	24.78	10.2
50	Mathura	43.45	27.74	-15.7	27.65	36.03	8.4	6.32	9.48	3.2	22.58	26.74	4.2
51	Mau	33.81	20.19	-13.6	49.76	47.29	-2.5	8.35	9.76	1.4	8.08	22.76	14.7
52	Meerut	32.68	24.27	-8.4	23.38	25.02	1.6	8.61	10.67	2.1	35.33	40.05	4.7
53	Mirzapur	26.64	15.84	-10.8	58.93	54.81	-4.1	6.73	9.93	3.2	7.70	19.41	11.7
54	Moradabad	39.63	25.10	-14.5	17.56	29.38	11.8	11.64	13.72	2.1	31.18	31.80	0.6
55	Muzaffarnagar	35.50	20.87	-14.6	33.19	30.63	-2.6	5.65	7.44	1.8	25.66	41.06	15.4
56	Pilibhit	33.00	23.70	-9.3	38.55	38.17	-0.4	14.82	13.22	-1.6	13.64	24.91	11.3
57	Pratapgarh	43.29	26.39	-16.9	45.07	46.65	1.6	4.92	6.96	2.0	6.72	19.99	13.3
58	Rae Bareli	33.89	19.82	-14.1	55.42	54.48	-0.9	3.96	6.35	2.4	6.73	19.35	12.6
59	Rampur	35.21	22.40	-12.8	29.19	31.34	2.2	15.80	18.14	2.3	19.81	28.12	8.3
60	Saharanpur	22.37	14.46	-7.9	36.85	38.82	2.0	9.86	5.73	-4.1	30.92	40.98	10.1
61	Sant Kabir Nagar	35.88	20.58	-15.3	56.48	57.41	0.9	3.05	5.35	2.3	4.59	16.65	12.1
62	Sant Ravidas Nagar (Bhadohi)	31.36	21.29	-10.1	33.86	37.46	3.6	22.84	15.71	-7.1	11.94	25.54	13.6
63	Shahjahanpur	34.45	23.38	-11.1	33.19	31.41	-1.8	14.45	11.67	-2.8	17.92	33.54	15.6



64	Shrawasti	46.26	28.26	-18.0	45.45	46.89	1.4	3.05	7.99	4.9	5.23	16.86	11.6
65	Siddharthnagar	43.08	29.33	-13.8	50.90	53.49	2.6	1.69	4.28	2.6	4.33	12.90	8.6
66	Sitapur	40.73	26.63	-14.1	36.44	38.05	1.6	10.67	10.70	0.0	12.16	24.62	12.5
67	Sonbhadra	31.71	16.89	-14.8	61.22	66.89	5.7	2.26	4.21	1.9	4.81	12.01	7.2
68	Sultanpur	32.62	21.00	-11.6	49.35	50.44	1.1	8.82	8.90	0.1	9.20	19.66	10.5
69	Unnao	47.20	35.87	-11.3	39.18	40.86	1.7	6.08	6.39	0.3	7.55	16.88	9.3
70	Varanasi	38.79	29.80	-9.0	31.07	34.49	3.4	16.26	10.01	-6.2	13.87	25.69	11.8
71	Uttar Pradesh	38.91	25.52	-13.4	42.63	43.78	1.1	6.82	8.77	2.0	11.65	21.93	10.3

Source: Source: Census of India , relevant volumes

\* Change (in percentage points) represents during 2001-2011

## Conclusion and suggestions for future Research

In short, efforts to improve the position of women in Uttar Pradesh must focus on women as economic actors. The rural female work participation rate in Uttar Pradesh and its districts are very low and varies widely among the districts. The disaggregated district level data in Uttar Pradesh exhibits high variations in female participation rates. In rural areas, the primary sector is no longer the most significant channel of employment. There has been some clear indication of decline in the share of agriculture in the work force. Manufacturing industries, both at the household level as well as other than it, was growing in some extent and its generate employment for rural women to some level. These shift have generated a lot of interest among researchers regarding the underlying process. This is question for further research about the nature, extent and determinants of non-agricultural activities in rural area and the factor which responsible for sectoral shift of female employment.

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