



## Analysis Of Female Work Participation In Midnapore Town Of West Bengal: A Case Study.

**Dr. Pijush Kanti Tripathi\***

\*Associate Professor, Department of Geography, Haldia Government College, E-mail ID: pijushgeo1970@gmail.com, Ph.No.: 9474347710

**\*Corresponding Author:** - Dr. Pijush Kanti Tripathi

\*Associate Professor, Department of Geography, Haldia Government College, E-mail ID: pijushgeo1970@gmail.com, Ph.No.: 9474347710

### **Abstract:**

Urbanization has strong linkages with economic growth. It is expected that urbanisation would create more opportunities for productive employment and also social change which pushed women to pursue education and participate in remunerative activities. However, the sluggishness of social change can offset the opportunities for productive employment. In this light, the present study simply tries to analyse the work participation in Midnapore town emphasising on female workforce participation and identifying the gap between male and female participation. Impact of urbanisation on female labour force participation in the study area has also been analysed. The analysis has been made mainly on available secondary data gathered from census of India during 2011 and some primary data collected through primary survey. Some statistical methods and diagrams have been used to represent the data and analyse them. Regression techniques have been used to assess the impact of urbanisation on FLPR rate. We find urbanisation to have a significant effect on female labour force participation with varying impact in the study area. More than 40 percent of women are still working as marginal workers. Moreover, within the main worker category, a huge proportion of female is engaged in informal sectors. The present study attempts to analyse the pattern of female participation in various economic activities in Midnapur urban area and how the process of urbanisation has affected the FWP. The findings suggest a pressing need for women specific policies in the study area in order to reduce the gap.

### **Introduction:**

The female participation ratio in different economic activities indicates the level of progress of an area. In modern context human development considers women as active agents rather passive beneficiaries. In West Bengal the female participation in economic activities is not so impressive though the female education rate is quite high in comparison to many other parts of our country. Moreover, the socio-cultural factors have complex role in this case.

Urbanization is a complex process of change of livelihood pattern. The process of urbanisation has the capacity to impact work force participation in urban regions. It must also be noted that agglomeration economies associated with urbanisation contributes to the overall productivity growth of an economy. The growth of economic activities with the development of transport and communication system in the town have markedly changed both the population and area. The impact of growth of urban area is changing the lifestyle and working environment in many directions.

Theoretically, the work participation curve which shows women withdrawing from the labour force at higher levels of income suggests that urbanisation and female labour force participation have a non-linear relationship. In addition, culture and custom strongly impinge on the capacity of the women to engage with the labour market. Nonetheless, it is expected that urbanisation would result in greater opportunities for productive employment and also social change whereby women can participate in remunerative activities.

In such situations, when more than 37 percent of the total population of the country is urban, it becomes crucial to analyse and assess the conditions of work participation particularly female work participation in the urban areas. This study aims to analyse FWP in the Midnapur town situated in West Bengal. An assessment of FWP and other women related parameters is made for the said urban area in 2019 taking census data of 2011. Moreover, to understand work participation in detail, various occupation types have been studied with respect to the distance of a village from the city.

### **Study area:**

Midnapore Municipality is an administrative headquarters of West Midnapur (Paschim Medinipur) district in West Bengal. The city consists of 24 wards with an area of 1855.19 hectares and has a population of 169,264 according to 2011 Census. Midnapur municipality is located in the central part of Midnapore district. It extends from 87° 17' 18.57" to 87°

20° 30.12" East Longitude and 22°23'44.56" to 22° 26' 34.91" North Latitude. It is situated by the banks of the Kangsabati River.

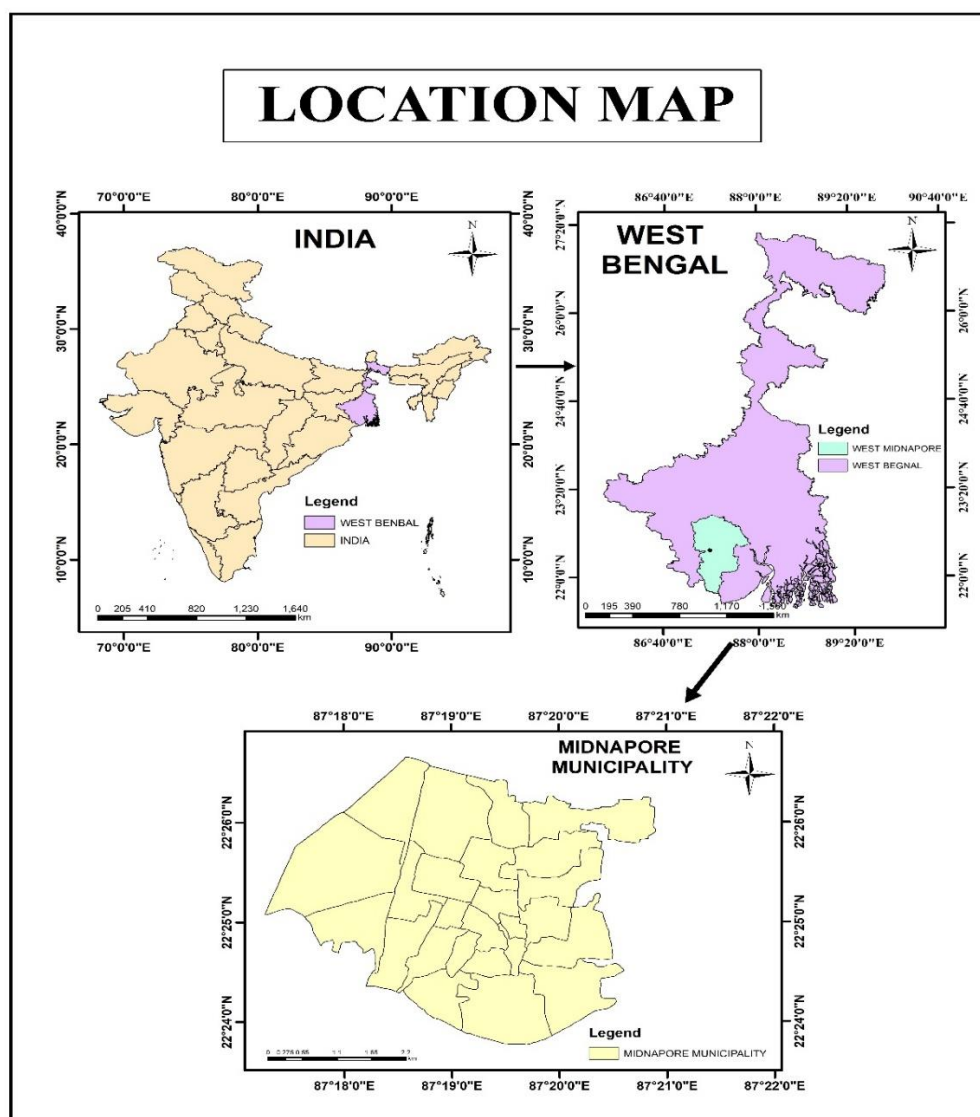


Figure No: -1 Location Map of the study area.

**Objectives:**

The main objective of the present study is to highlight the female work participation in Midnapur municipality area and to understand the changing pattern of FWP in relation to the process of urban growth of the said municipality area. The study also attempts to identify the gap between male and female work participation rate, pattern and trend and to assess the factors responsible for such differences.

**Methodology and data source:**

The present study has been carried out mainly on the basis of secondary data collected from Census Digital Library, 2011. The indicators related with Female Work Participation such as total population, number of households, child (0–6 years) population, female population, female literacy, female worker, female non-worker, male and female worker, marginal female worker, and female workers by occupation types are studied at the Midnapur municipality area. The data of female work participation in different economic activities have been arranged and calculated in the Excel spread sheet and presented by using Arc GIS 10.3 version. Latter these indicators are standardized for statistical analysis.

**Operational definitions of different work types:**

To understand the Female Work Participation in Midnapur town various work participation types are taken into consideration. The census definitions of different working categories are mentioned here.

**Female Work Participation Rate (FWPR):**

$$FWPR = \frac{\text{Total female workers}}{\text{Total female population}} \times 100$$

## Total female population

**Main Female Workers:**

Female workers who worked for more than six months (180 days) in the reference period are termed as Main Female Workers.

**Marginal female workers:**

Female workers who worked for less than six months (180 days) in the reference period are termed as Marginal Female Workers.

**Non workers:**

A person who does not work at all in any economically productive activity during the last one year preceding the date of enumeration is treated as non-worker.

**Cultivators:**

A person is classified as cultivator if he or she is engaged in the cultivation of land owned or held from Government or held from private persons or institutions for payment in money, kind, or share. Cultivation includes effective supervision or direction in cultivation.

**Agricultural labourers:**

A person who works on another person's land for wages in money or kind or share is regarded as an agricultural labourer.

**Household industry workers:**

Household Industry is defined as an industry conducted by one or more members of the household at home or within the village in rural areas and only within the precincts of the house where the household lives in urban areas.

**Other workers:**

Workers other than cultivators, agricultural labourers or workers in Household Industry, as defined above, are termed as 'Other Workers'

**Results and Discussion:**

According to 2011 Indian census, Midnapore Municipality has total population of 169264, which is distributed over all the 24 wards. Out of total population of Midnapore Municipality i.e. 169264, Male population is 84977 (50.2%) and female population is 84287 (49.79%). In ward no. 2,3,5, 7,12,13,15,16,19,20 and 22 female population exceeds male population. Highest female population concentrates in ward no. 20.

**Table no. 1:** Ward-wise distribution of population in Midnapur Municipality.

ward no	TOTAL POPULATION	TOTAL MALE	TOTAL FEMALE
1	7582	3806	3776
2	8483	4232	4251
3	8193	4072	4121
4	8786	4764	4022
5	4733	2290	2443
6	7356	3694	3662
7	3720	1837	1883
8	4182	2117	2065
9	8019	4033	3986
10	5061	2552	2509
11	8443	4226	4217
12	5412	2686	2726
13	7525	3707	3818
14	5027	2538	2489
15	7584	3761	3823
16	7408	3689	3719
17	3791	1906	1885
18	5839	2922	2917
19	7941	3941	4000
20	13090	6527	6563
21	10998	5661	5337
22	7741	3822	3919
23	5380	2705	2675
24	6970	3489	3481
TOTAL	169264	84977	84287
%	100	50.2	49.79

Source: Census of India, 2011

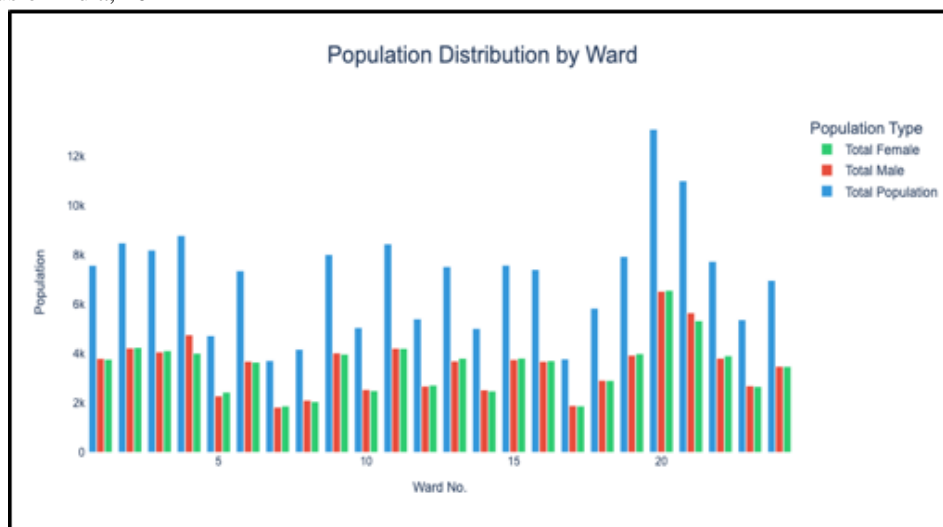


Fig. No.: 2: Ward wise distribution of population

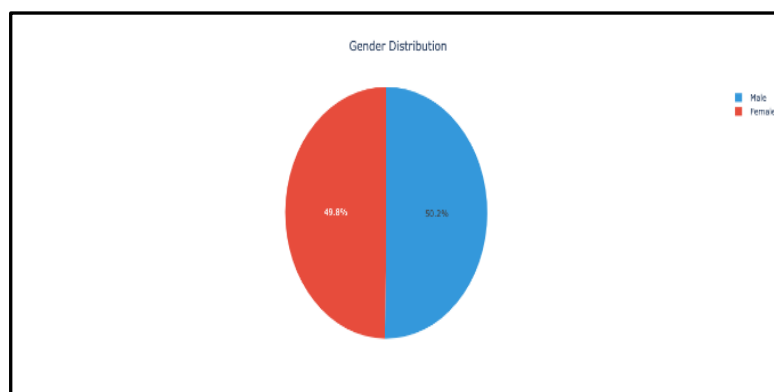


Fig. No.: 3: % distribution of male and female Population in Midnapur Municipality

**Decadal Growth Rate of Population:**

The decadal growth rate gives an overview of the percentage of total population growth in a particular decade. The decadal growth rate of Midnapore Municipality is 5.7 during 2001 to 2011. The ward wise decadal growth rate of population in Midnapore Municipality has been shown in the following figure.

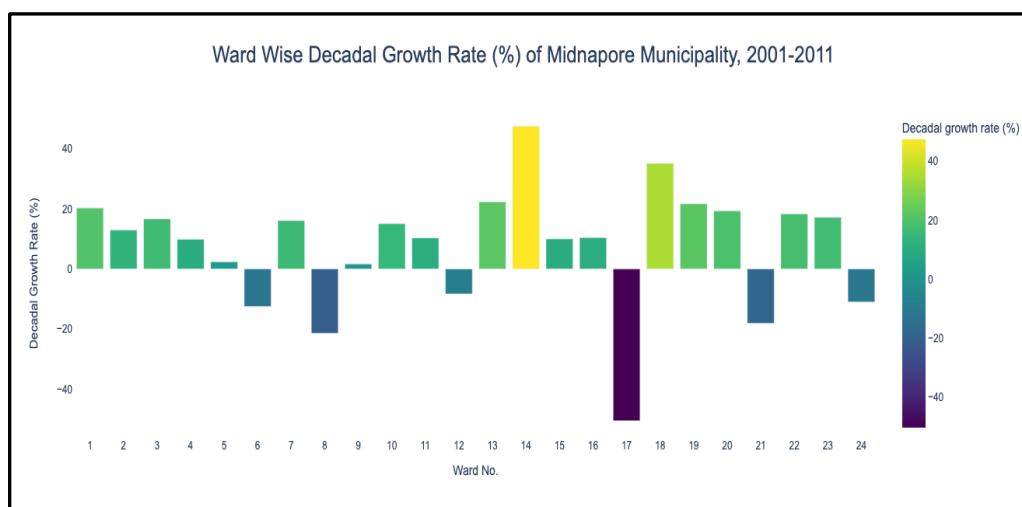


Fig. no.4: Ward Wise Decadal Growth Rate of population (%) of Midnapore Municipality,

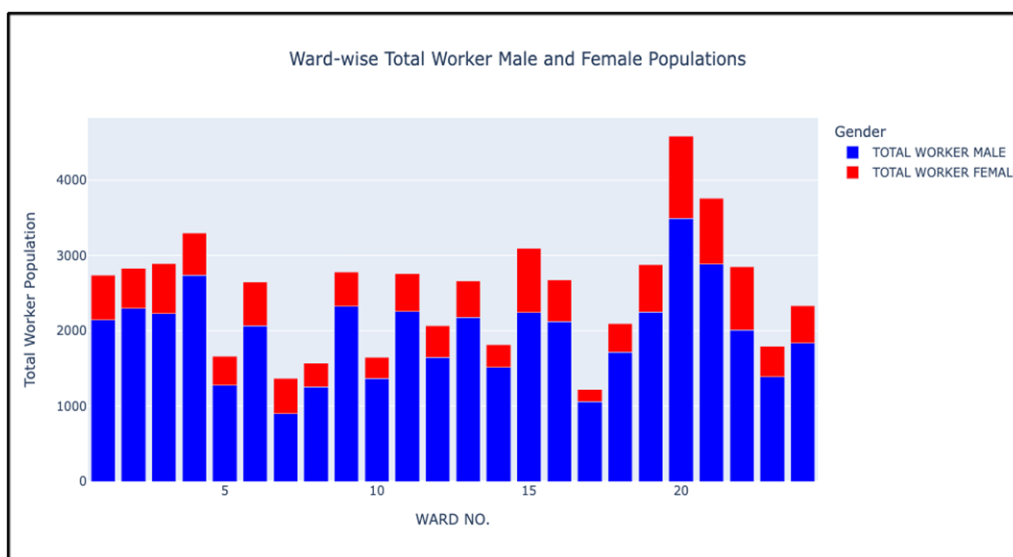
The primary analysis of data evident that the percentage sharing of working population to total population in each ward of the Midnapore municipality is low. In ward no-2, 3,4, 15, 19,20,21 and 22 the number of working population is quite better than other wards. In table no. – 2 and figure no. – 3 it is found that in each ward percentage sharing of female work participation is less than the male work participation. In ward no.- 2,3,,5, 7,12,15,17 total female population is more than

male population but work participation rate is very low 22% to 30 %. The interesting fact is that female literacy rate as a whole is higher than the male literacy rate. There is no significant relationship between literacy and work participation rate.

**Table No: 2:** Ward wise Total Work Participation of Male and Female in Midnapur Municipality

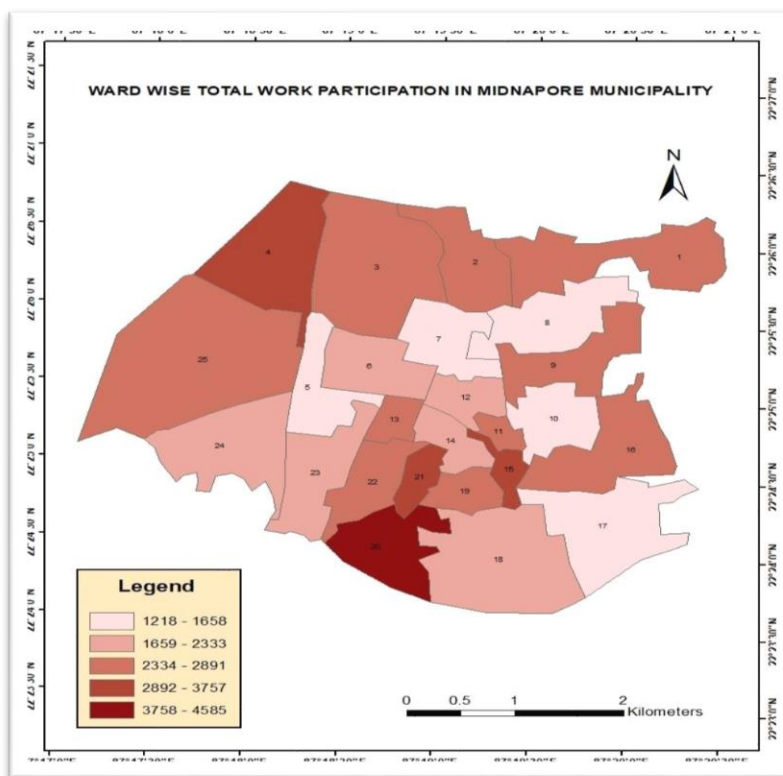
WARD NO.	TOTAL WORKER POPULATION	TOTAL WORKER MALE	PERCENTAGE (%)	TOTAL WORKER FEMALE	PERCENTAGE (%)
1	2737	2145	78.37	592	21.63
2	2826	2296	81.25	530	18.75
3	2891	2230	77.14	661	22.86
4	3300	2735	82.88	565	17.12
5	1658	1279	77.14	379	22.86
6	2251	2070	91.96	581	25.81
7	1371	898	65.5	473	34.5
8	1570	1253	79.81	317	20.19
9	2778	2326	83.73	452	16.27
10	1646	1366	82.99	280	17.01
11	2757	2254	81.76	503	18.24
12	2065	1645	79.66	420	20.34
13	2663	2179	81.83	484	18.17
14	1813	1515	83.56	298	16.44
15	3097	2240	72.33	857	27.67
16	2678	2122	79.24	556	20.76
17	1218	1058	86.86	160	13.14
18	2095	1720	82.1	375	17.9
19	2878	2251	78.21	627	21.79
20	4585	3494	76.21	1091	23.79
21	3757	2885	76.79	872	23.21
22	2847	2013	70.71	834	29.29
23	1794	1387	77.31	407	22.69
24	2333	1836	78.7	497	21.3

Source: Primary census abstract 2011 and computed by author.



**Fig. No. 3:** Ward-wise total worker of Midnapur municipality.

In the 2,3,5,7,12,15,16,19,20 and 22 no.wards the female population exceeds the male population, but the number of female workers is less than what might be expected based on the population.This could indicate various factors such as cultural norms, economic opportunities, education levels, or other social factors that might influence women's participation in the workforce.



**Fig. No: 4:** Word wise total work Participation of Male & Female in Midnapore Municipality.

Figure 4 and Table. 3 show the Female Work Participation Rates (FWPR) in 24 wards of Midnapore municipality in 2011. The average FWPR of the municipality is 21.76%. About 13 wards of the municipality has FWPR below 20 %. In 2011 the FWPR declined significantly across the study area. Only six wards of the municipality have accounted for FWPR above 22%, and rest 06 wards have FWPR between 19- 24%. Female workers are classified into two categories— i) main worker, and (ii) marginal worker. These categories of workers are based on the time duration of work, following Census. In 2011, among the working women, 43 percent are the main workers, and 57 percent are marginal workers (Table 3 and 4). The most interesting fact is that FWP in the Main workers category has not been improved significantly only 2-3 percent increase happened during last ten years.

**Table No. 3:** WARD WISE TOTAL MAIN WORKER PARTICIPATION OF MALE AND FEMALE OF MIDNAPOREMUNICIPALITY

WARD NO.	MAIN WORKER POPULATION	MAIN WORKER MALE	PERCENTAGE (%)	MAIN WORKER FEMALE	PERCENTAGE (%)
1	2229	1824	81.83	405	18.17
2	2585	2134	82.55	451	17.45
3	2461	1966	79.89	495	20.11
4	3152	2668	84.64	484	15.36
5	1525	1206	79.08	319	20.92
6	2461	1962	79.72	499	20.28
7	1194	811	67.92	383	32.08
8	1517	1220	80.42	297	19.58
9	2409	2057	85.39	352	14.61
10	1339	1157	86.41	182	13.59
11	2434	2081	85.5	353	14.5
12	1775	1470	82.82	305	17.18
13	2262	1904	84.17	358	15.83
14	1487	1276	85.81	211	14.19
15	2516	2016	80.13	500	19.87
16	2256	1865	82.67	391	17.33
17	1150	1018	88.52	132	11.48
18	1937	1646	84.98	291	15.02
19	2620	2112	80.61	508	19.39
20	4138	3260	78.78	878	21.22

21	3066	2414	78.73	652	21.27
22	2564	1882	73.4	682	26.6
23	1722	1340	77.82	382	22.18
24	1946	1547	79.5	399	20.5

Source: Primary census abstract 2011 and computed by the author

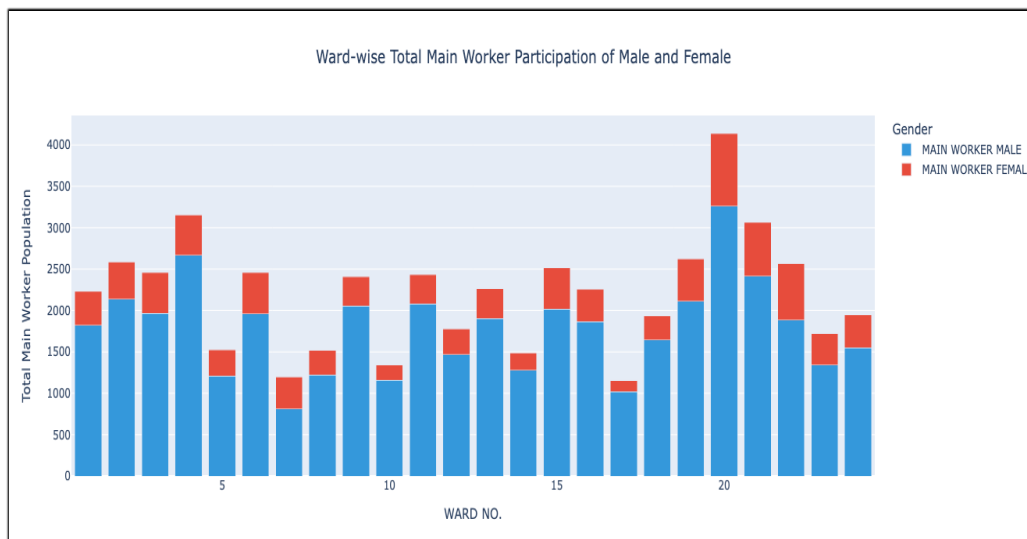


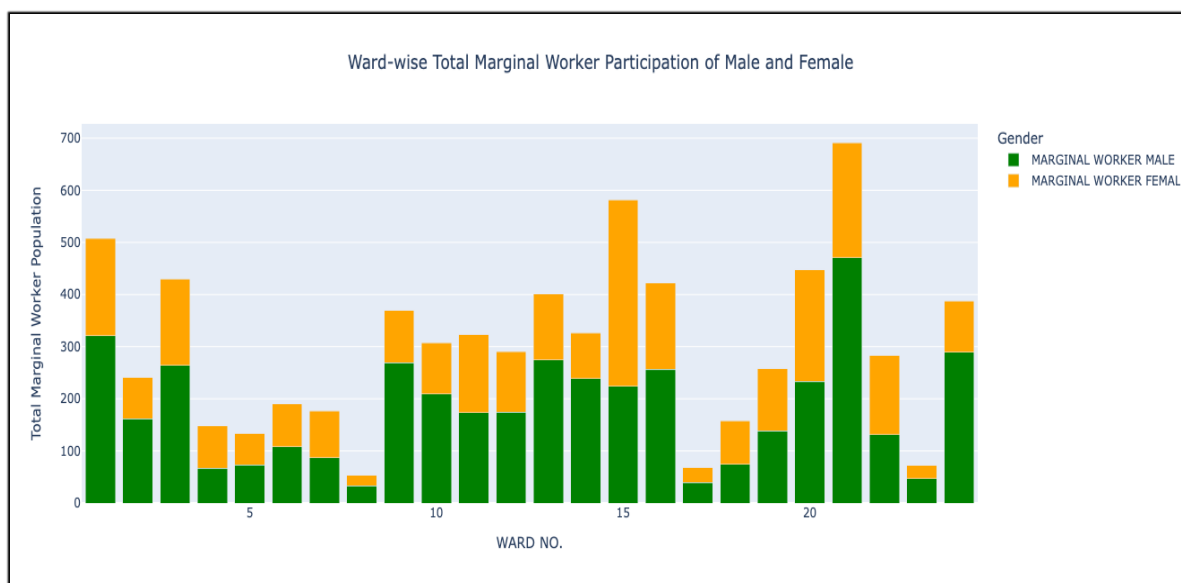
Fig. No: 5: Ward Wise Main Male-Female workers of Midnapore Municipality

In Midnapore municipality, the total no of main worker is 52745, where the main male worker is 42836 and the main female worker is 9909. So the highest percentage of main male worker 88.52 is seen in the ward no 17 and the lowest percentage of main male worker 73.43 is seen in the ward no 22. On the other hand the highest percentage of main female worker 32.08 is seen in the ward no 7 and the lowest percentage of main female worker 13.59 is seen in the ward no 10.

Table no. 4: WARD WISE TOTAL MARGINAL WORKER PARTICIPATION OF MALE AND FEMALE OF MIDNAPOREMUNICIPALITY

WARD NO.	TOTAL MARGINAL WORKER POPULATION	MARGINAL WORKER MALE	PERCENTAGE (%)	MARGINAL WORKER FEMALE	PENCTENAGE (%)
1	508	321	63.19	187	36.81
2	241	162	67.22	79	32.78
3	430	264	61.4	166	38.6
4	148	67	45.27	81	54.73
5	133	73	54.89	60	45.11
6	190	108	56.84	82	43.16
7	177	87	49.15	90	50.85
8	53	33	62.26	20	37.74
9	369	269	72.9	100	27.1
10	307	209	68.08	98	31.92
11	323	173	53.56	150	46.44
12	290	175	60.34	115	39.66
13	401	275	68.58	126	31.42
14	326	239	73.31	87	26.69
15	581	224	38.55	357	61.45
16	422	257	60.9	165	39.1
17	68	40	58.82	28	41.18
18	158	74	46.84	84	53.16
19	258	139	53.88	119	46.12
20	447	234	52.35	213	47.65
21	691	471	68.16	220	31.84
22	283	131	46.29	152	53.71
23	72	47	65.28	25	34.72
24	387	289	74.68	98	25.32

Source: Primary census abstract 2011 and computed by the author



**Fig no. 6:** Ward wise level of Marginal worker Male and Female population, 2011

In Midnapore municipality, as per census 2011 the total Marginal worker is 7263, where the marginal male worker 4361 and the marginal female worker is 2902. In this municipality the highest percentage of male marginal worker 74.68 is seen in the ward no 24 and the lowest percentage of male marginal worker 38.55 is seen in the ward no 15 and the highest percentage of female marginal worker 61.45 is seen in the ward no 15 and the lowest percentage of female marginal worker 25.32 is seen in the ward no 24.

According to the Census of India main workers have been categorized into four broad groups of occupation as (i) Cultivators, (ii) Agricultural labourers, (iii) Household industry workers, and (iv) Other workers. From Table no. 4, it is clear that from 2001 to 2011, there has been a noticeable change in the proportions of main female workers. During this period, the percent share of cultivators has decreased sharply due to urbanisation as compared to the increase in the share of other activities. It is found that the proportion of other workers has increased from 39 % to 58 percent.

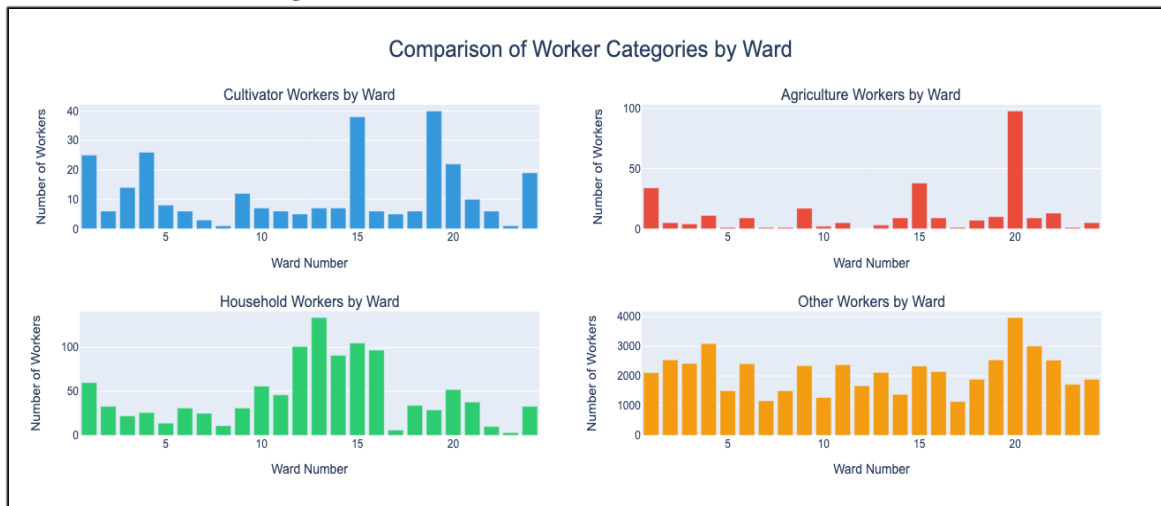
**Table no. 4:** Ward wise total main worker on different works (in number) in midnapur municipality

Ward no.	TOTAL CULTIVATOR	TOTAL AGRICULTURE	TOTAL HOUSEHOLD	OTHERS
1	25	34	60	2110
2	6	5	33	2541
3	14	4	22	2421
4	26	11	26	3089
5	8	1	14	1502
6	6	9	31	2415
7	3	1	25	1165
8	1	1	11	1504
9	12	17	31	2349
10	7	2	56	1274
11	6	5	46	2377
12	5	0	101	1669
13	7	3	134	2118
14	7	9	91	1380
15	38	38	105	2335
16	6	9	97	2144
17	5	1	6	1138
18	6	7	34	1890
19	40	10	29	2541
20	22	98	52	3966
21	10	9	38	3009
22	6	13	10	2535
23	1	1	3	1717
24	19	5	33	1889

**Source:** Midnapore municipal Report and census data,



**Fig no. 7: Ward Wise Total main Worker on Different Work**



**Fig no. 7 : Ward Wise Total main Worker on Different Work**

In Midnapore municipality, there are different types of occupational structure, such as cultivation, agriculture labor, household and other workers. The total no of main occupational structure is 9909, where the total main cultivators is 286, total no of main agricultural labor is 293, total no of main household workers 1088 and total main others workers is 51078. So the above analysis about occupational structure, we can see that household workers are maximum and cultivation worker is low in Midnapore municipality.

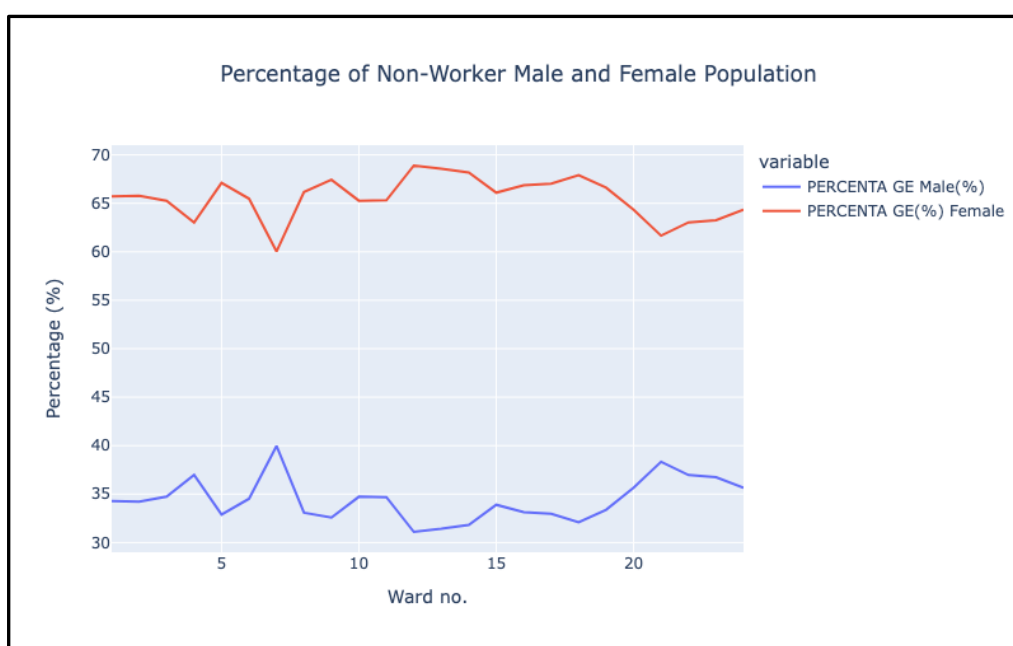
**Table no.5: Total Non-Worker Participation of Male-Female on Midnapore Municipality**

Ward no.	TOTAL NON-WORKER POPULATION	NON-WORKER MALE	PERCENTAGE (%)	NON-WORKER FEMALE	PERCENTAGE (%)
1	4845	1661	34.28	3184	65.72
2	5657	1936	34.22	3721	65.78
3	5302	1842	34.74	3460	65.26
4	5486	2029	36.99	3457	63.01
5	3075	1011	32.88	2064	67.12
6	4705	1624	34.52	3081	65.48
7	2349	939	39.97	1410	60.03
8	2612	864	33.08	1728	66.16
9	5241	1707	32.57	3534	67.43
10	3415	1186	34.73	2229	65.27
11	5686	1972	34.68	3714	65.32
12	3347	1041	31.1	2306	68.9
13	4862	1528	31.43	3334	68.57
14	3214	1023	31.83	2191	68.17
15	4487	1521	33.9	2966	66.1
16	4730	1567	33.13	3163	66.87
17	2573	848	32.96	1725	67.04
18	3744	1202	32.1	2542	67.9
19	5063	1690	33.38	3373	66.62
20	8505	3033	35.66	5472	64.34
21	7241	2776	38.34	4465	61.66
22	4894	1809	36.96	3085	63.04
23	3586	1318	36.75	2268	63.25
24	4637	1653	35.65	2984	64.35

Source: Primary census abstract 2011 and computed by the author



**Fig no. 8** Comparison of non-worker population (male vs. Female) of Midnapore municipality.



**Fig no. 9:**

**Conclusion:**

It is clear from the above discussion that in Minapore municipality female participation in main work force is gradually declining. In addition more than 70% of the total female population in each ward still remained as non-workers. A large number of female living in the fringe area are of the midnapore town are working as labour in informal sector or Thika sramik other than household jobs.

Considering the critical condition of FWP in Midnapore municipality it is highly needed to get immediate attention of policy makers to ensure overall gender equality, women empowerment and women livelihood strategies. There is also a strong need to consider the development of women as a part of urban planning and policies.

**References:**

1. Anker, R(1983), Female Labour Force Participation in developing countries: A critiques of current definitions and data collection methods; International labour review 122 709-710.
2. Agarwal, B (1985) Work participation of rural women in the third world: some data and conceptual biases. Economic and Political Weekly, II,51-52, A155-A164.
3. Bannerjee, N. (1988), Trends in Women’s Employment, 1971-81- Some Macro-level observations, Economic and Political Weekly, 24(17), WS (17) WS (10).
4. Bhalla, Surjit S. and Ravinder Kaur (2013). “Labor Force Participation of Women in India: Some facts, some queries”. *Asia Research Center Working Paper*, 40. London School of Economics.
5. Blundell, Richard, John Ham and Costas Meghir (1998). “Unemployment, discouraged workers and female labour supply”. *Research in Economics*, 52(2), 103-131.
6. Blundell, Richard, Costas Meghir, and Pedro Neves (1993). "Labour supply and intertemporal substitution". *Journal of Econometrics*, 59(1), 137-160.

7. Chand, Ramesh and Srivastava, S.K. (2014). "Changes in the Rural Labour Market and Their Implications for Agriculture". *Economic and Political Weekly*. March.
8. Chandrashekhar, C P and Jayati Ghosh (2007). "Recent Employment Trends in India and China: An Unfortunate Convergence". Paper presented at JNU-IIAS conference "Making Growth Inclusive with Reference to Employment Generation", 28-29 June, Jawaharlal Nehru University, New Delhi. *Processed*.
9. Goldin, Claudia (1995). "The U-Shaped Female Labor Force Function in Economic Development and Economic History", in: T. P. Schultz (ed.): *Investment in Women's Human Capital and*
10. *Economic Development*. University of Chicago Press: Chicago, 61-90.