



Recent Trends in Workforce Participation in Kachchh

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Abstract:

Since 2001, after the massive earthquake in Kachchh district, the labour force participation rate has increased. The sources of this amplified labour force have been widely debated among academicians and policymakers. One of big argument is that the participation rate is augmented due to high demand of labours because of the new establishment of special economic zones, minerals industries and some subsidized benefits by the Gujarat government to the industrialist. In this paper, we focus on various type of labour force engaged in different categories of work like main worker, marginal worker, agricultural worker, cultivators, household industry workers and other workers. We also analyse rural and urban workforce of 10 Talukas in Kachchh district. The main objective of this paper is to examine recent trends in the labour force participation rate (LFPR).

Key words: workforce participation in Kachchh district. Rural-Urban and Gender labour force.

JEL Classification: J, J1, J17

Introduction:

Employment is the key indicator for the human development.

Labour, along with capital and the technological level, is considered a major factor in the neoclassical models of economic growth. These models are based on applying the Cobb-Dougllass production function, which underlies the concept of economic growthⁱ. In Kachchh also seems very clearly since decade economic growth has increased due to workforce participation in various sector. This presents effects of human investment as capital growth in backward and forward linkages era for the development in the region. P. Krugman's configurations, based on the model of monopolistic competition by Dixit-Stiglitz, are considered to be the most successful example of basic neoclassical growth models transformation with the aim of increasing their ability to define the role of personal factor in global economy. Thesis about closed economy is eliminated by additional assumption of the labour force and other resources productive and price commonality not depending on their national identityⁱⁱ.

The Kachchh is longest district in India as per census 2011. Its demography is very unique. The Kachchh has a highly technically skilled and mobile labour force that can respond quickly to changing employment needs. Labour force is an integral part of development process. Variations in the quality of labour as well as quantity affect the specialization and division of labour. Labour force is directly related with the principal components of demography i.e., fertility, mortality and, migration.(ILO,2011).

Normally workforce participation means to share of people willing to work and looking for work. Jonathan Woetzel Anu Madgavkar Shishir Gupta said in their research that this is a useful metric to understand how a population chooses to approach working vs. other ways to spend time (for example, in education, unpaid care work, or leisure), but a declining participation rate by itself is not necessarily a sign of deteriorating labour market dynamics. The labour force participation rate is affected by multiple factors, such as age, education, income, job opportunities, and cultural attitudes. India's participation rate has fallen in past decades as more young people have stayed in the education system to acquire higher skills rather than entering the labour force at the age of 15.1. ⁱⁱⁱ In Kachchh region workforce are skilled, and according to industries requires they settled. Most of workers are comes from the different states like Rajasthan, Madhya Pradesh, Uttar Pradesh etc. They never migrated permanently, their family stayed in their home state and they come here for only earning purpose.

Kachchh geographic pattern is very different, now this region is almost industries region. Many mineral companies, KPT, GMDC, GIDC, and SEZ are established so here frequently demands of workers are.

Social scientists have become increasingly interested in analyzing issues relating to the sexual division of labour in different societies (Saraswati, 1982). For example, generally, low level of participation by urban woman in the Indian labour force and the highly uneven geographical pattern of this participation have been the objects of considerable recent discussion. Interest has centred on the job opportunities available to women in urban situations and on the complex interplay of various socio-cultural constraints, which produce marked regional variation in the level of labour participation.^{iv}

Kachchh has practised rapid economic growth after the earthquake. Introduction of employment generation programs, schemes and policy by the central and the state government modify towards workforce participation in the region in recent years. It is a remarkable element has been a upward trend in the work force participation rates in both urban and rural areas. Work force participation is identified on the basis of the secondary data. It as a constructive response to the strong regional economy and rising wages of the 2001s employment growth. District level employment shares can capture the suitability of different sectors to female employment (Gaddis and Pieters, 2012). To avoid endogeneity, shares are constructed based on male shares of sectoral employment. A similar procedure is adopted for the district unemployment rate. The employment shares in different sectors of the economy are insignificant with the exception of agriculture in urban areas. Keeping the shares of other sectors on district employment the same, a higher share of agriculture relative to manufacturing slightly decreases the probability of female participation. This suggests that the socio-economic factors override type of work available for participation.^v Here in this paper also we found lots of differentiation in workforce in all the Talukas in Kachchh region.

The specific objectives of the study are:

1) To understand the trend in work force participation in Kachchh.

Research Methodology:The present study is exploratory in nature and therefore we rely on secondary data obtained from authentic sources. The methodology that is used in this paper is simple percentile and cross tab. The percentage

for the total, male, female work participation rate and gender gap is calculated with respect to the total population and the percentage for the urban, rural, total and main workers, marginal workers, and total workers by cross tabulation.

Table 1 : Taluka wise Population with Gender and Residence, 2001 and 2011

Sr. No.	State/District/ Taluka	Population 2001			Population 2011		
		Persons	Male	Female	Persons	Male	Female
1	2	3	4	5	6	7	8
Gujarat State		50671017	26385577	24285440	60439692	31491260	28948432
1	Kachchh	1583225	815152	768073	2092371	1096737	995634
	1 Lakhpat	50120	25996	24124	62552	32274	30278
	2 Rapar	198000	102674	95326	217315	111065	106250
	3 Bhachau	147891	76566	71325	186035	97897	88138
	4 Anjar	160292	82583	77709	235537	123401	112136
	5 Bhuj	345013	177232	167781	443269	228136	215133
	6 Nakhatrana	129249	65673	63576	146367	74380	71987
	7 Abdasa	97508	49740	47768	117538	61387	56151
	8 Mandvi	170573	85813	84760	203373	103983	99390
	9 Mundra	83010	42311	40699	153219	89871	63348
	10 Gandhidham	201569	106564	95005	327166	174343	152823

Table 2: Taluka wise Population with Gender and Residence, 2001 and 2011 (Conti.)

Sr.No.	State/District/ Taluka	Rural Population 2001			Rural Population 2011		
		Persons	Male	Female	Persons	Male	Female
1	2	3	4	5	6	7	8
Gujarat State		31740767	16317771	15422996	34694609	17799159	16895450
1	Kachchh	1108333	567470	540863	1363836	713524	650312
	1 Lakhpat	50120	25996	24124	62552	32274	30278
	2 Rapar	174943	90817	84126	188908	96677	92231
	3 Bhachau	122502	63256	59246	146503	76236	70267
	4 Anjar	91949	47242	44707	148354	78229	70125
	5 Bhuj	208584	106176	102408	229755	116990	112765
	6 Nakhatrana	129249	65673	63576	146367	74380	71987
	7 Abdasa	97508	49740	47768	117538	61387	56151
	8 Mandvi	128218	64193	64025	151997	77908	74089
	9 Mundra	70079	35661	34418	132881	78986	53895
	10 Gandhidham	35181	18716	16465	38981	20457	18524

Table 3: Taluka wise Population with Gender and Residence, 2001 and 2011 (Conti.)

Sr.No.	State/District/ Taluka	Urban Population 2001			Urban Population 2011		
		Persons	Male	Female	Persons	Male	Female
1	2	3	4	5	6	6	7
Gujarat State		18930250	10067806	8862444	25745083	13692101	12052982
1	Kachchh	474892	247682	227210	728535	383213	345322
	1 Lakhpat	0	0	0	0	0	0
	2 Rapar	23057	11857	11200	28407	14388	14019
	3 Bhachau	25389	13310	12079	39532	21661	17871
	4 Anjar	68343	35341	33002	87183	45172	42011
	5 Bhuj	136429	71056	65373	213514	111146	102368
	6 Nakhatrana	0	0	0	0	0	0
	7 Abdasa	0	0	0	0	0	0
	8 Mandvi	42355	21620	20735	51376	26075	25301
	9 Mundra	12931	6650	6281	20338	10885	9453
	10 Gandhidham	166388	87848	78540	288185	153886	134299

Source: Census of India, Gujarat, 2011

Table 4: Taluka wise Decadal Growth Rate, 2001-2011

Sr.No.	State/District/ Taluka	Total			Male			Female		
		Total	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban
1	2	3	4	5	6	7	8	9	10	11
Gujarat State		19.3	9.3	36.0	19.4	9.1	36.0	19.2	9.5	36.0
1	Kachchh	32.2	23.1	53.4	34.5	25.7	54.7	29.6	20.2	52.0
1	Lakhpat	24.8	24.8	0.0	24.1	24.1	0.0	25.5	25.5	0.0
2	Rapar	9.8	8.0	23.2	8.2	6.5	21.3	11.5	9.6	25.2
3	Bhachau	25.8	19.6	55.7	27.9	20.5	62.7	23.6	18.6	48.0
4	Anjar	46.9	61.3	27.6	49.4	65.6	27.8	44.3	56.9	27.3
5	Bhuj	28.5	10.1	56.5	28.7	10.2	56.4	28.2	10.1	56.6
6	Nakhatrana	13.2	13.2	0.0	13.3	13.3	0.0	13.2	13.2	0.0
7	Abdasa	20.5	20.5	0.0	23.4	23.4	0.0	17.5	17.5	0.0
8	Mandvi	19.2	18.5	21.3	21.2	21.4	20.6	17.3	15.7	22.0
9	Mundra	84.6	89.6	57.3	112.4	121.5	63.7	55.7	56.6	50.5
10	Gandhidham	62.3	10.8	73.2	63.6	9.3	75.2	60.9	12.5	71.0

Source: Census of India, Gujarat, 2011

Table 4 represents the decadal growth rate and variation in urban percentage of population for all the Talukas of the district. Kachchh district has observed decadal growth rate of 32.16%. Among all the Talukas, Mundra has the highest growth rate of 84.58% followed by Gandhidham (62.31%) and Anjar (46.94%).

Lowest growth rate is observed in Rapar Taluka (9.76%). In rural context Mundra (89.62%) and Rapar (7.98%) have the highest and lowest decadal growth rate respectively whereas in case of urban growth rate, Gandhidham (73.20%) has the highest and Mandvi (21.30%) has the lowest. Percentage of urban population to total district population is 34.82% against 30.00% in Census 2001.

Taluka wise distribution of population indicates that Bhuj is the most populous and Lakhpat is the least populous in the district while Gandhidham has been fastest growing taluka. So far as gender wise population make up of different Talukas of the district is concerned, Bhuj is the largest block with the total population of 443269 with 21.19 percent in 2011. This is followed by Gandhidham, Anjar and Rapar with the total population of 327166, 235537 and 217315 respectively. These Talukas account for 15.64, 11.26 and 10.39 percent of the total population in all the Talukas of the district respectively in 2011. The urban population of the district accounted for only 34.82 percent of the total population.^{vi} Gender wise and by residence, form the population for the census of 2001 and 2011 is presented in the table 1. It is evident from the table 1 that female population is less than the male population in the district. Female population forms 47.58 percent of the total population of the total district. Similarly, rural female population accounted for 47.68 percent of the total rural population in 2011. Taluka wise changes in male and female population in 2011, over the census of 2001, shows that the female population increased by about 60.86 percent in Gandhidham taluka followed by 55.65 percent in Mundra taluka. The increase in male population was highest in Mundra taluka. This increase is shown to be 112.41 percent in 2011 over the census of 2001. Other prominent taluka with regard to increase in male population are Anjar (49.43%), Bhuj (28.72%), Bhachau (27.86%) and Lakhpat (24.15%). In case of urban population the increase over 2001 census recorded was 51.98 percent in case of female and 54.72 percent in case of male population.

Table 5: Taluka wise Sex Ratio (female per 1000 male), 2001 and 2011

State/District/ Taluka	All Ages, 2001			All Ages, 2011			0-6 age group, 2001			0-6 age group, 2011		
	Total	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban
1	2	3	4	5	6	7	8	9	10	11	12	13
Gujarat	920	945	880	919	949	880	883	906	837	890	914	852
Kachchh	942	953	917	908	911	901	922	927	906	921	926	910
Lakhpat	928	928	-	938	938	-	949	949	-	940	940	-
Rapar	928	926	945	957	954	974	935	934	942	931	933	913
Bhachau	932	937	908	900	922	825	923	936	863	920	923	907
Anjar	941	946	934	909	896	930	905	919	883	916	911	925
Bhuj	947	965	920	943	964	921	914	913	918	925	932	914
Nakhatrana	968	968	-	968	968	-	932	932	-	922	922	-
Abdasa	960	960	-	915	915	-	910	910	-	910	910	-
Mandvi	988	997	959	956	951	970	937	932	954	931	930	933
Mundra	962	965	945	705	682	868	923	929	884	930	935	895
Gandhidham	892	880	894	877	906	873	908	935	901	902	921	899

Above table 5 gives the sex ratio in all the ages for all the sub districts in 2011. Kachchh district have this ratio as 908, 911 for rural and 901 for urban. Table 5 describe the sex ratio for the sub-districts. Among all sub-districts, Nakhatrana has the highest sex ratio of 968 and Mundra has the lowest 705. Among rural, again Nakhatrana

has the highest rural sex ratio of 968 and Mundra has the lowest 682. Rapar has the highest urban sex ratio of 974 and Bhachau has the lowest of 825. Above table illustrates the sex ratio in the age group (0-6) for all the sub districts. Kachchh district have this ratio as 921, 926 for rural and 910 for urban. Lakhpat sub district has the highest child sex ratio of 940 and Gandhidham has the lowest (902) but higher than Gujarat (890). The table 5 presents that during the year 2001, the highest sex ratio is found in Mandvi with 988 females per 1000 males and it is followed with Nakhtrana (968) and Mundra (962) Taluka. But in 2011 the highest sex ratio is shifted to Nakhtrana i.e. 968 sex ratio and it is followed with Rapar (957) and Mandvi (956) Taluka. It is also noticed from the table that the rural sex ratio is highest than urban sex ratio. The highest sex ratio in rural area was found in Mandvi taluka i.e. 997 during the year 2001 but in the year 2011 it is shifted to Mandvi with 951 females per 1000 males. The sex ratio for 0-6 age group is shown in the table shows that during the year 2001, the highest sex ratio is found in Lakhpat with 949 females per 1000 males in rural and it is followed with Mandvi (937) and Rapar (935) taluka. But in 2011 0-6 age group, the highest sex ratio is found in Lakhpat i.e. 940 sex ratio and it is followed with Rapar and Mandvi with 931 sex ratio. It is also noticed from the table that the rural sex ratio is highest than urban sex ratio. The highest sex ratio in rural area was found in Lakhpat taluka i.e. 949 during the year 2001 but in the year 2011, the highest sex ratio is also found in Lakhpat with 940 females per 1000 males. To analyses the table 5, provides details that Mundra (962) Taluka has high sex ratio in 2001, but in 2011, in all the ages, seems drastic change found 705, which is lowest than all the other Talukas, and this Taluka having highest number of male workers in the region.

Table 6: First Five District with Highest and Lowest Rank

		Highest		Lowest	
II	DISTRICT	Name	value	Name	Value
	Work Participation Rate- Persons (Total)	Tapi	55.87	Ahmedabad	35.97
		The Dangs	51.80	Kachchh	37.10
		Narmada	49.94	Gandhinagar	38.44
		Dohad	46.97	Rajkot	38.88
		Panch Mahals	45.91	Jamnagar	39.23
	Work Participation Rate- Persons (Rural)	Tapi	57.89	Kachchh	37.90
		The Dangs	54.46	Ahmedabad	41.11
		Narmada	51.80	Gandhinagar	41.33
		Surat	48.32	Banas Kantha	41.38
		Panch Mahals	48.31	Mahesana	42.05
	Work Participation Rate- Persons (Urban)	Surat	40.38	The Dangs	29.86
		Valsad	39.31	Banas Kantha	31.11
		Navsari	37.87	Panch Mahals	31.16
		Tapi	37.37	Patan	32.99
		Kachchh	35.60	Junagadh	33.16

State_District_and_Talukawise_Occupational_Classification (2001_and_2011) Gujarat

Table 6 presents the details of First Five District in workforce participation rate with Highest and Lowest Rank in the Gujarat state. In total workforce participation rate Kachchh (37.10 percent) and rural workforce participation rate (37.90 percent) is the lowest while in urban workforce participation Kachchh (35.60 percent) stands in highest position. Kachchh stands in workforce participation rate as 35.60 percent in urban – because of establishing many factories and industries in urban Talukas, even most of workers are also settled in urban Talukas.

Table 7: First Five Taluka with Highest and Lowest Rank

III	TALUKA	Highest		Lowest	
	Work Participation Rate- Persons (Total)	Uchchhal	60.73	Okhamandal	32.64
		Sagbara	56.94	Palanpur	33.90
		Songadh	56.40	Lakhpat	34.27
		Vyara	56.26	Vadodara	34.36
		Nasvadi	54.59	Anjar	34.69
	Work Participation Rate- Persons (Rural)	Uchchhal	60.73	Gandhidham	33.26
		Songadh	60.51	Lakhpat	34.27
		Vyara	59.44	Bhuj	35.25
		Sagbara	59.19	Anjar	35.70
		Bagasara	57.31	Bhachau	35.85
	Work Participation Rate- Persons (Urban)	Talaja	54.96	Meghraj	28.48
		Chorasi	50.31	Lunawada	28.65

	Anklav	45.86	Shehera	28.89
	Malia	45.61	Prantij	29.66
	Vadali	44.99	Tharad	29.77

State_District_and_Talukawise_Occupational_Classification (2001_and_2011)Gujarat

Table 7 illustrates the details of First Five Taluka with Highest and Lowest Rank in workforce participation rate in Gujarat. In total workforce participation rate Lakhpat is (34.27 percent) and Anjar (34.69 percent) , Work Participation Rate- Persons (Rural) , Gandhidham (33.26 percent) , Lakhpat (34.27 percent), Bhuj (35.25 percent), Anjar (35.70 percent) and Bhachau (35.85 percent) are in the lowest position while in Work Participation Rate- Persons (Urban), there is no taluka are in highest or lowest position in Gujarat. That means still Kachchh is lacking of active workforce participation in Gujarat.

Table 8: First Five Taluka with Highest and Lowest Rank- Gender wise

Sr. No.	Item	Highest		Lowest	
		Name	Value	Name	Value
	Work Participation Rate- Male (Total)	Chorasi	70.82	Amirgadh	47.78
		Mundra	67.44	Vijaynagar	48.49
		Palsana	65.52	Danta	48.56
		Kalavad	64.01	Garbada	49.36
		Uchchhal	63.73	Jhalod	49.98
	Work Participation Rate - Male (Rural)	Chorasi	69.23	Amirgadh	47.78
		Mundra	68.41	Danta	48.34
		Palsana	66.34	Vijaynagar	48.52
		Bagasara	66.30	Garbada	49.36
		Kalavad	65.22	Dohad	49.65
	Work Participation Rate- Male (Urban)	Talaja	74.97	Prantij	37.96
		Chorasi	71.71	Valia	45.30
		Kotda Sangani	65.41	The Dangs	46.00
		Hansot	65.29	Devgadbaria	46.94
		Palsana	64.41	Meghraj	47.31
	Work Participation Rate- Female (Total)	Uchchhal	57.80	Surat City	10.02
		Sagbara	53.74	Anjar	10.18
		Songadh	50.88	Okhamandal	10.25
		The Dangs	49.73	Morvi	10.40
		Vyara	49.71	Gandhidham	10.77
	Work Participation Rate- Female (Rural)	Uchchhal	57.80	Gandhidham	8.59
		Songadh	57.59	Anjar	11.31
		Sagbara	57.20	Lakhpat	13.47
		Vyara	54.81	Bhachau	14.02
		The Dangs	54.10	Matar	15.00
	Work Participation Rate- Female (Urban)	Kalyanpur	34.48	Okhamandal	6.13
		Vadali	33.19	Jambusar	6.60
		Anklav	31.63	Palitana	6.72
		Malia	29.34	Kapadvanj	6.96
		Limkheda	28.64	Morvi	6.99

State_District_and_Talukawise_Occupational_Classification (2001_and_2011) Gujarat

Above table 8 presents the details of First Five Taluka with Highest and Lowest Rank- performance of Gender wise in Gujarat. Work Participation Rate- Male (Total), Mundra (67.44 percent) Taluka having highest male participation rate in among of all highest rank Talukas in Gujarat. At the same in rural area workforce participation for male again Mundra (68.41 percent) stands first in high rank Talukas, and in Work Participation Rate- Male (Urban) there is no Talukas of Kachchh region, means in Kachchh all urban taluka are stands in lower position for male workforce participation. Same as about female workforce participation total Anjar (10.18 percent) and Gandhidham (10.17 percent) stands in lowest rank among of all Talukas in Gujarat, concerning to Work Participation Rate- Female (Rural), Gandhidham (8.59 percent) , Anjar (11.31 percent) Lakhpat (13.47 percent)

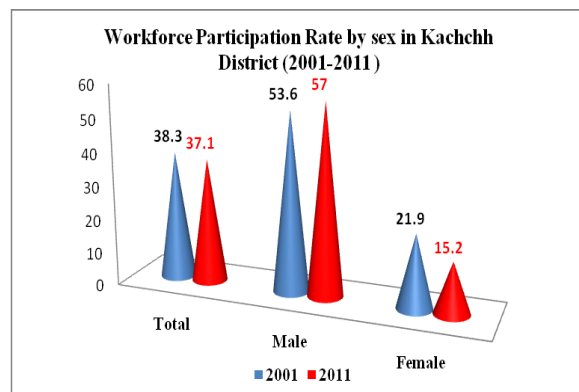
and Bhachau (14.02 percent) stands in lower rank, and we found from secondary data, Work Participation Rate-Female (Urban) there is no better performance of Kachchh Talukas in Gujarat.

Table 9 : Taluka Wise Work Participation Rate in Kachchh District (2001 & 2011)

State / District/ Talukas		2001			2011			Gap in Male-Female WPR
		Person	Male	Female	Person	Male	Female	
Gujarat	Total	41.9	54.9	27.9	41.0	57.2	23.4	33.8
	Rural	47.2	55.5	38.5	44.9	57.1	32.0	25.1
	Urban	33.1	53.9	9.4	35.7	57.2	11.4	45.8
Kachchh	Total	38.3	53.6	21.9	37.1	57.0	15.2	41.8
	Rural	40.7	53.6	27.1	37.9	56.8	17.2	39.6
	Urban	32.6	53.8	9.5	35.6	57.3	11.5	45.8
Lakhpat	Total	40.7	52.5	28	34.3	53.8	13.5	40.3
	Rural	40.7	52.5	28	34.3	53.8	13.5	40.3
	Urban	-	-	-	-	-	-	-
Rapar	Total	40.6	52.9	27.3	36.6	52.2	20.3	31.9
	Rural	41.3	52.9	28.8	37.3	52.1	21.8	30.3
	Urban	34.7	52.6	15.9	32	52.9	10.6	42.3
Bhachau	Total	40.5	54	25.9	35.6	55.6	13.4	42.2
	Rural	42.1	54.7	28.7	35.9	56.0	14.0	42.0
	Urban	32.6	51.0	12.3	34.7	54.4	10.8	43.6
Anjar	Total	34.7	53.7	14.6	34.7	57.0	10.2	46.8
	Rural	37.0	54.3	18.6	35.7	57.6	11.3	46.3
	Urban	31.7	52.9	9.0	33.0	55.9	8.3	47.6
Bhuj	Total	38.1	54.1	21.3	36.2	55.2	16.0	39.2
	Rural	41.0	52.8	28.7	35.2	52.4	17.5	34.9
	Urban	33.8	56.1	9.6	37.2	58.1	14.4	43.7
Nakhtrana	Total	40.6	52.9	27.8	36.7	56.1	16.6	39.5
	Rural	40.6	52.9	27.8	36.7	56.1	16.6	39.5
	Urban	-	-	-	-	-	-	-
Abdasa	Total	45.1	55.6	34.0	39.3	58.4	18.3	40.1
	Rural	45.1	55.6	34.0	39.3	58.4	18.3	40.1
	Urban	-	-	-	-	-	-	-
Mandavi	Total	38.2	52.7	23.5	39.4	57.3	20.6	36.7
	Rural	40.5	53.3	27.7	41.8	58.2	24.5	33.7
	Urban	31.0	50.8	10.4	32.3	54.6	9.30	45.3
Mundra	Total	38.4	54.4	21.7	45.4	67.4	14.2	53.2
	Rural	38.7	54.0	22.9	46.9	68.4	15.3	53.1
	Urban	36.4	56.6	15.0	36.1	60.5	8.10	62.4
Gandhidham	Total	32.0	53.4	7.90	35.9	57.9	10.8	47.1
	Rural	32.9	53.7	9.40	33.3	55.6	8.60	47.0
	Urban	31.8	53.4	7.60	36.3	58.2	11.1	47.1

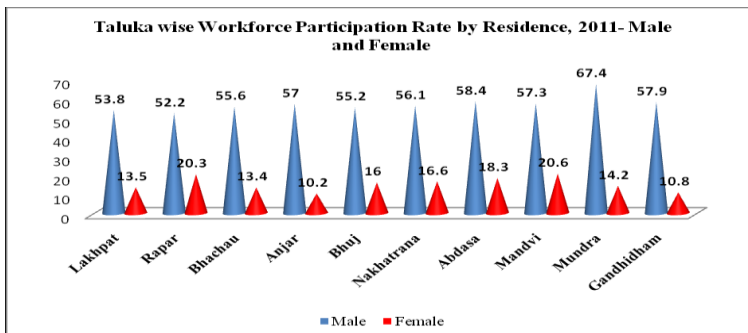
Source: Census of India, Registrar General of India, 2001 & 2011

Magnitude of workforce and gender gap in Kachchh: The growing literature on women’s issues during the last ten years has been instrumental in deepening our understanding on the nature and extent of women’s participation in economic activities (Lourdes, 1981).^{vii} Here we found same like in other states and Talukas of India, female workforce participation is low, due to many reasons. Above table shows how workforce are distributed in rural and urban area of Kachchh district. Total 37.9 percent in rural area and 35.6 percent in urban area workforce are engaged in different types of work. In Kachchh district three Talukas (Lakhpat, Nakhtrana and Abdadsa) having no urban area. Though also in that Taluka WPR is balanced with other Talukas. The



The work participation rate is defined as percentage of total workers to the population. Only 37.1 percent in the total population has been reported as workers in the district. Mundra taluka having highest workforce participating rate 67.4 percent, in rural 68.4 percent and in urban 60.5 percent while, Rapar Taluka having lowest workforce participation rate 52.2 percent, in rural 52.1 percent and in urban 52.9 percent. In recent days Mundra have the lots of potential for the socio economic development, due to Mundra SEZ, Gujarat Adani Port Ltd, Mundra International Container Terminal (MICT), etc, many workers are local and form other states are settled for their work at different

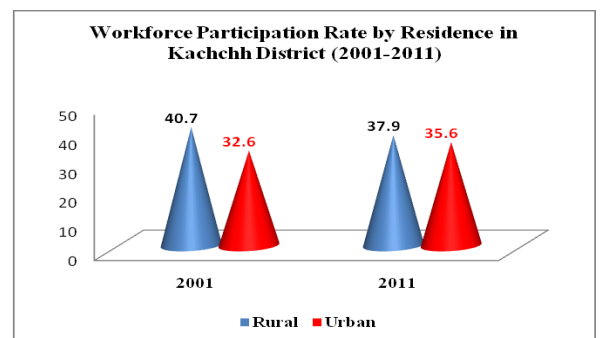
place at Mundra. Gujarat government has also supported for the economic inclusion to Mundra and due to that many workforce are working in this place. To reveal the data is clearly seen that female workforce participation is decreased in compare to 2001 (21.9 percent). And it fall down to 15.2 percent in the region. In Kachchh district total 41.8 percent gender gap we found where in rural area 39.6 percent and in urban area 45.8 percent. Discussing about labour gender gap in workforce participation we found highly gap at Mundra only, total 53.2 percent, in rural 53.1 percent and in urban 62.4 percent. Its illustrate that, This Taluka having highest growth of workforce participation at the same time its stand in 1st position of gender gap in workforce also. While Rapar Taluka having lowest gender gap in workforce as total 31.9 percent, 30.3 percent in rural and 42.3 percent in urban area. To analyse the data, in Kachchh most of workforce are ready to work in rural area and as the same compare to male workforce, female workforce are less in all the Talukas in rural and urban area of the Kachchh. And female also lowest workforce growth in urban area so, they prefer to work in rural area.



Source: Census of India, Gujarat, Registrar General of India, 2001 & 201

The above chart shows that it is worth noticing that the total workforce participation rate has declined between the period 2001 and 2011 in the Kachchh district. The proportion of workers was 38.3 percent in the year 2001. This proportion has increased to 37.1 percent in the

year 2011. To see the male WPR in 2001 was 53.6 percent and it increased till 57 percent, as same in female WPR in 2001 21.9 percent and it decreased to 15.2 percent, almost 6 percent female WPR decreased in 2011. This shows slow growth of female workers in Kachchh district. Increasing level of education is also one of the factors to decrease participation in labour force. More education and fewer children, rural women's time may be relatively more valuable in home production. This could be because women are objectively more productive at home with higher levels of education, or because men or women's preferences for home relative to market work change with more education.^{viii} Gender equalities presents the equal work contribution into economy, here we found a huge gap between male and female workforce participation in Kachchh. That gender equality plays an important role in economic development has long been understood in the literature. Various studies have highlighted how lower female labour force participation or weak entrepreneurial activity drags down economic growth, and that empowering women has significant economic benefits in addition to promoting gender equality (Duflo 2005; World Bank 2012).^{ix} The above chart reveals that although the total work participation rate declined in the year 2011 but the percentage of work participation rate in rural area decreased to 37.9 percent in year 2011 from 40.7 percent during the period 2001. The taluka wise work participation is presented in the table 9. The table 9 shows that among the taluka of Kachchh district, seven Talukas that is Abdasa, Bhachau, Bhuj, Lakhpat, Nakhtrana and Rapar, where the proportion of total workers decreased between the period 2001 and 2011. This fact clearly brings out that the rural Kachchh has registered a fall in the work participation rate during the period 2001 and 2011. As compared to rural areas, the urban area of Kachchh district has registered a rise in the work participation rates during the period 2001-2011. From the analysis it can be argued that there is an entry of new workers in the district workforce. The new entry of the workers both in the rural and urban Kachchh was mainly because of the rise of the pressure which emanates from intensification of effort in search of livelihood opportunities.



State/ District/ Talukas		2001		2011	
		Main	Marginal	Main	Marginal
Gujarat	Total	80.1	19.9	82.2	17.8
	Rural	74.1	25.9	76.3	23.7
	Urban	94.4	5.6	92.3	7.7
Kachchh	Total	82.3	17.7	88.5	11.5
	Rural	78.5	21.5	86.7	13.3
	Urban	93.3	6.7	92.1	7.9
Lakhpat	Total	72.5	27.5	88.4	11.6
	Rural	72.5	27.5	88.4	11.6
	Urban	-	-	-	-
Rapar	Total	75.0	25	77.8	22.2
	Rural	73	27	76.1	23.9
	Urban	92.5	7.5	90.9	9.1
Bhachau	Total	77.7	22.3	90.6	9.4
	Rural	76.1	23.9	90.1	9.9
	Urban	87.4	12.6	92.3	7.7
Anjar	Total	89.6	10.4	93.7	6.3

	Rural	87.2	12.8	92.7	7.3
	Urban	93.5	6.5	95.6	4.4
Bhuj	Total	84.3	15.7	88.2	11.8
	Rural	79.5	20.5	87.2	12.8
	Urban	93.1	6.9	89.3	10.7
Nakhtrana	Total	77.7	22.3	87.7	12.3
	Rural	77.7	22.3	87.7	12.3
	Urban	-	-	-	-
Abdasa	Total	77.1	22.9	85.1	14.9
	Rural	77.1	22.9	85.1	14.9
	Urban	-	-	-	-
Mandavi	Total	83.1	16.9	84.4	15.6
	Rural	81.2	18.8	82.6	17.4
	Urban	89.8	9.1	91.0	9
Mundra	Total	80.4	19.6	92.8	7.2
	Rural	78.8	21.2	92.4	7.6
	Urban	90.9	10.2	95.5	4.5
Gandhidham	Total	95.6	4.4	93.3	6.7
	Rural	96.6	3.4	94.2	5.8
	Urban	95.3	4.7	93.2	6.8

Source: Census of India, Registrar General of India, 2001 & 2011

The workforce composition is broadly classified as main workers and marginal workers. The workforce composition is shown in the table 10: The table 10 reveals that the percentage of main workers was 82.3 percent in 2001 which increased to 88.5 percent in 2011 where as the percentage of marginal workers was 17.7 percent in year 2001 which declined to 11.5 percent in the year 2011. It is also noticed from the table that in all the taluka, the percent of main workers increased during the period 2011 while the percent of marginal workers declined in all the Talukas of Kachchh district.

Table 11: Workforce participation in Cultivation, Agriculture, Household industries and as other workers in the Kachchh

State / District / Talukas	% of Cultivators to total workers 2011			% of Agriculture Labourers to total workers 2011			% of Household Industry Workers to Total Workers 2011			% of Other Workers to Total Workers 2011		
	Total	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban
Gujarat	22	33.7	2.1	27.6	41.6	3.9	1.4	1.1	1.9	49	23.6	92.1
Kachchh	13.6	19.4	2.1	23.7	34.1	3	1.4	1.2	1.7	61.3	45.3	93.1
Lakhpat	16.2	16.2	-	38.8	38.8	-	0.7	0.7	-	44.3	44.3	-
Rapar	31.2	33.9	9.9	43.4	46.7	17.8	0.7	0.6	1.3	24.8	18.8	70.9
Bhachau	22.2	27	4	26.3	31.7	5.7	1	0.9	1.6	50.4	40.5	88.7
Anjar	11.9	17.4	1.8	15.5	21.8	3.9	1.6	1.4	2	71	59.4	92.3
Bhuj	10.3	17	3.5	19.5	34.8	4	2	1.9	2.1	68.1	46.3	90.4
Nakhtrana	14.8	14.8	-	46	46	-	1	1	-	38.2	38.2	-
Abdasa	19.1	19.1	-	45.3	45.3	-	0.6	0.6	-	35	35	-
Mandvi	14.9	18.3	1.9	29.6	36.8	2.1	1.8	1.7	2.5	53.7	43.3	93.5
Mundra	9.9	11	0.9	13.5	14.9	1.7	1.3	1.3	1.3	75.2	72.8	96.1
Gandhidham	0.9	5	0.4	0.9	3.7	0.6	1.4	1.8	1.4	96.8	89.6	97.7

Source: censusindia.gov.in/2011census/dchb/DCHB_A/24/2401_PART_A_DCHB_KACHCHH.pdf

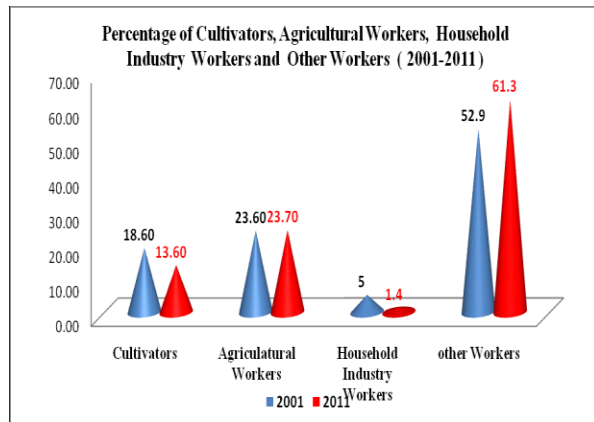
Table 10 presents the data on cultivators, agricultural labourers, workers in household industries and other workers by residence in the Kachchh district. It is observed from the above data that the proportion of main workers to total population in Kachchh district is 88.5 per cent registered, where 86.7 per cent in rural area. In the district active workforce is 92.1 per cent in urban areas. Above table represents distribution of workers by sex in four categories of economic activity (cultivators, agricultural labourers, household industry workers and other workers) in all the sub districts of Kachchh. Percentage of cultivators and agricultural laborers are maximum in Rapar and Nakhtrana sub district respectively. For cultivator male percentage is more whereas for agriculture laborer female percentage is greater. As a whole percentage of household industry workers is quite less as compared to other three categories, however in comparison to males female percentage is more. Percentage of other workers is highest for Gandhidham (96.77%) followed by Mundra (75.23%).

These data also revealed that, 13.6 per cent of cultivators and 23.7 per cent being agriculture labours, 1.4 per cent are household industry workers and 61.3 are others workers which is higher than Gujarat (49 per cent) is recorded in the region.

It can be seen that in this district other workers and agricultural labourers plays a major role in providing employment while house hold industries does not provide any major employment. Among of all the occupation workers participation of male workers is higher, seems significantly increasing by female participation in some of Talukas in the region.

Distribution of workforce clearly indicates the dominance of agriculture occupation (i.e. cultivators and agriculture labourers) in the district economy. Nearly 59% of workforce is engaged in agriculture in 2001 while it decreased till 19% in 2011 which is drastic change shown in economy. The proportion of workers engaged in house hold industry is insignificant (1-2 %) in 2001 and in 2011 it decreased till 0.36 per cent.

The distinct feature from the emerging data is that majority of agriculture related workers are from rural area (12.50 per cent in 2011). A vast majority of the workers (80%) are engaged in occupations which are not specified i.e. as other workers which decreased in 2011 till 24.01 percent.



It is shown from the table 4.17 that the number of workers engaged in agriculture as a percentage of total workers has decreased from 18.6 percent in 2001 to 14.5 percent in 2011. This corresponds to the overall common perception that more people are now engaged in non agricultural activities, such as fishing, retail sales, vegetable vending, selling milk, etc. As all these activities are at the lower end of the spectrum of marketable skills, it remains doubtful if these activities generate enough return for their

family's sustenance

Although a falling cultivator is an expected and desirable change as an economy progresses, it has not been an unmixed good in our context. The share of agricultural labour in total workers engaged in agriculture increased over the census decade (23.6 percent in 2001 to 23.7 percent in 2011). As a matter of fact, between 2001 and 2011, the number of cultivators in Kachchh district came down from 18.6 percent to 14.5 percent while during the same period the agricultural labourers increased.

In other words, while the overall dependency on agriculture has been coming down, an increasing number of landless in rural areas join wage work in agriculture as a major activity.

If overall the percentage of working population engaged in agriculture is coming down, then it must be the case that people are joining non-farm employment into two categories: household industry workers and other workers. In Kachchh district the share of non-agricultural employment has increased from 57.9 percent in 2001 to 62.7 percent in 2011.

Conclusion:

This paper has explored various aspects of work force strength in Kachchh region. Some of the important findings are as follows: In the Kachchh region female workforce participation is decreased compare to census 2011. Where as female labour force participation is an important element of growth and development. The district seems with lots of potentiality of various industries and different pattern of agriculture, though workforce is not more engaged in same field. Talukas differences in the determinants of female labour force participation are large and due to this huge workforce gap is visible.

End Notes

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