

## WORK PARTICIPATION RATE OF WOMEN IN WEST BENGAL

*Santu Biswas*

*Guest Lecturer, Department of Education, Dijendralal College, Nadia, West Bengal, India*

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### **ABSTRACT**

*The Present study Investigate, Work Participation Rate of Women In West Bengal. Female works participation is a driver of growth and therefore, participation rates indicate the potential for a country to grow more rapidly. The relationship between women's engagement in the labor market and broader development outcomes is complex. The participation of women in the labor force varies considerably across developing countries and emerging economics, far more than in case of man. As per census 2011, the workforce participation rate for females is 25.51% against 53.26% for males In India and 18.08% female workforce participation against the 57.07% males in West Bengal. The male-female gender gap has been slowly decreased. The female workers have much lower participation rates than their male counterparts and hence comprise a marginalized section. The share of rural women in the workforce is much higher than those in urban. During 2011-12, more than 35 percent of rural women were casually employed while this figure stood at less than 15 percent for urban women. This implies that most rural women work long hours in poor working conditions. Moreover, most of the rural women are predominantly engaged in agriculture where earning opportunities are low.*

**KEYWORD:** *Work Participation Rate, Women, Census Report,*

### **INTRODUCTION**

Women's experience of the labor market in India, like in any other country, is substantially different from that of men. They are more likely than men to be unemployed, underemployed or outside the labor force altogether. They are relatively overrepresented in certain sectors and underrepresented in others, and have lower levels of human capital. It has been observed that women's labor market experience shows a lot more diversity across the world than men's, which implies that, as far as the labor market is concerned, societal norms and traditions, the country's institutions of governance etc play a much more crucial role for women than for men. Participation of women in economic activities is essential for raising their status in society. The contributions of women to a nation's envelopment are immense. But time immemorial their services go unrecognized. Domestic work and services rendered at home to family members are unpaid in all societies.

Women play a central role in the overall progress of a country as they constitute half the human resources of a nation. The economic wealth of a country is seriously depleted if about half of the nation's human resource is neglected. Recognising the need for involving women in various development activities. The Government of India has initiated several affirmative measures to bring them into the mainstream of development. These affirmative actions have brought about perceptible changes in the socio-economic status of women in West Bengal as well as India. Participation in education and employment of women is highly desirable for equity and balanced development of the country. The primary

objective of this part is to examine the work participation status of female in West Bengal. This Paper is presented the work participation status of women or female in West Bengal.

### Definitions of Women's Work

Women's work or woman's work is a term used particularly in the West Bengal to indicate work that is believed to be exclusively the domain of women and associates particular tasks with the female gender. It is particularly used with regard to work that a mother or wife will perform within a family and household. (See gendered division of labor.) Related concepts include gender role, wage labor and employment, female workforce, and women's rights. The term may be pejorative when applied to men performing roles which are largely designated for women.

Work is defined as participation in any economic activity, with or without compensation, wages or profit. Such participation may be physical and/or mental in nature. Work involves not only actual work but also includes effective supervision and direction of work. It even includes part-time help or unpaid work on the farm, family enterprise or in any other economic activity. All persons engaged in 'work' as defined above are workers.

### Main Workers

A person who has worked for major part of the reference period (i.e. six months or more during the last one year preceding the date of enumeration) in any economically productive activity is termed as the Main worker. Those persons who had worked for 6 months or more during the reference period (i.e. one year preceding the date of enumeration) are termed as Main Workers.

### Marginal Workers

A person who worked for 3 months or less but less than six months of the reference period (i.e. in the last one year preceding the date of enumeration) in any economic activity is termed as the Marginal worker

- In Census 2011, marginal workers have been classified into two categories viz.,
- Worked for 3 months or more but less than 6 months, during the reference period.
- Worked for less than 3 months, during the reference period.

### Work Participation Rate

Work participation rate is defined as the percentage of total workers (main and marginal) to the total population.

$$\text{Work Participation Rate} = \frac{\text{TotalWorkers}(\text{Main}+\text{Marginal})}{\text{TotalPopulation}} \times 100$$

### OBJECTIVES

- To study the Ranking of the state s/ UTs according To the Female Work Participation Rate 2001 and 2011.
- To study the State Wise Female Workforce Participation Rate (2011) in India.
- To examine the Women Work Participation status(total) in West Bengal.
- To find out the Work Participation Rate by Sex Rural in West Bengal.

- To find out the Work Participation Rate by Sex Urban in West Bengal.
- To find out Percentage of Female Total Workers, Main Workers, Marginal Workers and Non-Workers in India and West Bengal to Total Female Population.
- To understand the level and nature of the female workforce activity in the study districts in West Bengal.
- To study the Female Work Participation Rate in Various Districts of West Bengal by Sex and Region -2001.

### Research Worthy Question

- What is the Ranking of the state s/ UTs according To the Female Work Participation Rate 2001 and 2011?
- What is the State Wise Female Workforce Participation Rate (2011) in India?
- What is the women's work participation Rate(total) in West Bengal?
- What is the Work Participation Rate by Sex Rural in West Bengal?
- What is the Work Participation Rate by Sex Urban in West Bengal?
- What is the Percentage of Female Total Workers, Main Workers, Marginal Workers and Non-Workers In India and West Bengal To Total Female Population?
- What is the nature of the female workforce activity in the study of the various district in West Bengal?
- What is the Women Work Participation Rate in Various Districts of West Bengal by Sex and Region?

### METHODOLOGY

It is a documentary study. It is based on official documents and secondary data. The conclusion made in the study was based on Primary and Secondary sources. The Primary sources are Government Report and Books. The Secondary sources data relating to the literacy rates of male, female enrolment of the student by sex in the primary, an upper primary stage for the period 1950-51 to 2010-11 in India and West Bengal are obtained from the census report. Selected educational statistics Ministry of HRD, Government of India, Annual reports, the study is mainly based on data collected from various census report of India. Some related information's were extracted from various websites. The data obtained were subjective to percentage analysis.

### Work Participation

The census of India 1991 defines work as participation in any economically productive activity whether the participation is physical or mental in nature. In addition to these activities like cultivation for self-consumption and unpaid work for family, enterprise are also considered to be work. The census of India, 1991 divides the working population into three broad categories main workers, marginal workers, and non-workers. Objective and research question wise analysis has been done below.

**Objectives 1:** To study the Ranking of the state s/ UTs according To the Female Work Participation Rate 2001 and 2011.

**Research Question 1:** What is the Ranking of the state s/ UTs according To the Female Work Participation Rate 2001 and 2011?

**Table 1: Ranking of the State s/ UTs According to the Female Work Participation Rate 2001 and 2011**

Sl. No.	States/UTs	Female Work Participation Rate		Rank in	
		2001	2011	2001	2011
1	Himachal Pradesh	43.7	44.8	2	1
2	Nagaland	38.1	44.7	7	2
3	Chhattisgarh	40	39.7	3	3
4	Sikkim	38.6	39.6	6	4
5	Manipur	39	38.6	4	5
6	Mizoram	47.5	36.2	1	6
7	Andhra Pradesh	35.1	36.2	10	7
8	Arunachal Pradesh	36.5	35.4	8	8
9	Rajasthan	33.5	35.1	11	9
10	Meghalaya	35.1	32.7	9	10
11	Madhya Pradesh	33.2	32.6	12	11
12	Karnataka	32	31.9	13	12
13	Tamil Nadu	31.5	31.8	14	13
14	Maharashtra	30.8	31.1	15	14
15	Jharkhand	26.4	29.1	19	15
16	Odisha	24.7	27.2	20	16
17	Uttarakhand	27.3	26.7	17	17
18	Daman & Nagar Haveli	38.7	25.3	5	18
19	Tripura	21.1	23.6	23	19
20	Gujarat	27.9	23.4	16	20
21	Assam	20.7	22.5	24	21
22	Goa	22.4	21.9	22	22
23	Jammu & Kashmir	22.5	19.1	21	23
24	Bihar	18.8	19.1	26	24
25	Kerala	15.4	18.2	32	25
<b>26</b>	<b>West Bengal</b>	<b>18.3</b>	<b>18.1</b>	<b>28</b>	<b>26</b>
27	Haryana	27.2	17.8	18	27
28	Andaman & Nicobar	16.6	17.8	30	28
29	Pondicherry	17.2	17.6	29	29
30	Uttar Pradesh	16.5	16.7	31	30
31	Chandigarh	14.2	16	33	31
32	Daman & Diu	18.6	14.9	27	32
33	Punjab	19.1	13.9	25	33
34	Lakshadweep	7.3	11	35	34
35	Delhi	9.4	10.6	34	35

**Source:** Census of India (2001 -2011) Office of the Registrar General, India.

### Interpretation

From the above table (table 1) it is found that Himachal Pradesh was the 2<sup>nd</sup> position in female work participation rate in 2001, but during 2011 it is placed in highest (1<sup>st</sup>) position. In the year 2001 Mizoram was the 1<sup>st</sup> position but during 2011 it is placed in 6<sup>th</sup> position. Delhi was the last position during 2011 but it was second last position in the year 2001. West Bengal was the 28<sup>th</sup> position in female work participation rate in 2001, but during 2011 it is placed in 26<sup>th</sup> position.

**Objectives 2:** To study the State Wise Female Workforce Participation Rate (2011) in India.

**Research Question 2:** What is the State Wise Female Workforce Participation Rate (2011) in India?

**Table 2: State Wise Work force Participation Rate (2011) in India**

Serial No.	States/UTs	Female	Male	Total	Gap
1	A and N Island	17.81	59.59	40.08	41.78
2	Andrapradesh	36.16	56.98	46.61	20.82
3	Arunachalpradesh	35.44	49.06	42.47	13.622
4	Assam	22.46	53.59	38.36	31.13
5	Bihar	19.07	46.47	33.36	27.4
6	Chandigarh	16.00	56.51	38.29	40.51
7	Chattrish Ghar	39.70	55.59	47.68	15.89
8	Dadra and Nagar Haveli	25.25	61.57	45.73	36.32
9	Daman &Diu	14.89	71.48	49.86	56.59
10	Delhi	10.58	52.99	33.28	42.41
11	Goa	21.92	56.76	39.58	34.84
12	Gujarat	23.38	57.16	40.98	33.78
13	Haryana	17.79	50.44	35.17	37.65
14	Himachal Pradesh	44.82	58.69	51.85	13.87
15	Jammu & Kashmir	19.11	48.11	34.47	29.0
16	Jharkhand	29.10	49.76	39.71	20.66
17	Karnataka	31.87	59.00	45.62	27.13
18	Kerala	18.23	52.73	34.78	34.5
19	Lakshadweep	10.96	46.25	29.09	35.29
20	Madhyapradesh	32.64	53.56	43.47	20.62
21	Maharashtra	31.06	56.00	43.99	24.94
22	Manipur	38.56	51.58	45.09	13.02
23	Meghalaya	32.67	47.17	39.96	14.5
24	Mizoram	36.16	52.35	44.36	16.19
25	Nagaland	44.74	53.42	49.24	8.68
26	Odisha	27.16	56.11	41.79	28.95
27	Puducherry	17.63	54.36	35.66	36.73
28	Paanjab	13.91	55.15	35.67	41.24
29	Rajasthan	35.12	51.47	43.60	16.35
30	Sikkim	39.57	60.16	50.47	20.59
31	Tamil Nadu	31.80	59.31	45.58	27.51
32	Tripura	23.57	55.77	40.00	32.2
33	Uttar Pradesh	16.75	47.71	32.94	30.96
34	Uttara khand	26.68	49.67	38.39	23.39
<b>35</b>	<b>West Bengal</b>	<b>18.08</b>	<b>57.07</b>	<b>38.08</b>	<b>38.9</b>
	India	25.51	53.26	39.79	27.75

Source: Census (2011) Data Office of the Registrar General, India.

### Interpretation

From the above table (Table-2 ) is showing the State-wise Work Participation Rate in India on the basis of male, female and total in 2011. It is observed that the female labor force participation rate in the highest position in Himachal Pradesh percentage is 44.86 and lowest in Delhi percentage is 10.58. The West Bengal's male-female labor force participation rate is better than India where West Bengal female labor force participation rate of women is 18.08 percentage and West Bengal female labor force participation rate is 57.07 percentage. Overall West Bengal is the better position than India.

**Objectives 3:** To examine the Women Work Participation status(total) in West Bengal.

**Research Question 3:** What is the women's work participation Rate(total) in West Bengal?

**Table 3: Work Participation Rate (Total Workers) by Sex in West Bengal**

	1981	1991	2001	2011
Total	29.34	32.2	36.78	38.08
Male	48.71	51.4	54.23	57.07
Female	8.07	11.3	18.03	18.01
Gender Gap	40.64	41	36.15	38.99

Source: Census of India, office of the registrar general, India

### Interpretation

From the above table, it was showed that work participation rate by sex is gradually increasing is 1991-2011 in West Bengal. The male work participation rate increased 52.62% from 1991 and 53.26% from 2011. The female work participation is rapidly increased in 1991 & 2011 the percentage was 8.07% to 18.08. And the gender gap between male and female was decreased from 1981 to 2001, and 2011 has increased 38.99%.

**Objectives 4:** To find out the Work Participation Rate by Sex Rural in West Bengal.

**Research Question 4:** What is the Work Participation Rate by Sex Rural in West Bengal?

**Table 4: Work Participation Rate by Sex in Rural West Bengal**

West Bengal	1981	1991	2001	2011
Total	29.35	33.18	37.93	38.7
Male	48.72	52.09	54.30	57.2
Female	8.89	13.07	20.70	19.40
Gender Gap	39.83	39.02	33.60	37.80

Source: Census Data, Office of the REGISTRAR GENERAL, INDIA

### Interpretation

From the above table, it was shown that the rural work participation rate in 1981 to 2011 in West Bengal. The rural male work participation rate is changes in 1981 from 48.72% and 2011 from 57.2%. The female work participation was gradually increased in 1991 & 2001 the percentage was 8.89 % to 20.70 %and 2001 to 2011 the female work participation rate has decreased 20.70% to 19.40%. And the gender gap between male and female was decreased slowly from 1981 to 2011 was 39.83% to 37.80%.

**Objectives 5:** To find out the Work Participation Rate by Sex Urban in West Bengal.

**Research Question 5:** What is the Work Participation Rate by Sex Urban in West Bengal?

**Table 5: Work Participation Rate by sex inUrban West Bengal**

	1981	1991	2001	2011
Total	29.30	29.59	33.82	36.69
Male	48.70	49.64	54.07	56.84
Female	5.59	6.21	11.13	15.40
Gender Gap	43.21	43.43	42.94	41.44

Source: Census Data, Office of the REGISTRAR GENERAL, INDIA

### Interpretation

From the above table(table-5) it was shown that the Urban work participation rate in 1981 to 2011 in West Bengal. The urban male work participation rate is changes in 1981 from 48.70% and 2011 from 56.84%. The female work

participation was gradually increased in 1991 & 2011 the percentage was 5.59 % to 15.40%. And the gender gap between male and female was decreased slowly from 1981 to 2011 was 43.21% to 41.44%.

**Objectives 6:** To find out Percentage of Female Total Workers, Main Workers, Marginal Workers and Non-Workers in India and West Bengal to Total Female Population.

**Research Question 6:** What is the Percentage of Female Total Workers, Main Workers, Marginal Workers and Non-Workers In India and West Bengal To Total Female Population?

**Table 6: Percentage of Female total Workers, Main Workers, Marginal Workers and Non-Workers in India and West Bengal to total Female Population As Per 2011 Census**

	Total/ Rural/ Urban	Total Workers	Main Workers	Marginal Workers	Other Workers
<b>India</b>	Total	25.5	59.6	40.4	29.2
	Rural	30.0	55.6	44.4	17.7
	Urban	15.4	77.0	23.0	79.1
<b>West Bengal</b>	Total	18.1	49.9	50.1	41.5
	Rural	18.4	42.1	57.9	28.2
	Urban	15.4	70.9	29.1	77.5

Source: Office of the Registrar General, India.

### Interpretation

From the above table(table-6) it was showed that the Female total, Main, Marginal & Others workers Work participation rate in India & in West Bengal. Here the urban female work participation rate in both India & West Bengal are same 15.4%, and the main, marginal & others women workers in West Bengal are satisfactory improve with respect In India.

**Objectives 7:** To understand the level and nature of the female workforce activity in the study district in West Bengal.

**Research Question 7:** What is the nature of the female workforce activity in the study of the various district in West Bengal?

**Table 7: Work Participation Rate by District in West Bengal (1991-2001)**

District	1991			2001		
	Total	Male	Female	Total	Male	Female
Darjeeling	34.22	47.13	20.09	35.39	48.51	51.38
Jalpaiguri	33.79	50.62	15.64	38.31	52.27	23.50
Koch Bihar	32.14	53.57	9.21	38.79	54.91	22.22
DakshinDinajpur	34.50	54.46	13.04	39.25	53.31	24.34
West Dinajpur	-	-	-	-	-	-
Maldah	34.69	51.51	16.77	40.75	52.55	28.29
Murshidabad	31.51	51.49	10.33	34.18	51.14	16.37
Nadia	29.34	52.00	5.13	35.09	54.96	14.07
North 24 Parganas	28.56	49.48	5.75	33.02	53.01	11.55
South 24 Parganas	-	-	-	-	-	-
Kolkata	33.01	53.86	6.91	37.56	58.06	12.84
Hawrah	29.10	51.47	3.73	33.67	55.85	9.19

District	1991		2001			
	Total	Male	Total	Male	Total	Male
Hoogly	31.14	52.31	8.05	36.88	56.50	16.16
East Midnapur	35.19	51.90	17.50	39.03	54.50	22.82
West Midnapur	-	-	-	-	-	-
Bankura	36.91	51.79	19.21	44.70	56.75	32.04
Puruliya	43.15	51.24	34.61	44.45	52.31	36.21
Birbhum	33.15	52.45	12.75	37.42	54.30	19.65
Burdwan	30.66	50.10	9.01	35.55	53.53	16.03

Source: Census of India, 1991-2001.

### Interpretation

From the above table (table-7) we find that the Work Participation rate in West Bengal from 1991 to 2001. The highest female work participation rate in Purulia 34.61 percentage and the lowest in Howrah 3.73 percentage in 1991 and The highest female work participation rate in Darjeeling 20.09 percentage and the lowest in Howrah 9.19 percentage in 2001. And the total work participation rate is highest 43.15 percentage in purulia 1991 and 2001 the highest rate in Bankura 44.70 percentage.

**Objectives 8:** To study the Female Work Participation Rate in Various Districts of West Bengal by Sex and Region -2001.

**Research Question 8:** What is the Women Work Participation Rate in Various Districts of West Bengal by Sex and Region?

**Table 8: Female Work Participation Rate in Various Districts of West Bengal by Sex and Region -2001**

Sl. No.	Districts	Rural & Urban		Rural		Urban	
		Male	Female	Male	Female	Male	Female
1	Darjeeling	48.51	28.31	47.92	25.65	49.72	12.16
2	Jalpaiguri	52.27	23.50	52.24	26.20	52.43	11.00
3	Koch Bihar	54.91	22.22	55.14	23.28	52.67	11.65
4	DakshinDinajpur	55.62	25.11	56.65	26.85	48.78	13.84
5	Maldah	52.55	28.29	52.69	29.60	50.81	11.59
6	Murshidabad	51.14	16.37	51.27	14.74	50.23	27.67
7	Birbhum	54.30	19.65	54.54	20.35	51.83	12.20
8	Bardhaman	53.53	16.03	56.51	19.98	48.59	9.09
9	Nadia	54.96	14.07	55.06	13.17	54.57	17.37
10	North 24 Parganas	53.93	11.33	54.07	11.98	53.81	10.78
11	Hoogli	56.50	16.16	57.75	18.91	54.13	10.46
12	Bankura	56.75	32.04	57.05	33.53	53.04	12.42
13	Purulia	52.31	36.21	52.94	39.20	46.79	9.00
14	Midnapore	54.50	22.82	54.96	24.26	50.58	10.08
15	Howrah	55.85	9.19	55.52	10.29	56.16	8.05
16	Kolkata	58.06	12.84	-	-	58.06	12.84
17	South 24 Parganas	51.82	11.83	51.58	12.39	53.08	8.77
18	Uttar Dinajpur	51.89	23.84	52.12	25.54	50.23	11.11

Source: Census of India, 2001, West Bengal



### Interpretation

From the above table (table-8) we find that the highest female participation rate in Purulia and the lowest in Howrah. The gender gap in work participation rate is highest in Howrah. In rural areas, the highest female work participation rate is in Murshidabad and lowest in Howrah and in urban areas, the highest female work participation rate is in Purulia and lowest in Howrah.

### Finding of the Study

- It is found that Himachal Pradesh was the 2<sup>nd</sup> position in female work participation rate in 2001, but during 2011 it is placed in highest (1<sup>st</sup>) position. In the year 2001 Mizoram was the 1<sup>st</sup> position but during 2011 it is placed in 6<sup>th</sup> position. Delhi was the last position during 2011 but it was second last position in the year 2001. West Bengal was the 28<sup>th</sup> position in female work participation rate in 2001, but during 2011 it is placed in 26<sup>th</sup> position.
- It is observed that the female labor force participation rate in the highest position in Himachal Pradesh percentage is 44.86 and lowest in Delhi percentage is 10.58. The West Bengal's male-female labor force participation rate is better than India where West Bengal female labor force participation rate of women is 18.08 percentage and West Bengal female labor force participation rate is 57.07 percentage. Overall West Bengal is the better position than India.
- The work participation according to the gender gap is remaining unchanged among the cases of West Bengal as well as that of India. In 1991, the gender gap was 40 %, whereas in 2001 the picture was 36.7 % and in 2011 it is 27.8 %. So, it is found that there is a disparity present in the work participation rate, which is a barrier to increase the status of women.
- The urban female work participation rate in West Bengal has changed 5.59% to 15.40% in 1981-2011, and rapidly increase in this years. The gender gap by male-female was decreased is slowly 1981-2011 was 43.21% to 41.44%.
- The rural female work participation rate in West Bengal has changed 8.89% to 19.40% in 1981-2011. The gender gap by male-female was decreased is slowly 1981-2011 was 39.83% to 37.80%.
- Here observed the different category wise rural and urban female workers of West Bengal and India. Main workers higher in the urban areas. Compared to West Bengal, India is the better position in Main Workers.
- In rural areas, a higher percentage of female workers are engaged in marginal workers in West Bengal. Other hands in urban areas a higher percentage of female workers are engaged in other workers. The percentage of marginal workers among the female workforce of West Bengal is higher than main workers.
- The highest female work participation rate is in Purulia and lowest in Howrah. The gender gap in work participation rate is highest in Howrah. In rural areas, the highest female work participation rate is in Murshidabad and lowest in Howrah. In the case of work participation among the urban women, it has increased very little as compared to the workforce participation among rural women during 2011 in West Bengal.

## CONCLUSIONS

The female workers have much lower participation rates than their male counterparts and hence comprise a marginalized section. The share of rural women in the workforce is much higher than those in urban. However, women in rural India are clearly in an inferior position in the labor market vis-à-vis their urban counterparts. This is evident from the fact the most of the rural women are casually employed and are engaged in low-paying agricultural work. During 2011-12, more than 35 percent of rural women were casually employed while this figure stood at less than 15 percent for urban women. This implies that most rural women work long hours in poor working conditions. Moreover, most of the rural women are predominantly engaged in agriculture where earning opportunities are low. On the other hand, the proportion of urban women engaged in agriculture has been declining rapidly and most of the urban women are finding work in the services sector. The wage differentials between rural and urban women are also striking. Rural women earn considerably lower wages than urban women, and the disparities have not shown any tendency to decline.

State-wise female Work Participation Rate reveals that southern states like Tamil Nadu, Andhra Pradesh, Karnataka, Maharashtra, and Kerala have participation rates higher than the all-India level. Wide interstate disparities are observed with respect to female WPR for rural and urban females. Several important policy implications emerge out of the above analysis. There is an urgent need to provide education, training, and skill development programmes for women that would help in raising their productive potential. It is also important to focus on the provision of secondary and higher education that would ensure that women workers find high-quality regular employment.

### Suggestion For Promoting Women Employment

- Formation of adolescent girls plumbs at each gram panchayat who are not going for formal education.
- Provision of life skill education.
- Provides services to improve working conditions.
- Encourage to take up employment and income generation activity.
- Introduction of special measures to increase the proportion of women involved in decision making.
- Establishment of specific training programs, especially for women living in extreme poverty, to improve their condition.
- Creation of equal employment opportunities for educationally, technically and professionally qualified women by dismantling for the bidding ware of silent discrimination in their recruitment and related process.
- Encouragement of women's entrepreneurship and other self-reliant activities, particularly in the informal sector.
- Integration of gender perspective into all economic structuring.
- Elimination of all forms of discrimination in employment including wages and breaking down of gender-based occupational segregation.
- Initiation of measures to improve working condition of women in the informal sector particularly, by encouraging them to organize so that they know their rights and ability to obtain necessary support to exercise them.

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