CHANGING WORKFORCE TRENDS IN HARYANA: A COMPARATIVE ANALYSIS WITH INDIA (1993-2022)

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ABSTRACT

This research paper examines the changing workforce trends in Haryana and compares them with overall India using data from 1993 to 2022. The study analyses the composition of job types among genders in Haryana, focusing on unpaid, self-employed, casual, and regular workers. It also explores variations and commonalities in job type distribution between Haryana and India. The research relies on data from the National Sample Survey Office (NSSO) and employs quantitative methods to discern patterns and trends in the workforce. The analysis reveals a notable shift towards formal employment in Haryana, with a decline in unpaid and self-employed workers. Gender-specific findings highlight improvements in female workforce participation and a transition towards regular employment. However, challenges persist, particularly in female casual labour. The study emphasizes the importance of targeted policies to promote inclusive workforce development and gender equality. Acknowledging the limitations of the research, the paper offers evidence-based policy interventions, including skill development programs, gender-sensitive policies, social safety nets, and sector-specific strategies. Implementing these interventions can enhance workforce resilience, foster sustainable economic growth, and promote inclusive and equitable development in Haryana.

Keywords: Workforce, Unpaid, Casual, Regular, Self-Employed.

I. INTRODUCTION

Workforce dynamics play a pivotal role in shaping a region's socio-economic landscape. Haryana, known for its thriving agricultural and industrial sectors, has witnessed significant transformations in its workforce composition. By analysing trends and variations in types of employment, the research endeavours to shed light on the factors influencing workforce shifts and their implications for the state's economy.

In the dynamic landscape of workforce trends, understanding the changing patterns of employment is crucial for fostering inclusive and sustainable economic development. This research paper aims to analyse and compare the workforce trends in Haryana, a state in India, from 1993 to 2022, while also exploring the overall workforce changes in India during the same period. The study utilizes data from the National Sample Survey Office (NSSO) to examine the proportions of unpaid workers, self-employed workers, casual laborers, and regular employees over the years.

Additionally, this paper places a special focus on gender-specific workforce trends, exploring the disparities and progress made in female workforce participation compared to their male counterparts. Understanding gender-based variations in employment can reveal insights into the challenges and opportunities faced by women in the labour market, enabling policymakers to devise targeted interventions to promote gender equality and economic empowerment.

To contextualize the findings for Haryana, this research paper juxtaposes the state's workforce trends with those of India as a whole. This comparison offers valuable perspectives on Haryana's position in the broader national labour market, highlighting areas where the state excels or requires targeted attention.

The objectives of this research paper are two-fold: firstly, to comprehensively analyse the trends and changes in workforce types in Haryana over the last three decades; and to examine the gender-specific workforce dynamics in the state and identify areas for improvement; and secondly, to compare the workforce trends of Haryana with those of India as a whole to discern unique patterns and variations.

By contributing to the existing body of knowledge on workforce trends in Haryana, this research paper aims to provide valuable insights for policymakers, researchers, and stakeholders. The analysis and findings are expected to inform evidence-based policy interventions, fostering sustainable and inclusive economic growth in the state and the nation at large.

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II. LITERATURE REVIEW

Haryana, a northern Indian state, has witnessed significant economic growth since its formation in 1966. Initially agrarian, the state gradually diversified its economy, embracing industrialization and services as key drivers. With strategic policies and investments, Haryana’s GDP surged, propelling urbanization and job creation. However, challenges of jobless growth surfaced, necessitating targeted policy interventions. This research paper aims to explore Haryana’s employment trends amidst GDP expansion.

The literature review presents a comprehensive and detailed analysis of various research papers that are highly pertinent to our study. Some of the studies like, Steiger and Wardell’s (1995), Raikhy and Mehra (2003), Motkuri and Naik (2016), Ajad Singh (2022), Singh and Agarwal (2023) show an insight regarding how employment dynamics differ. We will look into some of these studies, each contributing valuable insights to our understanding of workforce dynamics in Haryana and its comparison to the broader Indian context.

Steiger and Wardell (1995) studied gender segregation in the service sector, which is pertinent for examining Haryana’s workforce distribution. Their findings highlighted the impact of gender segregation on the proportion of service workers occupying higher-skilled jobs, providing insights into the gender composition of Haryana’s workforce across sectors. We use their study to identify potential areas for promoting gender inclusivity and equitable opportunities for career advancement in Haryana’s labour market.

Raikhy and Mehra (2003) focused on gender disparities in work participation rates across Indian states, shedding light on the role of women in Haryana’s labour market compared to the national scenario. Their findings indicated higher female work participation rates in rural areas of poverty-stricken states, primarily driven by the need to achieve basic subsistence rather than reflecting women’s empowerment. We draw upon their study to explore gender disparities in Haryana and identify areas where targeted interventions can promote women’s equitable participation in the workforce.

Motkuri and Naik’s (2016) study aims to examine the growth and structure of the workforce in India. They analysed census data to reveal a notable deceleration in the overall growth of the workforce, especially among females, during the inter-censal period of 2001-2011. Despite this trend, the work participation rate remained stable, if not increased, due to a relatively higher rate of workforce growth compared to the population. Their research serves as a foundational reference for our paper as we investigate Haryana’s workforce trends in the backdrop of India’s overall labour market.

Pshenichnikova, Kolesnik, and Pshenichnikov’s (2020) research on the influence of employment types on economic growth aligns closely with our objective of understanding Haryana’s economic trajectory concerning workforce structure. By analysing prevalent employment types in Haryana and comparing them to national trends, their study contributes to a nuanced understanding of the state’s economic growth potential and its implications for workforce dynamics. Drawing upon their research, our paper seeks to explore the relationship between employment types and economic outcomes in Haryana.

Bragas, Bragas, and Soliman’s (2022) review explored the implications of changing workforce attitudes on businesses, emphasizing the significance of effective human resource policies to manage workforce changes and enhance productivity. As we analyse the implications of workforce trends for Haryana’s economic development, their research guides us in formulating evidence-based recommendations to foster a conducive work environment and sustainable growth in the state.

In conclusion, the integrated findings from these diverse studies enrich our research, enabling us to offer a comprehensive analysis of Haryana’s changing workforce trends in comparison to India. Through rigorous data analysis and thoughtful examination of research gaps, our paper aims to provide evidence-based policy interventions that foster inclusive and sustainable workforce growth, ensuring Haryana’s continued economic development and prosperity.

By synthesizing the insights from these diverse studies, our research paper aspires to offer a comprehensive analysis of the changing workforce trends in Haryana, with a specific emphasis on gender disparities and their implications for sustainable economic development. The integration of these scholarly findings enriches the research, empowering policymakers, researchers, and stakeholders with evidence-based strategies to foster inclusive and equitable workforce growth in Haryana.
Research Gap: The research paper identifies several research gaps that warrant further exploration. Firstly, it lacks in-depth qualitative analysis to understand the underlying reasons and implications of the observed workforce trends. Secondly, the paper focuses on gender-based comparisons but overlooks the intersectionality of gender with other demographic factors. Further, it does not investigate the impact of recent events, such as the COVID-19 pandemic, on the labour market. Addressing these gaps will enrich the understanding of Haryana's workforce dynamics and guide more informed policy decisions.

III. OBJECTIVES

3.1: Examine gender-specific changes in job types in Haryana.

3.2: Compare Haryana’s job type distribution with national trends, exploring variations and similarities across workforce categories.

IV. DATA AND METHODOLOGY

This research paper relies on data sourced from the National Sample Survey Office (NSSO) of India, covering a period from 1993 to 2022, to conduct an in-depth examination of the changing workforce trends in Haryana. The dataset utilized in this study is derived from NSSO unit level data, specifically from the 50th round conducted in 1993 to the Periodic Labour Force Survey (PLFS) conducted in 2021-22, employing thick rounds. The comprehensive dataset encompasses crucial information on four categories of job types, namely unpaid workers, self-employed workers, casual workers, and regular workers. To facilitate a thorough investigation, the data is further categorized based on gender, enabling a gender-specific analysis of workforce participation and job distribution in Haryana.

According to PLFS 2021-22 Annual Report, persons who were either 'working' (or employed) or 'seeking or available for work' (or unemployed) constituted the labour force. The workers in usual status are categorised into three broad categories according to their status in employment. These broad categories of status in employment of the workers are: (i) self-employed, (ii) regular wage/salaried employee and (iii) casual labour. Within the category of self-employed, two sub-categories have been made as follows: (i) own account worker and employer and (ii) unpaid helper in household enterprises.

In this research paper, we will focus on four main categories, namely, unpaid worker, self-employed (own account) worker, casual workers, and regular workers.

Adopting a quantitative approach, this research paper employs descriptive and comparative analyses to discern patterns and trends in Haryana’s workforce dynamics. By examining the distribution of job types in the state and comparing them to the broader trends observed in India, the study aims to uncover unique insights into Haryana’s labour market. Moreover, the gender-specific data analysis seeks to identify and explore potential gender disparities in workforce participation and job allocation within the state. By leveraging this extensive dataset and employing robust analytical methods, this study endeavours to offer evidence-based conclusions that shed light on the changing landscape of Haryana’s workforce and its comparison to the overall Indian labour market.

V. ANALYSIS

5.1 Composition of Workforce in Haryana (1993-2022)

To analyse the provided data on workforce composition in Haryana over different years and gender categories, we can observe the following trends:
1. Overall Workforce Composition:

The percentage of unpaid workers in the overall workforce remained relatively stable, ranging from 5.1% to 22.9% over the years. Self-employment saw fluctuations, with the highest proportion recorded in 1999-2000 (41.4%) and the lowest in 2019-2020 (32.5%). Casual workers’ percentage declined consistently over the years, from 21.6% in 1993-94 to 17.6% in 2020-21. The proportion of regular workers showed an increasing trend, from 17.6% in 1993-94 to 37.6% in 2020-21, suggesting a shift towards formal employment.

2. Gender-specific Workforce Composition:

The percentage of unpaid workers in the overall workforce remained relatively stable, ranging from 5.1% to 22.9% over the years. Self-employment saw fluctuations, with the highest proportion recorded in 1999-2000 (41.4%) and the lowest in 2019-2020 (32.5%). Casual workers’ percentage declined consistently over the years, from 21.6% in 1993-94 to 17.6% in 2020-21. The proportion of regular workers showed an increasing trend, from 17.6% in 1993-94 to 37.6% in 2020-21, suggesting a shift towards formal employment.
Among females, the percentage of unpaid workers declined significantly over the years, dropping from 43.9% in 1993-94 to 11.7% in 2020-21. Self-employment among females also experienced a gradual decline, from 29.8% in 1993-94 to 29.7% in 2020-21. Casual work among females witnessed substantial fluctuations, reaching its peak at 30.1% in 2017-18 and declining to 17.5% in 2020-21. Regular employment for females saw an upward trend, rising from 4.5% in 1993-94 to 35.8% in 2020-21, indicating progress towards formal jobs.

Among males, the percentage of unpaid workers showed minor fluctuations, ranging from 5.7% to 13.6%. Self-employment among males remained relatively stable, with values between 34.6% and 44.0% over the years. Casual work among males remained consistent, varying slightly from 17.6% to 21.6%. The proportion of regular workers increased consistently, from 23.4% in 1993-94 to 38.1% in 2020-21, indicating a gradual shift towards formal employment.

Overall, the data suggests that Haryana has experienced significant changes in its workforce composition over the years, with a notable decline in unpaid and casual workers and a rise in regular workers, particularly among females. This indicates a shift towards formal employment opportunities, which could have implications for the state’s economic development and labour market policies. The trends also highlight gender disparities in the workforce, with females transitioning from unpaid and casual work to regular employment at a higher rate than males, suggesting progress towards gender equality in the labour market. However, further research is required to explore the factors driving these changes and assess their impact on the overall socio-economic landscape of Haryana.

5.2 Composition of Workforce in India (1993-2022)

1. Overall Workforce Composition:

The percentage of unpaid workers in the overall Indian workforce declined from 22.5% in the initial year (1993-94) to 17.5% in the latest year (2021-22). Self-employment witnessed variations, with the highest average percentage at 37.7% and the lowest at 31.1%. The percentage of casual workers fluctuated between
23.0% and 32.6% during the observed years. Regular workers accounted for an average percentage of 13.8% to 24.5% of the overall Indian workforce. The data reflects notable changes in the composition of the Indian workforce over the years, with fluctuations in unpaid, self-employed, casual, and regular workers, signifying a dynamic labour market landscape in India.

2. Gender-specific Workforce Composition:

<table>
<thead>
<tr>
<th>Year</th>
<th>Unpaid</th>
<th>Self-Employed</th>
<th>Casual</th>
<th>Regular</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>1993-94</td>
<td>14.5</td>
<td>39.1</td>
<td>37.9</td>
<td>17.2</td>
</tr>
<tr>
<td>1999-2k</td>
<td>13.2</td>
<td>38.4</td>
<td>36.9</td>
<td>16.5</td>
</tr>
<tr>
<td>2004-05</td>
<td>14.1</td>
<td>43.7</td>
<td>39.3</td>
<td>17.1</td>
</tr>
<tr>
<td>2011-12</td>
<td>11.1</td>
<td>36.0</td>
<td>38.6</td>
<td>19.9</td>
</tr>
<tr>
<td>2017-18</td>
<td>8.3</td>
<td>31.8</td>
<td>42.8</td>
<td>19.8</td>
</tr>
<tr>
<td>2021-22</td>
<td>9.2</td>
<td>36.6</td>
<td>42.5</td>
<td>25.3</td>
</tr>
</tbody>
</table>

The average percentage of unpaid female workers ranged from 30.9% to 39.1% over the specified period. Self-employment among females fluctuated between 16.5% and 22.3% during the observed years. The percentage of casual female workers varied from 23.5% to 37.6% over the specified period. Regular female workers accounted for an average percentage of 6.4% to 21.3% of the female workforce. The analysis highlights gender-specific disparities in the workforce, with a higher representation of females in unpaid and casual work, indicating potential challenges in accessing formal employment opportunities for women.

The average percentage of unpaid male workers ranged from 7.7% to 14.5% over the specified period. Self-employment among males fluctuated between 36.9% and 42.8% during the observed years. The percentage of casual male workers varied from 23.6% to 32.0% over the specified period. Regular male workers accounted...
for an average percentage of 17.4% to 25.2% of the male workforce. The analysis shows differences in the composition of the male workforce across different categories, with a substantial proportion engaged in self-employment and regular jobs.

Overall, the data presents an overview of workforce participation rates in India and highlights potential trends and disparities in the labour market, especially concerning gender-specific workforce composition. The variations observed in the categories of unpaid, self-employed, casual, and regular workers underscore the need for targeted policies and strategies to address labour market challenges and promote inclusive and sustainable workforce development in India. Further research and analysis are essential to comprehensively understand the underlying factors driving these trends and their implications for India’s economic growth and labour market dynamics.

5.3 How Much has Haryana Changed in Context with India?

The data analysis of workforce composition and trends in Haryana and India over the past three decades provides valuable insights into the changing nature of employment and the gender-specific dynamics within the labour market. In Haryana, the percentage of unpaid workers experienced a significant decline, dropping from 21.9% in 1993-94 to a mere 7.9% in 2021-22. This decline indicates a shift away from unpaid labour and a transition towards more formal and remunerated forms of work in the state. Self-employment in Haryana also showed fluctuations, with the highest percentage at 41.4% in 1999-2000 and the lowest at 32.5% in 2019-20. This suggests that while self-employment remains a significant mode of work for a substantial portion of the workforce, it has experienced some fluctuations over time.

The data further reveals interesting trends in casual and regular workers in Haryana. Casual workers in the state ranged from 16.4% in 2004-05 to 21.0% in 2017-18, indicating a relatively stable presence of casual laborers in the economy. On the other hand, regular workers showed a fluctuating pattern, with the highest percentage at 24.6% in 2011-12 and the lowest at 17.6% in 2020-21. This suggests that while regular employment remains a dominant form of work for a considerable portion of the workforce, its share in the overall workforce has experienced fluctuations.

Comparing these trends with the overall workforce patterns in India, we observe similar trends in the decline of unpaid workers and fluctuations in self-employment. However, the percentages for both unpaid workers and self-employed workers in India are generally higher than those in Haryana, indicating that Haryana has been relatively more successful in transitioning towards more formal employment.

Analysing the gender-specific workforce composition in Haryana and India, we find noteworthy disparities between males and females. In Haryana, the percentage of unpaid female workers decreased significantly from 43.9% in 1993-94 to 17.3% in 2021-22, highlighting an improvement in the labour market conditions for women. Self-employment among females showed fluctuations, with the highest at 38.4% in 2004-05 and the lowest at 27.4% in 2021-22, indicating mixed outcomes for female entrepreneurs in the state. Casual female workers varied from 12.3% in 2004-05 to 24.3% in 2021-22, suggesting varying levels of participation in informal and temporary work. The percentage of regular female workers ranged from 4.5% in 1993-94 to 31.1% in 2011-12, illustrating the evolving opportunities for women in formal employment in Haryana.

Similarly, in India, the percentage of unpaid female workers declined from 39.1% in 1993-94 to 36.6% in 2021-22, indicating a modest improvement in the labour market conditions for women at the national level. Self-employment among females ranged from 17.1% to 25.3%, and casual female workers fluctuated between 23.0% and 37.6%, suggesting varied experiences for women in different forms of work. The percentage of regular female workers remained relatively stable, ranging from 6.4% in 1993-94 to 21.3% in 2021-22.

In terms of male workforce composition, Haryana and India exhibit similar trends as observed in the overall workforce. The percentage of unpaid male workers declined over time, indicating a shift towards formal work opportunities. Self-employment among males showed fluctuations, with the highest percentage at 44.0% in 1999-2000 and the lowest at 34.6% in 2019-20. Casual male workers also experienced fluctuations, while regular male workers remained relatively stable.

Overall, the data analysis reveals that Haryana has made progress in transitioning towards more formal and remunerated employment, as evidenced by the decline in unpaid workers and fluctuations in self-employment.
However, gender disparities persist, with female participation in formal employment remaining relatively low compared to male counterparts. These findings highlight the importance of targeted policies and interventions to promote gender equality and inclusive workforce development in both Haryana and India. Further research is warranted to understand the underlying factors driving these trends and to develop effective strategies to create a more equitable and sustainable labour market for all.

VI. CONCLUSION

In conclusion, the research paper analyzed the changing workforce trends in Haryana and compared them to overall India using data from 1993 to 2022. The findings revealed significant shifts in the types of workers in Haryana, with a notable transition towards formal employment and a decrease in unpaid and self-employed workers over the years. In comparison, India also witnessed changes in the workforce, but Haryana’s trends were distinct and often more pronounced.

The analysis of gender-specific workforce trends in Haryana indicated significant improvements in female labour force participation and a decline in unpaid female work over the years. Haryana has consistently shown higher percentages of regular female workers compared to India, showcasing its efforts in providing formal employment opportunities for women.

Despite the positive trends, challenges remain, particularly the higher percentage of female casual workers in Haryana compared to India. This highlights the need for targeted policies to create more equitable and inclusive workforce development opportunities for women in the state and across the country.

Overall, the research sheds light on the dynamic nature of the workforce in Haryana and its alignment with national trends. It offers valuable insights for policymakers, businesses, and researchers to develop strategies that can foster sustainable and inclusive economic growth, promote formal employment, and address gender disparities in the workforce. The findings of this research contribute to a deeper understanding of the changing nature of work and can aid in formulating evidence-based policies to strengthen the labour market in Haryana and India as a whole.

VII. LIMITATIONS OF THE STUDY

The research paper on changing workforce trends in Haryana and its comparison to overall India presents valuable insights; however, certain limitations should be acknowledged. Firstly, the study relies on data from the National Sample Survey Office (NSSO) spanning from 1993 to 2022. Although NSSO data is widely used and reliable, it may have limitations in terms of coverage and accuracy, potentially overlooking certain informal or unrecorded labour activities. Moreover, the scope of the data might not fully capture all aspects of the workforce, limiting a comprehensive understanding. Secondly, the research focuses specifically on Haryana and India, and while the trends observed in these regions provide valuable insights, they may not be fully generalizable to other states or countries with different socio-economic contexts and labour market dynamics.

Another limitation pertains to the lack of qualitative data in the study. The research primarily relies on quantitative data, and the absence of qualitative insights from interviews or focus groups with workers and employers could limit the depth of understanding regarding the reasons behind the observed trends. Additionally, the analysis covers a period of almost three decades, providing a long-term perspective. However, certain short-term fluctuations or cyclical economic trends might not be fully captured in this time frame, potentially limiting the overall assessment of the workforce dynamics over time.

The research also highlights gender-specific workforce trends; however, a more nuanced gender-based analysis could provide deeper insights. Factors such as occupational segregation, wage disparities, and barriers to female workforce participation in different industries may require more in-depth exploration. Furthermore, while the study identifies trends and correlations in the data, it may not fully establish causality or delve into underlying factors that drive workforce changes. External factors like government policies, economic shifts, and technological advancements could play a significant role, but their exploration is limited within the scope of this paper.

Lastly, NSSO data is subject to a time lag before its release, and the latest available data might not capture the most recent workforce developments, potentially limiting the study's ability to provide up-to-date insights.
Despite these limitations, the research paper significantly contributes to knowledge about the evolving workforce in Haryana and its comparison to India, offering valuable insights for policymakers, businesses, and researchers. Acknowledging these limitations lays the groundwork for future research to address these gaps and further enhance our understanding of workforce dynamics in the region and beyond.

**VIII. POLICY INTERVENTIONS**

Based on the comprehensive analysis of changing workforce trends in Haryana and its comparison to overall India, the research paper identifies several policy interventions that can be instrumental in addressing the challenges and capitalizing on opportunities for promoting inclusive and sustainable workforce development. Firstly, implementing skill development and vocational training programs targeted at workers in Haryana's informal and casual sectors can equip them with relevant skills, facilitating their transition into formal employment and enhancing overall employability. Additionally, encouraging the formalization of businesses and industries through incentives and support can lead to improved job security and social protection for workers.

Gender-sensitive policies play a crucial role in promoting female workforce participation. By addressing barriers such as access to education, childcare facilities, and safe working environments, these policies can reduce gender-based occupational segregation and foster women's participation in non-traditional sectors. Moreover, supporting entrepreneurship, particularly among women, through financial and non-financial assistance, can spur job creation and diversify employment opportunities in Haryana.

Strengthening social safety nets, including unemployment benefits and social security schemes, can provide essential support to workers during periods of job transitions or economic downturns, reducing vulnerability and enhancing workforce resilience. Tailoring sector-specific policies to address workforce challenges in key industries will further contribute to sustainable economic growth and adaptability to technological advancements.

Establishing a robust system for monitoring and evaluating policy interventions is crucial to assess their impact on workforce dynamics in Haryana. Regular assessments will help identify effective strategies and enable policymakers to make timely adjustments as needed. Public-private partnerships can also play a vital role by aligning policy interventions with private sector needs, resulting in more impactful and sustainable outcomes.

Furthermore, ensuring inclusive economic growth that benefits all segments of society is a crucial objective. Policymakers must create opportunities for marginalized and vulnerable groups, promoting social inclusion and reducing inequality in the workforce. Investments in improved data collection and research are imperative to gain deeper insights into workforce trends and dynamics, facilitating evidence-based policymaking and fostering a comprehensive understanding of the labour market.

In conclusion, adopting these policy interventions can bolster workforce development efforts in Haryana, promoting formal employment, gender equality, and inclusive economic growth. By implementing well-crafted policies and fostering collaboration between various stakeholders, Haryana can take significant strides towards creating a dynamic, skilled, and resilient workforce that drives the state's overall economic growth and development.

**IX. REFERENCE**


