



Workforce Participation Rate in Nagaland: A Female situation

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ABSTRACT:- The paper intent to study female work participation rate in Nagaland and brings their participation rate higher than all India average. Peren district has the highest female WPR and Dimapur least resulting large gender gap in Dimapur. The study found female literacy rate and female WPR is 76.1% and 44.7% respectively, however, there is no orderly relationship between the two variables with low literacy among females in Longleng have high WPR; contrary, Dimapur with high literacy have lowest female WPR. It further concluded that 61.7% of the total work forces in Nagaland are engaged in agriculture of which 72.5% constitute female and 53.2% male suggesting more female employed in agriculture either self-employed, regular or as casual labour. Applying Karl Pearson's correlation matrix, female literacy is negatively significant with cultivators but positive with household workers at 5% level of significance.

Keywords:- Nagaland, female, workforce participation, gender gap, literacy, occupation

I. INTRODUCTION

The proportion of female to total population in Nagaland¹ is 48.2 percent (according to 2011 census) almost half of the population, therefore, participation of female in the development process is of utmost necessity without which true sense of proper development cannot accomplish. Women plays significant role in agriculture and food security in both rural and urban areas. Any economic policy for agriculture and economic factors linked to poverty improvement and food security must, hence, consider gender equity and women's contributions as central issue in the developmental process. The daily lives of rural women's are characterized by the searching water, fuel and inputs for either agriculture or household industry for food security. The present study found out increasing female work participation rate from 38.1% in 2001 to about 45% in 2011, higher than the National average of 26% during the decade.

The behavior of women in Naga society are neither authorized nor imposed by any patriarchal community rather allows women to maximize their potential skills and participate in socio-cultural and economic fields. Father is the head of the family and only male members of the family will succeed to the family inherited land and goods. No female can inherit the family landed property, except in some exceptional cases where landed property is given to the daughter as a marriage gift. The Nagas are dependent on the land by engaging 61.7% of the total labour force in agriculture, 36% in science, technology, research & development, and 2.3% in household chore during 2011.

II. STUDY INTENTS

Main intent of the study are to examine: female workforce participation rate in Nagaland; evaluate the difference between men and women in labour force; female rural-urban disparity across districts; determine occupational composition of female work participation and their (female) absorption through different occupations; female literacy and their work participation rate and locate the inter-relation between female

¹ The State of Nagaland covering an area of 16,579 sq. km is located between 25°6'N – 27°4'N latitude and between 93°20'E – 95°15'E longitude... is mountainous and the altitude varies between 194 to 3,048 meters above the sea level. It is bounded by Assam on the North and West, Manipur on the South, Arunachal Pradesh on the North East and shares international boundary with Myanmar on the East. Population as on 2011 is 19.80 lakhs; male: 10.27 lakhs; female: 9.53 lakhs. Dimapur recorded the highest in population followed by Kohima. Nagaland witnessed a negative growth rate of -0.47 % during the period.

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literacy and occupational composition applying Karl Pearson's correlation matrix. Many studies have been conducted on socio-economic characters of female towards female participation to economic actions but very few literatures are available as to what percent the female labour force are engaged in Nagaland. The study, therefore, will help understand policy makers and women actives to construct better policy measures to utmost female participation in the economic viability of society.

III. METHODS

The current study is based on secondary data using Census of India, 2011 and Primary Census Abstract, Nagaland, 2011. The labor force participation rate² is calculated by applying the stated formula:

$$\text{Labour Force Participation Rate} = \frac{\text{Civilian Labour Force}}{\text{Total non Institutionalised Civilian Population}} \times 100$$

Karl Pearson's correlation matrix technique is applied to determine the inter-relationship between following variables; female literacy (X_1), female WPR³ (X_2), female Cultivators (X_3), female Agriculture (X_4), female Household industry (X_5) and female Other works (X_6).

IV. RESULTS AND DISCUSSION FEMALE WORK PARTICIPATION RATE

Though level of education has improved, female Work Participation Rate⁴ (WPR) is low influence by socio-cultural factors. The National average WPR of all India remain below 40 percent during the decade 2001-2011 (see Table 1) of which contribution of male to work-force was more than 50 percent whilst female WPR remain constant at 26 percent during the reference period. However, gender gap is noticed to widen by about 2% during the decade; this is due to marginal increase in male WPR by 1.6% and decline in female WPR by 0.1% during 2001-2011.

The female WPR in Nagaland was 38% in 2001 which further increased by 44.7% in 2011 showing an increase by about 7% during the decade; a much higher WPR than the National female work participation rate (26%). The high level of female WPR in Nagaland to all India is due to the fact that community based organization of subsistence production are practiced encouraging better participation of women in Nagaland. The female WPR in Nagaland across districts vary and is found to increase during the decade except in Kohima (see Table 1). The marginal decline of female WPR in Kohima during the decade is due to their decline participation mostly as agricultural labourers and in household industry⁵. In 2001, female WPR was highest in Longleng (52%) whilst in 2011 Peren⁶ recorded the highest female WPR of 64% against the average of 64.5% almost equal to male WPR. These were followed by Longleng (59.6%), Mon (57.6%) and Zunheboto (55.1%). The lowest female WPR in 2011 was recorded in Dimapur⁷ (28.5%) against the average of 40% followed by Kohima (36.2%). The prominent districts whose female WPR vary between 42-49% are Kiphire, Wokha, Mokokchung, Tuengsang and Phek respectively. Figure 1 further shows workforce participation rate by sex in 2011.

² It is the percentage of working-age persons in an economy who: are employed and are unemployed but looking for a job. Typically "working-age persons" is defined as people between the ages of 16-64 years. People in those age groups who are not counted as participating in the labor force are typically students, homemakers, and persons under the age of 64 who are retired. http://economics.about.com/od/unemploymentrate/f/labor_force.htm. Retrieved on 7th of February, 2015

³ WPR – Work Participation Rate

⁴ The work participation rate is defined as the percentage of total workers (main plus marginal)

⁵ Refer Annexure I – Distribution of workers by category-wise, Nagaland, 2011

⁶ High WPR among Peren women comparatively to Longleng female WPR during the decade are their rapid rise in other workers, Agricultural Labours and Household industries (Refer Annexure I)

⁷ Low female WPR is due to low percentage of female participation as cultivators. This is also because of urbanism, higher education attainment, independence and their approach to social structural changes driving their outlook more towards other works (63.9%, 2011. Refer Annexure I).

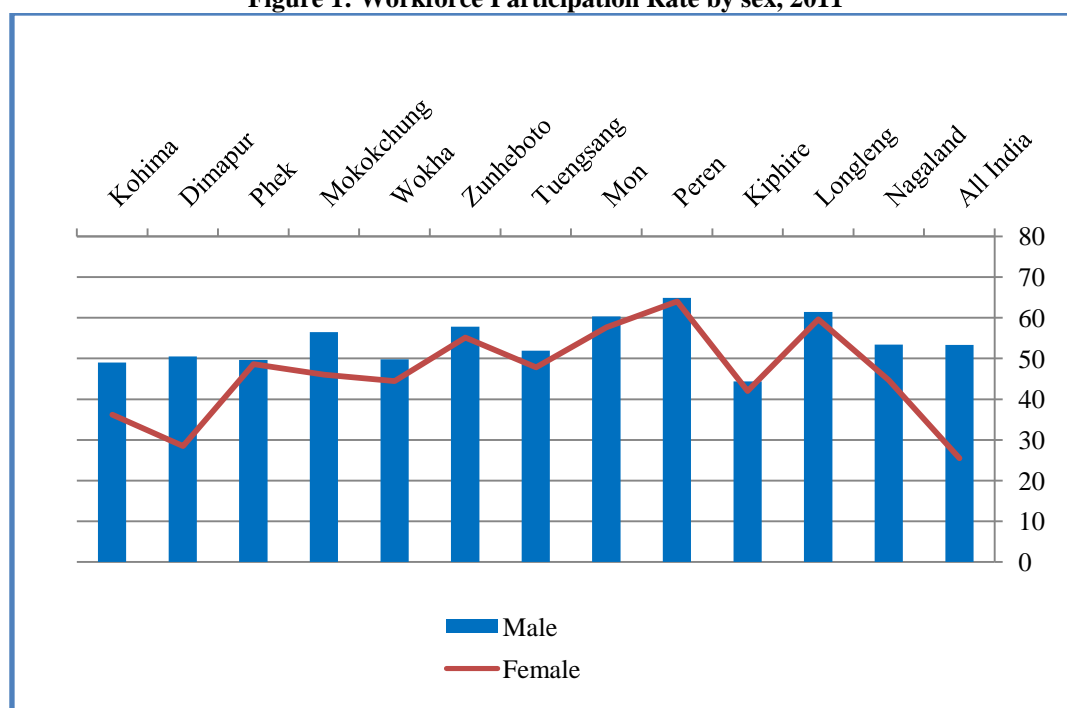
Table 1: WPR in Nagaland, 2001-11

(In percentage)

| District/State/India | 2001 | | | 2011 | | |
|----------------------|--------|------|--------|--------|------|--------|
| | Person | Male | Female | Person | Male | Female |
| Kohima | 42.6 | 47.4 | 37.3 | 42.8 | 49.0 | 36.2 |
| Dimapur | 33.4 | 46.5 | 18.0 | 40.0 | 50.5 | 28.5 |
| Phek | 48.2 | 48.4 | 47.9 | 49.1 | 49.6 | 48.6 |
| Mokokchung | 47.1 | 50.5 | 43.4 | 51.4 | 56.5 | 46.0 |
| Wokha | 34.9 | 37.6 | 31.9 | 47.1 | 49.8 | 44.4 |
| Zunheboto | 36.9 | 39.4 | 34.3 | 56.5 | 57.8 | 55.1 |
| Tuengsang | 41.3 | 44.0 | 38.2 | 49.9 | 51.9 | 47.8 |
| Mon | 50.2 | 52.9 | 47.2 | 59.0 | 60.3 | 57.6 |
| Peren | 45.8 | 46.3 | 45.3 | 64.5 | 64.9 | 64.0 |
| Kiphire | 41.2 | 41.5 | 40.8 | 43.2 | 44.4 | 42.0 |
| Longleng | 52.6 | 53.1 | 52.0 | 60.5 | 61.4 | 59.6 |
| Nagaland | 42.6 | 46.7 | 38.1 | 49.2 | 53.4 | 44.7 |
| All India | 39.1 | 51.7 | 25.6 | 39.8 | 53.3 | 25.5 |

Source: Computed from census of India, 2011 & Primary census Abstract, Nagaland, 2011

Figure 1: Workforce Participation Rate by sex, 2011



GENDER GAP

This section of paper depicts the gender difference in total work force during 2011 in India with special reference to State of Nagaland. The average percentage of WPR in all India during 2011 is recorded to be 39.8% with male having more than 53% in the total work force while only 26% of female population were noted to actively engage in overall economic activities in India; this reveals gap of 27.8% difference among male and female participation in the total work force and this gap is base to gain during the decade (see Table 2). The increase gender gap is imputable to declivity as cultivators and in household industry during 2001-2011.

Table 2: Gender Gap, 2001-11

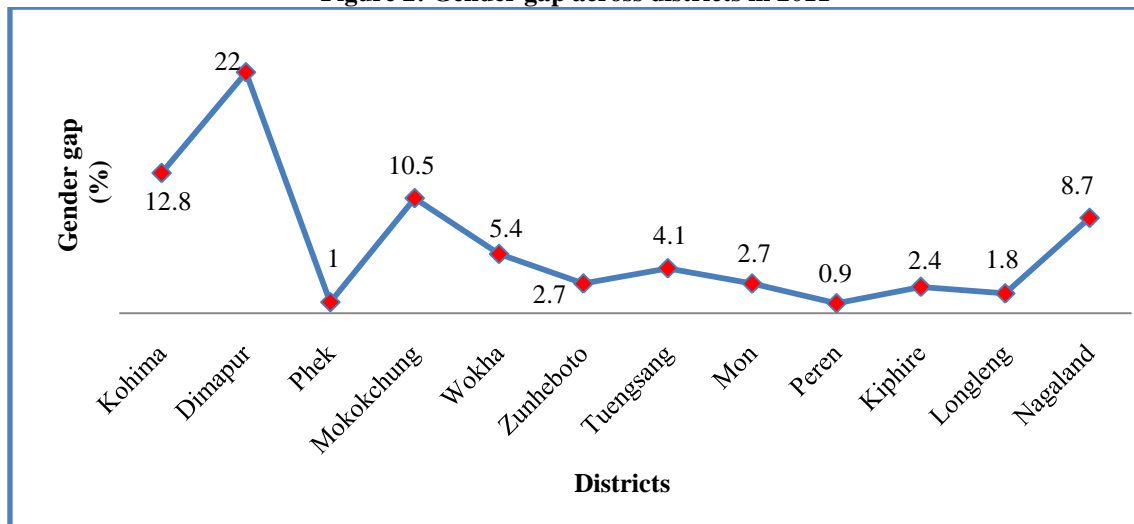
(In percentage)

| District/State/India | 2001 | 2011 |
|----------------------|------|------|
| Kohima | 10.1 | 12.8 |
| Dimapur | 28.5 | 22.0 |
| Phek | 0.5 | 1.0 |
| Mokokchung | 7.1 | 10.5 |
| Wokha | 5.7 | 5.4 |
| Zunheboto | 5.1 | 2.7 |
| Tuengsang | 5.8 | 4.1 |
| Mon | 5.7 | 2.7 |
| Peren | 1.0 | 0.9 |
| Kiphire | 0.7 | 2.4 |
| Longleng | 1.1 | 1.8 |
| Nagaland | 8.6 | 8.7 |
| All India | 26.1 | 27.8 |

Source: Computed from census of India, 2011 & Primary census Abstract, Nagaland, 2011

However, in Nagaland, the gender gap⁸ during 2011 is 8.7% fairly better than the National average presenting improved performance of women participation to male in Nagaland (see Table 2). Among the districts of Nagaland, significant gender gap in WPR between male and female is institute in the district of Dimapur (22%) followed by Kohima (12.8%) and Mokokchung (10.5%) districts; this shows male governance in the area of economic behavior and lower economic significance by women in the society (see also Figure 2). The table further brings out slender gender gap in districts of Peren (0.9%), Phek (1%) and Longleng (1.8%) presenting almost equal participation of both genders in the total work force. This is ascribable to female engage themselves more in economic activities as cultivators complied by agricultural labourers and household industries compared to districts of Dimapur and Kohima.

Figure 2: Gender gap across districts in 2011



⁸ A gender gap, by definition, is a disproportionate difference or disparity between the sexes. They usually refer to systematic differences in the outcomes that men and women achieve in the labor market. These differences are seen in the percentages of men and women in the labor force, the types of occupations they choose, and their relative incomes or hourly wages. http://www.wikigender.org/index.php/Gender_Gap. Retrieved on 2nd February, 2015

RURAL-URBAN DISPARITY IN FEMALE WPR

The inter-district disparities for rural-urban in WPR is presented in Table 3 ensuing lower urban male participation rates in Nagaland (47.9%) than all India and contrary among rural male; whilst higher participation is observe among rural-urban female in Nagaland.

Table 3: Rural-Urban WPR in Nagaland, 2011

(In percentage)

| District/State/India | Male | | Female | | Female WPR disparity across Rural-Urban |
|----------------------|-------|-------|--------|-------|---|
| | Urban | Rural | Urban | Rural | |
| Kohima | 45.6 | 51.8 | 24.7 | 45.7 | 21.0 |
| Dimapur | 51.9 | 48.9 | 21.9 | 35.6 | 13.7 |
| Phek | 46.5 | 50.2 | 29.9 | 51.7 | 21.8 |
| Mokokchung | 50.0 | 59.2 | 27.6 | 53.0 | 25.4 |
| Wokha | 43.0 | 51.7 | 26.7 | 49.0 | 22.3 |
| Zunheboto | 42.2 | 61.8 | 24.4 | 62.2 | 37.8 |
| Tuengsang | 44.0 | 53.8 | 28.0 | 52.2 | 24.2 |
| Mon | 44.6 | 62.8 | 29.9 | 61.9 | 32.0 |
| Peren | 67.3 | 64.5 | 65.4 | 63.8 | 1.6 |
| Kiphire | 34.4 | 47.3 | 21.6 | 47.7 | 26.1 |
| Longleng | 45.7 | 64.2 | 29.5 | 65.0 | 35.5 |
| Nagaland | 47.9 | 55.7 | 25.9 | 52.3 | 26.4 |
| All India | 53.8 | 53.0 | 15.4 | 30.0 | 14.6 |

Source: Computed from census of India, 2011 & Primary census Abstract, Nagaland, 2011

From the table, the overall disparity across rural-urban WPR is high among female than male while disparities in rural to urban is large among female signifying participation of female workers is higher in rural areas than in urban areas. This is typically due to lofty association of rural females in agricultural activities than the urban females in Nagaland. The male WPR across rural-urban varies from 55.7% to 47.9% showing a difference of 7.8% whilst female WPR varies between 52.3% to 25.9% with difference of 26.4% indicating high disparity amongst female across rural-urban in Nagaland. The female WPR in rural areas is more than 60 percent in the districts of Longleng, Peren, Mon and Zunheboto and lowest in Dimapur (35.6%). High inequality in rural-urban participation is noticed in the Districts of Zunheboto, Longleng and Mon.

OCCUPATIONAL COMPOSITION OF FEMALE WPR

The female WPR during the decade is notice to decline in both Nagaland and all India (see Annexure I). In Nagaland 65.2% of the female work-force were engaged as cultivators; about 41.2% higher than National average (in 2011) and throughout the districts female WPR as cultivators was highest in Tuengsang (84.9%) followed by Mon (82.2%), Longleng (79.4%), Phek (78.9%) and Kiphire (78.1%); and the slightest in Dimapur (21.3%).

Women in agriculture play an imperative function in spacious series of activities to agricultural growth. The position of person in Nagaland that tills earth for a living is scanty to all India average; it is only 7% of the total work force in Nagaland engaged as agricultural labourers during 2011 while on contrary is 30% of the total work force in all India. This is attributed to high skewed land distribution system in India while non-existence of landless peasants in Nagaland. Annexure I further reveals 61.7% of the total work forces in Nagaland are occupied as agriculturist and it is 54.6% in case of National average indicating Nagaland a more agrarian State. The highest concentration of female workers as agricultural labourers in Nagaland was eminent in Zunheboto (17%) adopted by Mokokchung (8.9%), Dimapur (8.8%) and Wokha (8.7%); and lowest percentage in Kohima (2.3%).

The absorption of labour work force in household industries is establish to be 2.3% person in Nagaland of which 1.7% constitutes male and 3.1% female relatively lower than National average (see Annexure I). The constant decline of female WPR as cultivators, agricultural labourers and household workers during the decade attributes to improve literacy and female ascending in other works. Among the districts high level of female WPR in household industries were observed in Dimapur (6%), Mokokchung (5.7%) and Peren (4.9%); and low in districts of Mon (1.2%) and Tuengsang (1.3%).

The increase in female work force in other works such as science, medicine, engineering, computer science, academic and R&D is very significant during the decade in Nagaland which is about 24.4% during 2011 against 14.9% during 2001 (see Annexure I). The study reveals lofty absorption of female in other works

highest in Dimapur (63.9%) and in Kohima (41%) and Mokokchung (28.8%) districts owed to urbanism, advanced education, entrepreneurship, convenience, socio-economic awareness and job opportunities. On contrary, backwardness due to in-accessibility and lack of quality educational infrastructure, lack of competition, low exposure and confine domicile, and traditional social-customary belief of female is evident for females in Mon (8.6%) and Tuensang (9.8%) districts presentation low female participation in science, research and development though slender improvement during the decade.

LITERACY AND FEMALE WPR

Literally female lag far behind men in education and this rate is an important indicator influencing the WPR but varies among region to region and is difficult to bring systematic relationship between literacy and female WPR grounded on economic reasons that concerns a men's participation to work. Table 5 depicts percentage literacy rate and female WPR in Nagaland was 76.1% and 44.7% correspondingly higher than National average resulting gradual rise during the decade by 14.6% and 6.6% in both literacy and work force respectively. However, there is no orderly relationship between the two variables with low literacy among females in Longleng has the highest WPR; similarly, Dimapur with high literacy is the least in female WPR. The graph below depicts female literacy and WPR across districts in Nagaland. The inter-relationship between female literacy and their WPR can further be observed in Figure 3 where literacy rate is higher than WPR among all districts of Nagaland except in the district of Mon⁹. This shows that, education may not influence a women's participation in work force positively but is an important determinant for better quality of women who are in work force (Srivastava and Srivastava, 2010) and are very much influence by socio-economic variables.

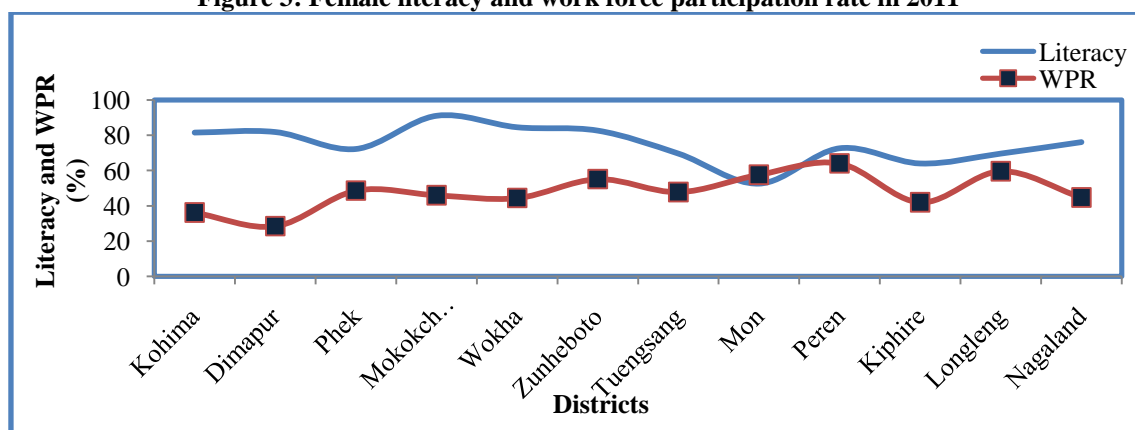
Table 5: Female Literacy rate and female WPR in Nagaland, 2001-11

(In percentage)

| District/State/India | 2001 | | 2011 | |
|----------------------|----------|------|----------|------|
| | Literacy | WPR | Literacy | WPR |
| Kohima | 71.8 | 37.3 | 81.5 | 36.2 |
| Dimapur | 71.8 | 18.0 | 81.8 | 28.5 |
| Phek | 62.3 | 47.9 | 72.2 | 48.6 |
| Mokokchung | 81.6 | 43.4 | 91.0 | 46.0 |
| Wokha | 75.3 | 31.9 | 84.5 | 44.4 |
| Zunheboto | 64.5 | 34.3 | 82.6 | 55.1 |
| Tuensang | 49.5 | 38.2 | 69.6 | 47.8 |
| Mon | 36.4 | 47.2 | 52.6 | 57.6 |
| Peren | 59.4 | 45.3 | 72.6 | 64.0 |
| Kiphire | 44.1 | 40.8 | 64.0 | 42.0 |
| Longleng | 41.2 | 52.0 | 69.6 | 59.6 |
| Nagaland | 61.5 | 38.1 | 76.1 | 44.7 |
| All India | 53.7 | 25.6 | 65.5 | 25.5 |

Source: Computed from census of India, 2011 & Primary census Abstract, Nagaland, 2011

Figure 3: Female literacy and work force participation rate in 2011



⁹ However this district has the lowest female literates throughout Nagaland with 90.1% of the total female work force in agricultural activities and with only 9% in science, computer, research and development (Refer Table No. 4)

RELATIONSHIP BETWEEN LITERACY AND OCCUPATIONAL COMPOSITION

This section of paper attempts to analyse the inter-relationship between literacy and occupational composition of female in the total work force applying Karl Pearson's correlation matrix technique determining significance level using 't' test. Table 6 shows that literacy is inversely related to female WPR ($X_2 = -0.412$) and Cultivators ($X_3 = -0.619^*$); but is significantly related with cultivators at 5% probability significance level indicating that an increase in literacy rate will result negative impact of female participation in X_2 . Despite the fact that, literacy is positively related with Agricultural Labourers ($X_4 = 0.347$), household workers ($X_5 = 0.628^*$) and other workers ($X_6 = 0.543$) having positive significant impact with X_5 at 5% level; that an increase in literacy will rise agricultural labourers.

Table 6: Correlation matrix between literacy and occupational composition, 2011

| Variables | Female Literacy (X_1) | Female WPR (X_2) | Cultivators (X_3) | Agricultural Labourers (X_4) | Household Workers (X_5) | Other workers (X_6) |
|--|---------------------------|----------------------|-----------------------|----------------------------------|-----------------------------|-------------------------|
| Female Literacy (X_1) | 1.00 | | | | | |
| Female WPR (X_2) | -0.412 | 1.00 | | | | |
| Cultivators (X_3) | -0.619* | 0.665* | 1.00 | | | |
| Agricultural Labourers (X_4) | 0.347 | 0.146 | -0.295 | 1.00 | | |
| Household Workers (X_5) | 0.628* | -0.292 | -0.761** | 0.320 | 1.00 | |
| Other workers (X_6) | 0.543 | -0.749** | -0.967** | 0.050 | 0.671* | 1.00 |

Source: Computed from census of India, 2011

Note: * - significant at 5% probability level

** - significant at 1% probability level

It can further seen from the table, female WPR positively related with cultivators ($X_3 = 0.665^*$) and Agricultural labourers ($X_4 = 0.146$) and is showing significance with X_3 at 5% probability that female WPR will increase cultivators. Conversely, there is negative relationship with household workers ($X_5 = -0.292$) and other workers ($X_6 = -0.749^{**}$) highly significant at 1% level with X_6 ; this implies rise in female WPR will reduce female participation in other workers.

The female cultivators are shown to be negatively related with agricultural labourers, household workers and other workers and have significant impact with X_5 and X_6 at 1% probability significance level. Female agricultural labourers are positively related with household workers and other workers but not significant at the estimated p-value (0.05) while female household workers show positive correlation with other workers ($X_6 = 0.671^*$) at 5% significance level.

V. CONCLUSION

Contribution of male to total work-force was more than 53% however female WPR remain constant at 26% during the period 2001-2011 in India, whilst female WPR in Nagaland is 45% which of course is better than National average. Thus, female participation in workforce is lower compared to men; the reason is compulsion for men as bread earners and restraining social norms for female in the labour market. The female WPR found highest in Peren during the decade are their fast rise in other works, Agricultural Labourers and Household industries and lowest in Dimapur on drastic fall in female cultivation and marginally in household activities. The gender difference in workforce is recorded the highest Dimapur (22%) followed by Kohima (12.8%) and Mokokchung (10.5%) ensuing higher male governance in economic activities and lower economic implication by women in the society with slender gender gap in districts of Peren (0.9%), Phek (1%) and Longleng (1.8%) signifying almost equal participation of female to male.

The overall disparity across rural-urban WPR is high among female than male while disparities in rural to urban is large among female signifying participation of female workers is higher in rural areas than in urban areas. The rural females are mainly marginalized amid low employment opportunity and economic distress compel poor rural female to work. Female WPR is 65.2% as cultivators and throughout the districts female WPR as cultivators was highest in Tuensang (84.9%) followed by Mon (82.2%), Longleng (79.4%), Phek (78.9%) and Kiphire (78.1%); and the slightest in Dimapur (21.3%). The study concluded that 61.7% of the total work forces in Nagaland are agriculturist of which 72.5% constitute female and 53.2% male indicating more female employed in agriculture either self-employed, regular or as casual labour. The absorption of female labour in 'other works' was high in Dimapur, Kohima and Mokokchung consistently rising by attaining high education level and growing female employment opportunities then impoverished districts of Mon and Tuensang.

To conclude, women participation in Naga society is always looked in a positive aspect and allows them to maximize their possible talent and participate neutral in socio-cultural realm. Therefore, high level of education, employment opportunities and vocational training for female workers is obligatory for improving their participation rate; access resources and increase productivity, they should be given the freedom to move and join self-help groups, thus help fight global poverty. Equal participation of women with men in resolution making, free expression of their views and participation in the community life help them to get acknowledged in the society (Bala and Monga, 2004).

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Annexure I: Category-wise classification of labour force in Nagaland, 2001-11

(In percentage)

| Districts/ State/ India | Category | Cultivators | | Agricultural Labourers | | Household Industries | | Other workers | |
|-------------------------------|----------|-------------|------|---------------------------|------|-------------------------|------|---------------|------|
| | | 2001 | 2011 | 2001 | 2011 | 2001 | 2011 | 2001 | 2011 |
| Kohima | Person | 44.7 | 38.9 | 4.0 | 1.9 | 3.0 | 1.8 | 48.5 | 57.4 |
| | Male | 32.5 | 28.3 | 3.6 | 1.6 | 2.1 | 1.4 | 62.1 | 68.6 |
| | Female | 61.9 | 54.4 | 4.5 | 2.3 | 4.3 | 2.3 | 29.3 | 41.0 |
| Dimapur | Person | 28.8 | 16.2 | 4.6 | 5.9 | 3.1 | 3.4 | 63.5 | 74.5 |
| | Male | 23.0 | 13.6 | 3.8 | 4.5 | 1.5 | 2.0 | 71.7 | 80.0 |
| | Female | 46.2 | 21.3 | 7.1 | 8.8 | 7.9 | 6.0 | 38.8 | 63.9 |
| Phek | Person | 72.0 | 68.6 | 2.1 | 3.9 | 2.2 | 1.6 | 23.8 | 25.9 |
| | Male | 61.0 | 59.0 | 2.1 | 3.6 | 1.5 | 1.2 | 35.4 | 36.2 |
| | Female | 84.0 | 78.9 | 2.0 | 4.3 | 3.1 | 2.0 | 11.1 | 14.8 |
| Mokokchung | Person | 60.8 | 48.9 | 5.4 | 9.2 | 3.4 | 3.8 | 30.4 | 38.2 |
| | Male | 53.6 | 43.1 | 4.5 | 9.3 | 2.6 | 2.3 | 39.3 | 45.2 |
| | Female | 70.0 | 56.6 | 6.5 | 8.9 | 4.3 | 5.7 | 19.3 | 28.8 |
| Wokha | Person | 63.1 | 60.5 | 1.2 | 8.2 | 3.0 | 2.5 | 32.7 | 28.7 |
| | Male | 51.1 | 52.9 | 1.0 | 7.8 | 2.0 | 2.0 | 45.9 | 37.3 |
| | Female | 78.3 | 69.4 | 1.5 | 8.7 | 4.3 | 3.1 | 15.9 | 18.8 |
| Zunheboto | Person | 63.4 | 56.3 | 3.8 | 15.0 | 2.1 | 2.5 | 30.8 | 26.1 |
| | Male | 53.0 | 50.6 | 2.5 | 13.2 | 1.5 | 2.0 | 43.0 | 34.2 |
| | Female | 76.0 | 62.4 | 5.4 | 17.0 | 2.5 | 3.1 | 16.1 | 17.5 |
| Tuengsang | Person | 74.1 | 76.6 | 4.0 | 4.0 | 2.1 | 1.1 | 19.8 | 18.3 |
| | Male | 65.6 | 69.6 | 3.4 | 3.9 | 2.0 | 1.0 | 29.0 | 25.5 |

Workforce Participation Rate in Nagaland: A Female situation

| | | | | | | | | | |
|------------------|--------|------|------|------|------|-----|-----|------|------|
| | Female | 85.0 | 84.9 | 4.6 | 4.1 | 2.3 | 1.3 | 8.1 | 09.8 |
| Mon | Person | 81.9 | 76.9 | 2.4 | 7.3 | 1.7 | 1.1 | 12.5 | 14.7 |
| | Male | 77.1 | 72.2 | 3.9 | 6.8 | 1.5 | 1.0 | 17.6 | 20.0 |
| | Female | 69.0 | 82.2 | 4.1 | 7.9 | 2.1 | 1.2 | 6.1 | 08.6 |
| Peren | Person | 79.5 | 64.6 | 1.6 | 6.1 | 3.2 | 4.2 | 15.7 | 25.1 |
| | Male | 75.1 | 60.5 | 1.6 | 6.1 | 1.9 | 3.6 | 11.1 | 29.8 |
| | Female | 84.2 | 69.2 | 1.6 | 6.1 | 4.6 | 4.9 | 9.6 | 19.9 |
| Kiphire | Person | 81.7 | 67.1 | 2.3 | 3.9 | 2.3 | 2.3 | 13.6 | 26.7 |
| | Male | 74.7 | 57.1 | 2.2 | 3.6 | 2.0 | 1.8 | 21.1 | 37.5 |
| | Female | 89.6 | 78.1 | 2.5 | 4.3 | 2.6 | 2.9 | 5.4 | 14.7 |
| Longleng | Person | 86.2 | 73.6 | 3.5 | 4.3 | 2.7 | 2.0 | 7.6 | 20.2 |
| | Male | 84.5 | 68.5 | 3.5 | 4.1 | 2.5 | 1.8 | 9.5 | 25.7 |
| | Female | 88.1 | 79.4 | 3.6 | 4.5 | 3.0 | 2.2 | 5.4 | 13.9 |
| Nagaland | Person | 64.7 | 55.2 | 3.6 | 6.5 | 2.6 | 2.3 | 29 | 36.0 |
| | Male | 55.4 | 47.4 | 3.3 | 5.8 | 1.9 | 1.7 | 39.4 | 45.0 |
| | Female | 77.5 | 65.2 | 4.2 | 7.3 | 3.5 | 3.1 | 14.9 | 24.4 |
| All India | Person | 31.7 | 24.6 | 26.5 | 30.0 | 4.2 | 3.8 | 37.6 | 41.6 |
| | Male | 31.1 | 24.9 | 20.8 | 24.9 | 3.2 | 2.9 | 44.9 | 47.2 |
| | Female | 32.9 | 24.0 | 38.9 | 41.1 | 6.5 | 5.7 | 21.7 | 29.2 |

Source: Computed from census of India, 2011 & Primary census Abstract, Nagaland, 2011

Annexure II: Main and Marginal workers by sex in Nagaland, 2001-11
(In percentage)

| District/ State/India | 2001 | | | | 2011 | | | |
|--------------------------|--------------|--------|------------------|--------|--------------|--------|------------------|--------|
| | Main workers | | Marginal workers | | Main workers | | Marginal workers | |
| | Male | Female | Male | Female | Male | Female | Male | Female |
| Kohima | 88.0 | 79.8 | 12.0 | 20.2 | 89.3 | 82.6 | 10.7 | 17.4 |
| Dimapur | 90.8 | 66.2 | 09.2 | 33.8 | 88.4 | 66.3 | 11.6 | 33.7 |
| Phek | 83.1 | 77.6 | 16.9 | 22.4 | 82.7 | 75.6 | 17.3 | 24.4 |
| Mokokchung | 79.5 | 69.8 | 20.5 | 30.2 | 84.7 | 76.1 | 15.3 | 23.9 |
| Wokha | 91.2 | 84.6 | 08.8 | 15.4 | 84.8 | 76.6 | 15.2 | 23.4 |
| Zunheboto | 88.0 | 78.6 | 12.0 | 21.4 | 67.7 | 56.2 | 32.3 | 43.8 |
| Tuengsang | 89.4 | 84.6 | 10.6 | 15.4 | 78.3 | 71.0 | 21.7 | 29.0 |
| Mon | 86.8 | 77.4 | 13.2 | 22.6 | 73.9 | 67.8 | 26.1 | 32.2 |
| Peren | 90.0 | 80.4 | 10.0 | 19.6 | 65.6 | 52.8 | 34.4 | 47.2 |
| Kiphire | 95.0 | 90.9 | 05.0 | 09.1 | 84.5 | 76.7 | 15.5 | 23.3 |
| Longleng | 78.1 | 74.2 | 21.9 | 25.8 | 71.0 | 65.7 | 29.0 | 34.3 |
| Nagaland | 86.9 | 77.8 | 13.1 | 22.2 | 80.8 | 70.1 | 19.2 | 29.9 |
| All India | 87.3 | 57.3 | 12.7 | 42.7 | 82.3 | 59.6 | 17.7 | 40.4 |

Source: Census of India, 2011 and Primary Census Abstract, Nagaland, 2011

Annexure III: Marginal workers to total workers in Nagaland, 2011

(In percentage)

| District/ State/India | 2011 | | | | | | 2011 | | | | | |
|--------------------------|-------------------------------|------|------|--------|------|------|-------------------------------|------|------|--------|------|------|
| | Marginal workers (< 3 months) | | | | | | Marginal workers (3-6 months) | | | | | |
| | Male | | | Female | | | Male | | | Female | | |
| | R | U | T | R | U | T | R | U | T | R | U | T |
| Kohima | 36.1 | 16.0 | 31.0 | 34.9 | 16.0 | 30.3 | 63.9 | 84.0 | 69.0 | 65.1 | 84.0 | 69.7 |
| Dimapur | 24.5 | 16.2 | 20.9 | 21.9 | 18.3 | 20.6 | 75.5 | 83.8 | 79.1 | 78.1 | 81.7 | 79.4 |
| Phek | 43.4 | 12.0 | 40.8 | 37.7 | 12.1 | 35.4 | 56.6 | 88.0 | 59.2 | 62.3 | 87.9 | 64.6 |
| Mokokchung | 33.9 | 16.5 | 30.7 | 30.2 | 16.8 | 28.1 | 66.1 | 83.5 | 69.3 | 69.8 | 83.2 | 71.9 |
| Wokha | 39.8 | 18.8 | 36.8 | 31.7 | 23.2 | 30.1 | 60.2 | 81.2 | 63.2 | 68.3 | 76.8 | 69.9 |
| Zunheboto | 62.4 | 09.5 | 59.4 | 55.5 | 11.7 | 52.0 | 37.6 | 90.5 | 40.6 | 44.5 | 88.3 | 48.0 |
| Tuengsang | 48.6 | 31.8 | 46.1 | 41.4 | 34.1 | 40.1 | 51.4 | 68.2 | 53.9 | 58.6 | 65.9 | 59.6 |
| Mon | 45.0 | 22.4 | 42.7 | 41.1 | 24.8 | 39.2 | 55.0 | 77.6 | 57.3 | 58.9 | 75.2 | 60.8 |
| Peren | 54.2 | 62.3 | 55.7 | 45.2 | 46.1 | 45.4 | 45.8 | 37.7 | 44.3 | 54.8 | 53.9 | 54.6 |
| Kiphire | 29.2 | 12.6 | 26.2 | 25.2 | 15.8 | 23.5 | 70.8 | 87.4 | 73.8 | 74.8 | 84.2 | 76.5 |
| Longleng | 54.3 | 30.9 | 52.3 | 52.8 | 26.0 | 49.5 | 45.7 | 69.1 | 47.7 | 47.2 | 74.0 | 50.5 |
| Nagaland | 45.5 | 23.9 | 41.9 | 39.5 | 23.8 | 36.7 | 54.5 | 76.1 | 58.1 | 60.5 | 76.2 | 63.3 |
| All India | 17.8 | 14.4 | 17.3 | 20.6 | 15.4 | 20.0 | 82.2 | 85.6 | 82.7 | 79.4 | 84.6 | 80.0 |

Source: Census of India, 2011 and Primary Census Abstract, Nagaland, 2011

Note: R-Rural, U-Urban, T-Total