



Assessment of Women Labour Participation in Urban Areas of Uttarakhand

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ABSTRACT

Hill state Uttarakhand situated in northern Indian Central Himalaya is one of the country's fast-growing states, supported by manufacturing and tourism. As hill agriculture became unsustainable and better opportunities for jobs and education became increasingly concentrated in urban centers, urban migration from hill villages intensified rapid urbanization. Unplanned urbanization and the challenge of mobilizing human and financial resources left significant gaps in the provision of basic infrastructure and services to growing urban areas. In the urban context, the overall literacy rate in the state is 84.45%, with female literacy at 79.25% and male literacy at 89.05% as per the Census of India 2011. The male-female literacy gap in the state is 9.8%. The combined urban workforce participation rate in the state is 32.36% with male workforce participation of 50.9% and female workforce participation of 11.3%, indicating a wide gender gap (39.6%). The women work participation rate in rural areas is 30.02% compared to 15.44% in urban areas. Unavailability of clean water supply, frequent sanitation systems and other needed services in particular poses an unfair burden on the poor families, estimated to be 15% of the urban population. Also greatly affected are women, who are key to household management and family health care. Rather than participate in economic activity, they are forced to spend much time and effort fetching water and caring for family members sickened by waterborne diseases and poor hygiene. On the basis of literacy and work participation in Uttarakhand urban areas need to

detailed assessment of women labour participation.

KEY WORDS

Urban Development, Women Education, Women Labour, Uttarakhand.

INTRODUCTION

Recently, the modern Periodic Labour Force Survey (PLFS) launched with the aid of using the National Statistical Office (NSO) indicates that the unemployment fee had shot up sharply at some stage in the national lockdown in 2020 at some stage in the pandemic's primary wave. NSO is the significant statistical enterprise of the Government-mandated under SSA (Statistical Services Act) 1980 under the Ministry of Statistics and Programme Implementation. Labour Force in keeping with CWS (Current Weekly Status) is the wide variety of persons both hired and unemployed on a mean in every week previous on surveyed date. CWS Approach: The city unemployment PLFS is primarily based totally at the CWS approach. Under CWS, someone is taken into consideration unemployed when persons (he/she) did not no longer paintings even for one hour during week days, however sought or became to be had for paintings as a minimum for one hour in week days for the duration of the period Labour pressure participation price in cutting-edge weekly repute in city regions for humans elderly above 15 years become 46.8% with inside the April-June sector of 2021.

The United Nations Development Program's (UNDP) report on India Skills Report (ISR) of 2019 says 68.3% of women graduates in urban India are not in paid jobs. Even as the number of urban women in higher education has increased from 46.5% in 2004-2005 to 65.4% in 2017-2018, the proportion of highly educated women who work was still only 17.3% in 2017-2018. The International Labour Organization (ILO) ranked India's female labour force participation rate at 121 out of 131 countries in 2013, one of the lowest in the world, and there has been a drastic decline in Female Labour Force Participation (FLFP) from 1990 to 2016. As on 31 December 2022, E-Shram portal registration were completed over 28.5 Crore unorganized people. Female registrations stood at 52.8% of the total and 61.7% of total registrations belonged to the age group 18-40 years. It has been argued that ladies with low degrees of schooling are compelled to paintings to make contributions closer to family income; while ladies with very excessive ranges of training are attracted closer to the labour marketplace because of excessive wages (Klasen and Pieters, 2012). According to the Census 2011, there was a growth of round sixteen lakhs men and women in Uttarakhand at some point of 2001-2011. The boom amongst men has been round 8.12 lakhs even as amongst girls it's been 7.85 lakhs. The boom fee of females (18.9%) is higher than that of males (18.8%). The rural populace has visible a growth of 11.5%, at the same time as the city populace has registered a boom of 39.9%. 74.4% of Uttarakhand's populace lives in its villages of this 50.2% are women and of the total female population, 76.1% are rural women. In rural Uttarakhand, girls are contributing as much as 90% of the full paintings in agriculture and animal care. The participation fee of girls with inside the financial system of the nation is tons better than in numerous states and additionally the country wide average. Table-1 presents a comparative study between male and female populations which was participated in different vocational training in city region of India.

Women do not no longer advantage similarly to guys in city environments. Sex inequalities are experienced in different sectors of daily life, including obtain satisfactory work chances, rising call of duty with the Double burden of gross income and care work, getting access to financial property and housing security, sincere tenure rights, get right of entry to services, asset accumulation, engaging in public governance structures, and personal security, the latter due in part to unfavorable infrastructure and transport designs.

Table 1: Comparison of male and female urban populations participated in the field of vocational training

Different Vocational Training	Participated in Urban Areas	
	Male (in %)	Female (in %)
Handicraft	0.6	0.2
Media/Journalism/Mass Communication/Entertainment	10	0.7
Office/Business related work	1.1	0.2
Tax tiles/Handloom/Apparel	0.7	0.2
IT Sectors	0.6	0.1
Work related to childcare, nutrition, pre- school etc.	1.2	18.9

(Source: Annual Report, PLFS-2017-18 and Govt. of India)

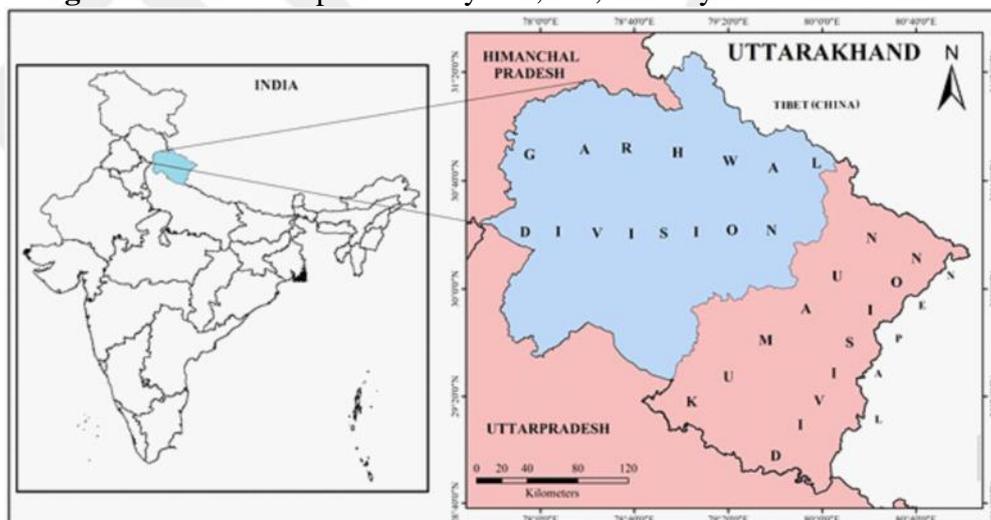
Methodology and Objectives

Uttarakhand which is known as central Himalayan state, India Himalaya has been chosen as the study area. For the completion of this research paper mainly the secondary data was used. The secondary data is obtained from the Uttarakhand Development Report, Directorate of Economic and Statistics, Centre for Public Policy and Good Governance, Handbook of Urban Statistics 2019, Labour Bureau, Ministry of Labour and Employment, Statistical Profile on Women Labour, MOH (Ministry of Housing) and Urban Affairs, Govt. of India, Govt. of Uttarakhand. The location and extend map built in Arc GIS software program the usage of spatial evaluation equipment and Microsoft Excel, word and MS paint were used to finish this article manuscript. The essential goals of the prevailing have a look at primarily based totally on ladies labour participation in city regions of Uttarakhand, which incorporates: Relation between women education and urban women empowerment, women labour force participations, status, pattern and dynamics are analyzed in this chapter to find out the current condition of women labour in hill state Uttarakhand.

Study Area

Study area geographically lies in the Kumaun Himalaya of Indian Himalayan Region located in between in Northern Hemisphere latitudes 28°7' N to 31°4' N and longitudes 77°7' E to 81°1' E encompasses total geographical area of 53483 km². Where hilly area is 86.07% of total geographical area and plain area is 13.93% (Kumar et. al., 2019). Uttarakhand state touched two countries, i.e., Nepal and Tibet (China). Which are makes Indian international border with China in the North, Nepal in the East and interstate boundaries with Himachal Pradesh in the West and Uttar Pradesh in the South (Fig. 1). The study area is divided into two commissionaires, i.e., Garhwal division and Kumaun division. There are 07 districts in Garhwal division name are Haridwar, Dehradun, Pauri Garhwal, Tehari Garhwal, Rudraprayag, Chamoli and Uttarkashi) and 06 districts in Kumaun division names are Udham Singh Nagar, Champawat, Nainital, Almora, Bageshwar and Pithoragarh) (Maithani et. al., 2015).

Figure 1: Location map of the study area, viz., Himalayan state Uttarakhand.



Urban Developments in Uttarakhand

Table-2 presents based on Census of India (COI) 2011, Uttarakhand consists of 6 cities having population above one lakh. In the cities of Uttarakhand has been recorded great change, through the analysis of urban sprawl data by Ankita, 2016. The Dehradun city having population about 578,420 has expanded to a large extent at present time. In 2000 it changed into unfold in a place of approximately 7158 hectares, while with inside in 2015 it changed into unfold throughout a place of 27194 hectares. The Haldwani-Kathgodam City having populace 156,060 has recorded multiplied spatially where in 2000 it changed into unfold in a place of approximately 3269 hectares, while with inside the year 2015 it changed into unfold throughout a place of 5131 hectares. The Kashipur city also populace about 121,610 has multiplied spatially where In 2000 it turned into unfold in a place of approximately 3,107 hectares, while with inside in 2015 it turned into unfold throughout a place of 7,174 hectares. The Rudrapur city also having populace about 140,884 has expanded spatially, i.e., in 2000 it was spread in an area of about 4150 hectares, while in the year 2015 it was spread across an area of 13,419 hectares. The Roorkee city having populace about 118,188 has expanded spatially, i.e., in 2000 it was spread about 1639 hectares, while in 2015 it was spread across an area of 4301 hectares and in Haridwar city having populace about 225,235 has expanded spatially where in 2000 it was spread in an area of about 3838 hectares, while in 2015 it was spread across an area of 8480 hectares. Dehradun city has elevated via way of means of 3.80 times, Haldwani-Kathgodam city 1.57 times, Kashipur city 2.31 times, Rudrapur city 3.23 times, Roorkee city 2.62 times and Haridwar city 2.21 times as per the data analysis.

Table 2: Showing cities of Uttarakhand having population more than one lakh and urban area and increase in percentage

S. N.	Cities	Population (in no.)	Urban areas in hectares		Change	
			in 2000	in 2015	in hectares	in times
1	Dehradun (M Corp.)	578,420	7158	27194	20036	3.80
2	Haldwani-Kathgodam (NPP)	156,060	3269	5131	1862	1.57
3	Kashipur (NPP)	121,610	3107	7174	4067	2.31
4	Rudrapur (NPP)	140,884	4150	13419	9269	3.23
5	Roorkee (NPP)	118,188	1639	4301	2662	2.62
6	Haridwar (NPP)	225,235	3838	8480	4642	2.21

(Based on Census of India 2011 and Ankita, 2016)

Workforce Participation in Uttarakhand

As per the report of PLFS 2017-18 female workers (15-59 years) population ratio in India is 23.8% and in Uttarakhand is 17.6 % in which percentage of rural women's 20.5% and urban percentage of urban women is 10.5%. Table-3 presents total working population participation rate in Uttarakhand in comparison between villages/rural and cities/urban areas in different surveying years, i.e., 2004-05, 2009-10 and 2010-12. In 2004-05, in village areas total work participation rate in Uttarakhand state were 47.4% where male are 52.3% and female 42.7% in comparison to urban areas at 33.2% where males are 51.9% and female 12.7%. In 2009-10 total work participation in rural areas were 43.1% where males are 46.1% and female 39.9% in comparison to urban areas at 33.6 % where males are 53.0% and female 11.3%. Following the table, in village areas total work participation rate of Uttarakhand state is 39.9% in 2010-12 in which male portion is 54.3% and a female portion is 24.8% and in urban areas, this is 35.5% is total work participation in which male is 54.6% and female 14.7%. According to report's result rural areas work participation rate in Uttarakhand is continuously down. According to NSS data, this is 47.4 in 2004-05, 43.1% in 2009-10 and 39.9% in 2010-12.

Table 3: Work population participation rate in village/rural and urban area of Uttarakhand

Year	Rural Areas	Percentage	Urban Areas	Percentage
2004-2005	Male	52.3	Male	51.9
	Female	42.7	Female	12.7
	Total	47.4	Total	33.2
2009-2010	Male	46.1	Male	53.0
	Female	39.9	Female	11.3
	Total	43.1	Total	33.6
2010-2012	Male	54.3	Male	54.6
	Female	24.8	Female	14.7
	Total	39.9	Total	35.5

(Source: NSS, 2004 to 2016)

Analysis of Women's Work Trends

Uttarakhand has achieved commendable success in attaining a relatively high level of literacy in comparison to many regions of the country. More than 78.82% of population in the Uttarakhand state is literate and thus it ranked 9th place in India. There is a big gender gap in literacy levels in the state nearly 70.01% of females are literate as compared to over 87.40% of males (Govt. of India, 2002). Table-4, describes the correlation between female literacy and working population on the basis of censuses 2001 and 2011 in rural and urban areas of Uttarakhand. Where female literacy rate total was grown but the total number of female workers decrease. As we can see in urban areas of Uttarakhand both female literacy and workers (Main Workers and Marginal Workers) were growing.

Table-5 shows the total female workers engaged (in %) in agriculture in urban areas declined from 33.4% in 2004-05 to a mere 0.26% in 2019-20, while in the rural areas, the percentage of female workers in agriculture declined from 96% in 2004-05 to 84% in 2019-20. In urban areas, women are predominantly employed within the services sector, and the percentage of female workers engaged in the services sector in urban areas has grown from 67.1% in 2004-05 to 81% in 2019-20. In the rural areas also, female workers (in %) engaged in the services sector has increased from 2.1% in 2004-05 to 9.9% in 2019-20. There has also been an increase (in %) female workers engaged in the manufacturing sector in urban areas from 9.7% in 2004-05 to 14% in 2019-20. The increase in the share of female workers in manufacturing in remote areas has not been very significant.

Table 4: Comparison between Census 2001 and 2011 on female literacy rate and working populations participated in Uttarakhand

Working Trends	Female Literacy Rate		Total Female workers (%)		Female Main Workers		Female Marginal Workers		Female Non Workers	
	2001	2011	2001	2011	2001	2011	2001	2011	2001	2011
Total	59.63	70.70	27.33	26.88	16.41	16.16	10.92	10.5	72.67	73.32
Rural	54.7	66.79	35.55	32.94	19.64	19.18	13.91	13.76	66.45	67.06
Urban	74.77	80.02	7.59	11.29	6.16	8.7	1.43	2.5	92.41	88.71

(Source: LBMLE, Govt. of India (2008) and Census 2011, U.K. Government, Dehradun).

Table 5: Percentage distribution of female workers in Uttarakhand in different working sectors

Sector's	Rural			Urban		
	2004-05	2011-12	2019-20	2004-05	2011-12	2019-20
Agriculture	96	90.25	84	33.04	8.32	0.26
Manufacturing	1.3	4.77	4	9.7	24.44	14
Construction	0.5	1.3	1.8	3.6	0.5	2.8
Services	2.1	4.47	9.9	67.1	65.32	81

(Source: NSS 2004 to 2021)

Table-6 presents district-wise total female workers' status and dynamics according to censuses 2001 and 2011 in Uttarakhand. Champawat had shown the maximum reduction percentage on total female workers

in its district area. Uttarkashi has also shown the least reduction percentage on total female workers. On the whole, there is a reduction percentage on female workers.

Table 6: Changes on district wise total female workers based on census 2001 and 2011 in Uttarakhand

District	Total women workers (in %)		Change (%)	District	Total women workers (in %)		Change (%)
	2001	2011			2001	2011	
Dehradun	18.46	15.4	-3.06	Bageshwar	55.07	47.9	-7.17
Haridwar	13.26	9.0	-4.26	Champawat	46.44	30.5	-15.94
U S Nagar	19.9	18.6	-1.30	Pithoragarh	50.25	42.2	-8.05
Nainital	30.72	25.9	-4.82	Uttarakashi	45.94	45.2	-0.72
Almora	55.25	47.9	-8.25	Pauri	49.99	35.0	-14.99
Tihri	49.76	43.5	-6.26	Rudraprayag	52.67	47.5	-5.17
Chamoli	50.44	44.0	-6.44				

(Source: UDR, 2009 and Census 2011)

Table 7: Total female workers in urban areas of Uttarakhand according to census 2001 and 2011

District	Urban women workers		Change (%)	District	Urban women workers		Change (%)
	2001 (%)	2011 (%)			2001 (%)	2011 (%)	
Dehradun	11.84	12.9	1.06	Bageshwar	12.03	12.2	0.17
Haridwar	9.50	8.2	-1.30	Champawat	16.66	9.1	-7.56
U S Nagar	9.73	10.5	0.77	Pithoragarh	21.4	13.6	-7.8
Nainital	11.14	10.4	-0.74	Uttarakashi	19.42	17.5	-1.92
Almora	12.93	12.4	-0.53	Pauri	12.72	10.6	-2.12
Tihri	9.01	10.9	1.89	Rudraprayag	4.54	23.4	18.86
Chamoli	21.60	19.5	-2.10				

(Source: UDR, 2009 and Census 2011, U.K. Government, Dehradun)

Urban Women Empowerment in Uttarakhand

Accelerated urbanization creates various possibilities and obstacles for ladies to acquire financial increase and prosperity. Table-7 describes total female workers on the basis of censuses 2001 and 2011 and changes in urban areas of 13 districts of Uttarakhand. As we can see Rudraprayag district depicting the highest rise in female workers in urban areas and only the city regions of 4 districts, i.e., Rudrprayag, Tehri Garhwal, Dehradun and Bageshwar display upward thrust with inside the woman people percentage.

Status of Women Labour Force Participations

Considering the significance of the provision of labour pressure statistics at extra common time intervals, the NSO released PLFS in April 2017. The objective of PLFS is primarily followed: To estimate the key employment and unemployment indicators (*viz.* Worker Population Ratio, Labour Force Participation Rate, Unemployment Rate) within the CWS and to estimate employment and unemployment signs in each regular Status and CWS in each rural and concrete regions annually.

Uttarakhand's ladies face many boundaries to progress. Women comprise half of the population in Uttarakhand, but when it comes to participation in the employment sector, less than 1/3rd of women do. On the basis of newly PLFS conducted by the NSSO in 2019-20 LFPR (Labour Force Participation Rate) is merely 31.8%. Uttarakhand is one of the lowest (22nd highest) among all the 37 States and UT's in India in FLFPR (Female Labour Force Participation Rate). Table-8 showing the female labour force participation rate FLFPR in rural Uttarakhand showcasing a decline of 28.4% points from 2004-05 to 2019-20. In 2004-05 it is 65.7 and in 2019-20 it is 37.3%. Women's participation is not uniform in urban areas; it has increased and decreased from time to time. In 2004-05 it was 19.8%, in 2011 it reached 15% and in 2019 it again increased to 17.5%. It has to be cited that FLFPR in city Uttarakhand (17.5%) is half of the FLFPR in rural Uttarakhand (37.3%). Pointed out that this reflects the fact that household incomes are higher in urban areas, and poverty levels are lower; thus, the intensity of the need for women to work is less (Mehrotra and Sinha, 2017).

Table 8: Comparative directions in labour force participation rate of females in percentages in India and Uttarakhand

Area	India			Uttarakhand		
	2004-05	2011-12	2019-20	2004-05	2011-12	2019-20
Rural	49.4	35.8	33.0	65.7	43.8	37.3
Urban	24.4	20.5	23.2	19.8	15.0	17.5

(Source: PLFS 2019-20)

Relation of Female Education and Labour Participation

There is a negative relationship between the female literacy rate and their role in the workplace on the basis of Table-9. In 2001, the total female literacy rate in the state of Uttarakhand was 59.63, then the role of women in the workplace was 27.33%, while in 2011, the total female literacy rate increased to 70.70, while their role in the workplace decreased to 26.88. In rural areas, according to 2001, literacy rate of females was 54.7% and then their percentage in the workplace was 33.55. While in 2011 literacy rate of females was reached 66.79% and their percentage in the workplace remained 32.94. Similarly, in urban areas this situation is even more alarming. In 2001 literacy rate of females was 74.77% and their percentage in the workplace was 7.59 and in 2011 it increased to 80.02% and their literacy rate reached 11.29%.

Table 9: Relation between female literacy and working population based on census in Uttarakhand

Relation Categories	Census Year 2001			Census Year 2011		
	Total	Rural	Urban	Total	Rural	Urban
Female Literacy Rate	59.63	54.70	74.77	70.70	66.79	80.02
Total Female Workers (%)	27.33	33.55	7.59	26.88	32.94	11.29

(Source: LBMLE, Govt. of India (2008) and Census 2001, 2011, UK Government, Dehradun)

Table 10: District wise changes between female literacy and working population based on census in Uttarakhand

District	Female Literacy Rate			Total Female Workers		
	2001 (in %)	2011 (in %)	Change (%)	2001 (in %)	2011 (in %)	Change (%)
Dehradun	71	80	9	18.46	15.4	-3.06
Haridwar	53	66	13	13.26	09.0	-4.26
U.S Nagar	54	66	12	19.9	18.6	-1.30
Nainital	71	78	7	30.72	25.9	-4.82
Almora	61	70	9	55.25	47.0	-8.25
Pithoragarh	63	73	10	50.25	42.2	-8.05
Bageshwar	57	70	13	55.07	47.9	-7.17
Champawat	55	69	14	46.44	30.05	-15.94
Chamoli	63	73	10	50.44	44.0	-6.44
Uttarkashi	47	62	15	45.94	45.2	-0.72
Pauri	66	73	7	49.99	35.0	-14.99
Tehri	50	62	12	49.76	43.05	-6.26
Rudrapur	60	61	1	52.67	47.05	-5.17

(Source: UDR, 2009 and Census 2001, 2011, U.K. Government, Dehradun)

Table-10 presents overall female literacy rate and total female workers percentage of 13 districts of the state. From the above desk it may be visible that the general literacy price of the ladies in Uttarakhand has advanced remarkably among 2001 and 2011. Except for the district of Rudrapur in which there was handiest 1% growth withinside the literacy rate, all of the different districts have proven a growth of greater than 7%. The district with the very best boom withinside the literacy charge i.e. Uttarkashi has additionally proven the least discount in the share of general female workers. On the contrary, district Champawat which has proven 14% boom withinside the literacy price has additionally proven the most discounts in the proportion of general girl employees in its district area. On the entire there's boom with inside the literacy charge in all of the districts however there's additionally discount in the proportion of ladies workers.

Female Labour Participation Dynamics

In comparison to the year 2004-05, in the year 2019-20, the involvement of ladies in workforce has decreased significantly in almost every age group. The biggest decrease has been seen in females in 15-19 years age group. However, it seems to be increasing in the year 2019-20 as compared to the year 2015-16 which is a good sign. Table-11 describes dynamics in women employment of Uttarakhand urban areas according to different age groups.

Table 11: Dynamics in women employed percentages of Uttarakhand under different age groups between 15-49 years

Age group	2004-05	2015-16	2019-20	Age group	2004-05	2015-16	2019-20
15-19	33.1	13.3	16.5	35-39	52.9	26.5	33.7
20-24	42.1	17.7	22.8	40-44	52.8	26.1	41.4
25-29	37.2	19.2	22.9	45-49	45.9	27.1	35.5
30-34	48.3	22.3	24.2				

(Source: NFHS 3, NFHS 4, and NFHS 5)

CONCLUSION

The lack of regular employment opportunities outside the farm sector and the high incidence of underemployment in terms of unutilized labour time is a major problem in the hilly state Uttarakhand. However, in urban areas, there has been an increase in total, main and marginal female workers, though the upward shift has not been large as compared to female's literacy rate in urban areas. On the basis of all facts conclusion is that the involvement of ladies in the workforce is steadily declining in Urban and also steady decline percentage of female workers in rural areas of Uttarakhand. Rural environments away from economic development, lack of technical development and problems like excessive population and migration can be considered as possible reasons for the continuously decreasing figures in the female workforce in rural areas. While the gradual increase in female workforce participation in urban areas may be a good sign, there is still a negative relationship between women's educational level and their percentage in the workforce. There has been a continuous increase in women literacy rate in both rural and urban environments. All this is a commendable step, but in spite of this, their decreasing percentage in the workforce is certainly a cause for concern.

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