

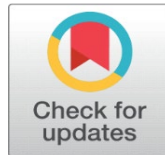
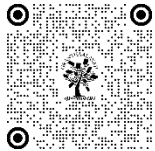
EMPLOYMENT STATUS AS PER PERIODIC LABOUR FORCE SURVEY IN HARYANA, INDIA

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ABSTRACT

This study aims to depict numbers that speak for themselves about Haryana's employment situation, highlighting the issue of the UR (unemployment rate), LFPR (labour force participation rate) and WPR (worker population ratio). This study is based on periodic labour force survey unit-level data from 2017-18 to 2022-23. This paper shows that Haryana's LFPR (for the overall population) is 35.3 percent, more significant than Bihar, Manipur and Lakshadweep's Labour Force Participation Rate. The results show the critical condition of employment in Haryana compared to other states. The central problem women face in India is the exceptional LFPR compared to males. In Haryana, the female LFPR is more miserable and is less than the national level's record. The employment condition of youths in Haryana has deteriorated because the education level is increasing, but the UR is rising. The condition is more severe of UR in youths of Haryana. In the overall age group of Haryana, most people were employed in the primary sector, which is larger than the secondary and tertiary sectors during 2019-20. A higher UR after the rising education level in Haryana is a major issue for policymakers.

Keywords: Employment, Haryana, Labour Force, Youth

1. INTRODUCTION

The economy of Haryana is mainly based on the rural and agricultural sectors because 65.12 percent of the 2.6 billion population of Haryana lives in rural areas. Density is 573 per square kilometre, and the sex ratio is 879 per thousand (as per the statistical abstract of Haryana). The literacy rate in Haryana is 75.60 percent. Haryana's total Gross State Domestic Product (GSDP) is 8,70,664.53 crore rupees, and per capita income is 2,35,707. In Haryana, most people are engaged in primary activities like agriculture, animal husbandry, and gardening. Its primary agricultural production is rice and wheat, which are consequential in the national surplus food grain depository system (Singh, 2023). Haryana is also the country's fourth-largest cotton producer. In India's Gross Domestic Product (GDP), Haryana's contribution is 3.95 percent as per the estimates of 2020-21, the early estimates showing that Haryana's economy is recovering faster after the COVID-19 pandemic. Due to pandemic restrictions, Haryana's GDP growth was negative in 2020-21 and jumped to 18.1 percent in 2021-22. The unemployment level in Haryana is a primary concern. It is higher in the country than in

Haryana as per the Centre for Monitoring Indian Economy (CMIE) database, which shows that the unemployment rate (UR) in Haryana was 37.3 percent in August 2022, which was 43.2 percent in April 2020. According to the Periodic Labour Force Survey (PLFS), the unemployment rate for all age groups in Haryana was 13.5 percent in the Jan- March 2022 quarter, which was higher than last year, i.e. 11.5 percent in the same quarter. According to the Ministry of Statistics and Programme Implementation (MOSPI), Haryana was at the 2nd spot after Jammu and Kashmir in the UR, and Kerala was at the 3rd spot urban. In males, the UR was 13.3 percent in Jan- March 2022, which was higher than the last quarter's 10.5 percent. In females, it was 14.4 percent in Jan- March 2022 quarter, which was less than the previous quarter's 16.9 percent. Most people in Haryana are involved in agricultural activities, and the farm situation is degrading daily because of environmental uncertainties and other factors. Some additional databases show that people are moving back towards agricultural activities because the industrial sector is not producing jobs according to labour market demand. So, there is a need for more intention to apply policies regarding employment generation, like the Mahatma Gandhi National Rural Employment Guarantee Act (2006), which played a significant role in employment generation in rural areas. The indicators of the employment measurements are LFPR, WPR, and UR. The LFPR (Labour Force Participation Rate) means the percentage share of eligible persons working and seeking jobs in the job market. The current condition of LFPR in Haryana was 38.1 percent in all age groups during the Jan- March 2022 quarter in Current Weekly Status (CWS). WPR (Working Population Ratio) is the percentage share of employed persons of the total population. In Haryana, during the Jan- March 2022 quarter, WPR in all age groups was 9.8 percent in the Current Weekly Status. The UR (UR) means the percentage of unemployed persons from the total population. In CWS, during the Jan- March 2022 quarter, UR in all age groups was 13.5 percent in Haryana.

2. BRIEF REVIEW OF LITERATURE

There were over 9 million employed between 2009–10 and 2011–12, and the employment growth rate between 2004–05 and 2011–12 was just 2.5 million per year on average. This study also demonstrated that the workforce was shifting toward non-farm activities, with many aged 15 and older working in informal jobs. In 2011, India's labour force participation rate was 55.6%. In rural and urban regions, men were employed more than women. In both rural and urban areas, the unemployment rate for men was 5.5% and 4.9%, respectively; for women, it was 6.2% in rural and 8.1% in urban areas **Shaw (2013)**.

Haryana's performance in female labour participation was not very encouraging because it has far lower rates of female engagement than other states. Furthermore, the state dropped from 18th place in 2001 to 27th place in 2011, and its market share decreased from 27.2 percent to 17.8 percent. In 2011, the percentage of female workers who participated in the labour force in rural regions was 20.8 percent, while the percentage in urban areas was 12.1 percent. According to ORGI's 2001 and 2011 census data, the rate for rural regions has decreased dramatically from 33.91 percent in 2001, but for urban areas, it has climbed from 10.55 percent to **Narayan (2016)**. The primary goals of programmes launched by the government were to advance women's welfare, socioeconomic growth, gender equality, and gender justice by bringing together initiatives that affect women from different sectors and to improve women's status, particularly in rural regions. As a result, it was discovered that people were more accepting of these initiatives, especially in the rural areas. As a result, there are signs of an expanding sex ratio, and in the last ten years, women's autonomy has improved in the state due to an increase in the number of women entering labour **Mahata and Kumar Rai (2017)**. Global growth has slowed, which is detrimental to job creation and lessens the chance that the declining trend in female labour force participation may be reversed. This strengthens the argument for a thoughtful industrial policy. We contend that an increased reliance on manufacturing will require a robust industrial strategy to support sustained productivity gains, particularly in directing the focus towards local and other emerging nation markets. Emerging career growth prospects may aid in absorbing recently educated young women in these nations **Mehrotra (2019)**. Total employment is an unprecedented trend observed from 2011–12 to 2017–18. The process of structural transformation, which had gained momentum post-2004, has stagnated since 2012 due to a decline in employment in manufacturing and agriculture and a slow growth in construction jobs. Educated youth unemployment and low-quality non-farm jobs have also contributed to an increase in the demoralized labour force. While the share of regular and formal employment has marginally increased, most jobs are still created by micro and small units of the unorganised and private sectors. Conversely, the number and share of informal government/public sector jobs have increased. Furthermore, both governments have massively increased contract jobs and jobs without written job contracts. Unsurprisingly, neither in rural nor urban regions have real earnings improved between 2011–12 and 2017–18. Together with an industrial

strategy, a complete employment policy is required to handle the agricultural transition, increase real wages in rural regions, ensure industrial growth, and consider skill concerns **Mehrotra and Parida (2019)**. Whether unemployment increased or decreased in India between 2011 and 2017. This study aimed to examine employment status according to the newly released data by the PLFS (Periodic Labour Force Survey) and to know the condition of the country's working-age population. Secondary data was used from the National Statistical Office's PLFS, which used Usual Status (Principal Status+ Subsidiary Status), CWS (Current Weekly Status), CDS (Current Daily Status), and growth rate measured from 2011 to 2017. This study found that the adequate employment generation was facing challenges and falling in growth rate by every group, male-female, rural-urban, educated-uneducated, etc. The growth rate was 1.47 percent in the case of rural males, and in the case of females, it was 0.34 percent in urban areas. It was 1.54 percent for males, and for females, it was 3.67 percent. PLFS data showed that overall LFPR (Labour Force Participation Rate) rose by a very small margin and was very low in rural and urban females. Most people above 20 years old decided to remain in education rather than choose the workforce. It was suggested in the study that there was a need to pay attention to the female Labour Force Participation Rate in employment, and quality education was a need for society. Vocational education plays a significant role in employment generation so the government should also focus on vocational training **(Nath & Basole, 2020)**. The primary issues that affected employment in Haryana were the growing labour force, the current economic crisis, and the disconnect between industry requirements and curriculum. Despite the rise in employment, several initiatives were developed. While many of those programmes were helpful, they increased the number of unskilled workers rather than producing an excess of competent workers **Appala Naidu et al. (2023)**. The employment scenario of both males and females in Haryana. In contrast to NSS survey data (2011), male and female workers' overall labour participation rate in urban and rural regions grew between 1991 and 2011. However, the growth of low-paying, disorganised, and auxiliary employment is responsible for increased work participation. Conversely, the unemployment rate has increased dramatically because fewer high-quality positions are offered in the labour market **Bhan and Bhan (2023)**.

1.2 Need of the Study

As per the theoretical review literature in Haryana, no study is available on the above indicators when NSO started the PLFS report from 2017-18. This report publishes employment unemployment data annually and quarterly because of better availability and continuity of the data. All the studies conducted in Haryana on employment unemployment are based on NSSO's EUS (Employment Unemployment Round Surveys), conducted once every four to five years. Hence, the present study will focus on the trends in the Labour Force Participation Rate, the UR and the WPR according to the PLFS report from 2017-18 to 2020-21. Trends will be depicted in age, region, gender, sector, and education level. Six PLFS reports have been published till now. This study will cover all these reports and see what PLFS data trends say about the state's employment condition. However, the Haryana government denied the employment data published by the CMIE.

3. RESULTS AND DISCUSSION

This section of results and discussion will show the employment trends in age, gender, sectors and education in Haryana during 2017-18, 2018-19, 2019-20, 2020-21, 2021-22 and 2022-23 as per the Periodic Labour Force Survey. All data is calculated using principal status and subsidiary status. Principal status refers to the primary activity status that an individual engaged in for a significant amount of time (major time criteria) in the 365 days before the periodic labour force survey date was deemed to be their typical activity status and principal status, on the other hand, a person's subsidiary economic activity status is defined as their ability to engage in economic activity for 30 days or more during the 365 days leading up to the survey date, in addition to their regular primary status.

2.1 Overview

Employment status in age, gender, sector, region, and education have been shown to determine the state's employment scenario, allowing us to make sound reviews on the employment condition of the state. Employment is always a significant issue in any economy. It may be any state or any country. All policies regarding employment are created according to the employment conditions of the state, and it is also a major political issue of any ruling or non-ruling party in the state. This study used secondary data from various periodic labour force survey reports published by NSO since 2017-18. Descriptive statistics were used to interpret the results.

2.1.1 Age-wise employment trends

The following table shows that the UR in all age group categories was highest in 2018-19 and 2021-22, 9.2 and 9 percent, respectively. It was 8.6 in 2017-18, and from 2019-20 to 2020-21, it declined from 6.5 to 6.3 percent, respectively, even though there was covid. However, in 2021-22, it jumped to 9.0 percent again. This showed that unemployment in all age groups declined till 2020-21 but again rose in 2021-22. In the 15-59 age group, UR was highest in 2018-19, it was 9.8 percent, and in 2022-23, it was 6.4 percent, which is the lowest since 2017-18. Data shows that the UR is a significant concern for youths, where it was continuously over 20 percent from 2017-18, excluding 2022-23. On the other hand, LFPR and WPR show the same trends year-wise, but groupwise, these are highest in the 15-59 age group.

Table (1)

Employment indicators categorised age-wise: Haryana (in percentage)

Years	15-29			15-59			All ages		
	LFPR	WPR	UR	LFPR	WPR	UR	LFPR	WPR	UR
2017-18	38.6	30.6	20.7	49.4	45.1	8.8	33.4	30.5	8.6
2018-19	38.7	30.1	22.1	50.4	45.5	9.8	34.3	31.1	9.2
2019-20	36.8	30.3	17.6	50.6	47.3	6.7	34.3	32.1	6.5
2020-21	37.3	31.6	15.3	51.9	48.5	6.6	35.3	33.1	6.3
2021-22	37.4	28.7	23.3	51.0	46.2	9.3	35.4	32.3	9.0
2022-23	37.3	30.8	17.5	52.8	49.4	6.4	36.3	34.1	6.1

Source- NSOs' unit-level PLFS report from 2017-18 to 2022-23.

In 2022-23, UR in youths is 17.5 percent, higher than the national level's 10 percent. There are so many factors behind higher unemployment in Haryana, like the declining share of jobs in the agriculture sector, government vacancies not coming over the years, and rising education levels. However, the non-farm sector is not creating jobs as per the demand, and another primary reason may be post-COVID complications in each sector of the economy. The LFPR is 37.3 percent, and the WPR is 30.8 percent for youths, which is lower than the national level's data, which means the employment situation is more critical in Haryana. This means that people eligible and willing to work at the prevailing wage rate are not getting work. However, labour force participation from year to year shows that job opportunities are not rising much in Haryana as per requirement. However, LFPR is declining in youths, which may be a concern, but UR is highest in 2021-22 in Haryana, which is more critical for the youths and policymakers.

2.1.2 Gender-wise Employment Trends

Table (2) shows that female labour force participation remained lower over the years than males. Female labour force participation has consistently remained low because of the narrow thinking of society that males will go outside and do work and come with a specific income. Woman's responsibility is to do housework and take care of children. Female WPR in Haryana (15.2 percent) is lower than the national level (30 percent) and also lower than males (51.3 percent) in the PLFS report 2022-23. Female LFPR in 2022-23 increased by 48.59 percent compared to 2017-18 and WPR by 60 percent.

Table (2)

Employment indicators categorised in gender: Haryana (in percentage)

Years	Male			Female			Persons		
	LFPR	WPR	UR	LFPR	WPR	UR	LFPR	WPR	UR
2017-18	53.7	49.4	8.1	10.7	9.5	11.4	33.4	30.5	8.6
2018-19	54.8	49.5	9.6	11.5	10.6	7.6	34.3	31.1	9.2
2019-20	54.5	51	6.5	11.9	11.2	6.5	34.3	32.1	6.5
2020-21	53.9	50.4	6.5	14.6	13.8	5.3	35.3	33.1	6.3
2021-22	53.9	49.1	8.9	14.6	13.3	9.1	35.4	32.3	9.0
2022-23	54.8	51.3	6.4	15.9	15.2	4.7	36.3	34.1	6.1

Source- The above calculation is from NSOs' unit-level PLFS report from 2017-18 to 2022-23.

UR is 9.1 percent in females, which is approximately three times higher than the national level's (3.3 percent) data, and in males, it is also higher than the national level. However, the LFPR and WPR of females are rising gradually, but there is a need for more attention from the government. Because females are almost 50 percent of the population and can contribute almost 50 percent to the economy's growth, Women have to face gender inequalities in the workplace. The UR was 11.4 percent in 2017-18; after that, it declined till 2020-21, but in 2021-22, it again jumped to 9.1 percent in females. Labour force participation (54.8 percent) was highest for males in 2018-19 and 2022-23. Here, in 2021-22, LFPR and WPR are lower, and UR is higher in females than males.

2.1.3 Region-wise trends

The following table (3) shows that the UR was highest in both urban and rural (9.2 percent) during 2018-19 because of many reasons like demonetisation and GST implementation. Both these showed long-run effects on the economy. Unemployment among wage labourers and women is extremely high. The LFPR growth rate is higher in rural areas than in urban.

Table (3)

Employment indicators categorised in the region: Haryana (in percentage)

Years	Rural			Urban			Rural + Urban		
	LFPR	WPR	UR	LFPR	WPR	UR	LFPR	WPR	UR
2017-18	32.8	29.7	9.3	34.5	32	7.3	33.4	30.5	8.6
2018-19	32.9	29.8	9.5	37.2	34	8.7	34.3	31.1	9.2
2019-20	32.8	30.7	6.5	37.2	34.8	6.5	34.3	32.1	6.5
2020-21	35.5	33.6	5.4	35.1	32.2	8.1	35.3	33.1	6.3
2021-22	35.0	31.9	9.0	36.2	33.0	8.9	35.4	32.3	9.0
2022-23	35.5	33.4	5.8	37.9	35.5	6.5	36.3	34.1	6.1

Source- The above calculation is from NSOs' unit-level PLFS report from 2017-18 to 2022-23.

It can be seen that the UR in rural (9.0 percent) is higher than in urban (8.9 percent) during 2021-22, and in both rural and urban, it is 9.0 percent, which is higher than the national level of 4.1 percent. MAGNREGA (Mahatma Gandhi National Rural Employment Guarantee Act) is working nicely in rural areas of Haryana. The LFPR in rural and urban areas is almost similar but less than the national level's 41.3 percent. The WPR is 32.3 percent, which is less than the national level's data of 39.6 percent during 2021-22. In rural areas, WPR is 40.8 percent higher than in urban (36.6 percent) areas nationally. The table shows that the overall LFPR is increasing in both rural and urban in Haryana but not at the speed of the national level's increase. So, there is a need for more attention from the government.

2.1.4 Education-wise employment trends

The following table (4) depicts the labour force participation rate, WPR and UR education-wise. This table shows employment trends in educated persons like middle, higher secondary and graduates.

Table (4)

Employment indicators categorised in the education: Haryana (in percentage)

Years	Middle			Higher Secondary			Graduate		
	LFPR	WPR	UR	LFPR	WPR	UR	LFPR	WPR	UR
2017-18	43.7	40.2	8	44.2	38.5	12.9	58.9	48.8	17.2
2018-19	48.9	43.7	10.8	42.3	37.3	11.8	59.2	49.4	16.5
2019-20	43.4	41.8	3.8	46.2	41.3	10.6	53.8	46.6	13.4
2020-21	45.5	44	3.4	45.1	40.4	10.4	53.7	46.8	12.9
2021-22	46.8	42.1	9.9	48.7	42.0	13.7	54.9	44.8	18.4
2022-23	47.8	46.0	3.7	45.0	39.2	12.8	57.1	49.9	12.6

Source- The above calculation is from NSOs' unit-level PLFS report from 2017-18 to 2022-23.

The UR among graduates of Haryana (18.4 percent) is greater than the national level's 14.9 percent in 2021-22. UR in Haryana is also more significant in the middle and higher secondary groups than in the national data. If we see the trends in UR in the middle group from 2017-18 to 2022-23, it declined till 2020-21, but in the 2021-22 report, it jumped by 9.9 percent in 2021-22. In the higher secondary group, it has always been double digits since PLFS started. On the other hand, among graduates, it is higher than among middle and secondary-level literate youths, and at the national level over secondary education, it is 7.3 percent. However, LFPR and WPR are better for graduates. In the last six years, it happened for the first time that UR is lower in graduates than the middle group in 2022-23. In Haryana, the education level is rising, but employment is not as high as the literacy rate. Policymakers need to pay more attention towards the LFPR of educated persons. Another primary reason behind this scene in the state is a gap between the demand for labour in establishments (enterprises) and the labour supply by the labour market. The lack of skills in workers of Haryana is another primary reason for the higher UR in youths of the state.

2.1.5 Employment trends in broad status

As per the following table (5), it can be seen that out of the total employment, self-employed workers make up 45.3 percent, which is higher than the regular salary and casual labour category in Haryana during all Periodic Labour Force Surveys. However, it is less than the national level's 57.3 percent during 2022-23.

Table (5)

Distribution of workers in broad status: Haryana (in percentage)

Years	Self-employed			Regular wage/salary	Casual labour	All
	Own account worker, employer	Helper in household enterprises	All self-employed			
2017-18	38.2	5.7	43.9	35.6	20.6	100.0
2018-19	37.8	5.2	43.0	37.1	19.9	100.0
2019-20	32.9	8.4	41.3	39.1	19.6	100.0

2020-21	36.8	8.1	44.9	37.5	17.6	100.0
2021-22	36.7	8.0	44.6	35.0	20.4	100.0
2022-23	36.5	8.7	45.3	37.2	17.5	100.0

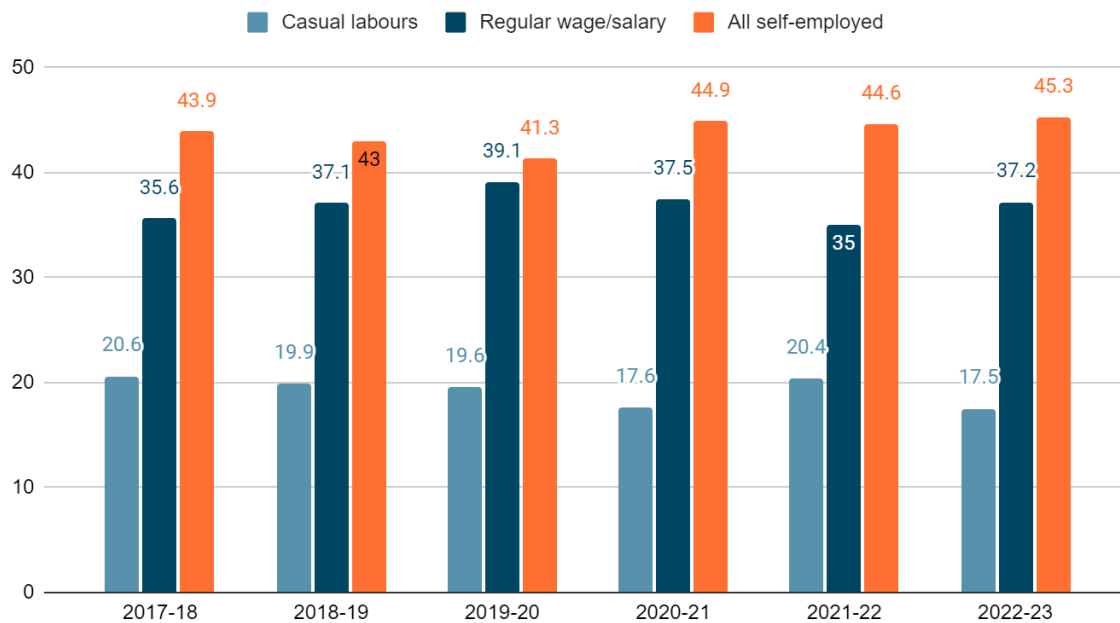
Source- The above calculation is from NSOs' unit-level PLFS report from 2017-18 to 2022-23.

In the sub-category of helper in household enterprises, it can be depicted that there is a 61.53 percent jump from 2018-19 to 2019-20, which is the highest over the years. In the casual labour category, there are almost the exact numbers, around 20 percent, over the years except for 2020-21 and 2022-23, when it was 17.6 and 17.5 percent respectively. During 2022-23, the number of casual labourers was lower in Haryana than the national level's 21.8 percent. Regular salaried persons were 39.1 percent in 2019-20, more significant than other annual reports and higher than the national level's 22.9 percent.

Graph (1)

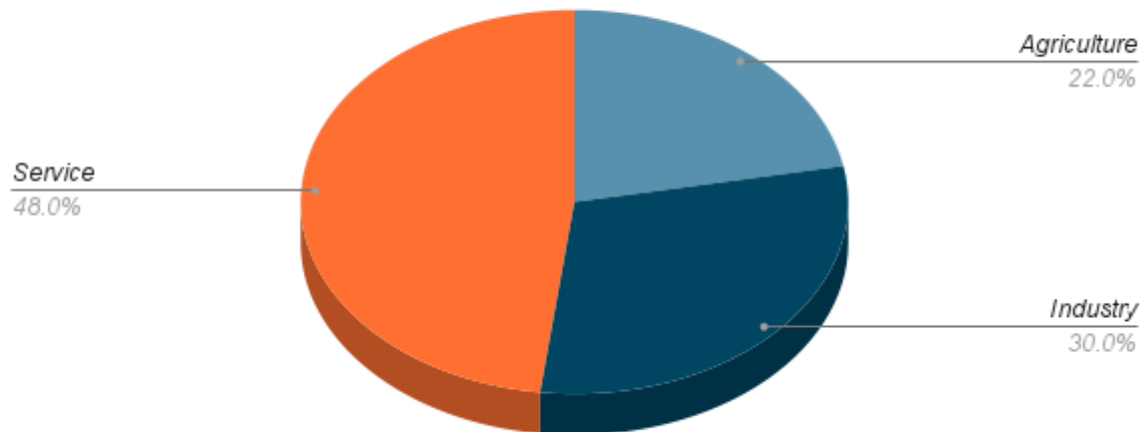
Distribution of workers in broad status: Haryana (in percentage)

Casual labours, Regular wage/salary and All self-employed



Source- The above calculation is from NSOs' unit-level PLFS report from 2017-18 to 2022-23.

The above graph (1) depicts the same thing shown in Table (5), which means it can be said that there have not been so many differences in employment in different categories over the years since PLFS started. More than 50 percent of the population of Haryana is employed in regular jobs and casual jobs. However, the self-employment category provides almost 45 percent of the total working-age population. So, it can be said that it is crucial to work for casual workers who face problems to get employment quickly and other gig economy problems. Casual labour is mainly employed in agricultural activities in Haryana, where employment does not exist the whole year; it depends on the agricultural activities or seasons. For example, during the Rabbi season, most people remain unemployed due to less work on the land. If we see the employment rate with gross state value addition of the state, which is shown in the following graph where the share of agriculture is 22 percent. But the population employed in the agriculture sector is above 40 percent which is almost double than the share of this sector in the economy of Haryana and create a huge contrast.

Graph (2)**Distribution of GSVA of Haryana as per Economic Survey 2022.****Gross State Value addition of Haryana**

Source- The above calculation is from the Economic Survey of Haryana 2022.

4. WAY FORWARD

Haryana's economy has transformed significantly over the past few decades, with its Gross State Domestic Product (GSDP) growing at an annual rate of over 8% for the last twenty years. This shift includes a decline in the agricultural sector's share and a rise in the services sector's contribution to the GSDP. The organised industry is primarily located in Haryana's National Capital Region (NCR), including cities like Gurugram and Faridabad, which have seen many new job opportunities. Haryana ranks among the wealthiest states in India in terms of per capita income. Consequently, workers in the state, whether semi-skilled, skilled, or highly educated, have higher displacement costs than those from other states. Due to their strong economic background, their expectation of well-paying jobs contributes to the high unemployment rate, as they are less willing to accept low-paying positions. It has been suggested that job opportunities be shifted from urban centres like Gurugram and Faridabad to rural areas in Haryana to address this issue. This move could lower the high unemployment rate by reducing displacement costs for local workers. Improved regional infrastructure in Haryana supports the feasibility of moving industries to rural areas. However, focusing solely on the unemployment rate can be misleading when assessing the labour market. Unemployment hides more than it reveals. Therefore, it is essential to consider all indicators, primarily the Labour Force Participation Rate (LFPR) and the Workforce Participation Rate (WPR). Although the unemployment rate has decreased in recent surveys in Haryana, the LFPR has yet to show similar improvements. Employment policies should aim to increase the WPR within the LFPR. Although this might raise the unemployment rate, it will ultimately address more significant labour market issues and help economies benefit from demographic dividends.

5. CONCLUSION AND SUGGESTIONS

Haryana's economy in GDP at the thirteenth and fifth-ranked in per capita income in the country. Employment level is the major concern for the state. It can be seen from the trends that the UR declining year-wise year but the LFPR is not increasing in the same proportion. And the situation of female labour in the state is more critical. Participation of women in the labour force is reprehensible and it is lower in urban females than in rural ones. The UR among youths and graduates is the highest among all other groups. Unemployment hides much more than it reveals. Hence, now it is time to pay more attention to all the indicators with special reference to LFPR and WPR. Withing LFPR the policies should be focused on WPR. If the state wants to efficient utilisation of demographic dividend then it is important for the policymakers that they make policies regarding employment generation in the economy.

CONFLICT OF INTERESTS

None.

ACKNOWLEDGMENTS

None.

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