



DEMOGRAPHIC DIVIDEND OR PRECARIOUS FUTURES? EMPLOYMENT INSECURITY IN URBAN INDIA

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ABSTRACT

Background of the study: Being the highly populated country India is leading is leading towards World's third largest economy. With this target of being the largest economy India not just only a populated one but have a large demographic dividend. With its large Youth population India must focus on creating human resources and it must take care of creating employment opportunity for the mass. This is found some where challenging for it after analysing the paper.

Objective: The present study objectifies to analyse the employment status of India. The paper studies the status, the speed, the depth of engaged workforce, the LFPR, WPR with their sectoral distribution. And it studied the depth of nature of employment and unemployment by using different statistical and econometric tools and it also forecasted the sectoral, gender wise growth of employment for both rural and urban India for 2026 and 2030.

Methodology: The paper focused on extracting the data from 2024 periodic labour force survey. After that it analysed the data and put the model and forecasted the futuristic development of female WPR and LFPR for rural areas and urban areas as well. The paper analysed the data using regression, correlation, Cramer's V ratio, made Time series analysis etc.

Conclusion: the paper concluded with the terrifying result that in Rural areas both female LFPR and WPR is high in comparison to urban areas, but the sad reality lies in their sector composition. In rural areas female population are stuck in agricultural sector which is much higher than the in urban areas where the service sector jobs are clustered. In the same way we can find that the linear and continuous growth in female LFPR and WPR but in case of male population it is no linear and discontinuous growth marked for both urban and rural region.

KEYWORDS: Demographic Dividend, LFPR, WPR, Sectoral Composition, Employment Rate, Gender Disparity

JEL Code: J11, J21, J16, J71

INTRODUCTION

India have crossed China in case of population and stood at first place in the World among highly populated nations. With its high demographic dividend, it can lead the economy towards most speed growing and most highly developed economy. The development of an economy depends on the infrastructural facilities with their fiscal and monetary policies that will help them in making it highly developed. The present situation has worsened than before. USA and Japan are importing services from populated country and India is one of that. With the highest number of population India is in demographic dividend where the composition of Youth and Children are high. (census, 2011) USA has high number of Indians working in different sectors likewise Japan is offering the amenities those who have children or more than one child, also it is welcoming people from other countries to become their own citizen. The above situation can show the importance of demographic dividend where the highest number of Youth population must be converted to Human Resource, with better Education Health and higher Skills. Japan is facing labour shortage and their share of residents over 65 years of age is 29.8% which is far higher than the US i.e. 17.9%, creating severe labour shortages. (UN department of economic and social affairs, population division, World Population prospects 2024,)

LITERATURE REVIEW

Chowdhury. S. et.al, (2011): This paper concludes that, there is a widespread withdrawal from the labour force (especially by women) and slow growth of employment in the non-agricultural sector. It analyses the 66th round National Sample Survey Organization data (2009-10) on the employment. Kristiina Brunila, Saara Vainio, Sanna



Toiviainen et.al, (2021): The article is focused on youth education. In terms of youth education, as a rationality of governing, the alliance between the rapitization and neo-liberalism results in the creation of suitably resilient, self-responsible, and emotionally vulnerable young people. Singh. N.R. et.al, (2024): The paper analyses various welfare schemes and initiatives taken up by the government with a vision to make the country inclusively developed by 2047, the 100th year of its independence. Ahir. D.M. et.al, (2024): it is a thorough analysis of the state of entrepreneurship in India that considers the challenges and opportunities that the startup ecosystem faces, and offers suggestions for how investors, entrepreneurs, policymakers, and other relevant parties can support the expansion and sustainability of Viksit Bharat @ 2047 start-ups. Mishra P.K. et.al, (2024): This article studies the savings-led growth hypothesis in India over the sample period spanning from 1961 to 2022. It concludes that the sustaining higher economic growth requires an increase in gross domestic savings. So, the study recommends savings promotion measures in the country. Nadda. M. (2024): It proposes the idea of including financial literacy into the youth education, recommending government-backed programs that blend economic education with real-world applications to uplift youth with decisive entrepreneurial and budgeting skills.

OBJECTIVE

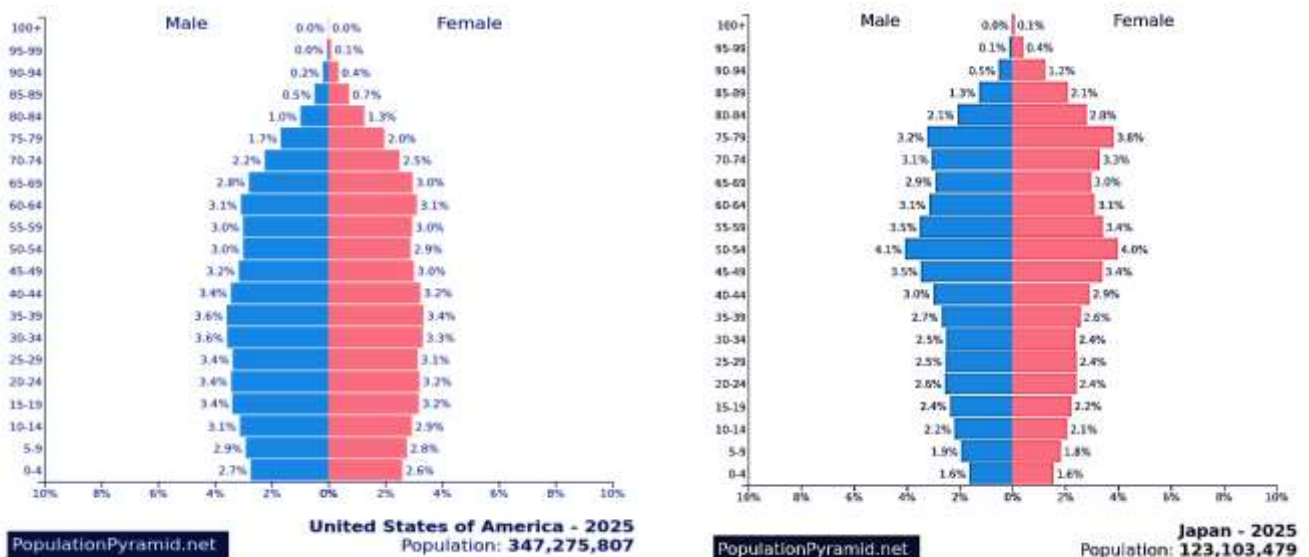
The present study objectifies to analyse the employment status of India. The paper studies not just the status, but the speed, the depth of engaged workforce, the LFPR, WPR with their sectoral distribution and gender disparity in employment.

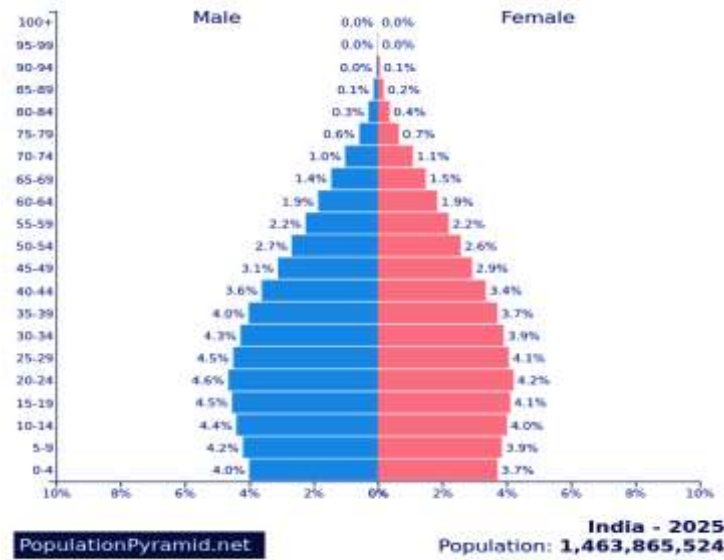
METHODOLOGY

The paper focused on extracting the data from 2024 periodic labour force survey. After that it analysed the data and put the model and forecasted the futuristic development of female WPR and LFPR for rural areas and urban areas as well. The paper analysed the data using regression, correlation, Cramer’s V ratio, made Time series analysis etc.

RESULT AND ANALYSIS

India with its high demographic dividend, can lead the whole world if it can use its actual growth booster- the Youths. In comparison to other countries India has a Youth population in mass and also exports services to other countries. The reverse situation is very problematic which is faced by Japan and USA. The youth are the strength of any economy and must be engaged in the right jobs and must be employed. In this case if India will not get out of the tough unemployment situations, then it can’t grow as fast as it has targeted for. Below there is a comparative data on demographic dividend of India, Japan and USA. From which one can clearly picturises the situation they are facing in 2025.





All the three pictures show the population pyramid of India, USA, and Japan. From the picture we can notice that the composition of youth population is high in India in case of both male and female. And at the same time USA and Japan are facing its reverse situation. Specially Japan is facing challenges in comparison to USA. So, India has the power to convert it Youth population to Humand resource with skill, education and health benefits.

Table-1: Sector wise Employment and Unemployment (in percent)

| SL. NO. | INDICATOR | 1991 | 1995 | 2000 | 2005 | 2010 | 2015 | 2020 | 2025 |
|---------|--|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | Labor force participation rate, total (% of total population ages 15+) | 57.96 | 58.39 | 60.07 | 59.28 | 54.76 | 53.03 | 51.54 | 55.65 |
| 2 | Employment to population ratio, 15+, total (%) | 53.53 | 53.97 | 55.52 | 54.81 | 50.58 | 48.98 | 47.49 | 53.31 |
| 3 | Employment in agriculture (% of total employment) | 63.12 | 61.97 | 59.60 | 55.02 | 51.05 | 44.27 | 44.67 | 41.62 |
| 4 | Employment in industry (% of total employment) | 14.58 | 15.00 | 16.34 | 19.00 | 22.37 | 24.94 | 23.70 | 25.81 |
| 5 | Employment in services (% of total employment) | 22.28674 | 23.02509 | 24.05133 | 25.97831 | 26.56604 | 30.77224 | 31.62086 | 32.55756 |
| 6 | Unemployment, total (% of total labor force) | 7.641 | 7.57 | 7.589 | 7.551 | 7.631 | 7.629 | 7.859 | 4.219 |

Source: PLFS Survey, 2024

The above table explains the employment and unemployment data with workforce and labour force participation rate. It also highlights the sector wise employment of the economy. The labour force participation rate to the total



population was highest in 2000 and it has declined in 2025. It shows that with increase in the population the labour force participation is not that much growing. Employment to population ration above the 15-age group has slightly decreased in comparison to 2000. Among the agriculture, industry and service sectors, in 2025 service sector is the leading one where most of the youth populations are engaged, though in comparison to other years it is less and the second highest sector in employment is agriculture still absorbs 41.62 percent of population. Industrial sector is fluctuating accordingly but, on an average, it is remained low.

| TABLE 2: AREA AND GENDER WISE LABOUR FORCE PARTICIAPATION RATE | | | | | |
|---|-----------|----------|-----------|----------|-----------|
| Year | Age Group | Rural | | Urban | |
| | | Female | Male | Female | Male |
| 2018 | 15-24 | 6100.792 | 31765.337 | 3450.177 | 12871.032 |
| | 25-34 | 13398.19 | 51899.836 | 6932.976 | 25619.368 |
| | 35-44 | 17644.35 | 49124.373 | 6762.221 | 23167.583 |
| | 45-54 | 12702.11 | 39711.128 | 4423.801 | 17755.53 |
| | 55-64 | 6103.555 | 23531.606 | 1667.958 | 8528.561 |
| 2019 | 15-24 | 7877.975 | 32258.724 | 4287.357 | 14710.164 |
| | 25-34 | 16277.59 | 52930.806 | 7874.329 | 28080.919 |
| | 35-44 | 21449.76 | 49427.857 | 7553.27 | 24927.406 |
| | 45-54 | 15101.07 | 40104.24 | 4879.822 | 18819.966 |
| | 55-64 | 8495.401 | 24620.174 | 2163.819 | 9614.834 |
| 2020 | 15-24 | 7674.566 | 34495.194 | 4122.175 | 12624.122 |
| | 25-34 | 18154.55 | 54722.766 | 7316.436 | 25514.252 |
| | 35-44 | 24010.52 | 50494.414 | 7665.074 | 24067.439 |
| | 45-54 | 18151.4 | 41707.03 | 5212.567 | 19227.251 |
| | 55-64 | 10098.47 | 26465.936 | 2383.105 | 9543.182 |
| 2021 | 15-24 | 8720.225 | 34938.782 | 3604.862 | 12752.498 |
| | 25-34 | 18971.52 | 57296.658 | 7431.702 | 26166.502 |
| | 35-44 | 27126.66 | 53482.726 | 7656.035 | 23677.507 |
| | 45-54 | 19324.13 | 42711.47 | 5154.016 | 19099.711 |
| | 55-64 | 11164.27 | 26823.37 | 2193.937 | 9613.066 |
| 2022 | 15-24 | 9359.405 | 35679.942 | 3896.449 | 12789.229 |
| | 25-34 | 21265.7 | 66696.931 | 7858.874 | 26913.948 |
| | 35-44 | 28918.84 | 60467.518 | 8218.353 | 24640.906 |
| | 45-54 | 21918.14 | 43843.286 | 5603.558 | 18745.581 |
| | 55-64 | 11974.88 | 29134.956 | 2561.152 | 9510.467 |
| 2023 | 15-24 | 13128.28 | 59679.23 | 4333.635 | 27470.2 |
| | 25-34 | 26777.22 | 56315.116 | 9009.913 | 26312.428 |
| | 35-44 | 36548.76 | 44938.755 | 9779.724 | 19695.413 |
| | 45-54 | 26738.59 | 28920.835 | 6251.641 | 10130.724 |
| | 55-64 | 14708.12 | 11834.127 | 2881.291 | 2930.585 |
| 2024 | 15-24 | 12654.38 | 36491.985 | 4606.202 | 14571.653 |
| | 25-34 | 26465.87 | 60766.882 | 9416.885 | 29626.998 |
| | 35-44 | 34697.98 | 56274.71 | 10160.97 | 26957.269 |
| | 45-54 | 26612.39 | 44767.679 | 7024.065 | 20654.331 |
| | 55-64 | 16305.67 | 30246.274 | 3311.872 | 11077.554 |

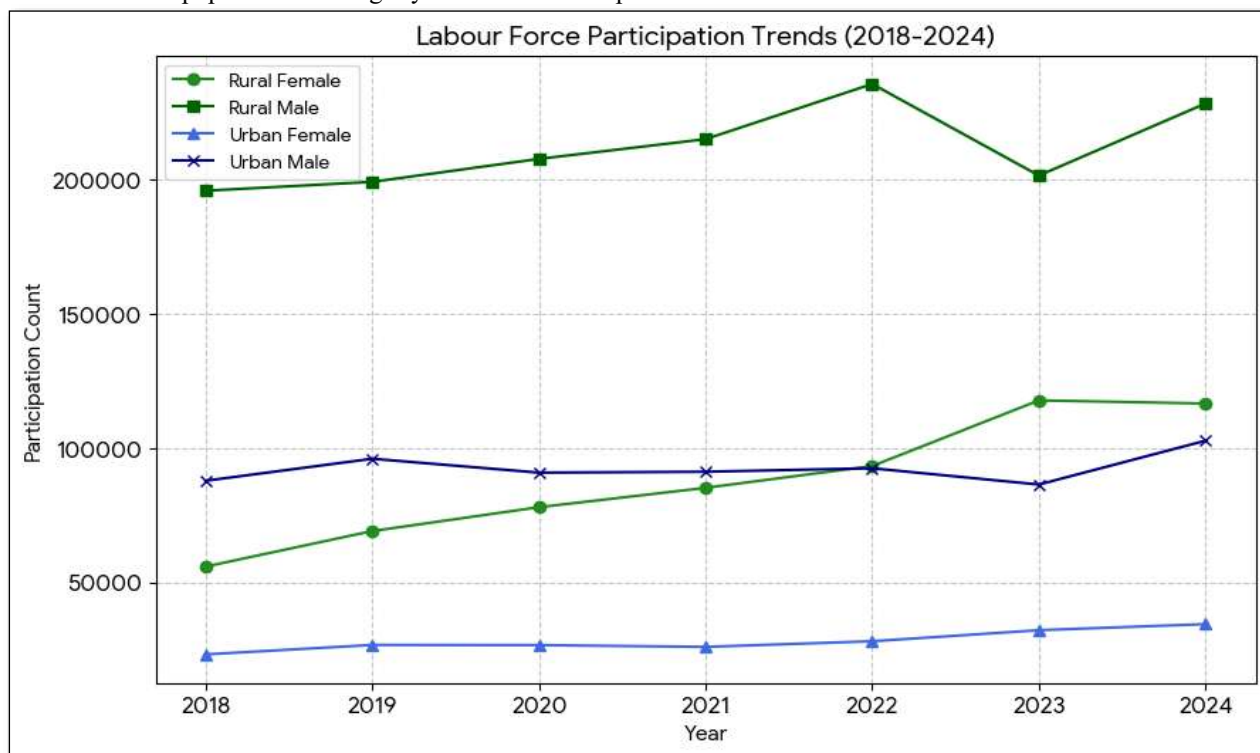
Source: PLFS REPORT, 2024

Table 3: Yearly Average Annual Growth Analysis of LFPR in rural and urban areas (in percent)

| Year | Rural Female | Rural Male | Urban Female | Urban Male |
|------|--------------|------------|--------------|------------|
| 2019 | +23.7% | +1.7% | +15.2% | +9.3% |
| 2020 | +12.8% | +4.3% | -0.2% | -5.4% |
| 2021 | +9.2% | +3.5% | -2.5% | +0.4% |
| 2022 | +9.5% | +9.6% | +8.1% | +1.4% |
| 2023 | +26.2% | -14.5% | +14.6% | -6.5% |
| 2024 | -1.0% | +13.3% | +7.0% | +18.9% |

Source: Author’s Own Calculation

The above table shows the rural and urban contribution of female and male LFPR on the average age basis. Where it can be concluded that the female population in rural areas in the age group of 15-64 has declined in the year 2024 and in case of male it was negative in 2023 but again increased in 2024. If we compare the both declined trend the female population has slightly decreased in comparison to male on 2023.



If we notice the trend after 2022 the urban and rural female labour force participation shown the increasing trend (The two lines crossed at approximately Year 2021.47) but in case of male population it declined rapidly in the year 2024 and then it started increasing in the year 2024 more or less at the same pace. From here we can conclude the female persons are more interested in participating in search of job opportunity rather than the male persons.

Table 4: Pearson Correlation (Trend Strength Over Time)

| Group | Correlation | P-Value | Statistical Interpretation |
|--------------|-------------|---------|--|
| Rural Female | 0.980 | 0.0001 | Extremely Strong Positive Trend |
| Urban Female | 0.922 | 0.0031 | Very Strong Positive Trend |
| Rural Male | 0.660 | 0.1069 | Moderate Trend (Not Statistically Significant) |
| Urban Male | 0.373 | 0.4103 | Weak Trend (Not Statistically Significant) |

Source: Author’s Own Calculation

1. The above table clearly explain the result on the basis of person correlation with their p values that shows the significance and insignificance. If we notice the female labour force participation ratio is statistically significant where in case of male it is not.
2. In the second case we can see that the female LFPR are very strong in both urban and rural female while the male LFPR in urban area is too weak and in rural areas it is moderate.

- We can conclude that the male population are not in LFPR specially in urban areas that means it is the highest weak area where they are suffering or any kind of lack of interest or any social and economic issues that are pulling them back.

Table 5: the Predicted Report of female and male LFPR for both 2026 and 2030 simultaneously for urban and rural areas

| Group | 2024 (Actual) | 2026 (Projected) | 2030 (Projected) |
|--------------|---------------|------------------|------------------|
| Rural Female | 116,736 | ~138,000 | ~180,000 |
| Urban Male | 102,828 | ~101,000 | ~105,000 |

Source: Author’s Own Calculation

The above is the forecasting of the rural and urban male-female LFPR that is predicted for 2026 and 2030. Where we can conclude that after analysing the trend it is predicted that in 2026 the it can be increased further more for female LFPR and in comparison, to male LFPR it can remain very high with time period. In 2030 it can be the highest growth in case of female LFPR. If we notice the speed of growth the total male LFPR will increase slowly rather than total female.

Table 6: Regression Results (2018–2024)

| Dependent Variable | Factor | Coefficient (Slope) | Std. Error | t-statistic | P-value | R-Squared |
|--------------------|--------|---------------------|------------|-------------|---------|-----------|
| Rural Female | Year | 10,517.0 | 948.34 | 11.09 | 0.0001* | 0.961 |
| Urban Male | Year | 951.6 | 1048.71 | 0.91 | 0.406 | 0.141 |

Source: Author’s Own Calculation

Note: Statistically significant at the 1% level.

- The above table is the comparison between the rural female and urban male that shows there is a continuous massive increase in the female population in rural areas. in case of male population, it is not continuous and it is nearly 11 times slower.
- In case of female rural labour force, it is statistically significant at 1 percent, means it has shown a continuous growth over the time period. In case of male population, it is insignificant. While the female LFPR shows sharp growth trend but in case of male it is stagnant.
- The rural female LFPR is a predictable trend because of its continuous growth and it explains 96% of female LFPR is explained while in case of male it is only 14% explained.

Table 7: Worker Population Ratio (in per cent) current weekly status estimated from PLFS (2017-18) to PLFS (2023-24)

| Year | Age Group | Rural Male | Rural Female | Rural Person | Urban Male | Urban Female | Urban Person | All India Male | All India Female | All India Person |
|---------|--------------------|------------|--------------|--------------|------------|--------------|--------------|----------------|------------------|------------------|
| 2023-24 | 15 years and above | 75.3 | 38.1 | 56.5 | 70.5 | 23.9 | 47.4 | 73.8 | 33.8 | 53.7 |
| 2022-23 | 15 years and above | 75.2 | 33.2 | 54.2 | 69.3 | 21.8 | 46 | 73.5 | 30 | 51.8 |
| 2021-22 | 15 years and above | 71.7 | 27.9 | 49.9 | 68.4 | 19.9 | 44.6 | 70.7 | 25.6 | 48.3 |
| 2020-21 | 15 years and above | 71.2 | 28.6 | 50 | 66.8 | 19 | 43.1 | 69.9 | 25.7 | 47.9 |
| 2019-20 | 15 years and above | 70.1 | 26.7 | 48.4 | 66 | 19.4 | 43 | 68.8 | 24.4 | 46.7 |
| 2018-19 | 15 years and above | 69 | 20.9 | 45 | 67.2 | 17.4 | 42.7 | 68.4 | 19.8 | 44.3 |
| 2017-18 | 15 years and above | 69.1 | 20.1 | 44.8 | 67.7 | 17.1 | 42.6 | 68.6 | 19.2 | 44.1 |

Source: Author’s Own Calculation

The above table is about the total work force they are engaged in rural and urban areas. we can notice that the highest number of female work force are 33.8 only in all India and in case of male it is 73.8 where it was lowest 2017-18 but male kept the trend continuous growing at higher rate. This shows that they female work force is still low than the male work force.



Table 8: Distribution of Workers in usual status (ps+ss) by broad Industry Division (in percentage)

| Industry | Rural Male | Rural Female | Rural Persons | Urban Male | Urban Female | Urban Persons | All India Male | All India Female | All India Persons |
|-------------------------------------|------------|--------------|---------------|------------|--------------|---------------|----------------|------------------|-------------------|
| 2023-24 | | | | | | | | | |
| Agriculture | 49.4 | 76.9 | 59.8 | 4.8 | 12.3 | 6.7 | 36.3 | 64.4 | 46.1 |
| Mining & Quarrying | 0.3 | 0 | 0.2 | 0.4 | 0.1 | 0.3 | 0.3 | 0.1 | 0.2 |
| Manufacturing | 8.1 | 8.5 | 8.3 | 19.3 | 24.1 | 20.5 | 11.4 | 11.6 | 11.4 |
| Electricity, Water etc. | 0.5 | 0.1 | 0.4 | 1.3 | 0.5 | 1.1 | 0.7 | 0.2 | 0.5 |
| Construction | 17.7 | 3.9 | 12.5 | 13.2 | 3 | 10.5 | 16.4 | 3.7 | 12 |
| Trade, Hotel & Restaurant | 10.9 | 3.9 | 8.3 | 26.7 | 15 | 23.6 | 15.5 | 6.1 | 12.2 |
| Transport, Storage & Communications | 5.9 | 0.1 | 3.7 | 13.2 | 4.9 | 11 | 8.1 | 1.1 | 5.6 |
| Other Services | 7.1 | 6.5 | 6.9 | 21.2 | 40.1 | 26.2 | 11.3 | 13 | 11.9 |
| 2022-23 | | | | | | | | | |
| Agriculture | 49.1 | 76.2 | 58.4 | 4.7 | 11.7 | 6.4 | 37.1 | 64.3 | 45.8 |
| Mining & Quarrying | 0.4 | 0.1 | 0.3 | 0.6 | 0.1 | 0.5 | 0.4 | 0.1 | 0.3 |
| Manufacturing | 8.2 | 8.3 | 8.2 | 20.5 | 23.9 | 21.3 | 11.6 | 11.1 | 11.4 |
| Electricity, Water etc. | 0.5 | 0.1 | 0.4 | 1.3 | 0.5 | 1.1 | 0.7 | 0.2 | 0.5 |
| Construction | 19 | 4.2 | 13.9 | 12.6 | 3.1 | 10.3 | 17.3 | 4 | 13 |
| Trade, Hotel & Restaurant | 10.5 | 4.1 | 8.3 | 26.5 | 15.2 | 23.8 | 14.8 | 6.2 | 12.1 |
| Transport, Storage & Communications | 5.3 | 0.2 | 3.5 | 13.2 | 5.5 | 11.4 | 7.4 | 1.2 | 5.4 |
| Other Services | 7 | 6.9 | 7 | 20.6 | 40.1 | 25.3 | 10.7 | 13 | 11.4 |
| 2021-22 | | | | | | | | | |
| Agriculture | 51 | 75.9 | 59 | 5.4 | 11.1 | 6.7 | 38.1 | 62.9 | 45.5 |
| Mining & Quarrying | 0.4 | 0.1 | 0.3 | 0.4 | 0.1 | 0.4 | 0.4 | 0.1 | 0.3 |
| Manufacturing | 7.9 | 7.9 | 7.9 | 21.5 | 24.3 | 22.2 | 11.8 | 11.2 | 11.6 |
| Electricity, Water etc. | 0.5 | 0.1 | 0.4 | 1.4 | 0.5 | 1.2 | 0.7 | 0.2 | 0.6 |
| Construction | 16.6 | 5.3 | 13 | 12.9 | 3.9 | 10.8 | 15.6 | 5 | 12.4 |
| Trade, Hotel & Restaurant | 10.6 | 3.7 | 8.4 | 25.2 | 14.8 | 22.8 | 14.7 | 5.9 | 12.1 |
| Transport, Storage & Communications | 5.6 | 0.3 | 3.9 | 12.5 | 4.6 | 10.7 | 7.5 | 1.2 | 5.6 |
| Other Services | 7.5 | 6.8 | 7.2 | 20.7 | 40.7 | 25.3 | 11.2 | 13.6 | 11.9 |
| Source: PLFS REPORT, 2024 | | | | | | | | | |

Table 9: Structural Shift Model among different sectors (2021–2024)

| Sectors | Rural Female Shift | Urban Female Shift | Statistical Note |
|----------------|--------------------|--------------------|--|
| Agriculture | +1.0% | +1.2% | Rising dependency across both areas. |
| Construction | -1.4% | -0.9% | Largest decline in female participation. |
| Manufacturing | +0.6% | -0.2% | Slight growth in rural; stagnant in urban. |
| Other Services | -0.3% | -0.6% | Minor decline in service-based roles. |

Source: Author’s Own Calculation

In the above table we can notice the dominance of agriculture in providing the employment. The highest workforce is found in this sector especially in case of rural female. It is because it is primary source and due to underdeveloped area they are preferring so. Similarly, there is significant gap in construction sector. And in manufacturing both the male female workforce is quite similar. We can clearly notice that, with development female participation in agriculture is increasing which should not be. In case of manufacturing sector both the female and male population

are increasing but in a very slow manner and in urban case it is totally stagnant. Service sector has minor decline but surprisingly there is reverse increase of workforce in the agriculture sector with the increased development activities.

Table 10: Cramer’s V Test Results (Association Strength)

| Sector | Chi-Square | Df | P-Value | Cramer’s V | Association Strength |
|--------|------------|----|-----------|------------|----------------------|
| Rural | 32.42 | 6 | p< 0.0001 | 0.48 | Strong |
| Urban | 28.15 | 6 | p< 0.0001 | 0.37 | Moderate-Strong |

Source: Author’s Own Calculation

The above table explains the relationship between gender and employment. The chi-square test determines how the men and women are distributed across sectors. And the value 32.42 shows the high value in the difference. Whereas in urban areas it is lower than the score of rural areas. The p value is low in both the rural and urban areas show both are statistically significant and reliable. The Cramer’s V rule suggests that the difference between the genders in agricultural sector is more in rural areas and it is less in urban areas in comparison to rural areas.

Table 11: Industry Contribution to Chi-Square

| Sectors | Contribution (%) | Statistical Meaning |
|----------------|------------------|--|
| Agriculture | 42.1% | The single largest driver of gender disparity. |
| Other Services | 28.4% | The second largest driver (specifically in Urban areas). |
| Construction | 18.5% | Drives the Rural Male vs. Rural Female gap. |
| Trade & Hotel | 11.0% | Moderate driver of the Urban Male gap. |

Source: Author’s Own Calculation

The above table explains the gender gap in main four sectors. If we see India’s sector wise contribution to employment, agriculture is the single largest sector where there occurs highest gender disparity. The rural female dominates the agriculture sector, where rural and urban male are less in this. The second largest driver is in other services specially in urban areas. It explains the second largest gender gap. In comparison to agriculture and construction, trade and hotel management are the moderate drivers of urban male gap.

Table 12: Residual Analysis (The "Anomaly" Check)

| Year | Observed (Agri %) | Predicted (Trend) | Residual | Status |
|---------|-------------------|-------------------|----------|-----------------------|
| 2021-22 | 75.9 | 75.7 | +0.2 | Normal |
| 2022-23 | 76.2 | 76.3 | -0.1 | Normal |
| 2023-24 | 76.9 | 76.4 | +0.5 | Significant Deviation |

Source: Author’s Own Calculation

The above table is the predicted and actual trend in agriculture, where in the year 2022-23 only it shown the actual less growth than the predicted one. Otherwise in both the year 2021-22 and 2023-24 there is high growth actually observed than the predicted one. And 2023-24 shows the significant deviation between the predicted and observed values which means there is growing employment in the agricultural sector which is increasing sharply than the predictions made.

Table 13: The "Gendered Economy" Model

| Metric | Rural Findings | Urban Findings |
|---------------------|--------------------------|---------------------------------|
| Dominant Predictor | Gender (p<0.001) | Sectors (p<0.001) |
| Structural Rigidity | High (Cramer's V: 0.48) | Moderate (Cramer's V: 0.37) |
| Primary Mismatch | Females "Locked" in Agri | Females "Clustered" in Services |
| Growth Trend | Linear & Predictable | Volatile & Nonlinear |

Source: Author’s Own Calculation

The rural areas can easily predict the employment status on gender basis. In urban areas the sectors like services and technology matters the most more than gender in case of employment trends. The Cramer’s v rule measures the strength of a relationship between two categories. In case of structural rigidity if v is 0.48 is high score means very rigid system where labour roles are strictly divided by traditional gender lines. In urban it is moderate and it is divided in case of jobs. If we notice this trend then we can conclude that the females are stuck in agriculture sector in rural areas while females are found more in the service sector in urban areas. If we see the trend then the rural sector growth trend is predictable and linear but it is non linear in urban areas where we can’t predict it closely.



CONCLUSION

The paper concludes that there is female LFPR and WPR is high in comparison to urban areas, but in rural areas female population are stuck in the agricultural sector which is much higher than the in urban areas where the service sector jobs are clustered. In the same way we can find that the linear and continuous growth in female LFPR and WPR but in case of male population it is no linear and discontinuous growth marked for both urban and rural region. Agricultural sector is still remarking the growth and still a larger employment generating sector for females specially in rural areas. service sector's contribution is slow but gradually growing but in case of industries it is quite not good. It seems stagnant somewhere and seems growing somewhere but the growth is a kind of very slow one. Here India needs to focus on skill, Education and Health of Youth populations to motivate them to participate in industries as well as services, that can boost the economic growth.

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