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TRENDS OF EMPLOYMENT AND UNEMPLOYMENT IN INDIAN STATES: GENDER ANALYSIS

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ABSTRACT:

This paper studies the changes that have been witnessed in the last two decades in work participation rate of female and male in India, state wise. The focal question examined in the study is whether the development of state has any relationship with the participation of women in the economy. This is achieved by counting the female work participation rate. The null hypothesis that the development. (The parameters taken for development are sex ratio and literacy rate) of state is in any direct or indirect relationship with the female work participation rate of state could not be accepted under the pursuit of my study.

1. INTRODUCTION:

Gender discrimination was always a very important issue in the social arena but it is also playing a great role in the economy of India also where man was considered a bread winner and woman will do the house making but she will always be called as house wife instead of house maker.

According to the report of ILO in 2012 India stands on 11 from bottom in the participation of female in the economy out of 131 nations.

More than half of the female working population of India is employed in agricultural sector but now this sectors contribution is decreasing and the service sector is taking its place where the man is playing the main role in economy.

Conceptual Framework of Key Employment and Unemployment Indicators given by NSSO

Labour force participation rate (LFPR): LFPR is defined as the number of Persons / person-days in the labour force per 1000 persons /person-days

Worker Population Ratio (WPR): WPR defined as the number of persons/person days employed per 1000 persons/person-days.

Proportion Unemployed (PU): It is defined as the number of persons/person-days Unemployed per 1000 persons/person-days.

Unemployment Rate (UR): UR is defined as the number of persons/person-days Unemployed per 1000 persons/person-days in the labour force (which includes both the Employed and unemployed).

Usual status adjusted UR: Unemployment rates for the reference period of 365 days, i.e., in usual *principal status (ps)* approximates an indicator of chronically unemployed. Some of the persons categorised as unemployed according to the *usual principal activity status* might be working in a subsidiary capacity. Therefore, another estimate of the unemployed excluding those employed in a subsidiary capacity during the reference period can be derived. The former is called the usually unemployed according to the *principal status (ps)* and the latter, the

usually unemployed excluding employed in *subsidiary status* or *usual status adjusted* i.e., *us (adjusted)*, which would conceptually be lower than the former.

The economy of nation and its development stands on the two pillars of male and female labour present in the market. The economy of nation stands on these two pillars but in the economy of India one pillar is very strong and other is proved weak by not providing the same equal treatment and opportunity to that pillar and that pillar is the female part of the population.

The discrimination on the basis of gender by dividing jobs into names like good jobs for women and bad jobs for women or safe jobs for women and unsafe jobs for women has snatched so many opportunities and then low wage rates that deepen and widen the gap between male and female participation in India. The study has been done on this basis only to study how much deep this gap is. The work participation rate of female and male has been extracted from the data to study the participation of both the genders in economy and to study the changes that are taking place in the last two decades and then their ratio has been counted separately in rural and urban regions. The hypothesis that whether development of state has been in any relationship with female work participation rate or not is tested by the help of composite index of sex ratio and literacy rate in the last part of the study.

2. DATA SOURCE AND METHODOLOGY

The source of data is secondary.

The data was collected from the Census of India 2001 and Census of India 2011 from the official website or link www.digitalcensuslibraryofindia and the different rounds of NSSO.

Period of Study: The study has been done on twenty years of census data of 2001 and 2011.

Processing of the data:

The data was collected in the raw form in which the population data was given with different age groups from 0 to 80 and above with the difference of age group of 5 years like 0-5, 5-10, 10-15 and so on.

The data was then filtered according to the age group of 15-59 years because it is the most productive age group and the population under 0-15 and above 60 has very less population under employment.

After that working population for total workers, male workers and female workers were counted by adding the main workers and the marginal workers respectively. From that the working population rate was counted by dividing the working population of male or female by the total population of male or female respectively multiplied by 100. After getting the working population rates for male and female the gender gap determined by subtracting the female working population from male working population and then divided by total working population.

Composite Index has been used to test the relationship of development of states and the female work participation rate in the states. The parameters for the composite index taken were sex ratio of the state and literacy rate of the



state. For composite index the mean and the standard deviation of both sex ratio and literacy rate were determined to get the **z score** of the sex ratio and literacy rate by the formula **(value-mean)/standard deviation**.

By the z score of sex ratio and z score of literacy rate the composite index of each state was determined by adding the z score of both sex ratio and literacy rate.

The composite index value can be positive or negative.

Ms Excel has been used for the analysis of data.

Three important variables for the study:

- Work Participation Rate: The population working out of the total working population in the age group of 15-59.
- Sex Ratio
- Literacy Rate.

3. OBJECTIVES OF THE STUDY:

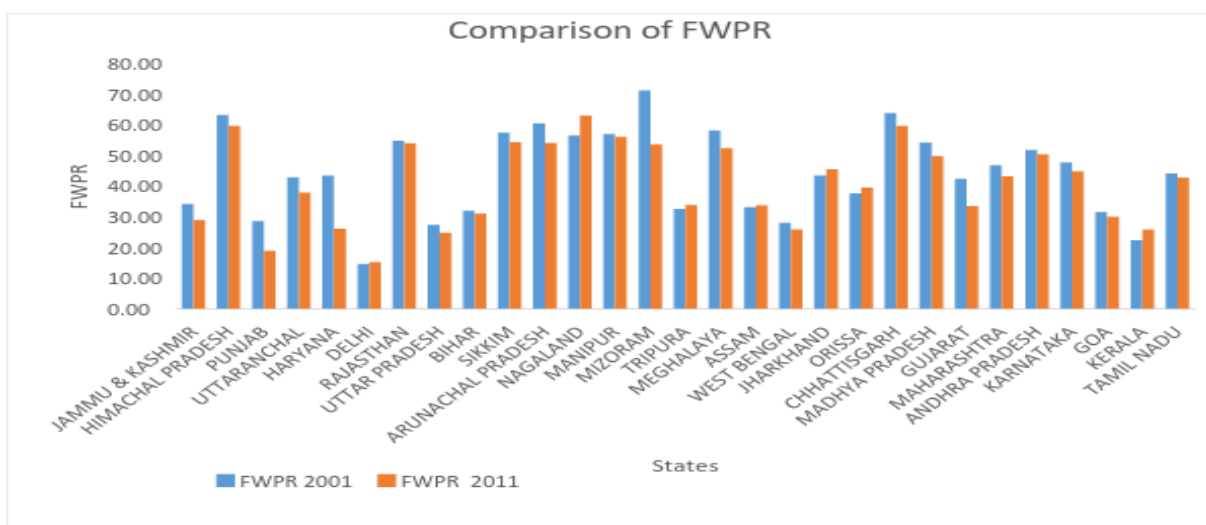
- To study the change in female work participation in India in last two decade.
- To study the changes that have come in the work participation rate of male and female.
- To study the difference in male and female work participation rate in rural and urban regions.

The focal question of the study is:

Does development status of state have any association or relationship with the participation of women in economy by counting the female work participation rate? (The parameters taken for development are sex ratio and literacy rate). Here the development status is in term of social development that will be determined on two indicators of sex ratio and literacy rate, to determine is there any relationship of social development of women with economic development.

4. ANALYSIS:

Figure.1. Changes in Female Work Participation Rate in Indian States in the last two decades:



The above graph shows that from 2001 to 2011 in most states the Female Work Participation Rate has seen a decline except Nagaland, Delhi, Tripura, Jharkhand, and Orissa and Kerala where the female work participation rate has increased though the increase is not as sharp as sharp the decline in FWPR in the states like Mizoram and Haryana has seen. Other states has also witnessed the fall in female work participation rate.

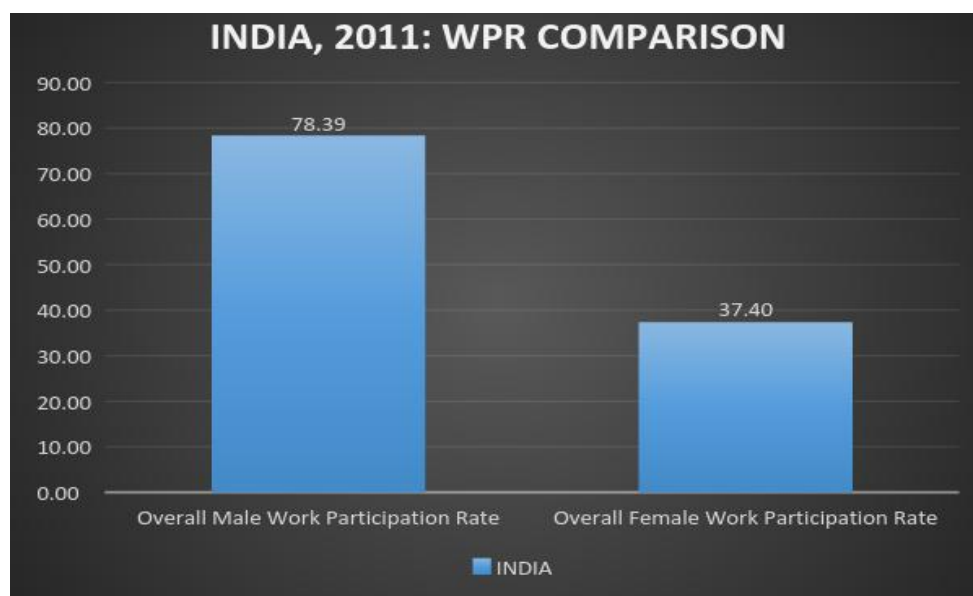
Changes that has witnessed in the work participation rate of male and female:

Figure.2. Gender comparison of WPR in India, 2001.



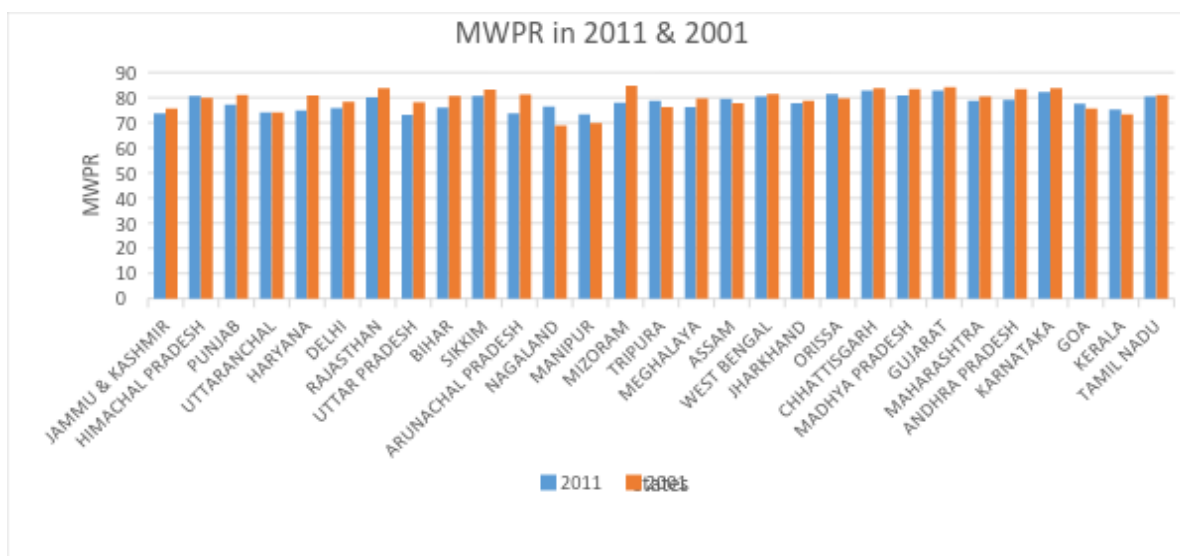
In the 2001 the overall male work participation rate was nearly double of the female work participation rate while in 2011 the difference between male and female was the same i.e. the fwpr is nearly double of fwpr but there is a fall in both male work participation rate and female work participation rate. The male work participation rate has decline in 2.32 percent while the female work participation rate has witnessed the decline of 2.62 percent. The decline for female work participation rate is 0.32 percent higher than male WPR in India.

Figure.3. Gender comparison of WPR in India, 2011.



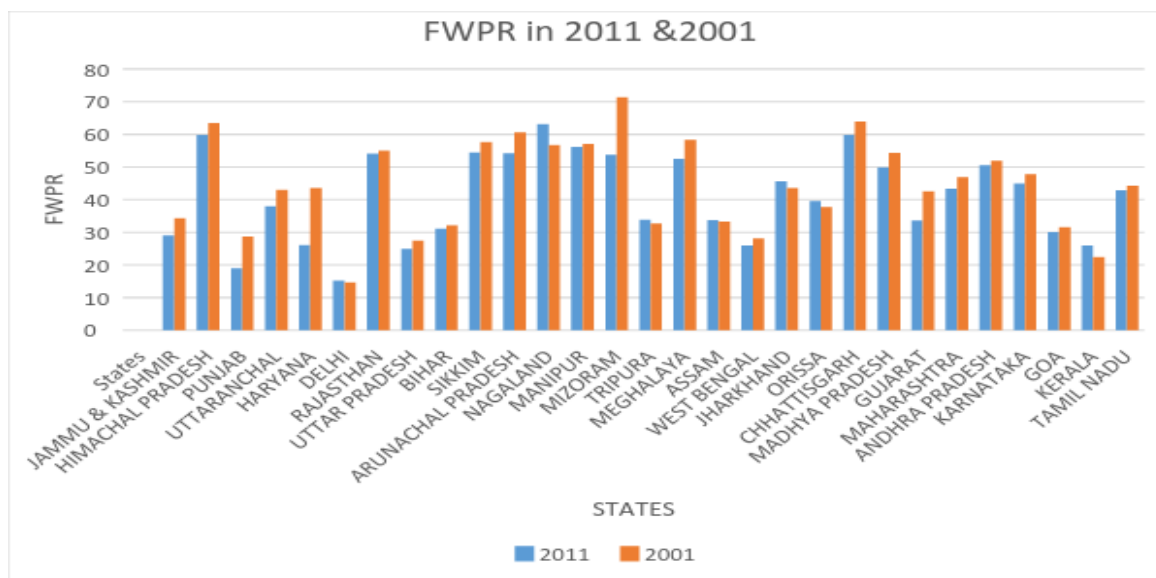
If we see State wise the trend from 2001 to 2011 for male work participation rate is that it is only Himachal Pradesh, Nagaland, Manipur, Tripura, Orissa, Assam, Goa and Kerala has a high on MWPR from 2001 to 2011 and states like Uttaranchal, and Tamil Nadu has not so change while other states has a decline in male work participation rate from 2001 to 2011.

Figure.4.Comparison of MWPR in 2001 and 2011



The female work participation rate from 2001 to 2011 has the same scenario like in male work participation rate as only states that has a increase from 2001 to 2011 are Delhi, Nagaland, Tripura, Assam, Jharkhand, Orissa and Kerala. Other than these states all states has witness decline in FWPR especially in Mizoram the fall is very high from 71% to 56% fall of 15%.

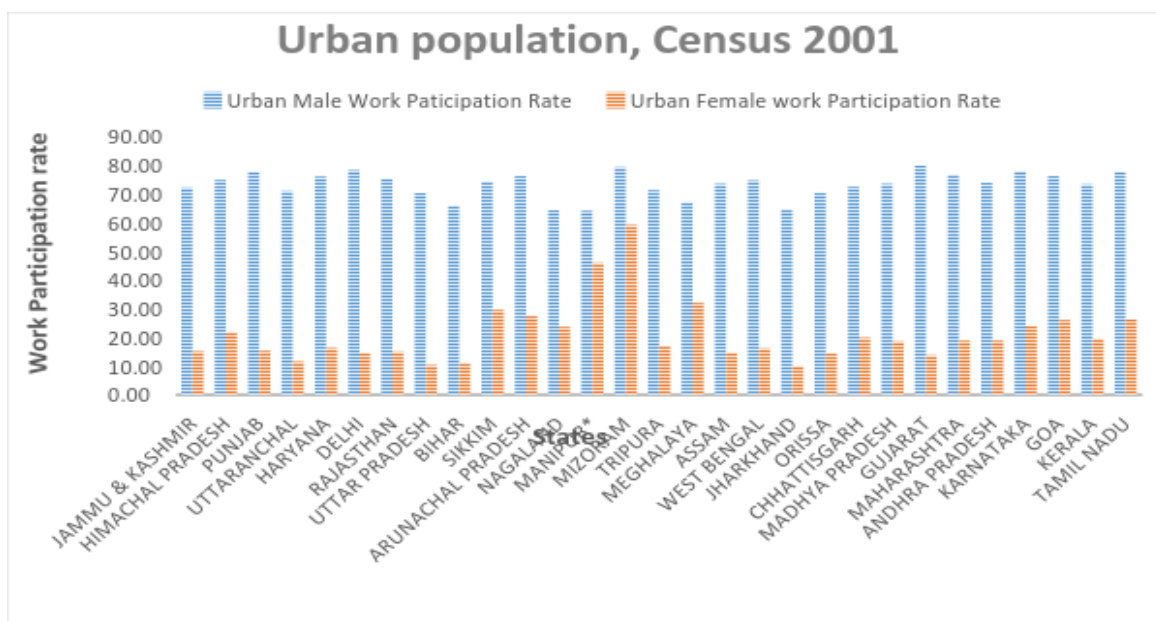
Figure.5.Comparison of FWPR in 2001 and 2011



Differences in male and female work participation rate in rural and urban regions

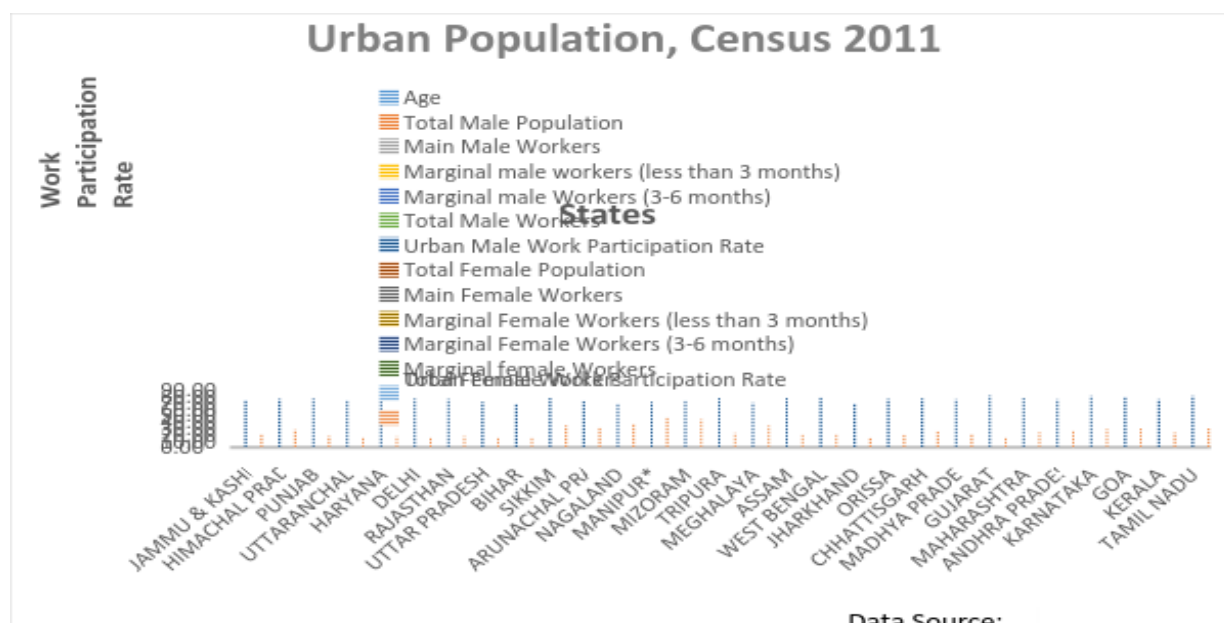


Figure.6. Comparison of Urban MWPR and FWPR in 2001



The gap in male work participation rate and female work participation rate for 2001 is clearly visible in the chart, there is no state where female work participation is high and the gap is very high, the highest gap is in Uttar Pradesh and Uttaranchal with a disparity of 77% and the Jharkhand with 76%. Jammu and Kashmir, Punjab, Uttarakhand, Delhi, Rajasthan, Uttar Pradesh, Bihar, Assam, Gujarat are the states that has disparity of more than 70%. Himachal Pradesh, Haryana, Tripura, Orissa, Madhya Pradesh, Maharashtra, Andhra Pradesh are the states that has disparity of more than 60%. Sikkim, Arunachal Pradesh, Nagaland, Chattisgarh are the states having more than 50% of Disparity. Meghalaya has 36% percent of disparity while Manipur and Mizoram are the only two states having disparity less than 20%.

Figure.7. Comparison of Urban MWPR and FWPR in 2011



The scenario of 2011 for urban Male Female WPR is exactly same as it was in the 2001. High difference between male female work participation rate but not as high as it was in 2001.

Delhi and Gujarat has the highest disparity of 70% and these two are the only state with disparity of 70% unlike in 2001 there was 12 states more than 70% disparity. In 2011 Jammu & Kashmir, Punjab, Himachal, Uttaranchal, Uttar Pradesh, Haryana, Rajasthan, Bihar, Assam, Jharkhand and Orissa are the states having disparity of more than 60%.

States with more than 50% disparity has also decreased in number Himachal Pradesh, Tripura, West Bengal, Chattisgarh, Madhya Pradesh and Maharashtra are the states with 50% or more than but less than 60% disparity. Sikkim, Arunachal Pradesh, Andhra Pradesh, Karnataka, Goa, Kerala, and Tamil Nadu are falling in the less than 50% disparity but more than 40%. Nagaland, Manipur and Mizoram has disparity of less than 30%.

The reasons for the disparities:

- The domestic and daily chores are not counted as work and mostly women or nearly all women in countries like India where male are dominating wheel of the society are engaged in the daily chores doesn't matter whether she is working or non-working.
- Women are getting opportunity in the informal sector of economy and there they don't have any job security and get low wages.
- There is a category of work for women as suitable for women and not suitable for women.
- The women work in the private sector has the factors like- distance of the work place, the timings of the work that it should not be very late night etc.
- The crime rate against women in the state is also a major factor nowadays to decide that whether the number of female will be high or low on the work place.
- Shortage of job opportunities for women due to low and medium skill level.

Figure.8. Comparison of Rural MWPR and FWPR in 2001

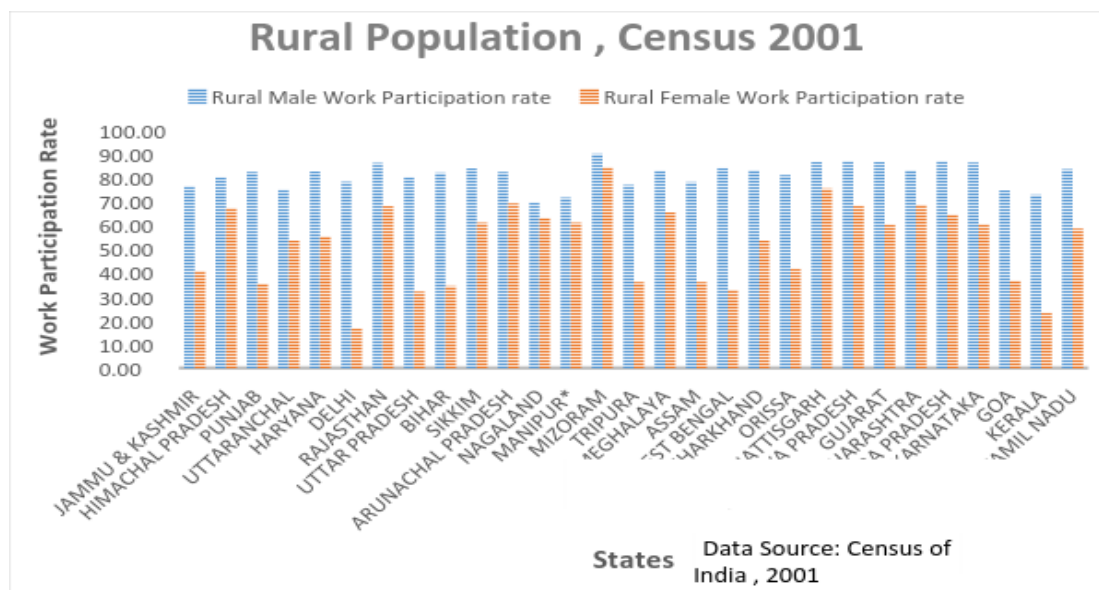
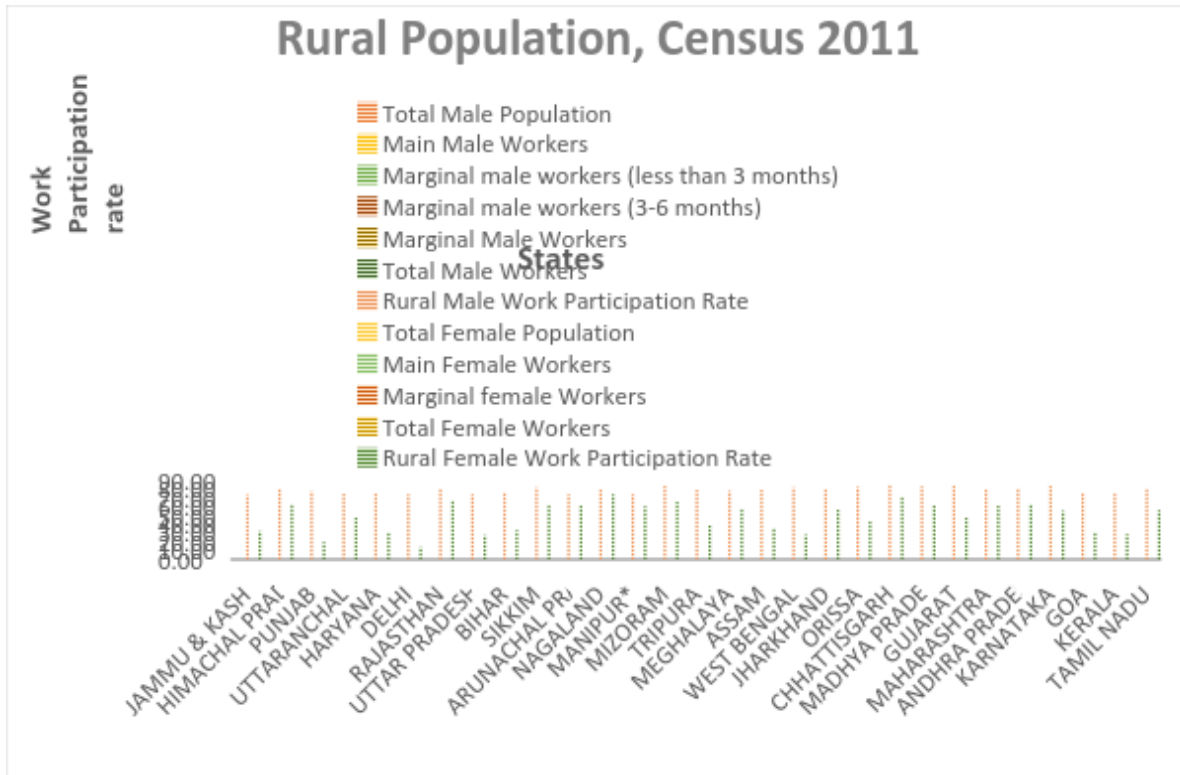


Figure.9. Comparison of Rural MWPR and FWPR in 2011



There is a very wide gap in work participation rate of male and female in both the decade of 2001 and 2011. In the states Delhi, West Bengal, Orissa and Kerala has the disparity of even 50%.

The possible reasons for this disparity:

- The high number of female is involved as agricultural labour in the farms
- Scheme of MGNREGA in rural employment have acted like game changer in boosting the work participation rate of female.
- India's rural female participation rate is high in comparison to urban India but as the income level rise of the house, women stop working outside their homes for the sake of the reputation and dignity of the house.



Figure.10. Comparison of Urban-Rural FWPR in 2001

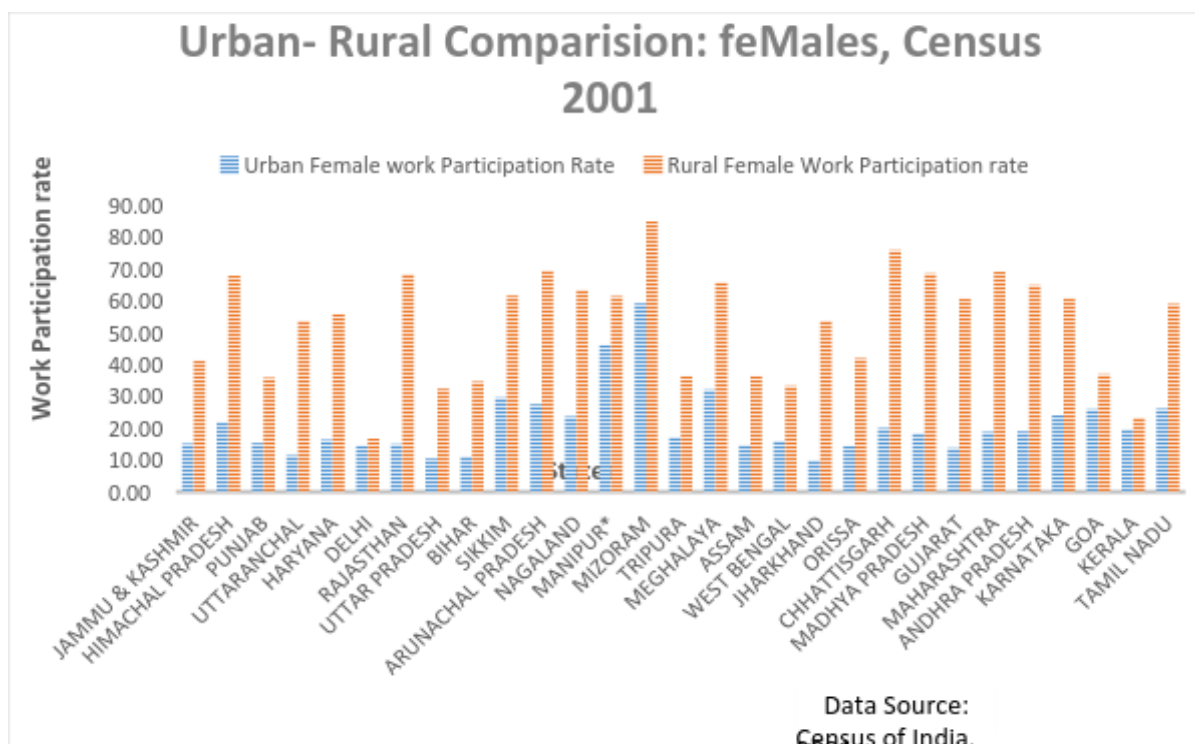
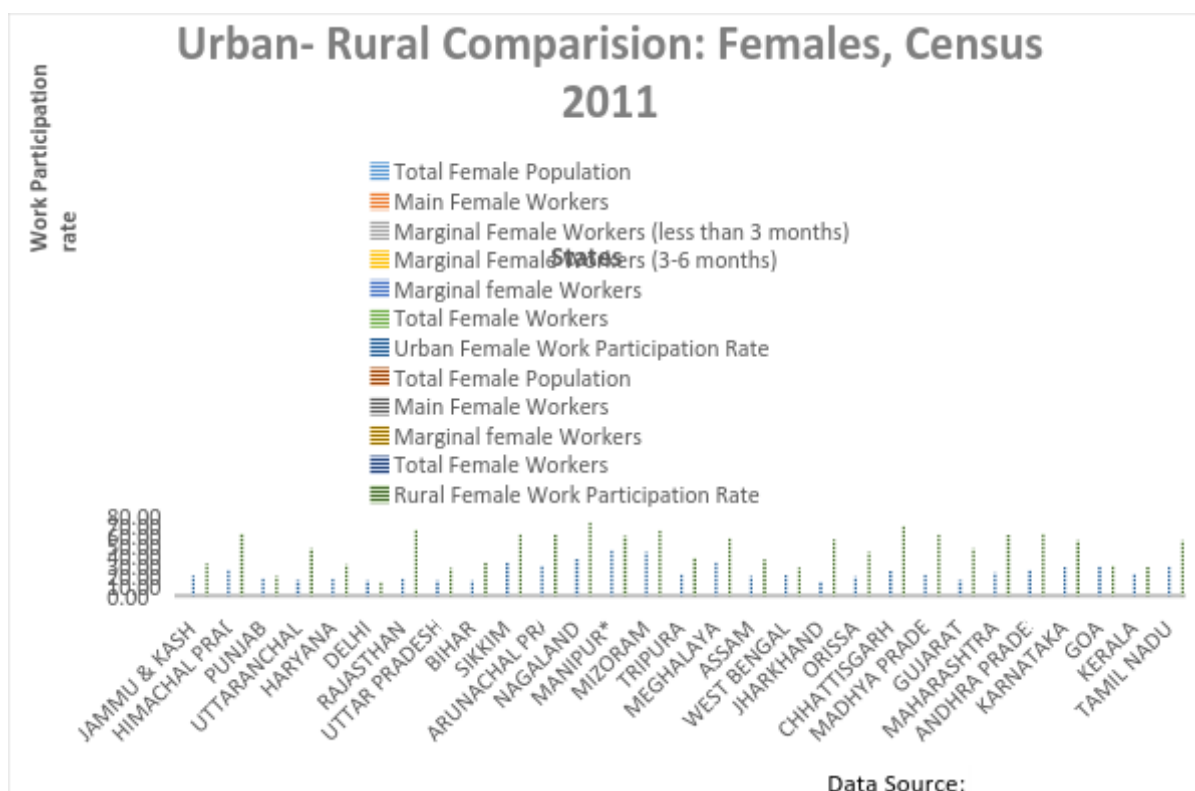
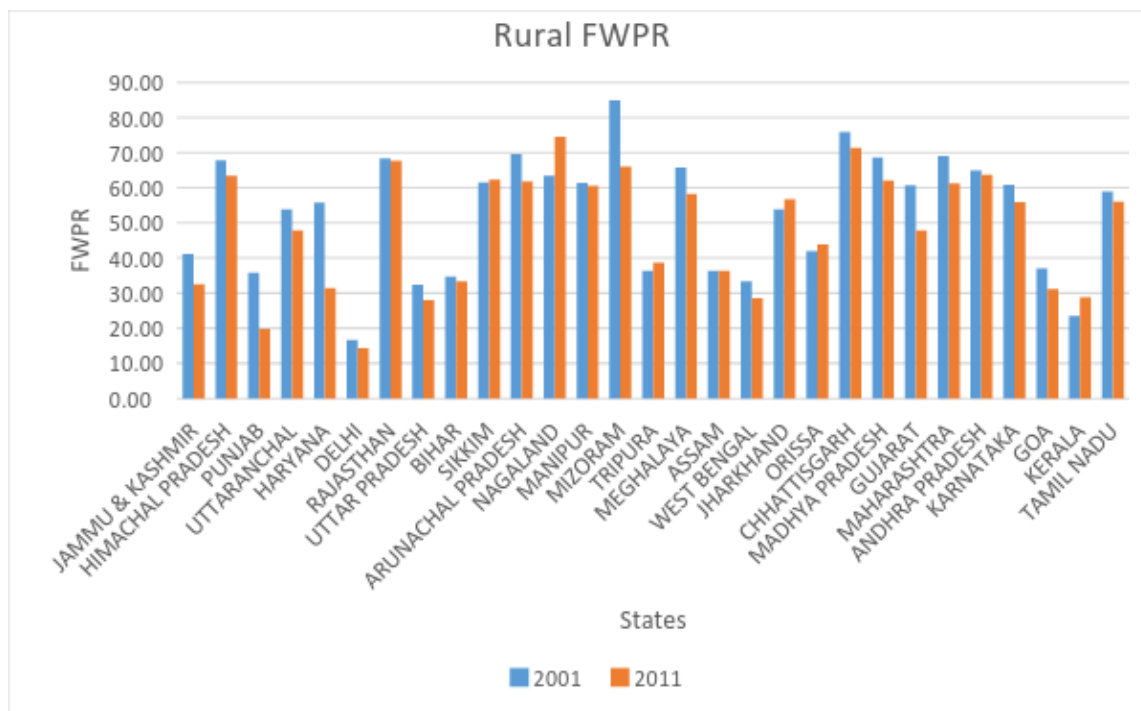


Figure.11. Comparison of Urban-Rural FWPR in 2011



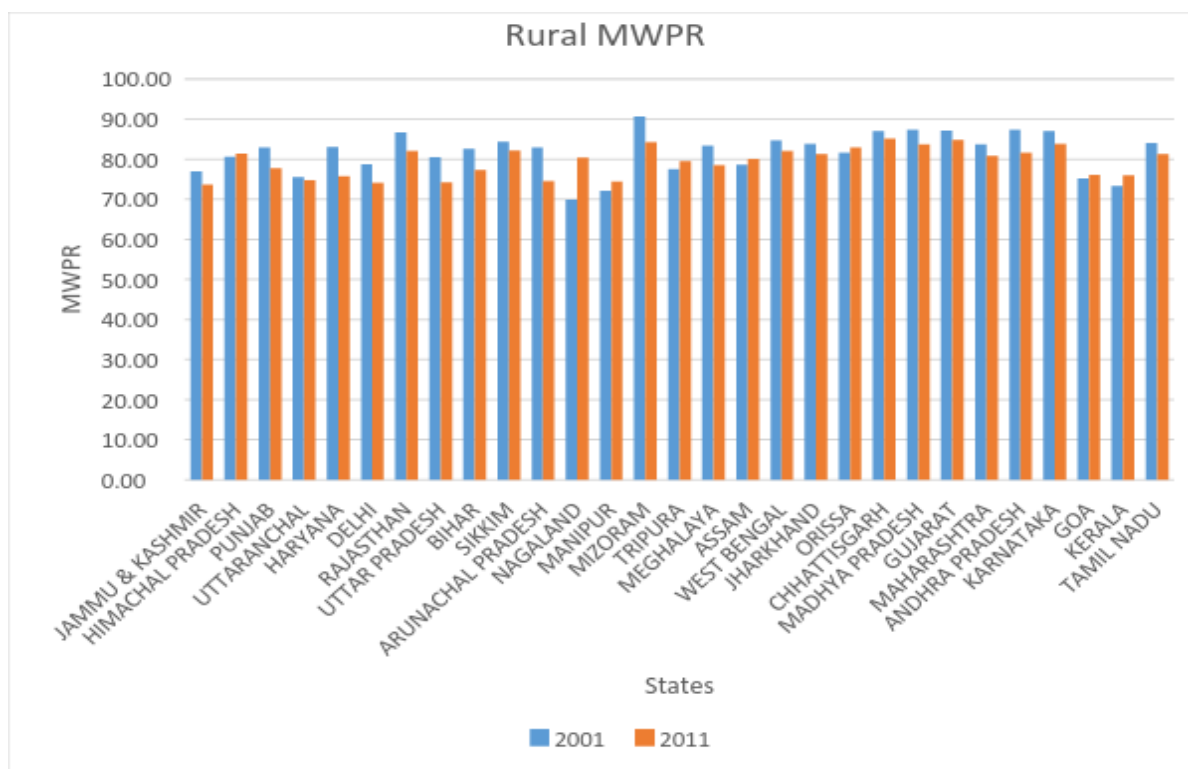
Both the column bar diagrams on the above shows that in Rural and Urban India the female work participation rate is very high in rural areas in both the decade of 2001 and 2011. In the states like Himachal Pradesh, Uttaranchal, Sikkim, Rajasthan, Chattisgarh, Karnataka, Goa, Tamil Nadu the female work participation rate is very high in rural areas. The only state which has urban female work participation rate higher than rural work female participation rate is Delhi in 2011.

Figure.12. Comparison of Rural FWPR in 2001 and 2011



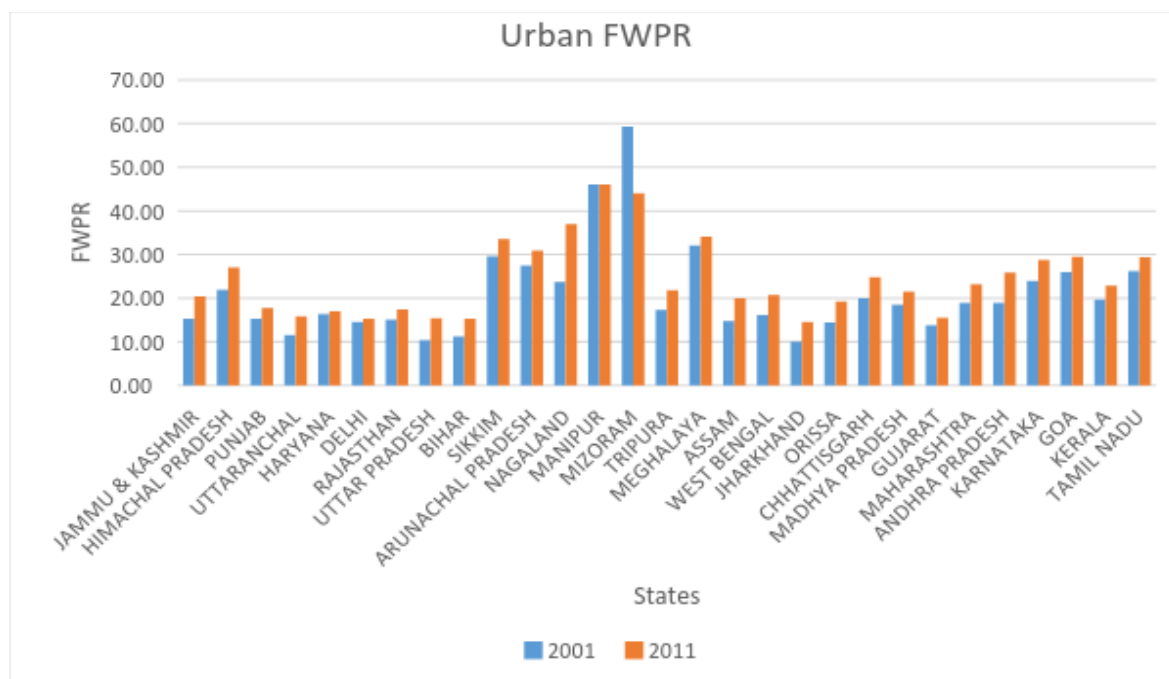
Female Work Participation Rate in Rural areas has decreased from 2001 to 2011. Only Nagaland, Sikkim, Tripura, Jharkhand, Orissa, and Kerala have witnessed some positive growth in rural female work participation rate. In 2001 Mizoram was standing on first with highest rural FWPR and Delhi was having the lowest FWPR but in 2011 Mizoram has witnessed decline and Nagaland has come on first position but the fwpr of Nagaland of 2011 is lower than fwpr of Mizoram of 2001

Figure.13. Comparison of Rural MWPR in 2001 and 2011



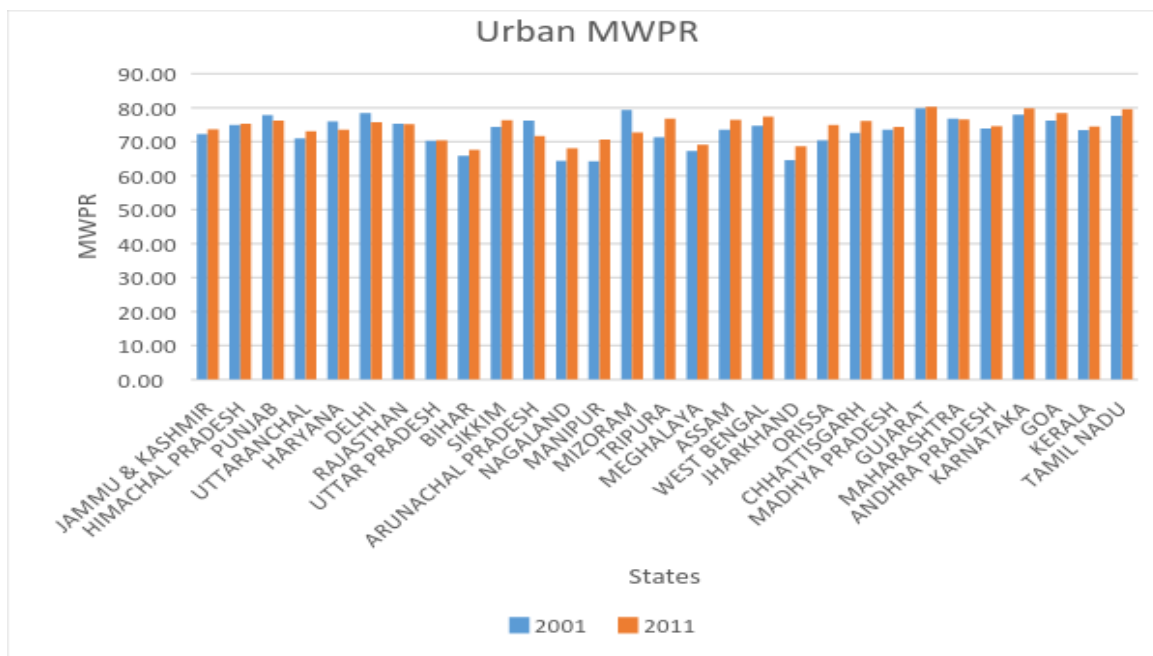
Male WPR in Rural India is very high than rural FWPR but 2011 has witnessed decline in male work participation rate also. Mizoram has the highest MWPR in 2001 but decline in 2011 has been seen here but with decline also Mizoram is standing on position one with highest MWPR.

Figure.14. Comparison of Urban FWPR in 2001 and 2011



The Urban FWPR has unlike Rural FWPR has witnessed a positive growth. All states has witnessed growth in female work participation rate in Urban region except in Mizoram. Mizoram has witnessed a high downfall of nearly 20% and highest increase is witnessed in Nagaland of nearly 20%. Delhi and Haryana has increase in FWPR in urban regions but it is a very small increase in comparison to other states.

Figure.15. Comparison of Urban MWPR in 2001 and 2011



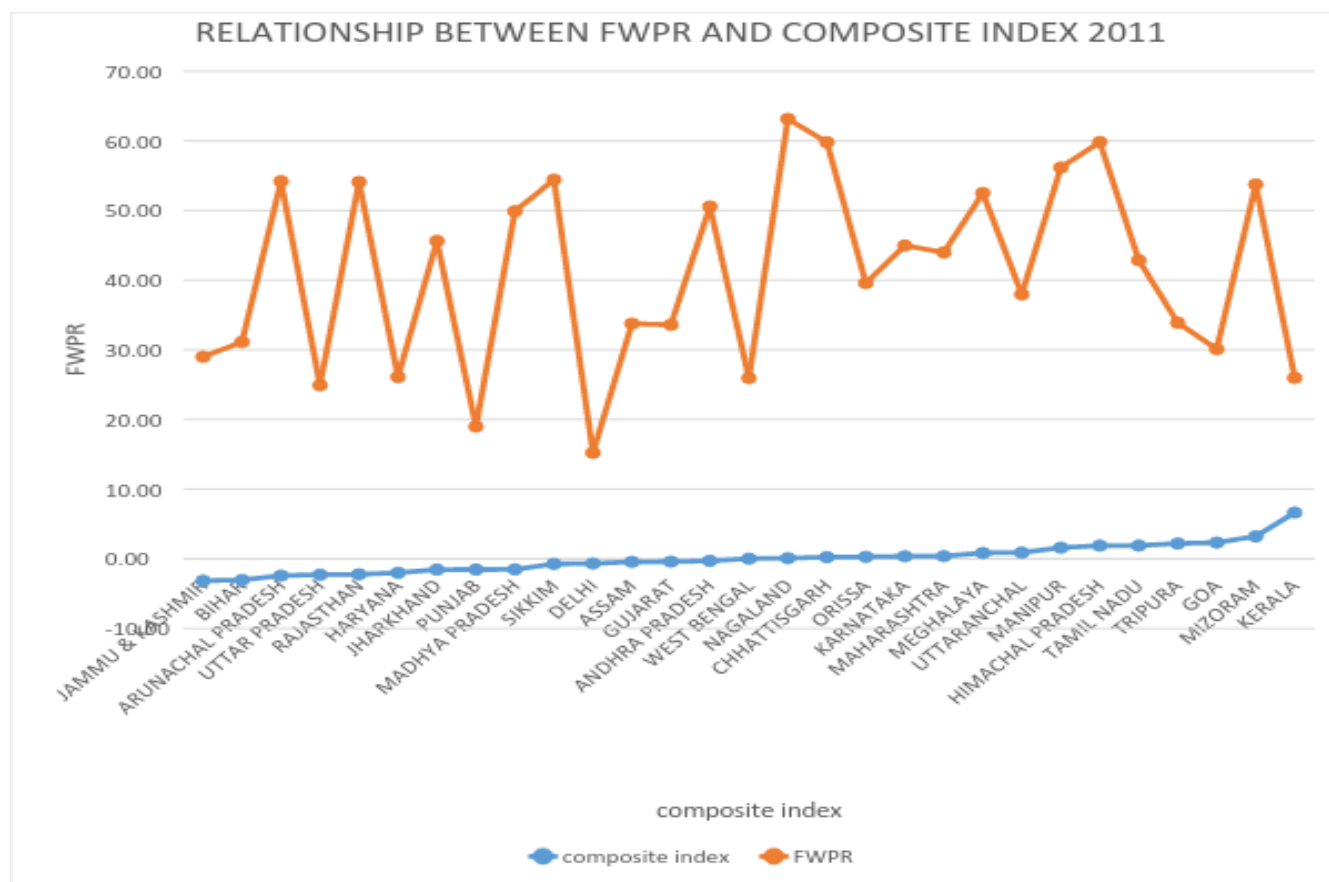
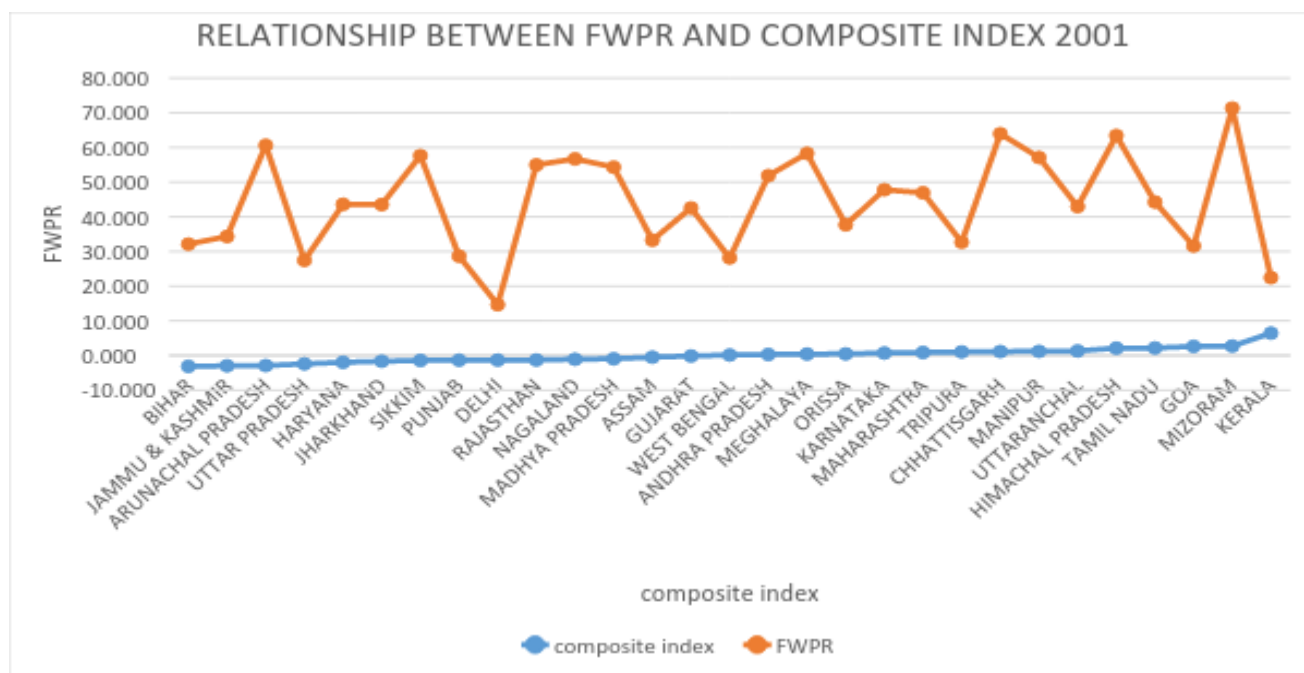
Urban male Work Participation rate has a mixed image of increase and decrease. Punjab, Haryana, Delhi, Arunachal Pradesh and Mizoram has witnessed a downward fall in male work participation rate in urban while all other states has witnessed an increase in MWPR in urban India.

The possible reasons for these disparities:

- There is a wide gap in rural fwpr and urban fwpr because in rural India most female employed in agriculture as the demand for labour is high in rural India.
- In Urban India the job opportunities are low in comparison to rural India.
- The female in urban India are attending school for longer period in age while in rural India female will drop out early from school.
- Migration after marriage is a very major factor here that after marriage a girl has to migrate to his husband's house and if that is away from her working place then she has to leave her job and it doesn't matter if she is having high income than her husband in Urban India while in Rural India the female is working as agriculture labour so she can manage the same job at different places.



Is there any relationship between development ranks of state a role of Female in Economy?



The Composite Index of the state on the parameters of sex ratio and literacy rate of the state ranking the state by the development rank of it on these two bases.

The graph showing the relationship between the composite index and FWPR of 2001 and 2011 shows that there is no direct relationship between the development of state and their female work participation rate as in both the columns it can be observed clearly that the columns are arranged in ascending order by the composite index but there is no sequence of increase or decrease in the female work participation rate of the states.

In 2001 graph the lowest composite index of Bihar shows the backwardness of the state in terms of literacy rate and sex ratio than the other states but its FWPR is higher than many states that are quite higher than Bihar in composite index. Even if we see Kerala that has the highest rank in both the development parameters of sex ratio and literacy rate stands very low in female work participation rate. Though Haryana has a very low composite index has low female work participation rate also but that does not proves the direct relationship and the most interesting picture extracted in the column bar is that the Kerala that has both the taken parameters of development are highest is the second lowest in the female work participation rate.

The same scenario of non relationship between composite index of sex ratio and literacy rate of the state and female work participation rate is repeating in the 2011. Arunachal Pradesh having fourth rank in high female work participation rate is standing on first in low composite index of sex ratio and literacy rate while Haryana has both the variables i.e composite index and female work participation rate is very low.

Jammu and Kashmir, Haryana, Rajasthan, Uttar Pradesh, Jharkhand, Punjab, Assam, Bihar, Karnataka, Meghalaya, West Bengal, Andhra Pradesh, Chattisgarh, Gujarat has low composite index but Gujarat, Uttar Pradesh, Jharkhand, Rajasthan are very high in female work participation rate. Delhi, Tamil Nadu, Madhya Pradesh, Orissa, Uttaranchal, Nagaland, Maharashtra, Sikkim, Himachal Pradesh, Manipur, Tripura, Goa, Mizoram, Kerala, Mizoram and Kerala has high composite index but states like Tamil Nadu, Orissa, Uttaranchal, Madhya Pradesh, Manipur, Tripura, Goa has fwpr while Kerala with highest composite index is very low in fwpr.

There are states that has high composite index as well as high fwpr, some states has high in composite index but low fwpr while some states have low composite index but in them some has low fwpr and some has high fwpr. This proves that literacy rate and sex ratio has no direct or indirect relationship with the Female Work Participation rate of that state.

- Those women who has compelled to work as prostitution and now working as sex workers are counted in the number of criminals instead of workers in India while in some nations New Zealand, Australia, Austria, Bangladesh, Belgium, Brazil, Canada, Columbia, Denmark, France, Germany, Greece etc. has legalised the work of prostitution and paying taxes and playing a role in the development of economy of the nation.
- The total number of women in the workforce increased more than three-fold, from 9 million in 1991 to 28 million in 2011, while the number of women seeking or available for work increased more than eight-fold, from 1.8 million in 1991 to 15.5 million in 2011. As the number of women seeking has increased more than eight-fold while women in workforce has just increased more than three-fold also decrease the rate of female work participation from 1991 to 2011.



- More number of female in working age group are enrolling for higher studies now as the number of female drop out in schools has decrease from 2001 to 2011 also shows the reason of low female working population rate in 2011 from 2001.

CONCLUSION:

‘What did you do all day?’ The question asked to the every woman in the nation who is working in the house as the work done by women is not counted as work. The participation of women in the economy of India was always counted very low though the domestic and household work of women was never being considered and counted in the GDP of India and never being paid for the domestic and household work. Though the place of women in recent days is changing and even in the economy of India the picture of female participation is changing in the nation.

Though the women has started a new journey on the economic path of the nation but still the work participation rate of female has witnessed a decline in the recent decade.

The work participation rate of women in the 2001 and 2011 was almost half of the male work participation rate and it has decreased in 2011 from 2001.

In both the decades of 2001 and 2011 there is a great disparity in between the rural and urban male work participation rate and female work participation rate. The decline in male work participation rate in rural and urban regions is not that high that can be noticed in rural and urban female work participation rate. But there is a decline in rural female work participation rate from 2001 to 2011 while a positive growth is witnessed in urban female work participation rate from 2001 to 2011.

There can be so many reasons for the decline of female work participation rate in the recent decade, these can be positive as well as negative, some possible reasons that can be the cause of decline in female work participation rate:

- More number of females of working age group are enrolling in secondary schools and universities: The enrollment rate of females in working age group has increased and the number of female school drop outs has decreased as the government is initiating different kinds of programmes and policies to encourage the females to do the higher studies.
- The socio-economic reason in developed states behind low female work participation rate can be the high income of the family cease the chance or opportunity to be employed from the woman as it is said that for a woman employment is necessity based rather than interest based so as the necessity increase if the state is under development or under development then the female has to work for the necessity.
- Cultural reasons for the low female work participation rate in states like West Bengal
- States like Haryana where the number of female is decreasing will have the direct relation with fall in female work participation rate.

The conclusion of my study can be best state from the lines taken from a report – ‘Gender differences in employment and why they matter’ that “First comes love, then comes marriage, then comes baby sitting in a carriage.” Because female employment in India is necessity based rather than interest based.



Question that arise from my paper:

The question arise from my paper is not just two types of gender, there is one another type of gender also exist, i.e. the transgender, but the data for their participation rate was not available, so does that mean that just the data is not available or the third gender is not even allowed to participate in the economy.

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