

Emerging trends and pattern of women employment in India: Evidence from NSS data

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Abstract

This paper explains the trends and pattern of women employment in agricultural sector in India. Since 1993-94 to 2011-12 based on data revealed by National Sample Survey organized. The employment estimates is based on both usual principal and subsidiary status. There has been a minor shift in employment away from agriculture to non- agriculture sector in the case of both rural female and urban female. Therefore, in secondary and territory sector, the share of employment is slowly increasing. The main findings of the study reveal structural change with decline in agriculture employment for both male and female employment. The female employment has, however shown a continuous decline in all sectors than their male counterparts. The policy implication of the study is to create more employment opportunities through various policy measures. This is more important for female as they are the deprived sections of the society.

Keywords: employment, labour force participation rate

Introduction

Women constitute almost half of labour force in any economy. But conversion of this labour force into work force is contingent upon many factors. At times their work is hidden either in form of 'home based worker' or as 'domestic duty'. These categories of employment are characterized by either low wages or no wages. Even when they are wage workers their participation in different economic activities is low as compared to their counter parts. Participation of women in work and consequent remuneration is conditioned by socio-cultural context. Scale of urbanization, types of employment and nature and scale of migration are other critical determinants of women's participation in economic activity. Women's participation in economic activities besides increasing total participation and output has other important implications; it tells us about condition of women, about caste and class disparities and gender biasness in society, etc. They are silent critique of the nature of the growth process of society and country. Women's participation will result in their greater access to educational opportunities but the studies reveal that education has largely been restricted to males, discriminating females with the assumption that investment on their education and training has a relatively low social and private return and as a consequence low women's participation in economic activity (Kumar, 2008). Despite the fact that since 2004-05 with the structural shifts in employment, significant increases in rural wages, increase in per capita consumption expenditure and therefore a sharp decline in absolute numbers of the poor as demonstrated by the National Sample Surveys (NSS) of 2009-10 and 2011-12 have initiated an underlying process that has promoted inclusive growth. But what perplexes the policy makers, researchers and academia is the diverging nature of macroeconomic variables. Employment in general and women being a major macroeconomic variable has its implications for

the economy as a whole. Hence a stable and equitable (with respect to gender) employment is pre condition for a healthy economy. Hence in this back drop the present study is analysing the trends and pattern of women employment in the post reform period.

This paper is organised as follows. Section 2 describes the review of literature, followed by employment trend in India in section 3. However section 4 describes the trends women employment among Indian states. Section 5 attempts to explain labour force participation rate and unemployment rates. The last section is the conclusion of the study.

Review of Literature

B.S. Kambo and Dr. Kulwinder Kaur (2012) highlighted the structure of the female workforce as an increasing feminization of the urban workforce on account of increased work participation for urban women. Nomita P. Kumar (2010) also focuses on the changing position of women in the economy of Uttar Pradesh over last two decades. The share of women in total employment is declining in the non-traditional sectors poverty, literacy and per capita incomes are important determinates of women employment. Further, she found that the proportion of workers in manufacturing and construction has gone up. Among the services trade, hotels and transport sectors have gained, while other services shoes a decline in their share. For women workers in urban Uttar Pradesh, the share of both cultivators and agricultural labourers has increased. Srinivasan (2000) studies the conceptual issues of the unorganized sector along with profile of women's employment and its trend. He concluded that employment for the unorganized women workers moved to the sectors where these women had to stay at all and away from the legal protection. Non-farm employment failed as the panacea for surplus-labour in agriculture sector with could not pick up in rural India and the women were most affected. Abhishek

Shaw (2013) ^[1] study that rural female workers engaged in agriculture as a proportion of total workers has declined since 1999-2000, but the fall was more drastic between 2004-05 and 2009-10, and continued till 2011-12. Further, no significant increase in the proportion of female workers was seen in either secondary sector or tertiary sector employment in rural areas. However, our analysis shows that the average growth in employment between 2004-05 and 2011-12 remains low at 2.5 million per year. The findings also reveal that a growing proportion of the workforce is moving to non-farm activities, and a falling proportion is engaged on a casual wage. Amitabh Kundu (1997) ^[6], analyses the trend and types of employment for males and females in India. The level of awareness regarding women's work in 1991 was much higher than in previous census years due to media publicity, better training of enumerators etc. An overview of the period 1983-93, would show that the improvement in WPR for all ages is restricted to males. For females, it has declined in rural areas while in urban areas it has remained stable. The percentage of self-

employed persons to the total workers (including the subsidiary workers) has gone down systematically in rural areas from 1977-78 to 1993-94, both for males and females. In urban areas, too, the figure has gone down for females. Sona Mitra (2006) ^[10], argues that trade liberalization and export-led growth process created new jobs for young women. By the late 1980 and early 1990 women workers became more represented in the production of goods.

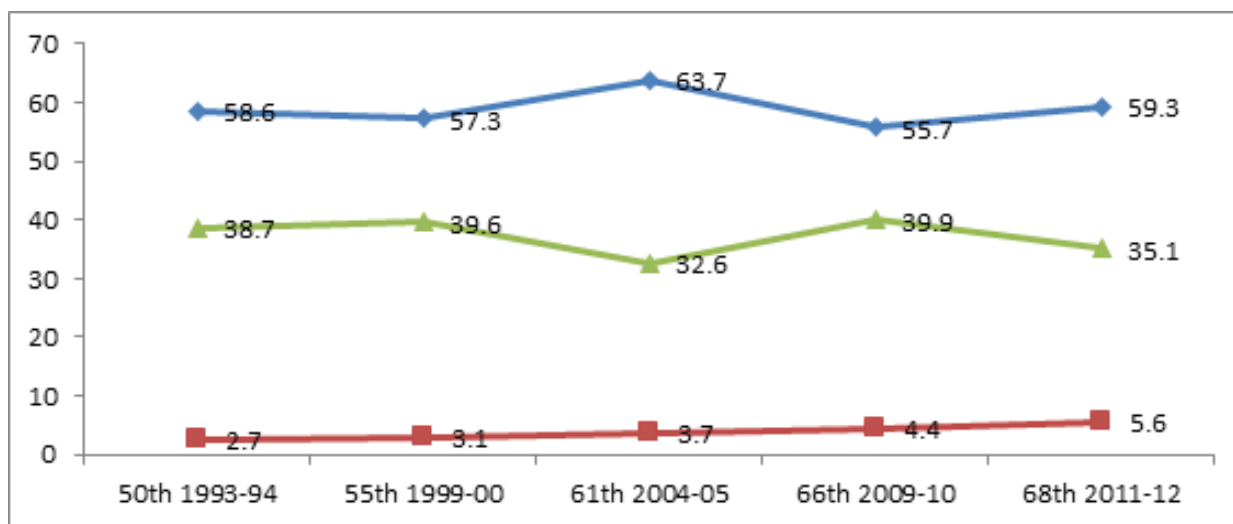
Women employment trends in India

Employment pattern of the economy shows the strength of the economy in general and the nature of growth of a particular sector, greater the contribution of particular sector represents the domination of the sector and hence a major role in the economic development of nation. However the nature of employment also has its impact on the economy in general and the individual in particular. The nature of employment varies from self-employed, regular-employed to casual employed.

Table 1: Changing Trends of Employment (ps+ss) Rural Female

NSSO Rounds	Self-Employed	Regular-Employed	Casual-Employed
50th 1993-94	58.6	2.7	38.7
55th 1999-00	57.3	3.1	39.6
61th 2004-05	63.7	3.7	32.6
66th 2009-10	55.7	4.4	39.9
68th 2011-12	59.3	5.6	35.1

Source: NSSO Report No. 554: Employment and Unemployment Situation in India, 2011-1



Source: NSS Report No. 554: Employment and Unemployment Situation in India, 2011-12

Fig 1: Changing Trends of Employment (ps+ss) Rural Female

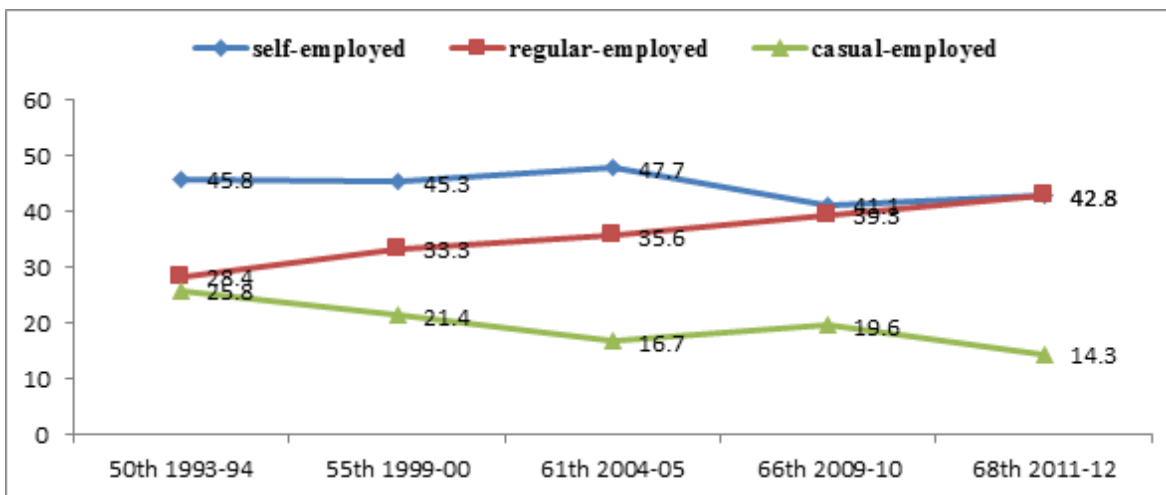
Table 1 explains the variations among the categories of workers with fluctuation in self-employed and casual-employed but on the other side regular-employed slightly increasing from 1993-94 to 2011-12. In 1999-2000 and 2004-05, self-employed shift upward due to a lot of persons joined the agricultural labour force. Rural women entered the agricultural labour force because they need to more incomes to help their families. During the period 2004-05 to 2009-10 rural female self-employed declined from 63.7 to 55.7 per

cent. It seen shift toward to regular-employed and casual-employed for the same period. This withdrawal was higher by the rural female. They moved out due to low paying. They decided either to pursue education or engaged in domestic chores. Casual- employed declined 32.6 per cent in 2004-05 and 35.1 per cent in 2011-12. Casual-employed increased in 2009-10 because of MGNREGA and during this period growth of real wage has been upward.

Table 2: Changing Trends of Employment (Ps+ss) Urban Female

NSSO Rounds	Self-Employed	Regular-Employed	Casual-Employed
50th 1993-94	45.8	28.4	25.8
55th 1999-00	45.3	33.3	21.4
61th 2004-05	47.7	35.6	16.7
66th 2009-10	41.1	39.3	19.6
68th 2011-12	42.8	42.8	14.3

Source: NSSO Report No. 554: Employment and Unemployment Situation in India, 2011-12



Source: NSS Report No. 554: Employment and Unemployment Situation in India, 2011-12

Fig 2: Changing Trends of Employment (ps+ss) Urban Female

Table 2 shows that self-employment decline from 45.8 per cent in 1993-94 to 42.8 per cent in 2011-12. In this period, the share of female employed in the self-employed category declined of which rest two category improved. The reason was that they shift out due to of low paying job. They want to desire either to get education or occupied in domestic activities. In the case of casual-employed the share of urban female declined all through this period. The part of decline shift away towards self-employed and regular-employed.

4. Trends of Women Employment among Indian States

The process of economic development is well on its track and the pace had been accelerated with the adaptation of reform package in 1990's. However the fruits of these reforms had not been distributed both horizontally and vertically among all states. So the status of economic development among the states is heterogeneous. So the pattern of macroeconomic variable variation among the states is not an exception. The women employment growth rate among states reveals the same situation, with some states doing far better than other.

Table 3: State Wise Percentage and Growth of Rural Female in Primary, Secondary and Tertiary Sector 1993-94 to 2011-12

States & Sector	Primary Sector			Secondary Sector			Tertiary Sector		
	1993-94	2011-12	%	1993-94	2011-12	%	1993-94	2011-12	%
Andhra Pradesh	83.3	76.66	-6.64	12.6	14.69	2.09	4.5	8.66	4.16
Arunachal Pradesh	69.2	90.37	21.17	2.4	1.42	-0.98	1.3	8.2	6.9
Assam	84.6	79.04	-5.56	5.6	6.78	1.18	9.9	14.17	4.27
Bihar	90.8	76.84	-13.96	7.1	11.1	4.00	1.9	12.07	10.17
Delhi	37.2	0	-37.20	38.9	0.03	-38.87	43.3	99.97	56.67
Goa	51.7	7.07	-44.63	25.2	33.48	8.28	23.1	59.43	36.33
Gujarat	88.2	85.55	-2.65	8.5	8.7	0.20	3.4	5.74	2.34
Haryana	84.7	86.02	1.32	6.3	8.42	2.12	9	5.57	-3.43
Himachal Pradesh	94.7	86.98	-7.72	3.4	6.59	3.19	1.9	6.45	4.55
Jammu & Kashmir	86.3	85.05	-1.25	5.3	9.3	4.00	1.9	5.64	3.74
Karnataka	83	79.37	-3.63	13.1	11.4	-1.70	3.8	9.24	5.44
Kerala	50.8	38.69	-12.11	32.9	31.25	-1.65	23.3	29.86	6.56
Madhya Pradesh	93.3	80.02	-13.28	5.7	15.48	9.78	0.9	4.5	3.6
Maharashtra	91.4	89.12	-2.28	6.2	5.37	-0.83	2.5	5.51	3.01
Orissa	83.9	69.31	-14.59	12.8	22.96	10.16	3.3	7.73	4.43
Punjab	64.5	75.4	10.90	10.2	11.76	1.56	25.3	12.83	-12.47

Rajasthan	91.3	77.39	-13.91	6.8	17.4	10.60	1.9	5.21	3.31
Tamil Nadu	75.7	50.59	-25.11	17.3	39.47	22.17	5.3	9.95	4.65
Uttar Pradesh	89	82.61	-6.39	7.3	11.18	3.88	3.5	6.21	2.71
West Bengal	44.9	41.69	-3.21	43	45.14	2.14	12.2	13.15	0.95
all-India	84.7	74.94	-9.76	11.3	16.74	5.44	4.1	8.32	4.22

Source: report on employment-unemployment of NSS Round-1993-94 and 2011-12

Table 3 shows the total share of rural female employment in the agricultural regularly decline. Between 1999-2000 and 2004-05 was the highest decline in agricultural sector. There has been hardly any move in case of female employment. In 2011-12, female depends on agricultural sector appropriately 75 percent that is the main source of employment. The share of rural female in Table agricultural sector is inertia decline from 1993-94. During 1993-94 to 2011-12, agricultural sector decline -9.76 percent in case of India. Only, there is Arunachal Pradesh which is positively upward shift, while Goa is the only state which has highest decline that is -44.63 percent point change of all the states in India. The secondary sector

and tertiary sector have been showing an increasing share 5.44 percent point change and 4.22 percent point change in 2011-12 respectively sectors. Delhi and Tamil Nadu have the retrograde place to each other in secondary sector. The share of rural female indicate downward decline -38.87 by 2011-12. On the other side, Tamil Nadu shift upward. There was 22.17 percent point change difference between 1993-94 and 2011-12. In the tertiary sector, the table shows that there has been upward shifting in all states in India. Punjab is only state which declined -12.47 percent point change in 2011-12. They move out from tertiary sector and entered into secondary sector.

Table 4: state wise percentage and growth of urban female in primary, secondary and tertiary sector 1993-94 to 2011-12

States & Sector	Primary Sector			Secondary Sector			Tertiary Sector		
	1993-94	2011-12	%	1993-94	2011-12	%	1993-94	2011-12	%
Andhra Pradesh	27.8	8.35	-19.45	43.6	33.73	-9.87	28.5	57.92	29.42
Arunachal Pradesh	13	32.43	19.43	22.2	9.81	-12.4	64.6	57.79	-6.81
Assam	1.3	7.41	6.11	19.4	12.56	-6.84	79.2	80.04	0.84
Bihar	13	22.1	9.10	49	24.09	-24.9	45.1	53.8	8.70
Delhi	0	0	0.00	0	10.61	10.61	0	89.39	89.39
Goa	22.3	2.08	-20.22	26.4	11.43	-15	51.2	86.48	35.28
Gujarat	11.1	8.78	-2.32	37.3	42.28	4.98	51.7	48.91	-2.79
Haryana	9.6	12.73	3.13	39.2	11.99	-27.2	51.3	75.27	23.97
Himachal Pradesh	33	19.28	-13.72	13.2	37.8	24.6	53.7	42.91	-10.79
Jammu & Kashmir	1.4	26.53	25.13	11.3	21.64	10.34	73.1	51.81	-21.29
Karnataka	24.4	8.1	-16.30	44.6	31.29	-13.3	31	60.62	29.62
Kerala	21	10.13	-10.87	41.3	27.68	-13.6	37.7	62.19	24.49
Madhya Pradesh	27.4	17.16	-10.24	33.4	28.06	-5.34	38.6	54.75	16.15
Maharashtra	17.5	8.89	-8.61	36.5	29.48	-7.02	46.1	61.63	15.53
Orissa	20.4	22.73	2.33	35.9	27.01	-8.89	43.7	50.26	6.56
Punjab	6	11.85	5.85	20.3	25.08	4.78	101	63.1	-37.90
Rajasthan	31.5	18.68	-12.82	31.1	42.43	11.33	37.5	38.89	1.39
Tamil Nadu	19.1	14.34	-4.76	52.6	41.49	-11.1	28.2	44.15	15.95
Uttar Pradesh	22.1	14.01	-8.09	41.4	51.26	9.86	36.5	34.72	-1.78
West Bengal	3.7	1.61	-2.09	35	34.98	-0.02	61.4	63.39	1.99
all-India	19.3	10.91	-8.39	40.2	33.97	-6.23	40.3	55.12	14.82

Source: report on employment-unemployment of NSS Round-1993-94 and 2011-12

Table 4 shows the variations among mainly three sectors in case of urban female. Primary sector and secondary sector both have decline share of urban female was -8.39 percent point change and -6.23 percent point change in 2011-12 respectively. Jammu and Kashmir is the only state which has up warded increasing the share was 25.13 percent point change in 2011-12. Secondary sector is steadily decline in context of India. There was -6.23 percent point change in India. Haryana and Himachal Pradesh have the opposite position in secondary sector. Himachal Pradesh has the increasing share of urban female and Haryana has declined share 24.6 percent point change and -27.2 percent point change respectively. The share of urban female in tertiary sector continuously increasing from 1993-94 to 2011-12

except some states such as Uttar Pradesh, Gujarat, Arunachal Pradesh, Himachal Pradesh, Jammu and Kashmir and Punjab has highest decline and Delhi is one of them which is highest upward increasing.

Labour Force participation and unemployment

One of the unusual features of India's labour market was the labour force participation of women remain stagnant for a long time with the exception of the period 2004-05. The recent data on employment and unemployment (NSSO, 2009-10) shows a disturbing trend of labour force participation rate* which dropped to 40 percent in 2009-10 from 43 percent in 2000-05 and the decline is noticed especially among female. Female labour force participation rate show a steep fall from

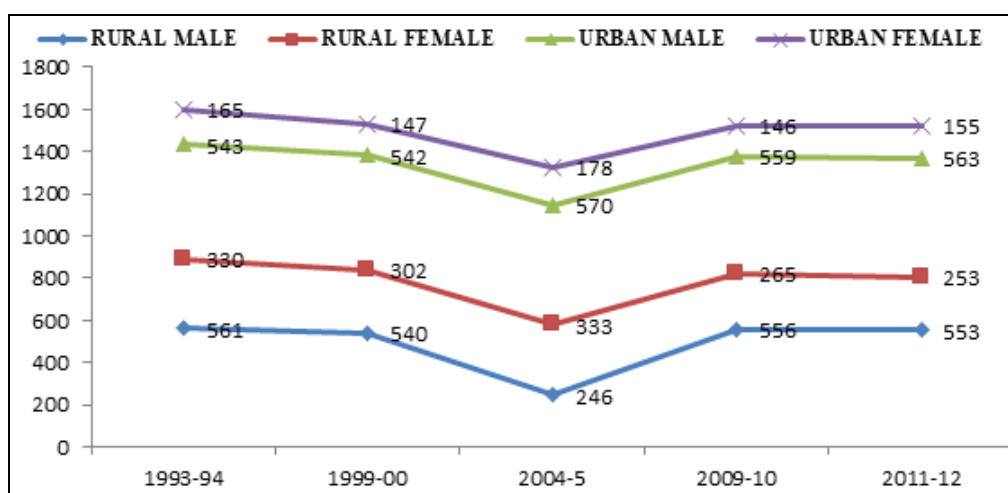
29.4 percent in 2004/05 to 23 percent in 2009/10. Between the period 2004/05 and 2009/10, there has been a decline in female employment annually at the rate of 1.72 percent (Chandrasekhar, C & Ghosh, J, 2011). These results raised many questions. In the epoch of socio-economic development and demographic changes taking place in the country, the firm believe is female labour force participation will increase rather

having a declining trend. The changing demographic dynamics (declining fertility and benefits of demographic dividend) coupled with socio-economic changes expected to contribute to favourable condition for increasing labour force participation of females. However, the failure of the economy to integrate females into labour market becomes quite disturbing and unusual.

Table 5: Per 1000 Labour Force Participation Rate (LFPR), Workforce Participation Rate (WFPR) and Unemployment Rate (UR) all India ps+ss

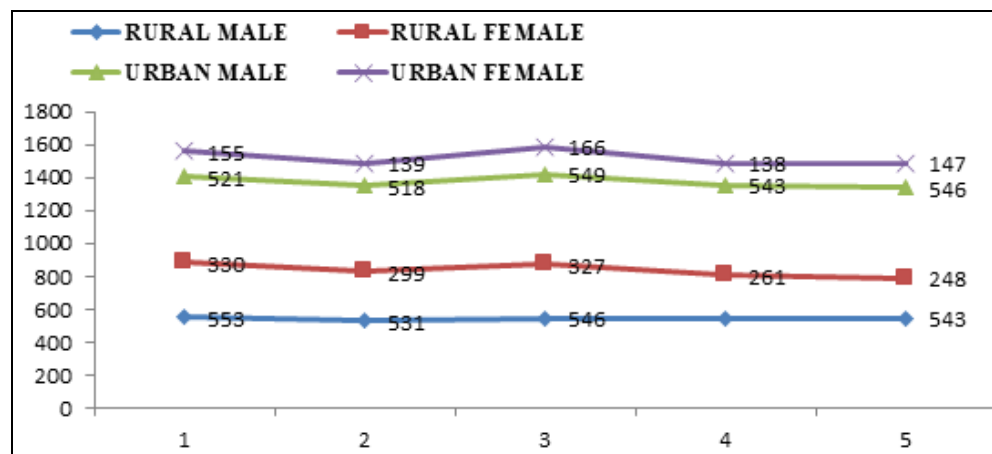
	Sex	1993-94	1999-00	2004-05	2009-10	2011-12
LFPR	Rural Male	561	540	555	556	553
	Rural Female	330	302	333	265	253
	Urban Male	543	542	570	559	563
WPR	Urban Female	165	147	178	146	155
	Rural Male	553	531	546	547	543
	Rural Female	328	299	327	261	248
UR	Urban Male	521	518	549	543	546
	Urban Female	155	139	166	138	147
	Rural Male	20	21	21	19	21
	Rural Female	14	15	31	24	29
	Urban Male	45	48	44	30	32
	Urban Female	82	71	91	70	66

Source: Report No. 409: Employment and Unemployment in India, 1993-94, 2004-05 and 2011-12



Source: Report No. 409: Employment and Unemployment in India, 1993-94, 2004-05 and 2011-12

Fig 3(a): per 1000 Labour Force Participation Rate (LFPR) Rural/Urban and Male/Female



Source: Report No. 409: Employment and Unemployment in India, 1993-94, 2004-05 and 2011-12

Fig 3(b): per 1000 Work Force Participation Rate (WFPR) Rural/Urban and Male/Female

This table 5 shows the variation of labour force participation rate and work force participation rate consists of segment rural, urban and male and female. There was a resurgence of employment growth during 1999-2000 to 2004-05 as compare to 1993-94 to 1999-2000. It was significance in case of both male-female and rural-urban. Both male labour force participation rate and female work force participation rate decline from 1993-94 to 1999-2000. This decline was due to the share of male and female engaged in domestic chores. During 1993-94 to 1999-2000, there has been increasing in the proportion of students to gain education. The male and female labour force participation rate in both rural and urban increased from 1999-2000 to 2004-05. The male and female work force participation rate also went upward from 1999-2000 to 2004-05. The labour force and work force both in the case of female during this period find as a result that extra part of women entered into the labour market and desist of domestic work. Between 2004-05 and 2009-10, there was a sharp decline in rural male and rural female both labour force participation rate and work force participation rate besides rural male work force participation rate. This decline was due to study and women came back to involve in domestic chores because of rising the income of family's members. In the case of unemployment rate, there was a major difference between urban male and urban female. But rural male and female have minor difference from 1993-94 to 2011-12.

Conclusion

The study attempted to understand the women employment trends in the post reform period. The data from the different NSSO rounds reveals that there had been the continuous fluctuations in women employment. It has been also revealed that the sector shift agriculture to other sectors is significantly less as compared male. There is also the bias among the women based on the geographical conditions i.e. rural and urban. The transformation of economy from agricultural to industrial or towards sector had not created the same, employment opportunities for the women as it had created for the men. Hence there should be the revision from policy perspective so that the gender bias from economic point of view in general and from employment point of view in particular should be taken into account.

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