
CHAPTER V

**OCCUPATIONAL DISTRIBUTION AND TIME ALLOCATION OF SAMPLE FEMALE
WORKERS**

5.1 Introduction:

It was stated earlier in the third chapter that the socio-economic and demographic variables affect strongly the participatory decisions of women in the labour market, which is subject to the joint determination process. But in the previous chapter the independent effect of each of the variables on female labour participation was made possible by making the use of multiple regression analysis. It was also mentioned in chapter three that of the total sample population (1203), 867 persons were chosen for our intensive field study (ie. 71.8% of the total sample population) 50.1% of them were workers out of whom 68.8% were male workers and 31.2% were female workers. In the present chapter, the detailed statistical data obtained from these workers has been used, firstly to categorize these workers into major occupational categories, and secondly to evaluate the extent of their participation in different occupations through time allocation analysis. Thus, here we are going to first of all discuss the occupational distribution of women workers, and then analyse the allocation of time by these workers to different activities performed by them.

5.2 Occupational Distribution of Sample Female Workers:

In a study of labour participation, it is important to analyse the occupational distribution of workers because it shows the nature of participation. The 1991 census

report classified occupations into broad categories of occupations by the sector of activity¹. Such classification may be useful to provide a macroeconomic picture, which a population census purports to highlight. However, for a micro-level study, like the present one, such occupational classification does not serve the purpose because it is not sufficiently disaggregated. Moreover, the census does not include the whole range of activities which are performed by women, as shown by a micro-level analysis of occupational distribution.

Therefore, an attempt is made here to carry out occupational analysis and classification as has emerged from our field study in an urban setting. In such a setting, it is necessary to classify workers according to the occupation in which they happen to be employed. Thus the classification of women workers for the present analysis consisted of the broad categories of occupations², and further, such occupations were grouped into five broader categories on the basis of the similarity in the work and in qualifications needed to perform the work. Such classification was purposively made for the field study keeping in view the

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1. Census of India, Provisional Population Totals: Workers and Their Distribution, Series-1, Paper-3, Statement 3.3, 1991, p.9.
 2. See Section 1.9 of the first chapter.

different types of jobs in which women of all socio-economic classes were engaged. But first of all, the occupational distribution of sample male workers is analyzed briefly below so as to bring out male-female occupational differences.

5.2.1 Occupational Distribution of Sample Male Workers:

As shown in the preceding chapter, of the total males (413) in the sample, 68.8% were workers. The occupational classification of the sample male workers is given in Table 5.1. The figures in the Table show that of the total male workers, 89.9% were salary/wage employed, whereas only 10.1% were self-employed. In the former category of workers it was found that 66.9% of male workers were engaged in the professional jobs of Group I category such as Principals, Managers, Supervisors, SDO, Advocates, Lecturers, Engineers, Doctors and other govt. jobs 23.0% of them were found to be engaged in less-skilled jobs like Policemen, Clerks, Peons, Plumbers, Guards, Patwaris, Drivers, Water suppliers, Carpenters and Firemen. It is thus clear that the male labour market in the urban areas of Himachal Pradesh consists predominantly of wage/salaried work in the govt. sector.

5.2.2 Occupational Distribution of Sample Women Workers:

We noted earlier in the second chapter that women everywhere have been playing a distinctive role in the

TABLE 5.1

Occupational Distribution of Participating Sample Males

Occupational Groups	Total		Chamba		Dharamshala		Nahan		Mandi		Solari		Shimla	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
GROUP-I														
Principals	1	0.4	-	-	-	-	-	-	-	-	-	-	1	0.8
Managers	5	1.9	-	-	-	-	1	3.3	2	6.1	-	-	2	1.7
Supervisors	3	1.1	-	-	1	4.8	-	-	-	-	2	5.1	-	-
SDO	2	0.7	-	-	1	4.8	-	-	-	-	1	2.6	-	-
Advocates	4	1.5	-	-	1	4.8	-	-	-	-	-	-	3	2.6
Lecturers	66	24.8	1	3.8	8	38.1	6	28.8	15	45.4	7	17.9	29	24.8
Engineers	18	6.8	-	-	1	4.8	6	28.8	2	6.1	5	12.8	4	3.4
Doctors	4	1.5	-	-	-	-	-	-	1	3.8	1	2.6	2	1.7
Other														
Govt. job	75	28.2	2	7.7	4	19.0	10	33.3	6	18.2	9	23.1	44	37.6
GROUP-II														
Businessmen	24	9.8	11	42.3	2	9.5	2	6.7	2	6.1	5	12.8	2	1.7
GROUP-III														
Clerks/Peons	32	12.8	5	19.2	2	9.5	2	6.7	4	12.1	4	10.2	15	12.8
Plumbers/Gaurds	13	4.9	1	3.8	1	4.8	2	6.7	1	3.8	2	5.1	6	5.1
Patwaris/Drivers	4	1.5	2	7.7	-	-	-	-	-	-	1	2.6	1	0.8
Policemen/Firemen	3	1.1	2	7.7	-	-	-	-	-	-	-	-	1	0.8
Water-Suppliers	1	0.4	-	-	-	-	-	-	-	-	-	-	1	0.8
Carpenters	1	0.4	-	-	-	-	1	3.3	-	-	-	-	-	-
Sweepers	7	2.6	-	-	-	-	-	-	-	-	1	2.6	6	5.1
Agriculturists	3	1.1	2	7.7	-	-	-	-	-	-	1	2.6	-	-
Total :	266	100.0	26	100.0	21	100.0	30	100.0	33	100.0	39	100.0	117	100.0

process of production and exchange in the traditional economy. But they are moving out of the traditional type of work and entering into various types of jobs and services in an increasing number.

The data on occupational distribution³ of participating sample women workers yields some interesting results. It is seen from Table 5.2 that 30 percent of the sample women were economically active and the remaining 70 percent were not engaged in any earning activity.

It is noted from the Table that 92.6% of participating sample women workers were salary/wage employed and only 7.4% were self-employed. In this respect, their employment status pattern is almost similar to that of sample male workers. Out of the main category of jobs, nearly 57.6% of the participating sample women workers were engaged in the professional jobs of group I category such as, Doctors, Teachers, Administrators, Supervisors and Research Investigators. In such jobs, the heavier concentration, 55% of them, was in teaching, which reflects both the opportunities available and their preferences. However, in the rest of the professional jobs quite a low percentage, 2.8%, was observed for these workers. In this latter group of jobs

3. Here, the occupations are grouped into different categories which are substantially similar in terms of work performed and in qualifications needed to perform the work, see Chapter 1.

TABLE 5.2

Occupational Distribution of Participating Sample Women

Occupational Groups	Total		Chamba		Dharamshala		Nahan		Mandi		Solan		Shimla	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
GROUP-I														
Doctors	1	0.7	-	-	-	-	-	-	-	-	-	-	1	1.5
Teachers	74	55.0	3	33.3	15	75.0	7	70.0	11	91.7	10	62.5	28	41.2
Administrators	1	0.7	-	-	-	-	-	-	-	-	-	-	1	1.5
Supervisors	1	0.7	1	11.1	-	-	-	-	-	-	-	-	-	-
Research- Investigators	1	0.7	-	-	-	-	-	-	-	-	-	-	1	1.5
GROUP-II														
Self-employed	1	7.4	2	22.2	-	-	1	10.0	-	-	3	18.7	4	5.9
GROUP-III														
Clerks	17	12.6	1	1.1	4	20.0	2	20.0	1	8.3	-	-	9	13.2
Assistants	11	8.1	1	11.1	-	-	-	-	-	-	2	12.5	8	11.8
Patwaris	1	0.7	-	-	1	5.0	-	-	-	-	-	-	-	-
GROUP-IV														
Peons	1	0.7	-	-	-	-	-	-	-	-	-	-	1	1.5
Attendants	1	0.7	-	-	-	-	-	-	-	-	-	-	1	1.5
Sweepers	8	6.0	-	-	-	-	-	-	-	-	-	-	8	11.8
GROUP-V														
Domestic Workers	5	3.7	-	-	-	-	-	-	-	-	1	6.3	4	5.9
Handloom- Workers	2	1.5	1	11.1	-	-	-	-	-	-	-	-	2	2.9
Part-time Workers	1	0.7	-	-	-	-	-	-	-	-	-	-	-	-
Total	135	100.0	9	100.0	20	100.0	10	100.0	12	100.0	16	100.0	68	100.0

also, women were employed mostly in Shimla town. This may be because Shimla, being the capital of Himachal Pradesh, has more varied job opportunities for educated urban women.

Next to the professional jobs, 21.5% of women workers were found to be engaged in Group III category of occupations like Clerks, Assistants and Patwaris, which require less education as well as training. But in the jobs like Peons, Hostel attendants and Sweepers, a low percentage of women workers was observed, as is clear from the figures given in the Table. In the latter class of occupations, maximum percentage (6.0%) of women were employed as Sweepers. Women sweepers were found to constitute a substantial proportion of municipal workers of this category.

Lastly, it was found that amongst the salary/wage employed women workers, 5.9% were doing part-time jobs. Here most of them (3.7%) were working as domestic servants. Domestic help like cooking, cleaning, sweeping, washing and looking after children, was a major avenue for wage employment of women, particularly in Shimla town. Considering the relatively large numbers in this occupation in every urban area of India, it is unfortunate that no effort has so far been made to collect data on their numbers, wages and conditions of work⁴. Apart from the salary/wage employed

4. Govt. of India, Report of the Committee on the Status of Women in India: Towards Equality, Dec 1974. p.62.

women workers, tailoring and manufacture of readymade garments was common form of work among self-employed women workers in larger towns.

A close look at the labour market for both sample males and females shows that women tend to have different occupations from men and fewer career opportunities. It was found that most of the sample males are employed in high salary posts like Engineers, Lecturers, Doctors, Managers, Principals, Advocates, SDO, Supervisors and other govt. jobs. On the other hand, a high proportions of sample women is more likely to be concentrated in 'female jobs' like Teaching, Clerks, Peons, Assistants and Domestic workers which have low status and low remuneration. Only and insignificant proportion of women seek career in Engineering, Medicine, Administration, Supervision and Research investigation.

After examining above, the occupational distribution of sample women workers, we now turn to an examination of the linkage of occupational distribution of sample workers with their characteristics such as education and caste which determines whether or not the women engage in earning activity and which activity they pursue.

(1) Education:

A definite association was found to exist between

TABLE 5.3

Distribution of Sample Women Workers by Occupation and Education

Education	Total	Category I		Category II		Category III		Category IV	
		No.	%	No.	%	No.	%	No.	%
< 10th	20	19	95.0	1	5.0	-	-	-	-
< Graduates	33	5	15.2	14	42.4	13	39.4	1	3.0
Graduate + any Technical Degree	46	3	6.5	11	23.9	31	67.4	1	2.2
> Graduates	36	-	-	1	2.8	13	36.1	22	61.1
135									

Category I: Self-employed/ Domestic Workers/ Handloom Workers/ Sweepers/ Part-time Workers/ Patwaris
 Category II: Clerks/ Assistants/ Hostel Attendants
 Category III: School Teachers
 Category IV: College or University teachers/ Doctors/ Administrators/ Supervisors

the level of education and occupational distribution of sample women workers (as shown in Table 5.3). It is perhaps this relationship that mainly influences the female occupational structure of the state as a whole. When both education and occupational levels were juxtaposed, it was found that most of the illiterate women or those who had attained 'less than matriculate level' of education were either self-employed or were engaged in such wage employment as sweepers, Domestic workers, Handloom workers and other part-time jobs (eg. Tutors etc.). Women workers who were 'matriculates but less than graduates' accounted for 42.4% of participating female workers and were found to be engaged in clerical jobs. It was also found from the figures given in the Table that 67.4% of participating women, with 'any special training' (like B.Ed) were mostly working in schools as teachers 61.1% of participating females with higher education were Doctors and Lecturers in colleges and universities.

The above discussion brings out the fact that a woman with more schooling has better job prospects

than those with less education⁵. This means that women with limited education and training get constrained in their work choices and have to be content with less desirable, lower-paying occupations.

(2) Caste Factor:

The economic activity pursued by women is also determined by the caste system. It was found from the data that 92.9% workers of lower socio-economic class (SC) were engaged in occupations generally considered of a lower status and only 7.1% of them were found to be working as teachers. The major factor responsible for this, usually, is their less educational attainments than those of other groups of women.

Apart from the factors that play an important role in determining the participatory decisions of women, it is equally important to study 'why do women work'. When the sample women were asked about the reasons behind their participation, their response generally depended on the socio-economic class to which they belong. It was found that

5. This hypothesis also emerged from studies of H.Wool, The Labor Supply for Lower-level Occupations, Praeger Publishers, Inc., 1976 and N.W. Chamberlein, The Labor Sector, McGraw-Hill, 1965, p.19.

most of the women (22.2%) of middle and low socio-economic class primarily work due to sheer economic necessity to support their families financially. On the other hand, 72.6% of women workers of upper strata of society do so for their self-fulfillment and in pursuit of a career so as to become independent. A few of the widowed women, 5.2%, had to participate in paid work accidentally, after the death of their husbands as there was no other alternative for them to make their livelihood possible.

5.3 Time Allocation Pattern:

Having analyzed the occupational pattern and the factors associated with it above, now we turn to a discussion of the time allocation pattern of sample female workers. It was hypothesized for this analysis that out of 24 hours a day, the hours during which women are awake is the total time available for allocation by them, among three claimants of their time viz. domestic chores, leisure and earning activity. These are discussed below with the help of field data.

5.3.1 Domestic Chores:

Out of the total allocable time, we take up the time devoted to domestic chores first. Data on domestic chores for both males and females lead to some interesting results (as shown in Tables 5.4 and 5.5 respectively). It was

TABLE 5.4

Time Schedule: Time Spent on an Average Day During the Survey
on Different Types of Activities by Sample Males

Time Spent in Hours in Various Activities									
Towns	Earning Activity			Domestic Chores			Leisure		
	4-6	7-10	>10	Nil	Upto 1	2 & above	Nil	1-2	>2
Chamba	4 (15.4)	16 (61.5)	6 (23.1)	23 (88.5)	1 (3.8)	2 (7.7)	6 (23.0)	17 (65.4)	3 (11.5)
Dharamshala	7 (31.8)	12 (54.6)	3 (13.6)	15 (68.2)	4 (22.7)	2 (9.1)	5 (22.7)	15 (68.2)	2 (9.1)
Nahan	7 (23.3)	21 (70.0)	2 (6.7)	28 (66.7)	6 (20.0)	4 (13.3)	3 (10.0)	18 (60.0)	9 (30.0)
Mandi	15 (43.7)	18 (56.3)	-	26 (81.2)	4 (12.6)	2 (6.2)	2 (6.2)	22 (69.8)	8 (25.0)
Solan	7 (18.4)	28 (73.7)	3 (7.9)	21 (55.3)	9 (23.7)	8 (21.0)	4 (10.5)	26 (68.4)	8 (21.1)
Shimla	35 (29.0)	82 (70.0)	1 (1.0)	60 (50.8)	27 (22.9)	31 (26.3)	3 (2.6)	66 (56.4)	49 (41.9)
Total	74 (27.8)	177 (66.5)	15 (5.7)	165 (62.8)	52 (19.6)	49 (18.4)	23 (8.6)	164 (61.7)	79 (29.7)

Note: Figures given in brackets are percentages of total males.

found from Table 5.4 that 62.8 percent of sample males did not participate in the domestic chores at all. Out of those who did, 19.2 percent devoted about 6% and another 18.4 percent of them devoted 12-18 percent of their awakened time to the household work every day. On the other hand, it is noted in Table 5.5 that on an average, even working women devote much more, ie. 25 percent of their awakened time to household work. Non-working women devote as much as 50 percent to it daily. Overall the figures given in the Table show that 55.8 percent of sample women in fact spent 31.2 percent to 50 percent (ie. 5 - 8 hours) and 43.6 percent of them spent 25 percent of their awakened time in the domestic chores daily. Only 0.6% of them were not participating in the domestic chores because of illness or advanced age. It was also observed that the type of the household family affects the woman's participation in domestic work.

5.3.2 Time Allocated to Leisure:

While analysing the data on the leisure it was found from Table 5.4 that 29.7% of sample males spent leisure time in gossiping and watching movies. 62.4% of them spent 1-2 hours in leisure with the family members and relatives. Only 8.3% of them spent their leisure time on reading.

In the case of females it was found in Table 5.5 that on an average, working women enjoyed about 25% of their

TABLE 5.5

Time Schedules: Time Spent on an Average Day During the Survey
on Different Types of Activities by Sample Women

Time Spent in Hours in Various Activities								
Towns	Earning Activity			Domestic Chores			Leisure	
	4-6	7-10	>10	Nil	Upto4	5-8	1-2	2-8
Chamba	6 (66.7)	3 (33.3)	-	-	10 (33.3)	20 (66.7)	20 (64.5)	11 (35.5)
Dharamshala	16 (80.0)	4 (20.0)	-	2 (6.5)	12 (38.7)	17 (54.8)	9 (30.0)	21 (70.0)
Nahan	7 (70.0)	3 (30.0)	-	-	14 (42.4)	19 (57.6)	6 (18.2)	27 (81.8)
Mandi	10 (83.3)	2 (16.7)	-	-	19 (48.7)	20 (51.3)	10 (25.6)	29 (74.4)
Solan	7 (43.8)	8 (50.0)	1 (6.2)	-	15 (38.5)	24 (61.5)	22 (56.4)	17 (43.6)
Shiela	37 (54.4)	31 (45.6)	-	-	70 (47.0)	79 (53.0)	23 (15.4)	126 (84.6)
Total	83 (61.5)	51 (37.8)	1 (0.7)	2 (0.6)	140 (43.6)	179 (55.8)	90 (28.0)	231 (72.0)

Note : Figures in the brackets are percentages of total females.

available time as leisure as they do not get much of the leisure time. Out of whom 28% of them spent 6% to 12.5% of their awakened time as leisure, whereas non-working women used 50% as leisure. The Table also shows that 72.0% of sample women (all non-workers) were found to spend their free time with the relatives and neighbours in gossiping and watching T.V.

5.3.3 Earning Activity:

Figures given in Table 5.4 show that of the total male workers (266), 66.5% spent 43.7% to 62.5 % of their awakened time (ie. 7-10 hours) in earning activity everyday, 28.6% worked 25-37.5% (ie. 4-6 hours) and only 5.6% of them spent more than 62.5% (ie. more than 10 hours) in the earning activity.

On the other hand, data in Table 5.5. shows different pattern for women workers. It is seen from the Table that the largest percentage (61.5%) of sample women spent only 25- 37.5% of their awakened time in the earning activity. 37.8% worked 7-10 hours every day and only 1% were found to be engaged more than 62.5% of their awakened time in the earning activity. Hence, a significant section of women did not or could not offer themselves for more hours of earning activity, in comparison to the males, obviously due to the domestic work claiming a higher proportion of their available time.

This is so far as the sample as a whole is concerned. It is seen in Table 5.4 and 5.5 that the pattern of time allocation in different sample towns of Himachal Pradesh is nearly identical.

5.4 Summary:

In this chapter, we examined with the help of our field data two things viz. the occupational pattern among the participating sample females which is an index of the nature of labour participation and secondly, the time allocation pattern among them, which shows in a sense the degree of participation. An examination of work pattern of sample persons (867) showed that 50.1% of them were workers, out of whom 68.8% were male workers and 31.2% were female workers. A close look at the labour market for both sample male and female workers showed that women tend to have different occupational pattern from men and a greater concentration in a few occupations. It was found that the largest percentage of males were employed in high salary positions of govt. jobs, such as Lecturers, Engineers, Doctors, Managers, Advocates, SDOs and Principals. On the other hand, a high proportion of sample women were more likely to be concentrated in 'female jobs' like Teaching, Clericals, Assistants, Peons and Domestic workers, which have low status and low remuneration. Only an insignificant number of women seek

career in Engineering, Medical profession, Administration and Research .

On analyzing the data on work time allocation in different activities performed by sample persons, it was noted that the largest percentage of males worked for about 43.7-62.5% of their awakened time (ie. 7-10 hours) in the economic activity and rest of the time was spent as leisure. Very few of them devoted time in domestic chores. By comparison, it was seen that the largest percentage of working women spent about 37.5% of their awakened time in the earning activity and rest of the time was devoted to household work and leisure. The non-working women devoted about 50% of their time to the household work and the rest to leisure. Hence when the total number of hours of work done by women, both at home and in the gainful work, was taken into consideration it was observed that women work for much longer hours than menfolk, but out of the hours so spent, a much smaller proportion of time was allocated to economic activities. This shows a much lower degree of participation among urban females in Himachal Pradesh.
