Gender Relations in Employment under overlapping Class, Caste and Community Identity

Abstract

Gender Relations are the result of the way social processes act on specific biological categories and form social relations between them. The nature of such associations; which embodies the power relations between men and women is not easy to grasp in its full complexity. One way of thinking about this is within the analogy of the production process. The thesis has made such an endeavour within the usual framework of ‘social stratification’ employed to understand gender relations. The major forms of stratification occur around class, caste, ethnicity and gender. The dissertation has tried to explain the change in gendered relations to employment and their consequences, in the Indian economy. Considering the Employment-Unemployment Survey data of the National Sample Survey Office for the years 2004-05 (61st Round) and 2011-12 (68th Round) the thesis has explored the gendered relations in the employment patterns and has tried to establish if there is a reshaping of the relations due to broader changes in social position of women and men. Analysis is confined to the working age population of 15-59 years. The study is based on secondary data and the emphasis is not only on the measurement of quantitative variables but also on the interactions between various qualitative, socio-economic and cultural dimensions which have an implication on labour supply decisions. Logistic regression methods have been used as the variables can be continuous and categorical. Analysis shows that the overlap of class, caste and religion manifest multidimensionality in the participatory process in employment. The importance of economic class is overwhelming for men whereas that is not the case with women. The type of work that women perform plays a stronger role in determining their extent of participation in the labour force. Relegation of women to unpaid work is a major issue which needs to be looked into. Regional differences in the pattern of female labour force participation are significant. Social and cultural factors remain the principal driving forces of keeping women outside the labour force. The overall picture that emerges is one of greater disadvantage for women workers in general and those belonging to rural areas.
ABSTRACT

Gender Relations are the result of the way social processes act on specific biological categories and form social relations between them. The nature of such associations; which embodies the power relations between men and women is not easy to grasp in its full complexity. One way of thinking about this is within the analogy of the production process. The thesis has made such an endeavour within the usual framework of ‘social stratification’ employed to understand gender relations. The major forms of stratification occur around class, caste, ethnicity and gender. The dissertation has tried to explain the change in gendered relations to employment and their consequences, in the Indian economy. Considering the Employment-Unemployment Survey data of the National Sample Survey Office for the years 2004-05 (61st Round) and 2011-12 (68th Round) the thesis has explored the gendered relations in the employment patterns and has tried to establish if there is a reshaping of the relations due to broader changes in social position of women and men. Analysis is confined to the working age population of 15-59 years. The study is based on secondary data and emphasis is not only on the measurement of quantitative variables but also on the interactions between various qualitative, socio-economic and cultural dimensions which have an implication on labour supply decisions. Logistic regression methods have been used as the variables can be continuous and categorical. Analysis shows that the overlap of class, caste and religion manifest multidimensionality in the participatory process in employment. The importance of economic class is overwhelming for men whereas that is not the case with women. The type of work that women perform plays a stronger role in determining their extent of participation in the labour force. Relegation of women to unpaid work is a major issue which needs to be looked into. Regional differences in the pattern of female labour force participation are significant. Social and cultural factors remain the principal driving forces of keeping women outside the labour force. The overall picture that emerges is one of greater disadvantage for women workers in general and those belonging to rural areas.