# TABLE OF CONTENTS

Abstract | i  
--- | ---  
Dedication | ii  
Acknowledgement | iii-v  
Table of Contents | vi-x  
List of Tables | xi-xii  
List of Figures | xiii-xvi  

**Chapter 1: Introduction**  
1.1 Context of the study | 1-2  
1.2 A History of Gender Relationships | 2-3  
1.3 Conceptualising Continuities and Changes of Gender Relations in Employment | 3-4  
1.4 The Challenge | 4-5  
1.5 Research Problem | 5-6  
1.6 Motivation | 6-7  
1.7 Outline of the Thesis | 7-8  

**Chapter 2: Review of Literature**  
2.1 Introduction | 9-11  
2.2 Economic Theories on Determinants of Female Labour Supply | 11-19  
2.2.1 The neo-classical framework and its critiques | 11-14  
2.2.2 Labour market discrimination | 14-16  
2.2.3 The feminist framework | 16-17  
2.2.4 Marxian framework | 17-18  
2.2.5 The U-hypothesis | 18-19  
2.3 Empirical Studies | 19-20  
2.4 Studies on Gender and Work in India | 20-22  
2.5 The Problem of Intersectionality between Women’s Work, Caste, Class, Religion and other Variables | 23-25
Chapter 3: Description of Official Statistics Related to Female Employment 26-37
Sections:
3.1 Female Labour Participation from Census and NSSO Statistics 26-27
3.2 Other Sources 27-28
3.3 Data used for Analysis in Thesis 28-31
  3.3.1 Objectives 29
  3.3.2 Measures of employment 29-30
  3.3.3 Relevance of the different approaches for measurement of labour force and work force 30-31
3.4 Sample Design 31-33
  3.4.1 For the 61st Round, 2004-05 32
  3.4.2 For the 68th Round, 2011-12 33
3.5 Concepts and Definitions 33-36
  3.5.1 Activity Status 33-34
  3.5.2 Workers (or employed) 34-35
  3.5.3 Seeking or available for work (or unemployed) 35
  3.5.4 Labour force 35
  3.5.5 Not in labour force 35
  3.5.6 Self-employed 35
  3.5.7 Categories of self-employed persons 36
  3.5.8 Regular salaried/wage employee 36
  3.5.9 Casual wage labour 36
3.6 Data Arrangement in the Thesis and Methods Used 36-37

Chapter 4: Overview of Employment with respect to National Sample Survey Data38-57
Sections:
4.1 Introduction 38
4.2 Tracing the historical pathway 38-39
4.3 Employment Elasticity 40
  4.3.1 Global employment elasticities 40
  4.3.2 Employment elasticity in India 40-41
4.4 Employment Trends 41-45
  4.4.1 Female employment trend 43-45
4.5 Exploration and Discussion 45-46
  4.5.1 Labour force participation rate 45-49
  4.5.2 Work force participation rate 49-56
4.6 Conclusion 56-57
Chapter 5: Gender Gap in Employment 58-81

Sections:
5.1 Introduction 58-59
5.2 Gender Gap 59-60
5.3 Interstate Variation of Labour Force and Work Force 61-80
  5.3.1 61st Round (2004-05) Labour Force Participation 61-66
  5.3.2 61st Round (2004-05) Work Force Participation 66-71
  5.3.3 68th Round (2011-12) Labour Force Participation 71-75
  5.3.4 68th Round (2011-12) Work Force Participation 75-80
5.4 Significance of the Gender Gap in Employment 80
5.5 Observations 80-81

Chapter 6: Estimation of Female Employment within the Stratification of Economic Class 82-95

Sections:
6.1 Introduction 82-83
6.2 Data and Methodology 83-88
  6.2.1 Dependent Variable 85
  6.2.2 Independent Variable 85
  6.2.3 Observations 87-88
6.3 Economic Class as a Determinant of Rural Female Employment 88-93
  6.3.1 Landless Households 88-90
  6.3.2 Marginal Landowners 90-91
  6.3.3 Small Landowners 91
  6.3.4 Large Landowners 92-93
6.4 Snapshot of the important determinants 94
6.5 Conclusion 94-95

Chapter 7: Female Work Force Participation under the Overlap of Class, Caste and Religion 96-113

Sections:
7.1 Introduction 96-98
7.2 Research Objective 98-99
7.3 Econometric Specification 99-104
  7.3.1 Model and Variables 99-100
    7.3.1.1 Dependent Variable 100-101
    7.3.1.2 Independent Variable 101-104