CHAPTER 1

INTRODUCTION
1.1 INTRODUCTION

Indian women have travelled with the time for countries and have proved to the world that the hand that rocks the cradle can rule the world. The status of the women in the society is the true index of her cultural, social, religious and spiritual level. (Rana, 1988)

Indian society is a patriarchal one, where women are dominated throughout their lives. They don’t possess the freedom of leading their lives on their own terms, of taking the major decisions of their lives. Besides patriarchal domination, women are further detained from participating in the work force by a few factors, like – education, marriage, child-care, socio-economic conditions, cultural attitudes, traditional precepts of society, gender inequality. These are the principal determinants of female labour force participation in India.

Still in 21st century India is a male dominated society, where women are subjugated and suppressed. The Patriarchal notions are very much rooted in the Indian mind-set, and Women are its worst victims. Women in India are not free from the clutches of India’s misogynistic society and culture, where women are considered as inferior and subordinate. Even in 21st century, Indian women are still confronting social and cultural constraints that hinder them from realizing their full potential. (Roy & Banerjee)

Woman is the companion of man, gifted with equal mental capacities. She has the right to participate in minutest details of the activities of man and she has the same right of freedom and liberty as he. She is entitled to a supreme place in her own sphere of activity as man is in his. Man and woman are equal in status but are not identical. They are a peerless pair being complementary to one another, each helps the other so that without the one, the existence of the other cannot be conceived and therefore it follows as a necessary corollary from these Facts that anything that will impair the status of either of them will involve the Equal ruin of both."

– Shri. Gandhiji (1918)
In the Vedic age, women enjoyed a privileged status, in no way less than man. After the Vedic Age, the positions of women in society weakened. Further during the Muslim period the customs and traditions, which advocated subordination of women, exacerbated prevalent Hindu thinking of the time. Seclusion of women, for reasons of security and respectability, female infanticide and other such practices became commonplace at the time of Muslim rule and persisted thereafter. At a later period in history, during the early British regime, the situation was no better.

The Indian women are considered as a source of power (Shakti) since the mythological time. They worship the Hindu goddesses as mothers. But in reality, women occupy a rear seat for men. In spite of these facts, in the company of traditional Indian women are accorded the lower status in the family hierarchy. The Indian society considers women as the weaker sex. (Raval, 2015)

The discrimination against women has been widely used in almost all the companies in the past and the Indian society was no exception. Many of the discriminatory practices, attitudes and opinions with respect to the women are socially, culturally and traditionally accepted standards. Many of these practices have also been legitimized by the past. Attempts have been made, therefore, to reach equality in society, politics, and educational institutions and in places of work between men and women (Pandya & Patel, 2010)

1.2 CHANGING ROLE OF WOMEN:

“In a Husband, there is only a man, in a married woman there is a man, a father, a mother and a woman” - Honore de Balzac quotes (French Novelist)

Globally, the labour force participation rate for women is 50 per cent, compared to 76 per cent for men. More women are in paid work today, although they continue to be primarily responsible for household chores and care responsibilities, and this predisposition contributes to a wide array of labour market inequalities. Women are
overrepresented among the unemployed and contributing family workers, and remain segregated in sectors and occupations which reflect gender stereotypes at work, in the family and in societies. They hold the majority of non-standard, informal, temporary, part-time and low-paid jobs. While in some countries the gender wage gap has decreased over time, it is estimated that, worldwide, women’s wages are approximately 77 per cent of those earned by men. At the current rate, pay equity between women and men will not be achieved before 2086 (ILO, 2011a). (Women at Work-Trends 2016)

Socio-demographic changes in India due to globalization. India has remained largely agrarian and traditional, despite decades of modernization efforts since its independence in 1947. In recent years, with the increased pace of urbanization and modernization, Indian society is undergoing rapid changes. In addition, other factors like demographic and social changes, increased female literacy rate focus on higher education, exposure through media and increasing work opportunities and the widespread acceptance of women working outside the home have also resulted in women taking up employment. Indian women irrespective of their social and economic classes have entered into paid occupations.(Shivananda, 2013)

According to a UN study [2010], women in India approximately spend 35 hours each week on household chores and family responsibilities against 4 hours per week by men. Striking a balance between home and career is one of the biggest challenges faced by the women work force resulting in negative consequences on family life and work-life.(Shivananda, 2013).

The Census of 2011 estimates the total population of India to be 1.21 billion (Census of India, 2011). But the labour-force participation to population ratio in India is at 56%, as compared to the world average of almost 64%. This is mainly because of low female labour-participation rate which stands at a mere 31%. Even though about 49% of workers are engaged in the agricultural sector in India, their contribution to output was merely 14% of total GDP. We cannot neglect the fact that nearly 92% of the workers are
absorbed by informal employment and have almost no social protection, coupled with very low wages. (Institute for Human Development, (2014).

Labour market segmentation is visible across sector, region, gender, and caste, etc. Women in general are disadvantaged in the labour market. In addition to their low share in overall employment, greater proportions of them are engaged in low-productivity, low-income, insecure jobs in farms, and in the unorganized and informal sectors as compared to men" (2014)

According to the International Labour Conference of Labour Statisticians resolution concerning statistics of work, employment and labour underutilization (2013b), unpaid work, including unpaid care work, is included in the definition of “own-use production work” and is therefore considered a form of work. Unpaid work is work that produces goods and services for household consumption, which includes collecting firewood and fuel, fetching water, cooking, cleaning and also providing care for children, the elderly and other dependants. Across the world, the vast majority of unpaid household and care work is performed by women. As a result, when all activities, whether paid or not, are taken into account, women's working days become longer than men’s. In developed economies, women spend on average 6 hours and 45 minutes per day on both paid and unpaid work compared to 6 hours and 12 minutes for men. In developing economies, the total hours spent on paid work and unpaid household and care work in a day is 7 hours and 9 minutes for women and 6 hours and 16 minutes for men (United Nations, 2015).

A job that prevents workers from balancing their work commitments with the need to care for their family members is not a decent job; added to which, the unresolved tensions between care and work represent a major concern for women at work and affect their access to good quality work. A 2015 poll of more than 9,500 women in the G20 countries found that work-family balance was the top work-related issue for women, flagged as such by 44 per cent of the respondents. Equal pay and harassment came in as the second and the third respectively (Ipsos MORI, 2015). In a 2015 ILO
survey of 1,300 private sector companies in 39 developing countries, the greater burden of family responsibilities borne by women than by men was ranked as the number one barrier to women’s leadership (ILO, 2015). (Women at Work-Trends 2016)

In Indian society where woman is worshipped as goddess, Indian woman has confronted radical changes in her status and position from upward to descending time to time. The constitution in India gives woman the right of equality in all areas of life. The orthodox Indian culture and the age old customs and traditions expects woman to be a perfect by forcing them to perform several roles at a time. Reality of a day is that the present position of Indian woman is really not an indication of her progress but rather in all actuality it is her battle towards returning to the original position which she held during ancient times.

Both the social and economic role of a woman in Indian society experienced vast changes which are as follows:

1.2.1 SOCIAL ROLE:
In ancient Indian society, the women were treated at par with men. Wife was considered as “Ardhangini” a better half of a man. During that period only married man along with his wife was allowed to perform sacred rites. From the available documentation, it is revealed that women enjoyed a fair amount of freedom and equality with men in the fields of education and religion during Vedic period, women from higher sections of society were given equal rights in the fields of religion, and they attained distinction in the realm of theological studies and philosophy.

In medieval India, due to foreign invasion there was further set back in the position of Indian woman which still continuous. Indian women have played an important role from the beginning of independence in different walk of life. Women have taken bold steps in all nation building act which stated with the education and now blossomed into women’s involvement in every activity of India. They have participated in all activities such as education, politics, media, art and culture, service sector, science and technology. (Pandya & Patel, 2010)
Modern Indian women have broken somewhere the patriarchal mind-set, the stereotyping of role expectations and have marched themselves towards a way of progress but again they have to face a new challenges and problems.

Ubiquity of double standards, differentials expectations and stereotyping of roles still determine how society and institutions view women against men even today. Aspiration is nothing new. Attitudes are changing but it is not enough, women still have to meet numerous challenges and ‘cross innumerable hurdles’ before they can really be their own.

### 1.2.2 ECONOMIC ROLE:

Women have been invisible workers. (Pandya & Patel, 2010) Their labour and skills have been considered insignificant in relation to those of men from medieval times. In the medieval period, there were many distinct categories of working class women. Each category was different from others in many respects, each played a distinct role in the lower most and upper most echelons in society.

At the lower most echelons of society there were ordinary women, mostly belonging to the lower strata of the rural society who, hard-pressed by their economic condition, willingly or unwillingly, had to work for the maintenance of their families. The free women as house wives assisted their man folk in agriculture worked in the fields and in the agriculture based industries and also engaged in spinning and weaving to earn their livelihood. Such women in the rural areas who perform labour were in no sense weekly or daily wage earners. These class included nains, dhabins, kaharins, bhatyarins, chamarsins, dais,etc. They were present in every village and were fully entitled to dasturies from every family.

Women’s contribution to household income provides the means to meet basic survival needs such as food, clothing and shelter. Ultimately, women’s contribution makes possible improvements in the health and nutritional status of household members.
Financial demands of Indian family, increase in the cost of living of children, increase in the standard of living force every family to look for the way and means for extra income to every family. This makes many families to demand for woman employment. Today woman has become a prominent earning source in the family. They have become more centric in the family by taking responsibilities of family management and becoming a contributor in economy and its development. But the society still wants the women to take care of the family by labeling them it is their moral responsibilities.

In the census, “married women’ are often classified as “housewives”, weighing the importance of economic contribution they make to the household. Then actual number of economically active married women is much larger than aggregate level data would indicate. The great change, however took place when the machines were introduced. Women were employed in factories. In 1901 as many as 6, 38,000 women worked in factories, mines and plantations, forming 14.5 percent of the total working force. There was spectacular increase in the employment of middle class women who were working in secretarial or administrative capacities. More women were now working as stenographers, clerks, telephone operators and receptionists; in the educational field also about 15 percents of the teachers at primary and secondary levels were women. Women’s participation in all spheres highlights their changing role and the emerging pattern points towards equality of sex.

Women have been working — working everywhere- at home, in offices, in fields, factories and many other work places from time immemorial. But still, a great majority of them are not either in the past or in the present recognized as workers in the economic sense of the term. History has handed down terms like “Das” and “Dasi”, clearly indicating the existence of slave workers. Manual labourers in the past were slaves. They consisted of both male and female workers. The word “Dasi” implies the presence of female manual labour who generally worked in the houses of socio-economically and politically powerful classes. (Sheth, 2000)

Considering the three demographic variables (age, marital status and presence of young children), the last has the smallest influence of participation in any/all type of
work. Currently married women have a lower likelihood of working outside of homes, while single women are likelier to participate in self-employment. Other than this, widowed and separated women have a higher likelihood of participating in most types of work. Other than land, education appears to be the most important determinant of employment status. (Srivastava & Srivastava)

1.3 PROBLEMS OF WOMEN EMPLOYEES:

Women, who work, that is to say those who have paid employment, face problems on the place of work only by the fact of being women. Social Attitude to the role of women is well behind the Act. The attitude which considers women put in place for certain jobs and not other, cause prejudice to those who recruit employees. As well, the women find a job easily that the nurses, doctors, teachers, secretaries or on the chain of Mount. Even when the highly qualified women are available, preference is given to a male candidate of the equality of the qualifications. A bias against women creates a barrier to the recruitment phase itself. When it comes to compensation, if the Act proclaims the equality, it is not always practiced. The Stabilizer belief that women are unable to manage the arduous jobs and are less effective than men affects the payment unequal wages and wage but in most of the families his salary is handed over to the father, husband or its beautiful-family. the basic motive for the search for a job in order to obtain the economic independence is reduced to nil in many cases of women. (India, December 2010-January 2011)

The problems that women face of now a days can be traced through the history of the Neolithic time when a division of labor that already exists on the basis of sex. In those days also, the men hunted and women met the roots and fruit. The ability of women to give birth, an incapacity that the man had, quite naturally gave the women an important place in the beginning of the agricultural society. Therefore, at this time, women and men were already different types of work, but women were not subordinate to men apparently.
Women are conditioned with the multiple responsibilities. They want to be efficient workers and try hard to fulfill the job duties. At the same time they want to be good wives, good mothers and better home managers. She wants to maintain her status in the society and be respected by the other members of the family. Her sincerity towards all the responsibilities is itself a cause of trouble.

1.3.1 PROBLEMS AT WORK:

The main problems encountered by women at work have been reported to be heavy workload, the irregular payment, and the lack of guarantee of work, the lack of maternity benefits, health problems and the absence of the House. Often, the deferred payment has been the characteristic of routine the working conditions of women. Employers stop payments on several grounds. Employers are always advised that if women were paid all days and easily, they may not obtain their services on the following day.

In addition to working women have to face discrimination on the job as before. Although they can receive the equality of pay with their male colleagues for equal work but in a period of promotion to posts, few women in all environments achieve top promotions. It is because of two reasons. One is the age old prejudices against women. Secondly, only a few women obtain the necessary technical training and the necessary industrial to the higher positions. The freedom of movement of the woman is also limited. It is admitted that to go up to the place of work. If it is in delay of a half-hour that it is responsible. It is not authorized to go elsewhere only. If she wants to go it is accompanied by Sister- or of another person. However, there are some specific problems related to be a woman in a labor market dominated by men. First, the major problem is the gender. If women choose to be direct, safe and effective in their approaches to work, they are often labeled unfeminine or aggressive. Co-workers believe that the feminine is synonymous with sweet, passive, indirect, and Manipulator. The traits of the rationality, the quiet, the sensitivity and the affirmation of the self have traditionally been considered as positive and desirable for an employee.
Researchers have found that family opposition pre-existing and of the load of the households are the main obstacles for women to join the workforce. The mobility and security have been the barriers often cited for the women who work in their sample. The authors have emphasized that in terms of perception, to overlook the children and the conflict on the domestic tasks appear as the two more negative aspects assigned to the entry on the labor market for the active and inactive women in their investigation. The issues relating to masculinity and the work of women have an essential role to play in the establishment of the reports and the impact of the work of women.

The women who work are often the object of sexual harassment, if they have to commute through public transport. On the place of work, woman employees experience sexual harassment on the part of colleagues and of its senior officers. The latter can often prove difficult to cure, when the work is very important for women. When a woman get increment for their work or promoted on the basis of their merit, its promotion is often attributed to sexual favors. The psychological pressure of these entire can easily lead woman to leave her job.

Most of the problems that beset the women who are working are rooted in the social perspective; that men are the bread winners and women are considered as of the forces of the House and of the child. This model typecast continues to put obstacles for women to work. A fundamental change is necessary in the attitudes of employers, decision makers, members of the family, and the public at large. (India, December 2010-January 2011)

It has been recognized that women play an important role in the economic well-being of the family. It is generally felt that the role of women in traditional societies is limited only to the administration of the House based on the traditional values, attitudes and customs. In fact, the culture of the family in the context of early socialization which takes place is a very important factor which later, induces or prohibits the participation of women in the economic activities of the family.

1.3.2 PROBLEMS AT HOME:
The major problems arise out of the dual responsibilities of the working women—the house work and the office work. Even though working of women is accepted by most of her in-laws and the husbands have not accepted the changing life pattern. They are not prepared to share the household responsibilities and looking of her children. These duties are still considered to be extremely and exclusively that of the wife. The women gets up early in the morning prepares tea and breakfast, cook the lunch, dresses the children for school and goes to the office. In the evening when returns the house job is pending for her. She prepares tea and serves the husband who is exhausted by the office work and then she attends the pending work as well as prepares dinner. If it is a joint family the mother or sister in law feel that they work for the whole day in the house when she is in the office. Now it’s her turn to work. If she is with her husband or children, there feel she is not sharing the work. They criticize and abuse her. They even comment loud that she is not earning for them or she is obliging by working, they also work a lot. At times work of her share is kept apart. Sometimes they remark that she has a chance to go out in the name of work. While the other sister-in-laws are totally confide to home. They are jealous of her freedom and status she enjoys. Even derogatory stories are fabricated to hurt her. If the husband is sensible and sympathetic and do some work to help her, he is blamed as a henpecked husband. They do not like his attitude and criticize him also. But only a few are lucky to have such husbands.

Some rebuke for not attending the duties properly. One respondent working in a government office says that if she is late in preparing the lunch she is rebuked. Inability to provide things at the right time can disturb family happiness and peace.

The women are also conditional with the idea of multiple responsibilities. They want to be efficient workers and try hard to fulfill the job duties. At the same time they want to be good wives, good mothers and better home managers. She wants to maintain her status in the society and family. Her sincerity towards all the responsibilities is itself a cause of trouble. After finishing the home job she runs to the office, if she is late she is intension. The office authority would blame her for insincerity.

In some houses the working of the women is appreciated. They are treated with respect. Her feelings are appreciated; development of her personality and emerging into
an enlightened woman is encouraged. In such families women have a comfortable position. They enjoy their work and aspire to do their best to be outstanding in their fields.

But in some houses working itself is a course of problems – the women are made guilty for neglect of the duties of a housewife. They try to put in more and more work, spend more hours in work. She takes extra care to satisfy herself and her family. In the long run, hard work proves to be injurious to her health.

When the mother is working the children also feel that they are neglected. They are not properly looked after. They do not enjoy facilities the other children enjoy. They have to let go many thing and in addition to do some work at home to help the mother.

In addition to these problems, the working women has to carry, all household chores single handedly she has to make arrangement on the time schedules to meet the family requirements. One of the respondent said that she has to get up at least by 5:00 am if she has to reach office at time. She has to prepare the breakfast, lunch. Wash the clothes, clean the utensils and home. Very few lucky women get secondary help in carrying out these activities. If she managed to adjust the work with her relatives say in-law she has to hear the taunts of her relatives that she takes work from her mother-in-law. Even if her mother-in-law had voluntary suggested to help. She is not satisfied very much with this form of arrangement she is in such a situation that she can either leave her job, (economical reasons being strong) nor have it she has no choice but to swallow the taunts & face each new day with a sweet smile.

The working women have to hand over their salary to their husbands or in-laws. They are not fully supposed to manage their own income. The amount is spent in home management. In some cases they are not given even the pocket money or the amount to buy things for her personal use. She has to demand and is given some money as a grace granted to her.

Some persons feel that the women are working to satisfy their whims. So the man gradually withdraws himself leaving all the responsibilities of the running house on them. In the beginning women doesn’t mind. But after sometimes she realizes that the
husbands has thrown whole burden on her, he graciously gives a little money only on specific demand. He argues that after all she is earning and she would run the house on her own. Moreover he takes pride that he is not dabbling in her earning.

In short the whole drama of the life of an Indian woman is played around the husband and his relations. Even though he is well educated and dressed in western clothes, a look of moderns and is advocation a woman’s emancipation, with his wife he is just husband, with age old orthodox attitudes towards his wife. He may be staunch expectant of quality of women with that of men. But at home he enjoys domination over his wife. He is not able to accept his wife arguing the truth. He likes his wife earning but it defines his ego to accept her as his equal. Even he is not able to accept the facts that his wife can efficiently handle the main job at her office. He enjoys seeing her as a weak, docile and always dependent on him. The problem becomes more difficult when the earnings of the women are higher than the man or she is more able and efficient in her work. He tried to hide his feelings, say, and inferiority complex by manifesting itself in action expressing exaggerated superiority over her. This is a very difficult dilemma to solve before the women.

There are other problems also. They are off-shots of her being a working woman for the major part of the day the women is working in the office or the work place. After coming back she is busy with housework and her family. She has little time left to maintain relations with her neighbors, friends and relatives. She has to reduce the time to visit them freely or join in common programs. Even she is not able to go to their help when they need especially at the time of illness, marriages, deaths or other occasions. They feel hurt and criticize her becoming arrangement due to her earning and say that she is not the only women to work.

Again the working women have very little left for own. She needs rest. She wants to think for her problems of future. She wants to read and write. She wants to do some activities of interests, creativity, art etc. She feels to be on her own not to be disturbed by anybody. There is no free time for her. She cannot afford to be moody.
Moreover to ease her job she has to depend on servants. She has to be generous to them to get work done. For that also she is criticized as extravagant. On the other hand servants very well knew the difficulties of their mistress. They exploit the situation. If they run away her hold time table disturbed and the husband comments no doubt joking, ‘she is more, concerned with the presence of ‘rama’ than me.’ (Samani, 2008)

In all these worries the women has no time left to look after her health still however, she has to keep herself physically fit to work. She has to take food and proper treatment when needed. Again due to hard work and over burdened by responsibilities she gets into rapid aging effects. The unending worries and tensions of modern life and the family also fasten the again process. To cope up with that and maintain her charm she takes the help of beauty parlor and other cosmetic devices. Moreover, an enlighten woman in her has made-her figure conscious. She is criticized by her in-laws and the neighbors as an extravagant and fashionable lady.(Ali &Ahmed)

1.4 WOMEN EMPLOYMENT IN INDIA:
In his speech to the Indian Labour Conference on 14 February 2012, Prime Minister Manmohan Singh stated that: ‘One of the most under-utilized resources in our country is our women. Female labour force participation rates are extremely low in our country and have remained more or less constant over the past decades. In order to bring more women into the work force, it is necessary to understand the constraints that they face in balancing their family and work responsibilities.

Out of 131 countries, India is placed 11th from the bottom in female labour force participation (ILO, 2012). The Global Gender Gap data on 135 countries shows that women’s economic participation and opportunity is worse in India than in 95 per cent of all other countries studied.

The percentages of females in regular employment in urban India, increased from 25.8% in 1983 to 33.3% in 2000 and the labour force participation rates is projected to reach 361 per 1000 females in the year 2026.(McNay, Unni, &Cassen, 2004).However, it must be recognized that in Indian society, where a woman’s role in relation to herself,
her family and society is being redefined, the new and expanded role of women with a strong occupational identity is putting a lot of pressure on women’s time and energy. (S. Usha, 2014)

The National Sample Survey Data reveals that in India, there has been a consistent decline in female labour force participation rates both in rural and urban areas since the 1970s, with the period 1999-2000 to 2004-5 being the only exception. During 2005 to 2010, there had been a decline in female employment by 21.2 million (according to usual principal and subsidiary status). This decline is primarily attributed by the 19.8-million fall in female employment in rural India. Post 2010, employment opportunities for women in rural areas further declines by 2.7 million. In urban areas, however, there has been an increase in female employment of 4.5 million during 2010-2012. (Mehotra & Partha Saha, 2013)

There are a number of social and economic factors responsible for this sharp decline in the Women labour force participation rate, such as – stringent labour market regulations, rise in crime against women, gender-inequality, lack of suitable job opportunities available for women, patriarchal society and the suppression of women, so on and so forth.

Steven Kapsos, Evangelia Bourmpoula, and Andrea Silberman (2014), in their scholarly article, Why is female labour force participation declining so sharply in India?, have identified four key factors that are responsible for the sharp decline in female labour force participation in India. These factors are: ‘increased attendance in education’, ‘higher household income levels’, domestic duties of women, and ‘lack of employment opportunities for India’s women. (Men in India, 2017)

India is ranked below many sub-Saharan African countries in the UN Gender Inequality Index. Global Gender Gap Index1 ranks India 105 out of 135 countries. India ranks 123 in gender gaps in economic participation and opportunity, and labour force participation
rates for males and females, 121 in gender gaps in educational attainment, and the worst, rank 135, in differences between women’s and men’s health.

Clearly, India has a long way to go in order to enhance women empowerment, and achieve gender equality. Ensuring economic independence for women by creating decent and productive employment and entrepreneurship opportunities is needed for a larger and more meaningful role of women in the society. (Mehotra & Partha Saha, 2013)

Literature on female employment looks at different factors from both demand and supply side, explaining women’s participation in labour force. There are certain factors like participation in education, social norms and household responsibilities which pull back or deter female participation in the labour market. On the other hand, non-availability of appropriate employment opportunities pushes females out of the labour market. The net effect on female employment is determined by the relative magnitude of these factors. In addition to these, some authors have also pointed out measurement issues in capturing and estimating female employment. The following three subsections provide a snapshot of studies which have attempted to explain the phenomenon of declining female employment through the prisms of different factors, and measurement issues.

On one side, reproductive roles, household and care responsibilities, cultural sanctions, patriarchal hierarchies (Sudarshan and Bhattacharya, (2009)); and factors like continuing into education and migration after marriage or family’s transfer can explain the withdrawal of females from the labour force. On the other side, female participation in work force is linked to the availability of opportunities. While 80 per cent of men in the South Asia region are either employed or searching for a job, the proportion of women is a lot lower at 32 per cent. These low rates are suggested to be largely due to cultural attitudes and social norms about women in the workplace (ILO, 2013).
While labour force participation rate for males was 56 per cent, that for females had fallen from 29 per cent in 2004-05 to 23 per cent in 2009-10, and further to 22 per cent in 2011-12. Various studies have cited different reasons for the declining labour force participation of women. As per the World Bank data, in 2014, female labour force participation rate in India was 27%, while the labour force participation for men was 79.9%.

Some economists have argued that a larger proportion of females are opting out of labour force to attend to ‘domestic duties only’ – a reflection of the greater pressure on females for household and caring responsibilities. Domestic duties and care work; ideology of the marital household and the environmental construct created in the household; and mobility and safety of women, govern their entry and withdrawal from the labour force (Sudarshan and Bhattacharya, (2009)).

Analyzing the urban employment trends in India, Chen and Raveendran (2012) found that compared to men informal workers, the percentage of women informal workers was twice as higher in waste picking and 1.6 times higher in domestic work. A higher percentage of men (75%) than women (59%) were employed in informal enterprises; but a far lower percentage of men (1%) than women (9%) were hired as domestic workers by households. The percentage of men informal workers who were unpaid contributing family workers (9%) was less than half that of women (20%). The last one has implications for estimating contribution of women in labour force as well as GDP.

Sudarshan and Bhattacharya, (2009) in their analysis based on primary survey of urban women in Delhi found that the female work force and labour force participation rates are registered at 21 per cent and 24 per cent respectively. The corresponding estimates for men are 84 per cent and 87 per cent. These numbers are considerably higher than the NSSO estimates for Delhi. The main reason for this difference is attributed to extensive probing, use of female investigators, and the inclusion of all paid economic activities as “work” in their primary survey. Another aspect which they think is critical is the inclusion and extensive focus on home-based, piece rate work and discussions with investigators on the varied forms of work in which women participate.
According to the 1,081-page report, as of 2010, India had an estimated 112 million female workers. These figures included all workers who described themselves as doing a job for at least 30 of the 365 days being asked about in the survey. A little over one out of three woman of working age is working, at least part-time.

Here are the nine fields where we are most likely to see women working:

1.4.1 Farming: Agriculture is far and away the biggest employer for women. An estimated 68.5% of women work in farming, or around 77 million women. The majority of them are involved in crop farming, while the rest rear livestock. While male farmers may outnumber female, a far higher percentage of women work in farming than men. Only 46.6% of Indian male workers are employed in farming. Still, the number of women in farming seems to be coming down. When the NSSO gathered employment data five years earlier, 73.3% of women workers were in agriculture.

1.4.2 Tobacco products and clothes manufacturing: Roughly 10.8% of Indian working women are in manufacturing, but mostly in just a few industries: tobacco, textiles, and apparel. Tobacco is the leading manufacturing industry to employ women, with 2.6% of all working women saying this is what they do for a living, followed by 2.3% in textiles. The share of women in manufacturing is dropping – five years earlier manufacturing employed 11.8% of women.

1.4.3. Construction: Construction is the third-largest employer of women, with 5.1% of working women, or 5.7 million, to be found on construction sites. Indian residents used to seeing women carrying bricks or freshly-mixed cement on baskets on their heads will not be surprised to find that construction is the third-largest employer of women, with 5.1% of working women, or 5.7 million, to be found on construction sites. This is a big increase from five years earlier, when just 1.8% of women were in construction.

1.4.4. Schools: An estimated 3.8% of women work in education, most of them in primary education, which employs nearly 2.5 million women.
1.4.5. Grocery stores: Few women work in trade with the exception of food stores. The data showed that 2.1% of women work in grocery stores that sell flour, lentils, rice and other basic food items. Oh, and tobacco products.

1.4.6. Housework: An estimated 1.6% of women are employed by families for various sorts of domestic work, mostly as cleaners. This figure has come down from five years earlier, when 2.1% of all women workers were in domestic service.

1.4.7. Personal services: About 1.5% of women provide personal services that include beauty treatments, clothes washing, and massages, arranging marriages, baby-sitting, dusting and washing dishes.

1.4.8. Healthcare: The health sector employs approximately 1.25 million women or about 1.1% of all working women.

1.4.9. The bureaucracy: Indian state and central governments, and the plethora of agencies affiliated with them, employ 1% of working women. Although the Indian government has shed jobs in recent years, the share of working women who have government jobs has gone up slightly from five years earlier, when just 0.7% of working women were in government(Lahiri, 2013).

FIGURE 1.1 Percentage of Working Women in India
1.5 WOMEN EMPLOYMENT IN GUJARAT:

Gujarat represents 4.99 per cent of the population of India after 2011, whereas the census of the population of the geographical area of the Gujarat is 5.96 per cent of the area of the India. Gujarat is Class 10th, between the states and territories of the union of the country as regards the size of the population (Government of Gujarat, 2013).

According to the results of the 2011 census, the population of Gujarat is 6.04 crore composed of a male population of 3.15 billion and a female population of 2.89 billion. Women constitute approximately 47.81 per cent of the total population.

The total labor force of 1.60 billion in 1991, increased to 2.13 billion in the 2001 census. Sex ratio of the active population is 469 in 2001 while it was 456 in 1991. There are 657 women who work more than 1,000 men working in rural areas. In urban areas, this rate is as low as 154 females of work against 1000 men of work. Among the
sectors, the lowest ratio (worker) is of the Ahmedabad, where there is that 226 women against 1 000 men. The highest ratio was observed in the region of Dahod with 912 women for 1 000 men. It shows that the work of the participation of women is higher in the developed countries and relatively less tribal districts. (Gujarat, 2013-14)

Table 1.1 State wise employment status

<table>
<thead>
<tr>
<th>State/UT</th>
<th>Cultivators</th>
<th>Agricultural Labourers</th>
<th>Household Industry</th>
<th>Other Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Men</td>
<td>Woman</td>
<td>Men</td>
<td>Woman</td>
</tr>
<tr>
<td>Gujarat</td>
<td>23.58</td>
<td>17.78</td>
<td>20.27</td>
<td>47.14</td>
</tr>
<tr>
<td></td>
<td>54.98</td>
<td>33.11</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>


In Gujarat, 17.78% women are working as cultivators, 47.17% women employees are agricultural labourers, 1.97% women employees are engaged in Household Industry, and 33.11% are other workers in Gujarat.

Table 1.2 Women Employment in Organized Sector

<table>
<thead>
<tr>
<th>Women Employment in Organized Sector (in Thousands)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gujarat</td>
</tr>
<tr>
<td>2011</td>
</tr>
<tr>
<td>Public Sector</td>
</tr>
<tr>
<td>176.6(57.47%)</td>
</tr>
<tr>
<td>Private Sector</td>
</tr>
<tr>
<td>130.7(42.53%)</td>
</tr>
<tr>
<td>India</td>
</tr>
<tr>
<td>2011</td>
</tr>
<tr>
<td>Public Sector</td>
</tr>
<tr>
<td>3171(53.26%)</td>
</tr>
<tr>
<td>Private Sector</td>
</tr>
<tr>
<td>2783(46.74%)</td>
</tr>
</tbody>
</table>

Source: Directorate General of Employment and Training, Ministry of Labour and Employment

At all India level, 53.26% of women are working in public sector (organized sector) whereas in Gujarat, 57.47% of women are working in the same. 42.53% of women in Gujarat are working in private sector as against 46.47% at all India Level. (Goverment of Gujarat, 2016)
Now more than ever, women are educated, have access to the labour market, sit in parliaments, lead governments and enterprises. Despite these significant advances, however, the world has fallen short in bringing women’s employment, earnings and working conditions into line with those of men. Inadequate social protection and measures to balance work and family, including good quality jobs, services and infrastructure in public care, are a key concern for workers and businesses. The lack of such protection and measures impedes women’s access to more and decent jobs.

Economic crises and the related cuts in public spending on social benefits, services, jobs and working conditions in the public sector have also exacerbated the existing care deficits in both high- and low-income settings. Consequently, the responsibility to fill care gaps is taken up by women in the course of their lives in the form of low-paid and unpaid care and household work. The undervaluation of care work, both paid and unpaid, perpetuates poor working conditions for women, who form the vast majority of the employed care workforce, in particular domestic workers, early childhood care and education personnel, and long-term care workers and nurses, an increasingly large number of whom are migrant workers.

In this regard, governments should increase their social investment in basic infrastructure and measures to balance work and family commitments, ensure that care work is evaluated in a gender-responsive way, promote decent and adequately paid jobs in the care economy, with a focus on public provision, and make good-quality and affordable childcare and other social care services a universal right. Social protection schemes should be geared to guarantee equality of treatment between men and women, to take into account gender roles and to serve as a mechanism for the achievement of gender equality. In addition, nationally designed social protection floors can and should serve as a gender-transformative tool by addressing women’s specific life contingencies, such as maternity, and by recognizing, reducing and redistributing unpaid care and household work.

Table 1.3 Women Employment in Gujarat
From the above table 1.3 we can say that there is an increase in female employment in Gujarat from year 2003 at 15.76% to 22.19% in 2011 in Public Sector, while slight decrease in the percentage of female employment in Private Sector from 10.26% in 2003 to 10.20% in 2011 and overall female employment in Gujarat in both public and private sector is 14.62%.
REFERENCES:


21. IMPROVING HR INTERVENTIONS RELATED TO WORK LIFE. (n.d.).


enterprise in three talukas of Gandhinagar." Thesis, HEMCHANDRACHARYA NORTH GUJARAT UNIVERSITY, Economics, PATAN.


42. S. Usha. (2014). A STUDY ON WORK LIFE BALANCE OF WOMEN EMPLOYEES PERFORMANCE OF IT SECTOR WITH REFERENCE TO CHENNAI. Ph.d Thesis, MANONMANIAM SUNDARANAR UNIVERSITY, Business Administration, THIRUNELVELI.


48. Thriveni, K. K., & Rama, D. V. (n.d.).
