CHAPTER - IV

INDIAN WOMEN AND CAREER
- PAST AND PRESENT

WORK

India has embarked upon a course of restructuring its economy and development policy framework since 1991. The strategies in the Five Year Plans, since the Sixth Plan have been employment oriented, with the Eighth Plan setting up a goal of near full employment. The strategy outlined is gender neutral. But it has identified decline in employment and increase in unemployment for women. The impact of policies is difficult to assess because there is time gap between availability of data and its analysis and further course of action. At present, there is very
little up-dated, gender-wise data available. The complexity of assessment is further compounded given the multiplicity of women's roles. The conflict arises from defining the word 'WORK' specially in case of women with unique social conditions prevailing in India. The large amount of work done by women is not quantified in India. The document of the 'World Bank' on 'Gender and Poverty in India' highlights the 'Statistical Purdah' created by existing concepts and the methods of measuring labour participation, which renders women's work invisible. Defined in conventional terms, women make up one third of the labour force. When women, engaged in the collection of fuel and fodder or in dairy, poultry or kitchen garden production for the family are added, the female labour force participation rate increase to 51% from 39%.

It has been noted by World Bank, in Indian context that, conventional definitions of economic activity would suggest that most Indian women are housewives but as the definitions and methods of measurement become more precise, this picture comes into better focus. According to the 1981 census, only about 20% of the women in India were in the labour force, when the broader definition of work and the more intensive survey methods of the National Sample Survey are used, this percentage increases to around 39%. Yet even this figure is acknowledged to miss a significant proportion of women's gainful economic activity in the subsistence sector.

Hence, now the attempt has been made to analyse the definitions of 'WORK' given by different authorities.
DEFINITION OF WORK

CENSUS

Census of India defines 'WORK' as 'participation in any economically productive activity'.

The 'Census of India' recognizes production for own consumption in cultivation as economic activity. The term 'cultivation' in the Census covers only growing of certain crops such as cereals, millets, sugarcane etc. Growing of plantation crops, vegetables, flowers and other crops are not included under cultivation. Growing of such crops, if done, exclusively for home consumption, is not considered as economic activity in the Census. Processing of primary commodities for own consumption and own account production of fixed assets are also excluded from the purview of economic activity in the Census. In other words, with the exception of cultivation, the Census does not include the non-market economic activities as 'WORK'. Consequently persons working for the household in non-market activities would not be 'workers'. In its opinion, an adult woman, who is engaged in household duties, but doing no other productive work to augment the families resources should not be considered as working i.e. unless she works for wages or sales. Thus, many gainful activities of women, are left outside the definition frame of 'work'.

NSSO

(National Sample Survey Organization)

The NSSO defines gainful activity or work as the activity pursued
for pay, profit or gain or in other words the activity, which adds value to the national product. Normally, it is an activity which results in production of goods or services for exchange. However, all activities in the agricultural sector in which a part or whole of the agricultural production is used for own consumption and does not go for sale, are also considered as gainful. In short, work is defined as any market activity and any non-market activity relating to the agricultural sector. This means that household chores done by women is not considered here as gainful activity or work.

According to both the definitions, a major part of women's work is unpaid domestic work and therefore considered as non-labour force activity. If domestic work is included in the concept of work participation, 55% of the female population above age 5 would get included in the word 'economically active population'.

Secondly, we need to take into account some peculiar Indian rural conditions here, while mentioning statistics regarding working women. It has been proved statistically till now that greater percentage of rural women folk is 'working'. Majority of them are engaged in agriculture. Still a major chunk is ignored because of the way in which these rural women sell their agricultural and allied products. They would sell milk, vegetables etc in small quantities in their neighborhood. At times, there may be barter exchange of goods. So, even though women are generating income and supporting family, they are not termed as 'earning members' because their operations are not commercial. In fact, they are small entrepreneurs. We need to undertake EDP for them. They have
experience but lack in scientific ways. This economic activity is not education linked. First, we need to alter definitions given by above mentioned authorities to suit peculiar Indian conditions, so that we can bring this major class under the purview of definition of 'working women' and then concentrate upon their development. The need for the hour is change from the grass-hood level in the outlook towards female employment.

After studying definition of 'WORK', the attempt has been done to analyze data available on participation in economic activity – gender wise, country wise women's participation in labour force, their sector wise distribution with special reference to India and its various States. Efforts are done to highlight various geographical regions of Maharashtra. Comparative study of these parts of State of Maharashtra is also undertaken. This would enable us to understand position and economic status of women in the world, in Asia, in important districts of Maharashtra and then in districts of Maharashtra and then in districts of Marathwada region.
TABLE 4.1

COMPARATIVE POSITION OF MALE-FEMALE PARTICIPATION IN ECONOMIC ACTIVITY

<table>
<thead>
<tr>
<th>Description</th>
<th>Population (In Millions)</th>
<th>Work participation rate% to total persons above 5yrs</th>
<th>Work participating Population million</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rural</td>
<td>210.5 241.0 264.1</td>
<td>37.53 38.48 38.74</td>
<td>79.0 102.3 3.0</td>
</tr>
<tr>
<td>Male</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rural</td>
<td>226.6 250.2 284.1</td>
<td>63.84 64.06 63.23</td>
<td>144.6 179.5 2.4</td>
</tr>
<tr>
<td>Female</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Urban</td>
<td>66.5 76.0 83.4</td>
<td>15.53 17.80 17.31</td>
<td>10.3 14.4 4.0</td>
</tr>
<tr>
<td>Male</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Urban</td>
<td>71.6 81.8 89.7</td>
<td>57.09 57.48 57.71</td>
<td>40.9 51.7 2.6</td>
</tr>
</tbody>
</table>

These figures speak of comparatively larger participation of female workers in the period from 1973 to 1983. The female workers increased from around 90 million in 1973 to 117 million in 1983. The annual average being 3% as against the male workers increasing annually by less than 2.4% from 185 million to 231 million in the same period. On the other hand, work participation rate as proportion of workers to total persons above 5 years of age has remained constant among the males, but has increased among the female workers. Thus, female rural work participation rate has increased from 37.53% in 1973 to 38.74% in 1983. In the urban areas, the rate of rise is still larger from 15.53% to 17.31% in the same period for female workers. As against this, the participation rate for male workers has, in fact, fallen in the rural areas from 63.84% in 1973 to 63.23% in 1983, though a slight rise is noticed in the urban areas from 57.09% to 57.71% in the same period. Thus, the annual average increase in work participating population in the rural and urban areas were 3% and 4% respectively for female and 2.4% and 2.6% respectively for male workers in India i.e. at the same rate of population growth during the ten year period. It is clear from the above that the female work participation has been on the increase at larger rate both in rural and urban areas absolutely as well as relatively to the case of male workers.
### TABLE 4.2

**WOMEN'S SHARE IN LABOUR FORCE IN SELECTED INDUSTRIALISED COUNTRIES, 1982**

<table>
<thead>
<tr>
<th>Name of the country</th>
<th>Women's share in the labour force in %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finland</td>
<td>47.1</td>
</tr>
<tr>
<td>Sweden</td>
<td>46.3</td>
</tr>
<tr>
<td>Denmark</td>
<td>44.1</td>
</tr>
<tr>
<td>U.S.A.</td>
<td>42.7</td>
</tr>
<tr>
<td>Norway</td>
<td>41.7</td>
</tr>
<tr>
<td>Portugal</td>
<td>41.5</td>
</tr>
<tr>
<td>Canada</td>
<td>40.6</td>
</tr>
<tr>
<td>France</td>
<td>39.3</td>
</tr>
<tr>
<td>U.K.</td>
<td>39.1</td>
</tr>
<tr>
<td>Japan</td>
<td>38.7</td>
</tr>
<tr>
<td>Australia</td>
<td>38.6</td>
</tr>
<tr>
<td>Belgium</td>
<td>38.5</td>
</tr>
<tr>
<td>Switzerland</td>
<td>37.6</td>
</tr>
<tr>
<td>Italy</td>
<td>37.2</td>
</tr>
<tr>
<td>New Zealand</td>
<td>36.3</td>
</tr>
<tr>
<td>Netherlands</td>
<td>34.3</td>
</tr>
<tr>
<td>Greece</td>
<td>34.2</td>
</tr>
<tr>
<td>Luxemburg</td>
<td>33.4</td>
</tr>
<tr>
<td>Spain</td>
<td>31.9</td>
</tr>
<tr>
<td>U.S.S.R.</td>
<td>47.7</td>
</tr>
</tbody>
</table>

The table helps us to analyze role of women in economic activity in developed countries.

After the Second World War, in almost every industrialized country, not only has the female labour force gone up but it has also undergone far reaching structural change. The percentage of women in the labour force in these countries ranges from approximately 30% to 48%, being the highest in the planned economies like U.S.S.R. Rise has been particularly with regard to married women. Until the Second World War, most in the labour force were either single, if they were from middle class and were mostly having white collared jobs or they were single and married women, who were poor and working in factories or as maid servants in other households.

It so happened that, as the male member of the family was lost in the war, the lady had to take up some economic activity to support the family. That’s why the percentage of married women drawn to economic activity arose during this particular period. The political conditions in the country mainly compelled them to take up some employment. This showed on the type of employment they undertook. Theirs was mainly supportive role. They filled up vacancies in the factories. Need of the hour was to provide economic support to the family. Hence, though the percentage of female work participation looks quite high, career building was not the objective behind it. Still this female work participation helped these countries to develop economically faster and sooner than other countries.
TABLE 4.3

WORK PARTICIPATION RATE IN SOME SELECTED COUNTRIES IN ASIA

<table>
<thead>
<tr>
<th>Country</th>
<th>Year</th>
<th>Work Participation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Persons</td>
</tr>
<tr>
<td>India</td>
<td>1991</td>
<td>37.68</td>
</tr>
<tr>
<td>Pakistan</td>
<td>1989-90</td>
<td>27.93</td>
</tr>
<tr>
<td>Bangladesh</td>
<td>1985-86</td>
<td>30.09</td>
</tr>
<tr>
<td>Sri Lanka</td>
<td>1985-86</td>
<td>33.42</td>
</tr>
<tr>
<td>Hong Kong</td>
<td>1989</td>
<td>49.12</td>
</tr>
<tr>
<td>Japan</td>
<td>1989</td>
<td>49.77</td>
</tr>
<tr>
<td>Indonesia</td>
<td>1988</td>
<td>41.3</td>
</tr>
<tr>
<td>Singapore</td>
<td>1989</td>
<td>47.56</td>
</tr>
</tbody>
</table>

Source: Registrar General and Census Commissioner, Delhi.


The table provides us an insight into participation rate of males as well as females in some of the countries in Asia.

It is very much glaring that work participation of females is the lowest in Bangladesh. This is an Islamic nation. Women folk, in their culture are supposed to hide themselves totally behind 'Burkha'. They
cannot appear in public without veil. So figures until 1985-86 indicate that, even in late 20th Century, women are microscopically seen as economically active. Unfortunately figures are not available for comparison from another Islamic nation i.e. Pakistan.

The work participation of female is the highest in Japan, second highest in Singapore and somewhat lingering behind in Hong Kong and Indonesia. These are all industrially advanced nations. Perhaps the very reason of these countries being industrially and eventually economically advanced could be hidden in this very fact that they do not waste female work power. But, of course, discrimination is found in these countries between male and female work participation. Male work participation is less than double than female work participation in these countries. But the situation is very much balanced as compared to other countries.

In India, by 1991, 22.69 per cent female population is seen as working. This figure does not depict true picture, as seen before, due to lacunas in definitions given by NSSO and CENSUS of ‘WORK’. As agricultural activity of female is not value added, it is ignored. Agriculture engages about 60% of female population in rural India. In the forthcoming pages, attempts are made to describe urban and rural female work participation in India and also its concentration in the areas of activity. At this juncture, it would suffice to claim that in India large number of female work power is untapped. The contributing factors for the situation could range from social, psychological, cultural barriers. But the resultant situation is that India is still termed as developing country despite all other favorable factors supporting it to become developed country.
TABLE 4.4

COMPOSITION OF LABOUR FORCE IN THE WORLD BY GENDER AND MAIN SECTOR OF ACTIVITY

<table>
<thead>
<tr>
<th>Major Economic Region</th>
<th>Year</th>
<th>Percentage of Female in</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agriculture</td>
<td>Industry</td>
<td>Service</td>
<td>Total</td>
</tr>
<tr>
<td>Industrialised market</td>
<td>1970</td>
<td>11.4</td>
<td>25.4</td>
<td>63.2</td>
<td>100</td>
</tr>
<tr>
<td>economies</td>
<td>1980</td>
<td>7.7</td>
<td>25.8</td>
<td>66.5</td>
<td>100</td>
</tr>
<tr>
<td>Industrialised Centrally</td>
<td>1970</td>
<td>31.7</td>
<td>29.6</td>
<td>38.6</td>
<td>100</td>
</tr>
<tr>
<td>Planned economies</td>
<td>1980</td>
<td>21.5</td>
<td>33.1</td>
<td>45.4</td>
<td>100</td>
</tr>
<tr>
<td>Developing Countries</td>
<td>1970</td>
<td>73.6</td>
<td>12.5</td>
<td>13.9</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>1980</td>
<td>66.3</td>
<td>16.3</td>
<td>17.4</td>
<td>100</td>
</tr>
</tbody>
</table>


After Second World War, in almost every industrialized country, not only has the female labour force gone up but it has also undergone far reaching structural change. There has been a shift from agriculture and industrial occupations to the service sector, white collared jobs.

Here, we are more concerned about 'Developing Countries' category because India is classified under this one. Female here are, by majority engaged in agricultural activity. Though the percentage seemed to have
reduced by 1980, relative rise is not experienced in industry or service class working women. Again point to be noted regarding engagement of women in agriculture is that women do not own land. They are working on the farm just as supportive workers. Many-a-times their work goes unaccounted, if they are working on their own farms. Their role is mainly to support and supplement men folk of the family. This is the very reason that this work does not get reflected while calculating GDP. Due to lacunas in definitions provided by NSSO or CENSUS, though female work participation in the field of agriculture is about 70% approximately, their economic activity is only about 23%, because their product is not 'value-added'. Female do not produce for market, but for own consumption. So that part does not form GNP. We can conclude by saying that in developing countries, though women are employed, they are non-earning.

The situation is reverse in Industrialized Market Economies. About 66% of working population, by 1980 was engaged in service sector i.e. doing white collared jobs. Whereas, only 7.7% people were engaged in agriculture. The percentage, in fact developed by about 4% in ten years. Dependence on agriculture seems to be reducing in other category i.e. Industrialized Centrally Planned Economies also. It reduced by about 10% in ten years. But engagement increased by 7% in service sector. In developing countries, the service sector fattened only by 3% in the span of ten years.
# Table 4.5

## Work Participation Rate in India - (1981-1991)

<table>
<thead>
<tr>
<th>Year</th>
<th>1981</th>
<th>1991</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Rural</td>
</tr>
<tr>
<td>Person</td>
<td>36.70</td>
<td>38.79</td>
</tr>
<tr>
<td>Males</td>
<td>52.62</td>
<td>53.77</td>
</tr>
<tr>
<td>Females</td>
<td>19.67</td>
<td>23.06</td>
</tr>
</tbody>
</table>

Source: Registrar General and Census Commissioner, India


The table clearly indicates that female work participation in urban areas in India is very low from 1981 to 1991. Absolute figures indicate comparatively greater female work participation in rural areas of India. But majority of these female work on farms. They are playing quite insignificant role as far as economic product of the country is concerned. Many-a-times, it is noticed that women folk are doing more laborious jobs on the fields.

If we compare absolute figures of male employment to female employment, it is noticed that larger ratio of females is working in rural
areas. Though the absolute number of composition of male to female work participation in urban and rural area has witnessed some marginal change, the ratio has remained more or less unchanged.

In urban areas, it can be proved with the help of other tables in forthcoming pages that female mainly prefer jobs with limited responsibility, fixed timings and less mobility, let it be then low salaried jobs. Again dignity of job is also vital factor for selection of a work. Jobs like teaching, clerical jobs in banks, insurance companies, jobs like typists, stenographers, telephone operators, receptionists fit perfectly in this category. Though women have entered almost each and every vocation, the cases are microscopic. Even on the verge of 21st Century, Indian women, are not able to come out of duel role of house wife and working women. The very purpose of the study is to find out what are job preferences of women in India? Or is it undertaken to utilize education, spare time and fulfill economic requirement side by side?
<table>
<thead>
<tr>
<th>States</th>
<th>% of workers</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Persons</td>
<td>Males</td>
<td>Females</td>
</tr>
<tr>
<td>A.P.</td>
<td>45.76 45.27</td>
<td>57.68 55.44</td>
<td>33.54 34.81</td>
</tr>
<tr>
<td>Bihar</td>
<td>32.35 32.56</td>
<td>50.18 47.95</td>
<td>13.50 15.69</td>
</tr>
<tr>
<td>Gujratn</td>
<td>37.27 41.17</td>
<td>52.91 54.35</td>
<td>20.66 27.08</td>
</tr>
<tr>
<td>Haryana</td>
<td>31.63 30.83</td>
<td>49.93 47.92</td>
<td>10.60 11.29</td>
</tr>
<tr>
<td>Karnataka</td>
<td>40.24 41.83</td>
<td>54.59 53.91</td>
<td>25.33 29.27</td>
</tr>
<tr>
<td>Kerala</td>
<td>30.53 32.05</td>
<td>44.89 47.81</td>
<td>16.61 16.90</td>
</tr>
<tr>
<td>M.P.</td>
<td>42.92 42.70</td>
<td>54.48 52.17</td>
<td>30.64 32.53</td>
</tr>
<tr>
<td>Maharashtra</td>
<td>42.56 42.84</td>
<td>56.73 52.03</td>
<td>30.63 33.02</td>
</tr>
<tr>
<td>Punjab</td>
<td>31.50 31.44</td>
<td>53.76 53.34</td>
<td>06.16 06.78</td>
</tr>
<tr>
<td>Rajasthan</td>
<td>36.61 38.54</td>
<td>50.90 49.07</td>
<td>21.06 27.01</td>
</tr>
<tr>
<td>Tamil Nadu</td>
<td>41.73 44.13</td>
<td>56.58 57.01</td>
<td>26.52 30.88</td>
</tr>
<tr>
<td>U.P.</td>
<td>30.72 32.27</td>
<td>50.76 49.37</td>
<td>08.07 12.87</td>
</tr>
<tr>
<td>West Bengal</td>
<td>30.17 32.37</td>
<td>50.30 51.36</td>
<td>08.07 11.67</td>
</tr>
<tr>
<td>India</td>
<td>36.70 37.68</td>
<td>52.62 51.56</td>
<td>19.67 22.73</td>
</tr>
</tbody>
</table>

Source: Registrar General and Census Commissioner Delhi.

We have already analyzed female work participation rate in different countries, then in Asian countries, then in India - rural and urban region wise. Now let us come down to analyze state wise percentage of female workers in India between year 1981 and 1991.

As circle marked in the table, female work participation is highest in the state of Andhra Pradesh and lowest in Punjab. For male, percentage of workers is highest again in the state of Andhra Pradesh in 1981 and in Tamil Nadu in 1991. This percentage is lowest in the state of Kerala. Situation in the State of Maharashtra is comparatively satisfactory. Female work participation is second highest. The point to be noted here is that this statistics does not differentiate between rural and urban population. The factual situation is that more number of female are working in rural areas than in urban areas.

The reason supporting the statistics could be gathered from situation prevailing in those States. In Punjab, main occupation is agriculture. Land is very fertile there, coupled with good irrigation facilities. This has made farmers very rich. They use tractors and various modern gadgets for farming. This reduces need for labour and female work mainly where cheap worker is required. So this is the reason for lowest percentage of female work participation in the State of Punjab.

The situation is quite opposite in Andhra Pradesh. Rice is the
main crop taken in the State. Plantation of rice is to be done manually. It calls for large number of cheap labour. So female mainly work on farms in the initial stages of planting rice saplings. That is why our statistics show highest percentage of female workers in the State of Andhra Pradesh.

**TABLE 4.7**

| Labour Participation and Broad Activity Status by Sex and District, Maharashtra, 1991 |
|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Cultis. Agri. | Labour | HH Industry | Other Works | Total Main Workers |
| % | % | % | % | |
| Male | Female | Male | Female | Male | Female | Male | Female |

| Maharashtra | R | 47.08 | 45.04 | 28.46 | 48.70 | 01.67 | 1.17 | 22.79 | 05.09 | 52.05 | 36.08 |
| U | 2.68 | 4.33 | 3.32 | 14.55 | 01.52 | 4.11 | 92.48 | 77.01 | 50.02 | 10.37 |
| Thane | R | 42.03 | 55.70 | 18.64 | 30.23 | 01.36 | 1.14 | 57.66 | 12.94 | 54.03 | 33.25 |
| U | 1.41 | 3.61 | 0.82 | 3.66 | 00.87 | 2.90 | 96.90 | 89.84 | 54.23 | 9.53 |
| Raigad | R | 43.16 | 64.25 | 16.31 | 25.55 | 01.56 | 1.09 | 38.98 | 9.07 | 49.99 | 32.46 |
| U | 3.97 | 10.21 | 2.78 | 9.43 | 02.13 | 4.05 | 91.11 | 76.30 | 51.58 | 10.57 |
| Ratnagiri | R | 56.35 | 81.11 | 8.82 | 11.50 | 01.82 | 0.58 | 33.01 | 6.80 | 45.52 | 32.08 |
| U | 3.92 | 8.78 | 2.60 | 9.37 | 02.44 | 6.37 | 91.04 | 75.49 | 46.76 | 10.78 |

98
<table>
<thead>
<tr>
<th>City</th>
<th>R</th>
<th>74.57</th>
<th>11.58</th>
<th>14.19</th>
<th>01.02</th>
<th>1.20</th>
<th>31.05</th>
<th>10.00</th>
<th>47.99</th>
<th>31.25</th>
</tr>
</thead>
<tbody>
<tr>
<td>U</td>
<td></td>
<td>5.14</td>
<td>8.88</td>
<td>3.17</td>
<td>6.23</td>
<td>00.90</td>
<td>2.32</td>
<td>90.79</td>
<td>82.57</td>
<td>46.17</td>
</tr>
<tr>
<td>Nashik</td>
<td></td>
<td>56.53</td>
<td>55.61</td>
<td>22.80</td>
<td>39.79</td>
<td>01.32</td>
<td>0.77</td>
<td>19.35</td>
<td>3.83</td>
<td>52.16</td>
</tr>
<tr>
<td>U</td>
<td></td>
<td>4.29</td>
<td>10.93</td>
<td>3.66</td>
<td>18.33</td>
<td>01.89</td>
<td>4.75</td>
<td>90.16</td>
<td>65.99</td>
<td>46.88</td>
</tr>
<tr>
<td>Dhule</td>
<td></td>
<td>49.12</td>
<td>32.95</td>
<td>33.11</td>
<td>62.37</td>
<td>00.92</td>
<td>0.56</td>
<td>16.85</td>
<td>4.12</td>
<td>52.30</td>
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Note: Total Main Wkrs - Total Main Workers, Cultis. - Cultivators, Agri. Labour - Agricultural Labour, HH Industry - Household Industries, Other Wrks - Other Works.

Source: Census of India, 1991.
Table 4.7 depicts, in detail, labour participation in different activities in different states of Maharashtra. We would make an attempt to study comparative position of seven districts of Marathwada as against other districts of Maharashtra in the year 1991.

In Maharashtra, main occupation for female is agriculture. They work on farms as cultivators or agriculture labourers. They do not own land, but work for somebody else. This is the picture in rural Maharashtra. In urban areas, female mainly work in offices. This percentage is as high as 77. Total main workers form only small segment of 10% as against 50% by male.

The position is mostly similar in Marathwada region i.e. Aurangabad, Jalna, Parbhani, Osmanabad, Beed, Nanded and Latur. In rural areas, women mainly work as agricultural labourers. This percentage varies from 45% to 60%. Second category where large number of women are employed is cultivators. Household industry here employees very small segment of women i.e. about less than 1.00%.

The picture is opposite for urban Marathwada. Majority of women are employed in the category ‘Other Works’. The percentage is highest in Aurangabad, followed by Jalna and Latur. In Nanded, Parbhani and Osmanabad more percentage of urban women is employed in agriculture only.

Percentage of female cultivators in rural areas is higher for Ratnagiri as 81% as against on an average 45% for Maharashtra on the whole. Even
other areas where there is good irrigation, this percentage is greater than average e.g. Thane, Raigad, Nashik, Jalgaon, Ahmednagar, Pune, Satara, Kolhapur. In areas like Yeotmal, Dhule, Vardha, Gadchiroli, Akola etc. this percentage is less than average of Maharashtra.

### TABLE - 4.8

**WOMEN EMPLOYMENT TRENDS IN ORGANISED SECTOR**

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Women's employment in organized sector could be taken as a rough indicator of transformation of the economy. According to the Director General of Employment and Training, women's participation in economic activity would undergo a change with gradual reforms in economy.

In this regard, it is observed that the total female employment during sixties increased nearly by 36.5%. The rise is specially in public sector. Further, during 1962 to 1973, the total employment of female has almost doubled. Majority of women employees in private sector are found in plantation and manufacturing, while in public sector large majority are found in services.

The rise in employment is the subsequent factor of rise in women's education. Education accelerates social transformation. Between 1950-51 to 1967-68 enrolment of women in institutions of higher education has increased from 48000 to 421000. Percentage of total employment of women in same period has doubled from 10.9 to 21.9%.

But only numerical study of women's employment would not help. More important is to find out distribution of it among various sectors. Analysis of occupational distribution will facilitate to identify how far women workers are being effectively utilised and in which occupations they are crowded.

Study of sectoral occupational distribution of women workers in India in mid sixties could be studied with the help of the table 4.9.
### TABLE - 4.9

**DISTRIBUTION PATTERN OF WOMEN WORKERS BY OCCUPATION AND SECTORS IN MID SIXTIES**

<table>
<thead>
<tr>
<th>Name of Occupation</th>
<th>Rural Sector No.of Female Workers (in Million)</th>
<th>% of total Workers</th>
<th>Urban Sector No.of Female Workforce (in Million)</th>
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<td>0.24</td>
<td>6.09</td>
</tr>
<tr>
<td>5. Farmers, Fishers and Related workers.</td>
<td>47.94</td>
<td>82.28</td>
<td>1.02</td>
<td>25.49</td>
</tr>
<tr>
<td>6. Mines, Quarrymen</td>
<td>0.10</td>
<td>0.22</td>
<td>0.02</td>
<td>0.55</td>
</tr>
<tr>
<td>7. Workers in Transport</td>
<td>0.00</td>
<td>0.03</td>
<td>0.01</td>
<td>0.30</td>
</tr>
<tr>
<td>8. Craftsman, Production Workers.</td>
<td>5.74</td>
<td>12.62</td>
<td>1.72</td>
<td>43.02</td>
</tr>
<tr>
<td>9. Service, Sports.</td>
<td>0.12</td>
<td>2.35</td>
<td>0.58</td>
<td>14.44</td>
</tr>
<tr>
<td>10. Not classified</td>
<td>0.04</td>
<td>0.09</td>
<td>0.01</td>
<td>0.18</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>55.49</strong></td>
<td><strong>100.00</strong></td>
<td><strong>4.01</strong></td>
<td><strong>100.00</strong></td>
</tr>
</tbody>
</table>

The data is typical of the livelihood pattern of an underdeveloped, traditional and primary subsistence agriculture economy.

Out of total women working force, as many as 60 million are engaged in rural sector and only 4 million are employed in urban formal sector. Again in urban sector very microscopic group is engaged in executive or managerial class. Little less than half the total women's working population is engaged in tertiary sector as production workers. It has been seen that these women do not possess professional degrees or special training. They generally have general qualification. Neither do they have ambition to make a career. They have taken up employment only to supplement family income. Hence, we cannot console ourselves by merely looking at fat figures. Because this is not the real class leading the torch of development for women. Generally, it is believed that middle class urban women is the sensitive group of the people leading to social progress. But looking at employment pattern of this class, it can be noted that these women have simply changed according to social and economic situation and are not trying to change the same in their favour. Hopes are with career minded women to bring about change.
### TABLE - 4.10

**NUMBER OF EMPLOYEES BY SEX IN MAJOR INDUSTRIES/SERVICES IN ORGANISED SECTOR IN INDIA, 1984-85.**

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Type of Industry/Service</th>
<th>Public Sector (in lacs)</th>
<th>Private Sector (in lacs)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Total</td>
<td>Women</td>
</tr>
<tr>
<td>1.</td>
<td>Agriculture, Hunting etc.</td>
<td>5.00</td>
<td>0.36</td>
</tr>
<tr>
<td>2.</td>
<td>Community, Social and Personal Services</td>
<td>80.41</td>
<td>13.30</td>
</tr>
<tr>
<td>3.</td>
<td>Construction</td>
<td>11.32</td>
<td>0.51</td>
</tr>
<tr>
<td>4.</td>
<td>Electricity, Gas and Water</td>
<td>7.51</td>
<td>0.20</td>
</tr>
<tr>
<td>5.</td>
<td>Finance, Insurance, Real Estate, etc.</td>
<td>9.39</td>
<td>0.99</td>
</tr>
<tr>
<td>6.</td>
<td>Manufacturing</td>
<td>17.21</td>
<td>1.01</td>
</tr>
<tr>
<td>7.</td>
<td>Mining and Quarrying</td>
<td>9.63</td>
<td>0.66</td>
</tr>
<tr>
<td>8.</td>
<td>Transport, Storage &amp; Communications</td>
<td>28.78</td>
<td>1.05</td>
</tr>
<tr>
<td>9.</td>
<td>Wholesale &amp; Retail Trade, etc.</td>
<td>1.25</td>
<td>0.08</td>
</tr>
</tbody>
</table>

Source: DGE & T employment, Ministry of Labour, Government of India, New Delhi.

Note: Figures in parenthesis show % to total.
In the previous table, study of distribution pattern of women workers by occupation and sectors was done with reference to rural and urban area. Now, number of women employees, as compared to total employees, in various industries and services are studied. Here, they are enlisted as per the sector i.e. private or public, to which they belong.

First let us concentrate upon absolute number and percentage to total employees of women workers in public sectors with reference to particular service or industry. Figures indicate that highest number of women are employed in community, social and personal services. Percentage of women workers to total workers is also highest in this service. Services relating to electricity, gas and water employ lowest percentage of female workers as compared to total number of workers. Absolute number of women employed in mining and quarrying industry is the lowest i.e. 0.66 lacs. Finance, insurance, real estate business accounts for second highest position as far as percentage of women employed in it are concerned.

Absolute number of women employed in private sector is less than public sector. Agriculture, hunting and manufacturing industries employ largest number of women in private sector. But in agriculture, half the work force is made up of women. Community, social and personal services is another avenue where out of total work force, about 1/4th are women. In electricity, gas and water services, only 2.5% of total are women. Mining, quarrying and manufacturing in private sector is second largest avenue for women.
We can conclude by saying that women usually work in primary sector in occupations which are usually defined as low skilled ones. To a great extent their status is that of a labourer. It appears as if women tend to withdraw from the labour force as affluence increases, at least in the rural areas, particularly because the avenues open to them are in arduous jobs only, which can be put aside if not necessary for survival.

**TABLE - 4.11**

**DISTRIBUTION OF WORKERS BY INDUSTRIAL SECTORS AND SEX**

| Industrial Category | Persons | | | | | | % of Female | | |
|---------------------|---------|---------|---------|---------|---------|---------|----------------|---------------------------------|
| (1)                 | (2)     | (3)     | (4)     | (5)     | (6)     | (7)     | (8)            | (9)                              |
|                     | (10)    | (10)    | (100)   | (100)   | (100)   | (100)   |                |                                  |
| Total main workers  | 220698  | 278940  | 175892  | 216018  | 44806   | 62922   | 20.3           | 22.6                            |
| A.Primary Sector    | 153162  | 187918  | 116593  | 136894  | 36569   | 51924   | 19.5           | 27.2                            |
|                     | (69.39) | (67.37) | (66.29) | (63.87) | (81.67) | (81.09) |                |                                  |
| B.Secondary Sector  | 28612   | 33826   | 2465    | 28748   | 4047    | 5078    | 14.1           | 15.0                            |
|                     | (12.96) | (12.13) | (13.96) | (13.31) | (9.03)  | (8.07)  |                |                                  |
| C.Tertiary Sector   | 38924   | 57196   | 34734   | 50376   | 4190    | 6720    | 10.8           | 11.7                            |
|                     | (17.63) | (20.5)  | (19.75) | (23.82) | (9.35)  | (10.68) |                |                                  |

Source: Census of India.
It can be noted from the table 69.4% of main workers were working in primary sector in 1981, which came down to 67.37% in 1991. Within the sector proportion of workers in mining and agriculture has increased.

Proportion of workers in secondary sector has remained more or less the same i.e. 12.96% in 1981 and 12.13% in 1991. But significant change is noticed in tertiary sector. The ratio has gone up from 17.63% to 20.50%.

In case of females, decline in secondary sector is from 9.09% to 8.07%, increase in tertiary sector from 9.35% to 10.68% with insignificant change in primary sector. For males, increase is in tertiary sector, decline in primary sector and no change in secondary sector.

Similar is the case of rural areas. Rise is noticed in primary sector and tertiary sector, with decline in secondary sector.

This means, women prefer to work in primary sector. The jobs here are of labourers. It requires low skill. This suits low literacy level of women. Again prime motive of women's employment is to support family economically. These jobs offer little money with little responsibility. Socio-economic conditions in the country also govern nature of work.

As against this, percentage of change in female workers in tertiary sector is very insignificant i.e. 0.9%. Job in this sectors calls for specific skill, time devotion, large responsibility, which women generally do not have. That's why only 11.7% of total work force were women in this sector.
### TABLE: 4.12
CHARACTERISTICS OF DIFFERENT REGIONS IN RURAL MAHARASHTRA

<table>
<thead>
<tr>
<th>Regions</th>
<th>Local Name</th>
<th>Annual Rainfall &amp; Irrigation</th>
<th>Soil Texture</th>
<th>Crops Grown</th>
<th>Population Composition (SC+ST %)</th>
<th>Landholding</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Coastal</td>
<td>Konkan</td>
<td>2000mm &amp; above rainfall no artificial irrigation</td>
<td>Coastal alluvium (new)</td>
<td>Rice, Jowar, Millets, Horticulture, Fruits</td>
<td>15.85</td>
<td>Small holdings evenly distributed</td>
</tr>
<tr>
<td>(Districts: Thane, Raigad, Ratnapur and Sindhurg)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Inland Western</td>
<td>Western Maharastra</td>
<td>600-700 mm rainfall; vast network of canals and wells</td>
<td>Gray, black, brownish and rocky soil</td>
<td>Jowar, Millets, wheat, Sugarcane, Pulses</td>
<td>13.02</td>
<td>Small holdings, somewhat distributed</td>
</tr>
<tr>
<td>(Districts: Ahmednagar, Pune, Satara, Sangli, Kolhapur, Solapur)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Inland Northern</td>
<td>Khandesh</td>
<td>upto 1000 mm. rainfall</td>
<td>Medium black soils and alluvium</td>
<td>Jowar, Millets, Groundnut, Pulses, Sugarcane, Cotton</td>
<td>28.39</td>
<td>large land holdings, high landlessness, large forest lands</td>
</tr>
<tr>
<td>(Districts: Dhule, Nasik, Jalgaon)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Inland Central</td>
<td>Marathwada</td>
<td>600 mm rainfall (somewhat uncertain)</td>
<td>Deep black regur and rocky soil</td>
<td>Jowar, Millets, Sugarcane, Cotton</td>
<td>14.04</td>
<td>Large landholdings, some landlessness</td>
</tr>
<tr>
<td>(Districts: Aurangabad, Jalna, Parbhani, Beed, Nanded and Osmanabad)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Inland Eastern Large</td>
<td>Vidarbha</td>
<td>900-1000 mm. Assured rainfall</td>
<td>Deep black and medium black soil</td>
<td>Jowar, Groundnut</td>
<td>18.18</td>
<td>Medium to high landlessness, high landlessness, medium to large forest lands</td>
</tr>
<tr>
<td>(Districts: Akola, Buldhana, Wardha, Nagpur, Yavatmal and Amravati)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Eastern</td>
<td>East</td>
<td>1200 mm. laterite soil</td>
<td>Rice, Jowar, Groundnut</td>
<td>29.83</td>
<td>Small holdings, large forest lands</td>
<td></td>
</tr>
<tr>
<td>(Districts: Chandrapur, Gadchiroli and Bhandara)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: Statistical Abstract of Maharashtra, different years.
Here all 30 districts of the State of Maharashtra are classified into six broad regions. Its local names are also given by which they are popularly known. The region with which we are concerned is called Marathwada. Seven districts under the region are Aurangabad, Jalna, Beed, Parbhani, Osmanabad, Latur and Nanded. Its geographical position is also shown in the map (figure no. 3.1). Agro-climatic, historical and geographical characteristics of each region shape economic characters of labour allocation. There is high proportion of women in the labour force in Marathwada region. This area is supposed to be economically backward as compared to Western Maharashtra. This is mainly due to uncertain and inadequate rainfall, lack of supplementary irrigation facilities and poor quality of soil. The vicious circle starts with low economic status, low education level, large unemployment and again low income level.

Women's labour participation in Maharashtra in rural areas widely varies across different agro-climatic zones. The history of certain regions is also a determinant factor. Socio-economic variants such as nature of work and land/asset distribution play a critical role. In urban areas the labour participation is low because the skills which women possess do not permit them to effectively participate in urban labour market. Next, self-provisioning due to the existing poverty also keeps women away from the work force.
TABLE : 4.13
LABOUR FORCE PARTICIPATION RATES BY BROAD REGIONS, MAHARASHTRA, 1991.

<table>
<thead>
<tr>
<th>Region</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Konkan</td>
<td>R</td>
<td>49.38</td>
</tr>
<tr>
<td></td>
<td>U</td>
<td>49.69</td>
</tr>
<tr>
<td>Khandesh</td>
<td>R</td>
<td>51.94</td>
</tr>
<tr>
<td></td>
<td>U</td>
<td>45.39</td>
</tr>
<tr>
<td>W.Maharashtra</td>
<td>R</td>
<td>52.03</td>
</tr>
<tr>
<td></td>
<td>U</td>
<td>48.17</td>
</tr>
<tr>
<td>Marathwada</td>
<td>R</td>
<td>51.54</td>
</tr>
<tr>
<td></td>
<td>U</td>
<td>43.70</td>
</tr>
<tr>
<td>Vidarbha</td>
<td>R</td>
<td>53.55</td>
</tr>
<tr>
<td></td>
<td>U</td>
<td>49.96</td>
</tr>
<tr>
<td>East</td>
<td>R</td>
<td>53.94</td>
</tr>
<tr>
<td></td>
<td>U</td>
<td>45.74</td>
</tr>
</tbody>
</table>

W. Maharashtra - Western Maharashtra.
Source : Census of India, 1991.

The figures for rural areas show that there is a high proportion of women in the labour force in the two eastern regions i.e. Vidarbha and the East. It is followed by Khandesh and Marathwada. The lowest figures are seen in Konkan and West Maharashtra. In the urban areas the variation
is little except in the East, but then in this area there is so little urbanization, that the urban population can be taken as a continuum of the rural population.

The reason for high proportion of female population working in rural areas could be related to their economic status. Most of this population is agricultural labourer. They are poorest in the rural setting. Women mainly here work, when they have to, for their survival.

As far as employment in urban region goes, it can be seen that Marathwada ranks lowest for female population. The reason as interpreted before could be low education level, due to again low economic status. Atleast in urban areas employment is directly related to education. Literacy rates show that girls are poorly educated in Marathwada region. The researcher herself being located in the capital city of the region has experienced the fact very well. The aim of education is mainly to find a good groom rather than further utilizing it in the form of employment. The situation becomes bad to worse as we move further eastwards in the region.
### Table 4.14

**Labour Participation and Broad Activity Status by Sex and Region, Maharashtra, 1991.**

<table>
<thead>
<tr>
<th>Region</th>
<th>Total Male</th>
<th>Cultis.(%)</th>
<th>Agri.Labour(%)</th>
<th>Other Wrks.(%)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>M</td>
<td>F</td>
<td>M</td>
<td>F</td>
</tr>
<tr>
<td>Konkan</td>
<td>R</td>
<td>49.38</td>
<td>32.26</td>
<td>49.33</td>
</tr>
<tr>
<td></td>
<td>U</td>
<td>49.69</td>
<td>10.66</td>
<td>3.61</td>
</tr>
<tr>
<td>Khandesh</td>
<td>R</td>
<td>51.94</td>
<td>37.98</td>
<td>47.94</td>
</tr>
<tr>
<td></td>
<td>U</td>
<td>45.39</td>
<td>9.13</td>
<td>4.88</td>
</tr>
<tr>
<td>W.Mahara</td>
<td>R</td>
<td>52.03</td>
<td>30.44</td>
<td>50.77</td>
</tr>
<tr>
<td>-ashtra</td>
<td>U</td>
<td>48.17</td>
<td>11.54</td>
<td>6.65</td>
</tr>
<tr>
<td>Marath-</td>
<td>R</td>
<td>51.54</td>
<td>37.81</td>
<td>50.95</td>
</tr>
<tr>
<td>wada</td>
<td>U</td>
<td>43.70</td>
<td>9.43</td>
<td>7.11</td>
</tr>
<tr>
<td>Vidarbha</td>
<td>R</td>
<td>53.55</td>
<td>40.48</td>
<td>36.59</td>
</tr>
<tr>
<td></td>
<td>U</td>
<td>45.96</td>
<td>10.29</td>
<td>6.35</td>
</tr>
<tr>
<td>East</td>
<td>R</td>
<td>53.94</td>
<td>40.72</td>
<td>49.26</td>
</tr>
<tr>
<td></td>
<td>U</td>
<td>45.74</td>
<td>14.44</td>
<td>6.37</td>
</tr>
</tbody>
</table>

**Note:** Total Main Wrks - Total Main Workers, Cultis. - cultivators, Agri.Labour - Agricultural Labour, Other Wrks - Oter Workers, M - Male, W.Maharashtra - Western Maharashtra.

*Source: Census of India, 1991.*
In the table, statistics are drawn to analyze the percentage of male and female, region wise, engaged mainly in four kinds of activity. It would enable us to formulate opinion regarding economic position of women, especially in Marathwada as compared to rest of Maharashtra.

It can be noted that as high as 53.85% of rural female population is engaged in agriculture in Marathwada. In the preceding pages we had studied agroclimatic conditions of the region. It had stated that rainfall here is erratic, landholdings are small. This draws large number of women to agriculture. Of course, they are not land owners, but mere cultivators, working as cheap labourers in supporting role to their male counterparts. They work on meagre wages.

In rural Marathwada, the percentage of females engaged in other works is as low as 3.47%. This absolutely does not mean that women in rural areas are not engaged in any other activity other than agriculture. There are small vegetable vendors, milk suppliers. Women sell by-products of their farm but not in a commercial way. They earn money by multiplying their cattle and selling it. Though they don't own poultry farms, they do sell eggs and chicken. But problem is that this work does not get quantified because it is not done on a commercial basis, hence is not value added.

As far as urban area goes, the percentage of female employed in other works is the highest i.e. 53.52% as against 83.11% for male. In urban area women work in offices as clerks, telephone operators, receptionists, there are teachers from primary level to university level. These all
activities are education linked. Cultivators here account for smallest percentage i.e. 7.11%. In Konkan region female cultivators are as high as 68.91% in rural area. In urban Konkan area 84.96% of female come under the category of other workers.

**TABLE : 4.15**

PERCENTAGE DISTRIBUTION OF WORKERS BY SEX, LOCATION AND OCCUPATION, MAHARASHTRA, 1987-88

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Rural</th>
<th></th>
<th>Urban</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>M</td>
<td>F</td>
<td>M</td>
<td>F</td>
</tr>
<tr>
<td>1. Professional, Technical and Related</td>
<td>0.59</td>
<td>0.20</td>
<td>3.02</td>
<td>2.93</td>
</tr>
<tr>
<td>Workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Scientist, Medical and Technical</td>
<td>2.19</td>
<td>0.65</td>
<td>3.92</td>
<td>9.72</td>
</tr>
<tr>
<td>Administrative, Executive and Managerial</td>
<td>0.68</td>
<td>0.06</td>
<td>7.26</td>
<td>2.58</td>
</tr>
<tr>
<td>Workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Clerical and Related Workers</td>
<td>2.60</td>
<td>0.30</td>
<td>13.90</td>
<td>11.01</td>
</tr>
<tr>
<td>5. Sales Workers</td>
<td>4.23</td>
<td>1.66</td>
<td>18.16</td>
<td>8.49</td>
</tr>
<tr>
<td>6. Service Workers</td>
<td>1.38</td>
<td>0.49</td>
<td>9.41</td>
<td>18.50</td>
</tr>
<tr>
<td>7. Farmers, Fishermen, Hunters, Loggers,</td>
<td>77.59</td>
<td>91.21</td>
<td>6.43</td>
<td>16.39</td>
</tr>
<tr>
<td>Related Workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. Production and Related Workers (Skilled)</td>
<td>2.47</td>
<td>1.69</td>
<td>9.85</td>
<td>16.86</td>
</tr>
<tr>
<td>9. Production and Related Workers (Semi-</td>
<td>3.04</td>
<td>0.75</td>
<td>10.74</td>
<td>2.22</td>
</tr>
<tr>
<td>skilled)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10. Production and Related Workers (Unskilled)</td>
<td>5.23</td>
<td>2.98</td>
<td>17.31</td>
<td>11.30</td>
</tr>
</tbody>
</table>

Source : NSS 43rd round.
The table contains data on the occupational distribution of workers for 1987-88. In rural areas there is a predominance of both men and women workers in agriculture. The urban areas show a wide dispersion. Yet, a concentration of sorts can be seen in service, agriculture and skilled production, for the women workers.

The bunching of women in specific jobs is high. The concentration is somewhat different for the men workers. On comparing rural and urban areas, it is seen that the blue collared i.e. unskilled jobs are mainly with women in the former, while there is relatively even dispersion between sectors in the latter. In rural area women working as professionals, technicians is very low. But the lowest percentage is observed in the category of executive, administrative class females. The same percentage for urban area is little high, but not significant. Women in urban areas seem mainly to be opting for service.
Women are 50% of the world's population, do the two-thirds of the world's work, hours, receive 10% of the world's income and own less than 1% of world's property.

- I. L. O. Report