BRIEF

The study has focused on to observe, compare and analyse the changes in employment structure.

India focused on globalisation, liberalisation and privatisation policies mainly after 1992-93. For study purpose all these are taken under economic reforms. The analysis of whole data reveals that in post-reform period, no considerable changes have been occured in employment level. Gender gap in work participation has increased in post-reform period. Female work participation which was increased by 7 percentage points in pre-reform period, does not show any considerable change in post-reform period.

Occupational structure has slightly changed. Work participation in primary sector has melted down and has increased in secondary and tertiary sectors. But in least developed states, work participation in primary sector has increased in post-reform period. Female work participation is very less in mining and quarrying, public utilities construction and transport industries. As far as compound growth rate are concerned, most of them are decreased in post-reform period. Work participation in female children, has decreased and has increased in higher aged females. Education specific female work participation shows that in less literate and highly educated females, work participation rate is high as compare to middle and secondary educated females.

Gender gap in subsidiary status work participation is very high. During 1993-94 to 2004-05 female work participation in rural India in Ss category has increased to double and in Ps category decreased to half.

Incidence of female casualisation has decreased in post-reform period. At rural level females are going to self-employment and at urban level to regular employment. Still the incidence of casualisation in females is very high as compared to their male counterparts.

It is definite that many socio-economic indicators, effect the female employment. In the study, applied regression test reveals that among literacy rate, per capita income and sex-ration, female work participation is highly positively correlated with literacy rate only.

Though many of the areas regarding total work participation and female work participation have tried to analyse, still there is a large scope of further research in the areas, like sub-industries of nine-industry category, female employment and wage structures, qualitative factors which effect the female employment etc.