ABSTRACT OF THE THESIS

GLOBALISATION AND FEMALE EMPLOYMENT IN INDIA: AN INTER-STATE ANALYSIS

This study has attempted to look at the effects of economic reforms in the garb of globalization on total employment in general and female employment in particular in the selected six states; Kerala, Punjab, Karnataka, West Bengal, Assam and Bihar. The period 1983 to 1993-94 surrogates pre-reform period and 1993-94 to 2004-05 is taken as post-reform period. Study is based on Usual (Principal and Subsidiary) Status data.

The study concludes that the total work participation rate in India in 1983, 1993-94 and in 2004-05 has remained same at 42 per cent. For rural workers it decreased by 0.5 percentage points and for urban workers it increased by 1.8 percentage points during post-reform period. Total male and female work participation rates during post-reform period have remained almost same whereas during pre-reform period increase in total FWPR was much higher than that of males. Male-female work participation gap at India level decreased by 6.3 percentage points during pre-reform period whereas in post-reform period it increased by 0.1 percentage points. At rural level it has decreased by 0.5 percentage points and at urban level increased by 1.7 percentage points during post-reform period. The annual compound growth rate of total employment decreased from 2.37 per cent during pre-reform period to 2.09 per cent during post-reform period. During pre-reform period, annual compound growth rate for female employment was almost double to that of males. But in post-reform period, it declined to almost half and became equal to that of males. The total employment growth rates for males and females declined in post reform period. Rate of growth of urban employment continue to be much higher than that of rural employment, especially when rural-urban comparison is made for workers belonging to the same sex. In post-reform period rural total WPR increased in all the states except Bihar. Most developed state Kerala and least developed Bihar do not show any significant change in FWPR at urban level in post-reform period. From pre-reform to post-reform period the growth rates of total work participation decreased for all the selected states except the top ranked states.

In post-reform period primary sector rural WPR has declined in all the states. In post reform period the top two states and least developed two states have shown increase in secondary sector rural TWPR though in bottom states magnitude is very less as compare to top ranked states. But middle states have shown fall though not very considerable. Tertiary sector recorded an increase in rural WPRs in all the selected states in pre-reform period. Decline in urban workforce in primary sector has remained higher in post-reform period.

The growth rate of rural workers in primary sector for most of the states has remained less in post-reform period in comparison to pre-reform. But in secondary sector, higher compound growth rates for rural workers have been noticed in post-reform period except for middle states, Karnataka and West Bengal. In post-reform period employment growth rates of rural and urban persons in primary sector have declined; secondary sector shows a pretty high increase and tertiary sector shows a slight decline. For females; at rural level, primary sector growth rates have decreased and secondary and tertiary sectors show increase; at urban level primary and tertiary sector female employment growth rates show decline and secondary sector show good growth. In urban areas, the share of total employment in tertiary sector is
significantly higher than that of other two sectors in all the states. Even the sum of WPR of primary and secondary both the sectors is less than that of tertiary. It shows a steady increase in all the states since 1983 but increase in percentage during post-reform period is much higher than that of pre-reform period.

The deep analysis of industries of selected states shows that females representation in mining & quarrying, public utilities, construction and transport industries is very less as compared to community services and manufacturing. Agriculture is certainly a declining industry in most of the states. It has observed that in many states, at rural and urban levels a large number of females left agriculture and entered into other industries. In pre-reform period, relative to many other industries, a large chunk of urban females were working in construction. But in post-reform period in all the selected states percentage share of female workers in construction declined. In post-reform period percentage share of rural female work participation in trade and commerce has increased in all the states except Assam. In India no major shift observed in FWPR during pre-reform period in any industry. But during post-reform period, females shifted from agriculture to manufacturing, construction and community services though the percentage increase is very less.

The deep analysis of selected states shows that females representation in mining & quarrying, public utilities, construction and transport industries is very less compared to community services and manufacturing. In rural areas in pre-reform period in top ranked and middle ranked states, females were moving mainly to community services and in least developed states only in agriculture. At rural level in the periods, mining & quarrying, public utilities, construction and trade are least demanded though in urban areas in pre-reform period in lowest ranked states some female employment observed in mining & quarrying and public utilities. In financial services, in top ranked states, females are relatively less interested to middle ranked and bottom ranked states.

More than 2/3rd of the usually employed females were in the age-group of 15-44 years in 2004-05. FWPR in the age-group of 15-44 years has declined and 45-59 years has increased in most of the selected states. Though in rural India female WPR in post-reform period remained same but it is a matter of concern that in PS category it reduced to half i.e. from 23.4 per cent in 1993-94 to 12.1 per cent in 2004-05 and in SS category, it increased to more than double i.e. from 9.4 per cent in 1993-94 to 20.5 per cent in 2004-05. During 1993-94 to 2004-05, casualisation of female workers has declined at both the levels. At rural level, more females are going to self-employment and at urban level towards regular employment.

Among the development indicators i.e. literacy rate, sex ratio and per capita income, the only indicator which effect the female work participation is literacy.