Part Three
CONCLUSION AND SUGGESTIONS
After foregoing detailed discussion certain conclusions are drawn. The employment rate in both the country and Uttar Pradesh changed with declining trends since 1911 except in 1921, when the employment rate in the state increased slightly. The magnitude and direction of male employment rates was, by and large, the same with respects to the general employment rates in Uttar Pradesh as well as in India, whereas the female employment rates in the country showed a fluctuation but the state was characterized by a declining trend from 1921 to 1981 which was to be caused by some socio-economic and demographic factors. But a slight increase was observed in 1991. It was due to the emphasis given by the Government for the upliftment of women through different schemes and the level of awareness regarding womens work in 1991 was much higher than in previous census year due to media publicity, better training of enumeration etc. The study also revealed a very wide range of variations (0.12 to 3.81 L.Q.) in the distribution of female employment in the state in 1961. The proportion was found to be high in the Himalayan zone, south central and northeastern parts, whereas it was low in the western part of the state. There was a sharp decline in the proportion of female employment from north to south, gradual decline from east to west and south to north. The regional variations in female employment in 1961 by residence was also conspicuous in U.P. The rural employment rate was more than three-times (19.90 per cent) to that of urban employment rate (5.30 per cent) which was caused by the fact that mostly
the females performed household duties which had not been treated under gainful economic activities. The variations in rural-urban employment rates were associated with the character of the economy and the level of socio-economic development. With few exceptions the proportion of female employment was fairly maintained in rural population to that of total population. In urban areas it was observed to be high in the eastern half of the state. Western districts were conspicuous for having low proportion. The distribution shows that female employment in urban population tended to decline from east to west, south to north and the Himalayan zone to west plain. In 1971 female employment rate declined from the previous census year (1961). The inter-district distribution showed a wide range of regional variations. The rate varied from 0.12 to 9.13 location quotient (L.Q.) The pattern of distribution of female employment during 1971 was almost similar to that of the previous census year. The study shows that the rate of female employment in rural areas had gone down to 12.63 per cent points during 1961-71, while in urban areas the rate declined to 2.20 per cent points. Female rural employment rate was greater (7.27 per cent) than urban female employment rate (3.10 per cent). It may be due to the reason that in agriculture almost all adult women members of the household participated in work, while in urban areas many women did not undertake job due to social inhibitions. The pattern of distribution for both the rural and urban areas was similar to the general distribution of female employment rate. It may be
noted that the range of variations was found to be changed in urban areas only. In 1981 female employment rate in the state again declined to 1.31 per cent points over the previous census year of 1971. Location quotient indicates that the patterns of female employment was similar through the decades, there was change only in the rates of employment. The changes were caused by the frequent changes in the definitions and the concept of workers from one census to the other census. The state gained 2.05 per cent points in female employment rate during 1981-91. Which may be due to better enumeration of the female workers. The districtwise distribution of female employment rate shows the same pattern as it had been in the previous three decades. There was only change in the magnitude of the employment.

The regional variations in the distribution of female employment under major occupation groups are quite notable. In all decadal years primary occupations are characterized by a sharp decline from north to south and gradual decline from east to west. But when the two components of this group i.e., cultivation and agricultural labour are considered separately, we find that the former is most dominant in the north-eastern part, whereas the latter in the Himalayan, plateau and eastern districts of the state. Secondary and tertiary occupations are marked by a substantial increase from east to west. The western districts have relatively high employment in industries and services.
In 1961 84.41 per cent of the female population of the state was engaged in primary occupations, 8.10 per cent in secondary occupations and 7.49 per cent in tertiary occupations. In 1971 the rate of female employment was increased by 3.24 per cent points from the previous decade. About thirty per cent districts lost their share and about seventy per cent recorded gain of females in primary occupations. The main looser districts occupied the northern and some central districts of the state. Female employment in primary occupations by residence was also conspicuous. During 1961-71 both the rural and urban areas recorded a positive change of 5.47 per cent points and 3.44 per cent points respectively. During this decade only five districts lost their share in primary occupations in rural areas. But in secondary occupations a negative shift of 3.05 per cent points was recorded during the same decade. Among the districts only six districts gained their share in secondary occupations. The change in rural areas was maintained with a negative shift of 3.26 per cent points. Only five districts - Farrukhabad, Unnao, Lucknow, Allahabad and Gonda gained their share. In urban areas a heavy loss of about 13 per cent points was recorded. A meagre negative shift of 0.19 per cent point in favour of females in tertiary occupations was observed but about sixty per cent of the districts slightly increased their share. In rural areas fifteen districts showed a gain with state loss of 2.21 per cent points females in tertiary occupations. But in urban areas the state showed a gain of 8.70 per cent points. In this decade about twenty-
three per cent districts lost their proportion in tertiary occupations of urban areas. 

During the decade 1971-81 the state lost its share of females in primary occupations by as much as 4.22 per cent points. The substantial declined in the number of agricultural workers was partly attributed to the change in the concept of 'main activity' and 'subsidiary activity' adopted in 1971, which had affected the females more than the males. In this decade only five districts (Dehradun, Meerut, Jalaun, Ghaziabad and Bulandshahr) increased their share. The study shows that rural areas recorded a negative shift of 1.86 per cent points, but urban areas gained its share with 2.32 per cent points. About sixteen per cent districts gained their proportion in primary occupations in rural areas and these districts were located in western and central parts of the state. In urban areas although the share increased but only twenty-one districts showed a negative shift in favour of primary occupations. The proportion of female employment in secondary occupations increased by 2.58 per cent points over the previous decade in the state as a whole. This increase may be due to the decline in agricultural sectors that may be explained by variations in census definitions. The inter-district distribution shows that the incidence of positive change was high in most of the western districts. Only two districts – Uttar Kashi and Ballia were the loosers. Both the rural and urban areas increased their proportions (1.58 and 5.12 per cent points respectively) in secondary occupations. In rural areas only seven districts lost
their share and in urban areas about eighteen per cent districts showed a negative shift in favour of secondary occupations. During the same decade a marginal increase of 1.64 per cent points of females in tertiary occupations was recorded in the state. Out of sixty-three districts twenty lost their share and the majority of looser districts were concentrated in the western and central parts of the state. During 1971-81 a meagre positive shift (0.28 per cent point) in tertiary occupations was found in rural areas, whereas a loss of 7.44 per cent points was observed in urban areas. In the former case about thirty-five per cent districts were recorded to be losers and majority of them were located in western part of the state. In the latter case, eleven districts gained their share in tertiary occupations.

The average change for the state during 1981-91 in primary occupations was very low (+1.13 per cent points). This gain may be due to males migration towards urban areas for doing work in non-agricultural activities, females stayed at their native places and engaged themselves in primary activities. Twenty-four per cent districts lost their share in primary occupations. The proportion of females by residence increased in primary occupation. Thirteen districts showed negative shift in rural areas and they were mostly concentrated in the Himalayan zone and central part of the state, whereas in urban areas seventeen districts lost their share. The majority of the looser districts were concentrated in the western part of the state. During the same decade a loss of 1.32 per cent
points was observed in secondary occupations. Only eight districts increased their share in secondary occupations. The proportion of female population in secondary occupations declined in both rural (1.19 per cent points) and urban areas (2.99 per cent points). In rural areas almost all the districts lost their share with the exception of six districts of Chomali, Almora, Pilibhit, Firozabad, Mirzapur and Mau.

During 1981-91 female employment in tertiary occupations increased in U.P. by a meagre proportion of 0.91 per cent point. In this decade about thirty-seven per cent districts lost their share and the majority of the loser districts occupied the western and central parts of the state. The share increased in the state may be due to the spread of education which opened up employment opportunities for females in tertiary occupations. The study also reveals that the proportion of females in both rural and urban areas increased very slightly in tertiary occupations by 0.10 per cent point and 0.23 per cent point respectively. In rural areas about sixty-two per cent districts were found to bear a negative shift. With the exception of few districts, almost all the western plain districts were the losers in rural areas. In urban areas about more than fifty per cent districts gained in tertiary occupations.

The overall assessment of female employment and female occupation regions based on composite z-scores reveals that the state is characterized by a highly diversified economy. The state has been divided into five employment
regions in general and by residence. First region having very high scores occupies the Himalayan districts. Second region with high scores covers the plateau districts. Third region is formed by the eastern and central plain districts. Two dominant regions are formed by fourth grade. One in central part and the other on the western periphery of the state. In between these a region of very low scores is formed. Almost same direction is maintained in rural and urban areas of the state. Female employment has been grouped into three major occupational categories—primary, secondary and tertiary. Each category forms the regions of five distinct levels in the state. The general distribution of composite z-scores of females in primary occupations shows that the first grade with very high composite scores splits into three regions. One occurs in the Himalayan zone, second in northeastern part and the third in central and southern parts which indicates the backwardness of the districts. Second grade districts with high scores are concentrated in the eastern half of the state. Third grade with moderate scores occurs in central part. A region with very low scores is formed in the western part. The study also reveals that secondary occupations are more dominant in western part as compared to eastern part which may be generally due to relatively industrial development in western districts. The regional distribution shows that first grade region having very high scores occupies the western districts. The scores for female employment in secondary occupations generally decrease towards eastern and southern parts of the state.
The distribution in tertiary occupations indicates that with the exception of few areas, the patterns which emerged from the study is similar to that of secondary occupations.

The analysis of the t-test reveals that high rates of female employment are directly and significantly influenced by the variables female rural population, sex ratio, educational status, medical facilities, Hindu population and female population in primary occupations, whereas population growth, female urban population, child/Woman ratio, dependency ratio, muslim population, percentage of agricultural land to total reported area, percentage of net sown area to the total agricultural land, value of agricultural production/ha. at current prices, mechanization of agriculture, number of employed persons in registered factories / lakh population, male employment, females population in secondary and tertiary occupations have inverse relationship with female employment. With few exceptions, the similar magnitudes and directions are maintained in case of female employment in rural and urban areas of the state. However, some notable features are found to emerge when the major occupation groups (primary, secondary and tertiary) are tested with the same selected variables. The tests signify that female employment in primary occupations is inversally proportional to population growth, female urban population, female literacy rate, scheduled caste literacy, mean age at marriage, muslim population, average size of land holdings, percentage of agricultural land to total reported area, percentage of net sown area to the total agricultural
land, value of agricultural production per ha. at current prices, mechanization of agriculture, number of employed persons in registered factories per lakh population, income level, female population in secondary and tertiary occupations and directly proportional to female rural population, sex ratio, scheduled caste population, educational status, marital status, medical facilities, Hindu population and female employment rate. The study shows that with the exceptions of few variables (fertility rate, female literacy rate, scheduled caste literacy rate and cropping intensity) almost all the variables are similar in rural areas in direction of relationships though in magnitude they differ considerably. Barring a few exceptions the direction and magnitude of relationships for urban areas as compared to those of the total and rural are not identical. The general pattern of relationships reports that the variables which have generally direct relationship with primary occupations have inverse relationship with secondary and tertiary occupations.

The factor analysis of the 36x63 data matrix leads to the conclusion that factors which account for more than 72 per cent of the variance are education and agricultural stress, demographical and socio-economic situations, religious and marital status, agricultural backwardness and economic factors. In the rural areas the selected variables collapsed to form five factors which account for more than 69 per cent of the variance. These five factors in descending order of their significance
are educational status and agricultural backwardness, socio-cultural and marital status, agricultural development, economic stress and demographic situations. For urban areas the explanatory factors with more than 73 per cent of the variance, in descending order of their significance are education level and agricultural stress, socio-cultural status, industrial stress, demographic and social situation and agricultural development.

Considering findings and conclusions of the investigation some notable suggestions are given. The Government should effort to decentralize the industries and revive the household industries by providing subsidy. Not only the additional employment opportunities should be generated by using the suitable structure of investment and production, but distributive justice needs to be done.

* Women must be provided financial help by the Government, though the help of small amount givers is not enough. State supervisory committee must be set up to encourage them in their business.
* Educated women should be encouraged to form co-operative societies to be controlled and run exclusively by them for which they should get the necessary help and guidance from the cooperative sector of the state Governments.
* Strict vigil is necessary over female factory workers so that they may be saved from exploitation by the factory owners.
* Adequate loans must be given to run the business and the loan must be started to be realised at least after
one year on easy instalments because outcome of the business comes after one year.
* Government must owe responsibility to purchase the goods manufactured and supplied by the women.
* There is need for the change of attitude on the part of male members of our society. Men and women both must share the burden of house keeping equally. This will help educated, skilled and professionally trained female population to participate in the nation building. Thus, the scarce productive resources which are spent on imparting technical and professional training to the female population will be efficiently utilised and thus ensure adequate private and social returns on the investment made on educating the women. Women have to be given due participation in the developmental activities of the country because to awaken people it is the woman who must be awakened, once she is on moves, the family moves, the village moves and the nation moves.
* Over and above all these measures, more and special educational facilities should to be provided for the women population. There seems to be a direct correlation between education and employment and inverse correlation between these two and the women fertility status. Moreover, women's education will have an indirect advantage of helping social transformation. Mahatma Gandhi said, "the education of a man is the education of an individual, the education of a woman is the education of a family".
think....

can you still say that she doesn't work?