



Women Employment in Organized Sector of India: an Empirical Perspective

KEYWORDS

Employment, Gender, Growth.

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ABSTRACT *Employment is an important feature of development. Women hold a secondary place to men employment. The present paper examines the growth of gender wise employment in organized sector in India during the time period 1991 to 2012. To examine the data simple percentage, linear trend and t-test of difference of means has been used. It has been concluded from the study that number of women employed in organized sector has risen over the period of time but their share remained low as compared to their male counterparts. So, in order to increase women employment there is a need to provide quality education and skill to the women. There is also a need of providing transportation safety and other security measures to women.*

Introduction and Review:

Women both in traditional and modern social structure have always been victims of gender exploitation especially poor women in developing countries. They are often first to be thrown out of jobs particularly when an employment market squeeze occurs. The displacement is more acute if the labour force is restructured due to newer more productive technologies which can support higher rate of return to labour.

Desouzaz asserts that all over the world women are denied equal access with men to opportunities for personal growth and social development in education, employment, marriage and family. In our society men folk are mainly responsible for the economic strength of the household and their female counterparts are assigned task of household chores, child-bearing and childrearing.

Dr. Manonnwney has concluded that poor women in developing countries function mainly in the informal sector which demands low skills and which generate low returns.

Preetam Khandelwal also asserts that gendering of occupations discriminate entry of women in many occupations and crowd them in either low-paid or low-status or soft jobs.

Dr. Rakesh Kumar has concluded that the participation of women in the national economy both as producers and consumers is very limited. Though the female work participation rate is increasing, but at a very low rate. Punjab has the lowest female work participation rate in the country.

Employment is important feature of development and organized sector is a major provider of quality employment. Public sector provides conditions of good and secured employment. In such situation, we expect women share in employment will remain low particularly in public sector. In this background, the present paper examines the growth of gender wise employment in organized sector during 1991 to 2012. Organized sector is defined to consist entire public sector and private sector employing ten or more workers.

Data Source and Methodology:

The present paper uses time series data of 22 observations, i.e. from the year 1991 to the year 2012, collected from Economic Survey of India (various issues). To examine the data simple percentage and linear trend has been used to under-

stand the growth of gender wise employment in the organized sector of India during the period of study. To compare the average employment of male and female workers in the organized sector, t-test of difference of means has been used.

Data Analysis:

Pattern of Women Employment in the Organized Sector:

Beginning of 1991 saw initiation of economic reforms involving privatization, deregulation of domestic economic activities and liberalization of foreign trade and investment. Public sector was no longer seen as an employment provider. It in fact experienced a continuous decline in employment.

Gender-wise analysis:

It is observed from Table 1, that 190.57 lakh people were engaged in public sector in 1991 whereas the number declined to 176.09 lakh in 2012. Hence higher growth due to liberalization did not lead to higher employment in public sector.

**Table 1: Employment of Male and Female in the Organized Sector
(Lakh Persons as on 31 March)**

Work-ers	1991			2012		
	Public Sector	Private Sector	Total	Public Sector	Private Sector	Total
Male	167.1 (87.68)*	62.42 (81.32)	229.52 (85.86)	144.57 (82.10)	90.67 (75.75)	235.24 (79.53)
Fe-male	23.47 (12.32)	14.34 (18.68)	37.81 (14.14)	31.52 (17.90)	29.03 (24.25)	60.55 (20.47)
Total	190.57 (100.00)	76.76 (100.00)	267.33 (100.00)	176.09 (100.00)	119.70 (100.00)	295.79 (100.00)

Source: Economic Survey of India (Various Issues).

*Figures in the parentheses are in percentage.

Decline in public sector may be due to retrenchment and downsizing of government, reduction in overstaffing of public sector. Decline in public sector employment was a policy induced phenomenon propelled by reforms. Private sector had also been a minor factor to decline in aggregate employment. Women share in the organized sector employment remained relatively low as compared to men. It was 37.81 lakh (14.14 per cent) in 1991 and improved to 60.55 lakh (20.47 per

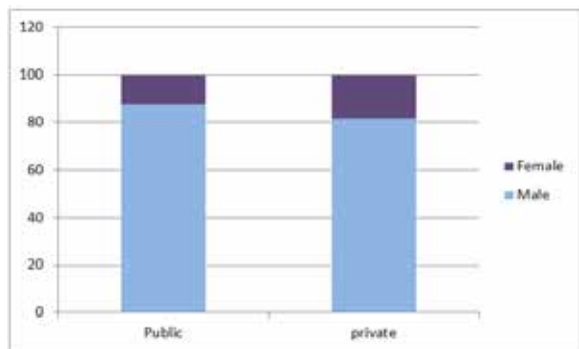
cent) in 2012.

Several factors can be accounted for this situation. One of the important factors is lack of appropriate skill. Women labour also suffers from various socio-economic disadvantages. Lower share of women in organized sector could be due to the fact that many women are self employed. Even today women are discriminated to continue their education to higher levels and to secure job carrying a high remuneration. Their dual responsibilities as earners and as housewives leave them little freedom of thought and action as compared to their male counterparts. Women are at large disadvantage as compared to men in taking best quality employment, regular wage and salary jobs.

Sector-wise analysis:

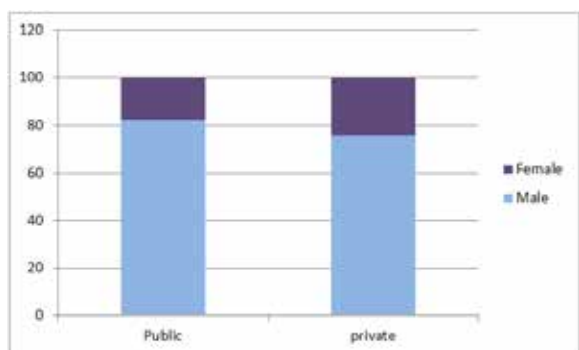
An examination of sector-wise percentage share of employment statistics also reveal that female were at a substantial disadvantage vis-à-vis their male counterparts in public sector as compared to private sector. Women employment share in public sector was 23.47 lakh which account 12.32 per cent in 1991 which increased to 31.52 lakh, i.e. 17.90 per cent in 2012. The situation was slightly better in case of private sector which account for 14.34 lakh (18.68 per cent) in 1991 and improved to 29.03 lakh (24.25 per cent) in 2012. Thus we can say that female employment in both public and private sector showed overall increase but still it lagged behind their male counterparts. According to Preeti Rustogi, enhancing women employment need support system such as provision of child care facilities, working women hostels is essential to facilitate mobility of women workers.

Fig 1(a): Employment of Male and Female in the Organized Sector (1991)



Source: Economic Survey of India (Various Issues).

Fig 1(b): Employment of Male and Female in the Organized Sector (2012)



Source: Economic Survey of India (Various Issues).

Figure 1(a) and Figure 1(b) also show the share of male and female employment in public and private sector in 1991 and 2012. Overall there appeared to be an improvement in the quantity of female employment though they continued to be distinctly disadvantaged as compared to men.

Trends of Women Employment in Organized Sector:

Trends in the male and female employment in the organized sector of India for the time period of 1991-2012 has been discussed in the table 2. Trend value came to be negative for male employment (-0.45) whereas it was found to be positive for female employment (0.964). It was also found that trend value for male employment though negative but not significant at one per cent level whereas trend value for female employment came to be positive and significant at one per cent level. The upward trend in women employment over the period 1991-2012 signifies an important trend which has been very beneficial and desirable because higher proportion of women's income is spent on food and nutrition of family. It is interesting to note that there came to be a negative and significant employment trend of male in public sector (-1.393) due to retrenchment and downsizing while the employment trend of female in public sector was found to be positive (0.359) and significant. Overall trend in public sector was also found to be negative (-1.034) and significant at one per cent.

Table 2: Trends in the employment of Male and Female in the Organized Sector (From 1991-2012)

Workers	Public Sector	Private Sector	Total Organized Sector
Male	-1.393 (-14.91)*	0.943 (5.06)	-0.45 (-2.14)#
Female	0.359 (21.93)	0.605 (15.58)	0.964 (21.22)
Total	-1.034 (-9.563)	1.55 (7.074)	0.514 (2.062)#

Source: Economic Survey of India (Various Issues).

*Figures in the parentheses are t-values.

#These values are not significant at one per cent level of significance.

It was again the private sector which contributed to all the employment growth. Employment trend in private sector for both male and female came to be positive. Employment trend for male was slightly higher (0.943) as compared to female (0.605). Also both these trend values came to be significant. Overall trend in private sector was also calculated to be positive (1.55) and significant. Trend for the total employment in organized sector for this period, i.e. 1991-2012 was turned out to be 0.514 but not significant at one per cent level. Hence, overall employment in the organized sector of India though increased but not significantly.

Thus liberalization of the economy had contradictory effect on employment particularly male in public sector. In other words, shrinkage of public sector had adversely affected the male employment trend as compared to their female counterparts. On the other hand, expansion of private sector led to positive trend for both male and female employment.

Comparison of employment of Male and Female Workers in Organized Sector by using t-test:

Table 3 compared the average employment of male and female in organized sector. As expected t-value indicate significant variations in employment of male and female in the organized sector and also within the public and the private sector. The hypothesis was there was no significant difference between average number of male employment and average number of female employment.

Table 3: t-test for Comparing Average Employment of Male and Female Workers in Organized Sector (From 1991-2012)

	Public Sector	Private Sector	Total Organized Sector
t-value	62.71	24.80	89.96

Source: *Economic Survey of India (Various Issues)*.

In public sector, t-value was calculated to be 62.71 that show there was a significant difference in male and female employment in public sector at 5 per cent level of signifi-

cance. Similarly, t-values in private sector came to be 24.80 and found to be significant. In the total organized sector, again t-value found to be significant.

Summary and Conclusion:

In the overall state of employment women hold a secondary place to men employment. Women have restricted opportunities in employment because of their family responsibilities, lack of skills, social and cultural barriers. Number of women employed has increased in organized sector over the period of time but the fact remains that their share remained low (20.47 per cent) as compared to their male counterparts (79.53 per cent). Much of female employment in organized sector is in private sector. Employment opportunities have declined in public sector due to privatization.

In order to increase women employment there is a need to provide conducive environment. This can be done through educational and skill institutes, transportation safety and security measures. The provision of support services like crèche for children, working women hostels is essential for the mobility of women workers.

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