



WOMEN EMPLOYMENT IN INDIA AND KARNATAKA

Smt. Medhavini S Katti

**Assistant Professor in Economics Govt. First Grade College Shahapur ,
Dist. Yadgir Karnataka.**

Abstract:-

Women, who constitute just about 50 for each penny of mankind contribute essentially to the nation's economy and its social life. Today they have obtained their own particular part in the development and advancement of an economy. In any case they are to a great extent utilized in work which requires little I semi - expertise and their wages are low. In the past ladies were not regarded as a necessary piece of the work compel.

They entered the work showcase after the presentation of machine. Monetary conditions constrained ladies laborers to look for work in the advanced business to supplement the profit of their families. In time of work deficiency they were utilized in expansive numbers. In any case, when the interest for work contracted they were first to be saved. In this manner, they constitute save work compel. They were generally utilized with a low wages.

In the Indian Society where on the move from traditionalism to innovation is occurring, working of ladies outside home is as a rule continuously empowered. We watch that the FWPR (Female work investment rate) has expanded for the nation overall yet it may not be valid for various states in India when examined independently.

Investment of ladies in monetary action is normal to all nations and their part during the time spent financial improvement has been perceived allover world. Ladies constitute in various routes, viz, as specialists, workers, makers, and merchants and furthermore as housewives. In specialized speech, we may state that ladies perform profitable part in two ways – one as beneficial laborers in outside market and as unpaid laborer in her family unit.

In human asset advancement writing the conventional part of ladies is conceded in her administration for youngster - bearing and kids raising alongside her work outside. Late Pandit Jawaharlal Nehru properly watched, "I am very certain that our genuine and fundamental development will come when ladies have a full opportunity to have their influence in broad daylight life. At whatever point they have had a shot, hello have, all in all done well, better in the event that I may say as much, than the normal man., the eventual fate of India will most likely depend at last more upto ladies that the men".

Keywords: - Indian Society, Economic development.

INTRODUCTION:-**A. WOMEN EMPLOYMENT IN INDIA**

The contribution of women to 'Economic development is under - estimated in national and international statistics, although this problem is more serious in developing economies. Women play an important role in agricultural production but their contribution is sometimes counted as inactive, and when they are counted as active, it is often included in the category of unpaid family labour. In industries also, women have generally been involved more often in the informal part and they have limited job opportunities in modern occupations because they do not have access to the training required for new technologies. Hence, neither their work nor their productivity gets fully recorded in national statistics.

Table 3.1: Trends in Women Employment

Year	Proportion of women population to total population	Proportion of women workers to total women population	Proportion of women workers to total-workers
1901	49.3	31.7	33.5
1911	49.1	33.7	34.5
1921	48.9	32.7	34.0
1931	48.9	27.6	31.2
1951	48.6	23.3	29.0
1961	48.5	28.0	31.5
1971	48.2	11.9*	19.8
1981	48.3	14.0	26.0
1991	48.1	22.3	28.4
2000-01	48.4	24.5	31.7

Sours: Role of women development survey of world, 1986.

*Sharp decline in 1971 because of change in the definition of 'worker' in 1971 census where 'worker' was defined as a person whose main activity is participation in economically productive work by his physical or mental activity.

The table shows that, according to the 1981 census, only 14 per cent of the total female population in India fell in the category of workers whereas the proportion of women population to total population was 48.3 per cent. Further, the proportion of women workers to total workers in 1981 was only 26.0 per cent. This situation is due to the fact that the unpaid economic activities of women and their contribution in the domestic work remains unreported in the census. In 1991 and in 2000-01, the proportion of women workers to total workers was reported as 28.4 and 31.7 respectively.

However, the extent of women's participation in economic activity depends on a number of factors such as the nature of the economy, social conventions, level of literacy, attitude towards women's work, etc.

It is evident from the above table that, while the proportion of women population to total population has remained more or less constant at around 48 per cent during the past 90-100 years, the proportion of women workers to total workers continuously declined from 33.7

per cent in 1991 to 23.3 per cent in 1951. There was some increase in this proportion in 1961 but it again declined to a low of 11.9 per cent in 1971. This was improved to 14.0 per cent in 1981 census and further to 22.3 per cent in 1991 census and 24.5 to 2000-01 census.

The rate is much lower than the 51.6 per cent work participation rate for males in the 1991 census. This can partly be explained by the fact that changes in the technological structure of the economy have undergone a male - biased transformation and women, with lower literacy rates, have been unable to adjust to such technological changes.

WORK PARTICIPATION RATE OF WOMEN

Women are approximately equal in number to men in total population, yet, their participation in market oriented activities is only about one - third that of men's. In principle, women's contribution to the economy is no different from men's. Women workers comprise that component of the labour force which is most sensitive to the social - cultural - economic climate of a country.

The work participation rate (WPR) in India comes out higher for males than females, both in rural and urban areas, This can be explained in terms of socio-cultural norms and prejudices, traditional values, etc., that restrict the entry of women in the labour market. Also, census enumerations tend to understate the number of women who participate to any extent in the labour force, especially on family farms or in other family - operated enterprises. The data given by decennial censuses as well as the National sample survey (NSS) support this proposition.

Table-3.2: Female workers by Residence, All India, 1961 -2001

year	Number of female workers		
	Total	Rural	Urban
1961	57.6	53.6	4
1971	36.3	32.7	3.6
1981	66.3	58.6	7.7
1991	71.3	59.2	12.3
2001	78.7	63.1	15.6

Source: Registrar General, India, Census reports (different years)

In 2001, the total number of female workers (main and marginal) in India was over 78.7 millions, a rise of 21 million over the 1961 figure. In 1971 it was counted only 36 million women as workers, which is suspected to be severe, undercount. Number of female workers in rural areas larger than the Urban areas. In 1991 71.5 million of female workers are employed in that 59.2 million from rural and 12.3 million from urban areas in 2001, 78.7 million workers are employed in that, 63.1 million workers account from rural and 15.6 million workers are accounted from the urban areas.

Table 3.3: Per centage of workers to total population in 1981 and 2001

Year	Males			Females		
	Rural	Urban	Total	Rural	Urban	Total
1981 Total	53.8	49.1	52.6	23.1	8.3	19.7
main	52.6	48.5	51.6	16.1	7.3	14.1
Marginal	1.2	0.5	1.0	7.0	1.0	5.6
1991 Total	52.6	48.9	51.6	26.8	9.2	22.3
main	51.6	48.6	51.0	18.8	8.2	16.0
Marginal	0.7	0.4	0.6	8.0	1.1	6.2
2001 Total	52.3	49.7	51.9	29.7	11.3	26.5
main	53.5	48.2	52.3	21.6	9.5	19.7
Marginal	1.7	0.6	1.3	10.3	1.6	7.5

Source: Census of India (2001)

The 2001 census recorded a significant growth in the number of total female workers during 1981-2001. As a result, the per centage share of total female workers moved up from 19.7 to 26.5 while for male workers, it was declined from 52.4 to 51.9. Importantly, the work participation rate for female has gone up both in rural as well as in urban areas. The opposite is true for males. Furthermore, the increase in the WPR the women in rural areas works out as higher than that in urban areas during 1991-2001, as in the case of proceeding decades.

The percentage of marginal workers however, reveals a declining trend across the board. The WPR for women is gone up the opposite is the case for the men. Further, the increase in WPR for women is much more in rural than in urban areas.

Table – 3.4 State-Wise Female work Participation Rate 1981-2001 (In Per cent)

India / State	1981	1991	2001
India	19.67	22.73	30.85
Andhra Pradesh	33.54	34.81	35.93
Arunachal	45.67	39.61	40.15
Bihar	13.50	15.67	17.83
Gujarat	20.66	27.08	35.48
Haryana	10.60	11.29	15.68
Himachal Pradesh	31.86	34.79	39.03
Karnataka	25.36	29.27	34.57
Kerala	16.60	16.90	20.58
Madhya Pradesh	30.64	32.53	35.08
Maharashtra	30.63	33.02	37.53
Manipur	39.48	37.50	37.89
Meghalaya	37.49	36.69	37.35
Nagaland	43.20	39.25	4.78
Orissa	19.81	20.85	22.08
Punjab	6.18	6.78	07.15
Rajasthan	21.06	26.04	31.07

Sikkim	37.61	52.74	69.33
Tamil Nadu	26.52	30.88	35.34
Tripura	12.78	14.34	17.86
Uttar Pradesh	8.07	12.87	16.35
West Bengal	8.07	11.67	15.73

Note: Jammu and Kashmir is excluded

Source: Census of India 2001

Table displays data on work participation rate for females in different status of India for 3 census periods. i.e., 1981, 1991 and 2001. These periods has witnessed a rise in FWPR in the country as a whole. The data regarding FWPR for status exhibits glaring inter-state variations. The FWPR was maximum for Sikkim (69.33 Per cent) and lowest for Punjab (7.15) among Indian States.

There can be many reasons for low FWPR. In many communities there is a reluctance to admit that women go out to work. One of the reason for too low a figure for Punjab can be existing social norms which prohibit women's participation in Economic activity. Similarly there are certain categories of women workers like contract workers, domestic workers et. Whose services remain unquantified. Except few states namely Meghalaya, Punjab, Manipur, Nagaland and Arunachal Pradesh, all other states have experienced higher FWPR in 2001 as compared to 1981.

AGE PATTERNS OF PARTICIPATION BY WOMEN

The labour participation process of women is bimodal in nature. They participate more before marriage. The participation declines during immediate post marriage period due to reproductive responsibilities. It again increases when the children grow up.

Age patter in the participation in the labour force takes different forms in different societies. Maximum female participation may be noted in some countries in the age group of 15-19 years, while in others, women aged 20-24 years participation relatively more in labour force. However, in some countries, the female participation rate is the highest in the post-reproductive ages, i.e. in the 50-54 age bracket. Yet another pattern has been observed in some countries where there are two peaks in these rates, one before and one after the child - bearing period.

Table-3.5: Trends in labour force participation rates (per thousand of Population)

Age group	Period	Male		Females	
		Rural	Urban	Rural	Urban
15-29	1977-98	879	746	515	257
	1987-88	824	710	478	211
	1998-99	806	675	458	207
30-34	1977-98	990	990	619	324
	1987-88	988	987	603	301
	1998-99	992	985	601	300
40-59	1977-98	963	940	538	291

	1987-88	964	933	538	275
	1998-99	970	938	548	285
60+	1977-98	667	517	221	130
	1987-88	670	482	220	123
	1998-99	671	452	243	116
All (15+)	1977-98	904	831	517	269
	1987-88	879	810	496	239
	1998-99	878	814	493	239

Source: The Journal of labour economics, Vd 42.No.1 1999.p-i 16.

In India, the labour force participation varies across age — groups, rising sharply after 20 years age in the case of males and 34 years in those of females. The most recent years for which labour force participation rate (LFPR) is available by age — groups in 1998-99. Variations in LFPR during the past 21 years period are not uniform across age — groups: there is a substantial decline in LFPR in the age group 15-29; practically no change in 30-34 years, and a slight increase in the higher age groups. The cross — section averages of age — specific female activity rates in India show that the peak is the age group 30-34 years, which is contrary to cross — sectional female activity rates averaged over 84 countries in which the peak is in the age group 20-29 years.

State-wise age — specific participation rates for rural areas vary tremendously. The maximum participation of women appears to be in different age — brackets for different states. While Maharashtra, Kerala, West Bengal and Punjab follow the national pattern of maximum participation in the age group — 30-39. Women in other States reach the peak either earlier (Haryana) or later (Tamil Nadu) in life. It has been found that the participation of female children in the ages 5-9 years is actually nominal, only about 2 per cent.

FEMALE PARTICIPATION AND EDUCATION

Labour force is significantly related to levels of literacy. The relationship is stronger for females than for males. Female workers turn increasingly to domestic service as the level of unemployment rises. Women are clearly at a disadvantage in India with regard to education.

The 1991 census data indicate that only 39 per cent of females above age seven are literate., as opposed to 64 per cent of males of the 324 million illiterates enumerated in India, in 1991. 197 million (61 per cent) were girls and women. (World Bank 1996; 52).

Table-3.6: Distribution of Female labour force by Education All India (1997)

	Per centage of female workers according to education levels				
	Illiterate	Literacy up to Primary	Middle	Secondary	Graduate and above
Rural	85.10	9.11	2.57	2.02	1.01
Urban	51.71	19.25	6.88	13.89	8.89

Source: NSSO draft report (G.G. Kingdon 1997)

The majority of women workers, 85.10 per cent in rural areas and 51.71 per cent in urban areas, is illiterate. Women graduates and those with still higher education comprise about 8.89 per cent of the urban female work force, they are an insignificant proportion of rural working women. As far as their participation rate is concerned, women with higher education participate considerably more than women with a lower educational background or not education at all.

Policies to encourage women's education will enhance their labour force participation. Policies to discourage sex-discrimination in the labour market will raise the rates of return to women's education and enhance women's incentive to invest in education.

B. WOMEN EMPLOYMENT IN KARNATAKA

One of the thrust areas of development strategy is the focus on empowerment of women. It is in this light that there has been a conscious effort on the part of the Government to implement programmes, formulate policies to improve the status of women in terms of health, nutrition and education.

In addition to the traditional sources of employment such as cultivation, dairying, cottage industries, women are increasingly seeking non - farm and even non - rural forms of employment both in the organized and unorganized sector, in Karnataka.

Table-3.1 1: Work participation Rates and number of workers in Karnataka

Rural / Urban	WPR (per cent)			Workers (Lakhs)		
	1981	1991	2001	1981	1991	2001
Rural						
Male	59.24	58.28	59.38	96.7	108.2	104.0
Female	33.55	38.50	41.33	54.1	70.1	71.8
Persons	46.48	48.49	50.39	150.8	178.3	175.8
Urban						
Male	51.25	52.78	56.37	41.8	51.4	77.6
Female	11.97	13.10	18.42	9.3	12.2	24.8
Persons	32.05	33.34	37.59	51.1	63.6	102.4
Total						
Male	56.58	56.39	58.96	138.5	159.6	181.6
Female	26.52	29.89	31.32	63.4	82.4	96.6
Persons	41.73	43.31	44.78	201.9	241.9	278.2

Source: Census, 1981, 1991 and 2001

The work participation rate for females rose from 26.52 per cent in 1981 to 31.32 per cent in 2001. The respective figure for males are 58.58 per cent and 58.96 per cent. One positive aspect is that, the trend of WPR for women seems to be improving favorably over the last three decades. According to the population census 2001, out of 278 lakh total workers, total female workers accounted to 97 lakhs, The respective figures for 1991 census were 242 lakhs and 82 lakhs.

Growth and composition of work force

Workforce in Karnataka has increased from 149.44 lakhs in 1981 to 188.87 lakhs in 1991 (an increase of 2.64 per cent annum) and 235.21 lakhs in 2001 (a growth of 2.45 per cent annum).

Table-3.12: Category of workers 1991 and 2001 (Main and Marginal) (in lakhs)

Category of workers	1991	per cent to total workers	2001	per cent to total workers
Cultivators	66.92	35.4	69.39	29.5
Agriculture Labourers	56.53	29.9	62.09	26.4
Worker in household industry	3.53	1.9	9.36	4.0
Other workers	61.88	32.8	94.41	40.1
Total	188.87		235.22	

Source: Economic survey of Karnataka 2003-04

Composition of the work force shows that proportion of cultivators to total workers was 35.4 per cent in 1991 has declined to 29.5 per cent in 2001. Proportion of Agricultural labourers was 29.9 per cent in 1991 which has also come down to 26.4 per cent in 2001. Proportion of workers in the household industries has increased from 1.9 per cent in 1991 to 4 per cent in 2001 and proportion of other workers has gone up from 32.8 per cent in 1991 to 40.1 per cent in 2001.

Between 1991 and 2001 male workforce has increased from 124 lakhs to 153 lakhs registering an annual increase of 2.3 per cent per annum as compared to increase of 2.3 per cent per annum as compared to increase of female workforce from 65 lakhs to 82 lakhs during this period an increase of 2.74 per cent per annum.

Table-3.1 3: Unorganized manufacturing enterprises

Region		No. of Enterprises (in '00)	Estimated no, of workers (in '00)
Karnataka	Rural	6864 (5.75)	12743 (5.31)
	Urban	3479 (6.84)	7576 (5.79)
	Combined	10343 (6.08)	20319 (5.48)
All India	Rural	119345	239858
	Urban	50898	130955
	Combined	170243	370813

Source: NSSO survey 2000-2001

The table shows that, the total number of unorganized manufacturing enterprises in the rural sector is 6.86 lakhs with an estimated number of workers of 12.74 lakhs. In urban areas number of unorganized manufacturing enterprises is 3.48 lakhs with an estimated number of 7.58 lakh workers are working. Total number of enterprises in Karnataka forms about 6 per cent of all India (6.84 per cent for the urban enterprises and 5.75 per cent of rural enterprises). In terms of estimated number of workers Karnataka's share in the All India is 5.48 (5.79 or urban workers and 5.31 per cent of rural workers). Number of workers per enterprise in Karnataka is lower than All India both in rural and urban areas.

Table - 3.14: Per centage Distribution of Workers

	Rural		Urban		Combined	
	Male	Female	Male	Female	Male	Female
Karnataka	50.26	49.74	66.25	33.75	56.23	43.77
All India	61.61	38.69	75.42	24.58	66.29	33.71

Source: Unorganized manufacturing sector in India 2000-2001, Report No. 479, NSSO, GOI, Nov. 2002.

Table shows the sex wise composition of workers in the unorganized sector. According to this, the proportion of male workers is 56 per cent and female workers 44 per cent as against 66 per cent male and 34 per cent female workers at the All India level.

Table - 3.15: Work participation rates by sex in Karnataka 1921 to 2001 (in per cent)

Census year	Men	Women	Women's work participation rate as per cent of men's work participation rate
1921	49.7	22.9	32
1931	48.5	31.5	35
1951	47.3	19.6	39
1961	48.2	20.3	38
1971	45.3	17.8	25
1981	45.6	18.9	27
1991	47.3	19.3	28
2001	47.8	21.0	30

Source: Census of India 2001

The table indicates that, work participation of women in Karnataka state has been declining more or less continuously. In 1921, women work participation rate is 22.9 per cent and it was declining to 21.00 per cent in 2001. Women's work participation rate as per cent of men's work participation rate is 32 per cent in 1921, it was 30 per cent in 2001. It shows that, women participation rate is less than the male workers.

Table - 3.16: Distribution of workers by sex, sector and Broad occupational categories, 1991 Karnataka

Occupational Distribution	Women			Men		
	Total	Rural	Urban	Total	Rural	Urban
Agricultural workers						
Cultivators	7.2	5.2	2.1	15.8	18.8	2.8
Agricultural labourers	43.5	487.5	12.5	23.4	27.2	6.9
Non Agricultural workers						
House hold industry	8.3	7.8	5.8	2.8	2.8	2.7
.Other work	41.0	38.5	79.6	58.0	51.3	87.7
Total	100.00	100.00	100.00	100.00	100.00	100.00
Main Item						
Work participation rate (excluding marginal workers)	8.9	11.3	7.6	38.8	39.1	38.8
Work participation rate (Including marginal workers)	15.8	16.3	12.5	42.3	42.5	39.8

Source: Census of India 1991

As regards the distribution of working women according to the major occupations they pursue the major differences with the all India picture are that, in Karnataka, hardly one out of every 18 working women is classified as a cultivators whereas for the country as whole one third of the working women are so classified, and more than 3 out of every ten working women are occupied in work other than agriculture and household industry, whereas in the country as a whole only one out of every six working women is so occupied. At the same time, the urban – rural disparities in regard to the occupation distribution of working women are only less sharp than for the country as a whole.

Table- 3.17: Distribution of working persons by sex and sector, India and Karnataka 1991

	Men		Women	
	India	Karnataka	India	Karnataka
Agricultural sector	67.44	39.02	80.71	41.02
Non- Agricultural sector	32.56	45.09	19.29	38.35
Organized sector	10.91	08.85	6.41	5.03
Unorganized sector	898.19	76.24	93.59	75.98
Unorganized sector excluding	43.46	62.35	63.83	62.01

cultivators				
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Source: Census of India, 1991

It can be seen that, there is a slight difference between Karnataka and the rest of the country in the proportion of working men employed in the organized sector. There is, however, major difference when we come to the working women employed in the organized sector since the proportion for Karnataka is 5.03 as for the country as a whole, the proportion of working women in the unorganized sector is 75.98 per cent.

The employment of women can still be said to be much more concentrated in the unorganized sector of the economy in Karnataka.

CONCLUSION:-

It is important to note that, WPR by daily status has gone up. The phenomenon of casualisation is evident in the case of men and rural women. In the case of women in urban area, it is not the percentage of casual workers but that of regular workers, which shows an increase. Women in India are seen to participate much more in the age group 30-39 years. Further, participation in the labour market is substantially higher for those who belong to very poor households and are without any education at all. Participation in agricultural seems to be negatively correlated with literacy, while employment rather than illiteracy is the major determinant for female participation in domestic services. Thus, unemployment, reinforced by poverty and illiteracy, seems to have imposed upon women a relatively heavier burden than upon men, and a secular decline in female employment has emerged which calls for indepth examination.

So, the distribution of female workers among different occupations differs in different countries. The structure of the economy level of education, attitudes of women to jobs of different kinds and various social and economic factors are responsible for such differentials. Any change in these factors bring about a change in the occupational structure of the workers — the directions of changes may be different among females than among males.

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