

Comparative Overview of Male and Female Employment Status in Organised Sector of India

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Abstract: Employment is the most significant factor in economic development of the country. Women play a vital role along with men in the development process, but yet they are a secondary component of employment structure in India. The present paper concentrates on the comparative view of men and women in the employment status in organised sector. Gender wise growth and trend in employment during the period of 1995 to 2012 has been represented. To analyse the data simple percentage, CAGR and linear trend has been applied. It can be concluded from the study that number of women employed in organized sector both has increased between the period of time, but the share remained relatively low in comparison to men. In order to improve the women employment there is a need to provide quality education and skill to the women. There is also a need of safety and other security measures to women.

Keywords: Employment, Women, Organised sector.

1. Introduction

Women in India are expected to be faithful and modest in all actions of life, which in turn acts as a constraint to their abilities and skills to perform work. Majority of women are confined to household works which restrict them from moving out of home and joining any employment. In the lower- and middle-class segment of the Indian society, more specifically to traditional families, the cultural ethics bring women in India to a paradoxical situation. When a woman works outside the home, their work is viewed as wrong and inappropriate which affects the chastity and virtue. But when the families suffer economically the mind set automatically changes and people think should go and work out for survival. Various studies show prevalence of gender discrimination in professional arenas of work with two-third of women finding it difficult to receive same benefits when compared to men within the same organization or for same type of work. Women contribute to the economy in one or other way but most of their works go unaccounted officially. It is common fact to understand that household works are not considered when calculating the national income, therefore the actual value is never to be found. Women from the elite class have gained momentum and exposure to higher education and employment opportunities globally. Women can be seen even in areas of business which has opened up more career opportunities. But yet in times of decision-making related investments and finance, spending

money for a purpose most women depend on their husband or other male member of the family.

The organised sector is built of both public and private sector. The public sector is further divided in terms of branches which includes all type of government organizations and various industries under full government undertaking. Private sector is made up of business that are registered with the government and follows its guidelines and regulations. Organised sector is made up of manufacturing, service and retail businesses. In 2017-18 the organised sector has a share of 13.2 percent in the total employment structure and the major employment falls under the unorganised sector which accounts for 86.8 percent. In terms of employment of women in organized sector it is negligible and very small percentage of women are protected under laws. Under the organised sector private sector organizations provide huge employment opportunities to women and women make remarkable contributions as compared to public sector.

2. Objective

Women both in traditional and modern social structure have always been victims of gender exploitation especially poor women in developing countries. The present study is based on the objective of understanding the comparison between the male and female employment structure in the organised sector of India.

3. Methodology

The present study is based purely on secondary data making use of time series data from 1995 to 2012. The data was extracted from various issues of Economic Survey of India. To analysing and computing the data simple percentage, Compound Annual Growth Rate (CAGR) and linear trend was used to understand the growth in employment structure of male and female in organised sector and make a comparison. To prove the significance of the data t-test was applied.

4. Analysis and Discussion

A. Gender-wise Growth in Employment Structure of Organised Sector

Table 1 represent the gender-wise growth rate in the

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employment structure of the organised sector. For the purpose of analysing the data compounded annual growth rate has been applied for time series data to 18 years from 1995 to 2012. The table has two segments based on the division of organised sector into public and private sector. With regards to the public sector over the concerned period the growth in the male employment has steadily decreased from 168.6 lakh person in 1995 to 144.6 lakh persons in 2012 with a negative growth of 1.07 percent. On contrary, the female employment in public sector has increased at growth rate of 1.10 percent which was positive. Female workers in 1995 stood at 26.0 lakh and in 2012 there were 31.5 lakh. The overall employment in the public sector saw a decline with growth rate of -0.73 percent. 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.

Employment in private sector has seen a positive growth of 0.14 percent over the period. Male employment in private sector has increased at rate of 1.58 percent with 64.3 lakh person in 1995 to 90.7 lakh person in 2012. Whereas, female employment is concerned it grew at larger pace when compared to male employment at 2.69 percent. In 1995 there were 16.2 female workers and in 2012 it was 29.0 female workers. But, the overall women employment in organized sector remained relatively low as compared to men.

B. Share of Male and Female Employment in Organised Sector from 1995 to 2012

Table 2 is a representation of employment status of female in organised sector in 1995 and 2012. It can be observed that the overall employment status in public and private sector stood at 194.6 and 80.5 lakh person in 1995, respectively, whereas in 2012 public and private sector had 176.1 and 119.7 lakh person employed. The liberalization and privatization lead to increase in employment in private sector and on contrary it led to decline in public sector.

Sector wise percentage of employment reveal that the female workers were at a disadvantage when compared to male counterparts both in public and private sector, but relatively more in public sector. Share of women employment in public sector accounted for 13.36 percent and that off male employment was 86.64 percent in 1995. Over a period of 18 years the share of women employment was 17.89 percent and male employment was 82.11 percent in 2012. Private sector employment share in 1995 (Female was 20.21 percent and Male was 79.79 percent) and in 2012 (Female 24.23 percent and Male 75.77 percent). However, there was an overall increase in the employment in both the sectors, but still female employment lagged behind male counterparts.

Table 3 displays the trends in the male and female employment in the organized sector from 1995-2012. Observation from the Table displays that trend value for male employment was negative (-1.682), whereas for female employment it was positive (0.318) in public sector. It was also found that trend value for male employment though negative

Table 1
Growth rate of gender wise employment in organised sector (In Lakh Persons)

Year	Public Sector			Private Sector			Total Organised
	Male	Female	Total	Male	Female	Total	
1995	168.6	26.0	194.6	64.3	16.2	80.5	275.2
1996	167.9	26.5	194.2	67.2	17.9	85.1	279.4
1997	168.3	27.2	195.5	67.7	19.0	86.8	282.4
1998	166.5	27.6	194.1	67.3	20.1	87.4	281.6
1999	166.0	28.1	194.1	66.8	20.1	86.9	281.1
2000	164.5	28.5	193.1	65.8	20.6	86.4	279.6
2001	162.7	28.5	191.3	65.6	20.9	86.5	277.8
2002	158.8	28.8	187.7	63.8	20.4	84.3	272.0
2003	156.7	29.0	185.8	63.5	20.6	84.2	270.0
2004	153.0	28.9	181.9	62.0	20.4	82.4	264.4
2005	150.8	29.2	180.0	62.5	20.9	84.5	264.5
2006	151.9	30.0	181.9	66.9	21.2	88.1	269.9
2007	149.8	30.2	180.0	69.8	22.9	92.7	272.8
2008	146.3	30.4	176.7	74.0	24.7	98.8	275.5
2009	147.0	30.9	178.0	78.9	25.0	103.8	281.7
2010	146.7	32.0	178.6	81.8	26.6	108.5	287.1
2011	143.8	31.7	175.5	86.7	27.8	114.5	290.0
2012	144.6	31.5	176.1	90.7	29.0	119.7	295.8
CAGR	-1.07	1.10	-0.73	1.58	2.69	1.83	0.14

Table 2
Employment of male and female in the organized sector (In Lakh Persons)

Workers	Years					
	1995			2012		
	Public	Private	Total	Public	Private	Total
Male	168.6 (86.64)	64.3 (79.79)	232.9 (84.63)	144.6 (82.11)	90.7 (75.77)	235.3 (79.54)
Female	26.0 (13.36)	16.2 (20.21)	42.2 (15.37)	31.5 (17.89)	29.0 (24.23)	60.5 (20.46)
Total	194.6 (100)	80.5 (100)	275.2 (100)	176.1 (100)	119.7 (100)	295.8 (100)

Source: Economic Survey (Various Issues)

Note: Figures in the parentheses are represented in percentage

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 trend value for employment in public sector was negative (-1.361) but was not significant at one percent level.

Table 3

Trends in the employment of male and female in the organized sector (From 1995-2012)

Workers	Public	Private
Male	-1.682 (-20.614)	1.180 (4.348)
Female	0.318 (19.772)	0.593 (10.182)
Total	-1.361 (-14.581)	1.778 (5.571)

Source: Economic Survey (Various Issues)

Note: Figures in the parentheses are represented by t-values

As compared to the public sector the private sector contributed more to the overall employment growth. Employment trend in private sector for both male and female were positive. Employment trend for male was (1.180) and for female it was (0.593) and both trend values were positive and significant. Overall trend in private sector was also calculated to be positive (1.77) and significant. The pattern of women employment in the organised sector in 1995 changed with the 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.

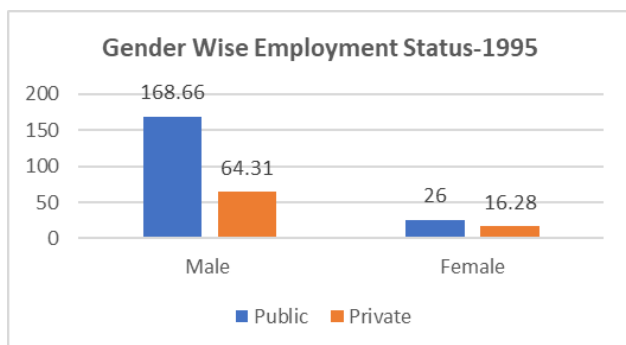


Fig. 1. Gender wise employment status-1995

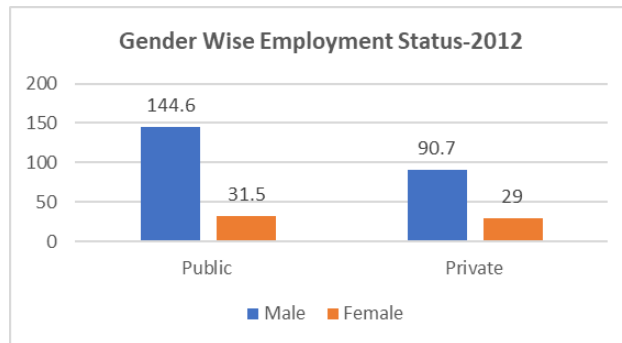


Fig. 2. Gender wise employment status-2012

5. Conclusion

Status of women employment in India holds a secondary position when compared to male employment. Women have restricted opportunities in terms of employment due to family responsibilities, lack of skills, social and cultural barriers. There has been an overall increase in the employment of women in the organised sector but the fact is that their share is relatively low as compared to male counterparts. The upward trend in female employment is positive but too slow and not significant and majority employment can be observed from the private sector.

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

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