

**Trends and Pattern of Female Employment in
the Unorganized Sector with Special Reference
to Uttar Pradesh**

Abstract of Thesis

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Babasaheb Bhimrao Ambedkar University,
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Supervisor
Dr. Surendra Meher

Submitted by
Arvind Kumar

Department of Economics
School of Economics and Commerce
Babasaheb Bhimrao Ambedkar University
(A Central University),
Lucknow-226025 (U.P.), India

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ABSTRACT

Females are the backbone of our society but suffer a lot of due to ill customs. The Sharma Shakti report on self-employed and women in the informal sector (1988) shows that women are extremely vulnerable to working condition across various occupations, suffering high level of discrimination as well as variety of health hazards. Females are more concerned about family and their children. Females have some fundamental essentials but due to lack of adequate resources and social support they could not fulfil the basic needs. But, it is very harsh to get the work because women usually do not have financial support to set up any business or other own work. There is only one solution to solve problem that is to enter in unorganized sector.

The unorganized sector constitutes a pivotal part of the Indian Economy where more than 90 per cent of the national products are accounted for the informal sector (Kamala, 2012). A high proportion of socially and economically underprivileged sections of society are concentrated in the informal economic activities. Informal sector employment is generally a larger source of employment for women than for men in developing countries. Unorganized sector plays a very important role especially for women because they have less education qualification and skills. Women seek jobs in unorganized sector because it is easy to enter into this sector (Gupta, 2011). In unorganized sector, there is no need of a license or skill diploma. Therefore, even with less educations and training they can start the work. Women are also exploited in many ways in organized sector because they cannot leave the work. Research shows that women and girls, who tend to work harder than men, are more likely to invest their earnings for their children. They should have critical, responsibilities without which their children could not survive. They have to perform dual role i.e. both outside employment in harsh and hostile working condition and their home come and across problems, which needs a loud hearing (Neha, 2012).

The most important features of unorganized sector is that women workers are appointed as contract labors. The women are from rural areas and unskilled labors. The women workers in the informal sector work as piece rate, self-employed workers, paid workers, casual workers without fixed employers, sub-contract workers limited to formal enterprises. Home based workers, street vendors are two of the largest sub-

group of the informal workforce, home based workers are numerous but street vendors are more visible (Kamala, 2012). In unorganized sector women have different work to do such as, rag pickers, domestic workers, coolies, vendors, beautician, and construction labor and garment workers (Kamala, 2012).

Further, female's participation in the unorganized sector has been studied under the conceptual framework of labour market theory. As per standard theory of labour, labour is a positive function of real wages. But the standard labour supply theory has certain restrictions and is not applicable in case of labour supply in the rural and urban in the unorganized sector. Supply of female labour is influenced by certain social factors. Women's participation in the labour market depends on some helping factors rather than wage rates. These helping conditions would include several factors like number of children, their age, type of family, size of family, health of family members, nature and type of job, distance of workplace, etc. If these factors are favourable the level of wage rate is almost unrelated for the decision to enter the labour market. Through the centuries, women have been working for their families as long as long as sixteen hours or more right from day break till late into the night. Most researchers have found that more than 90 per cent of workforce in India is unorganized (Banarjee, 1988 & Datt and Sundharam, 2010). Using residual method (Satpathy, 2004) found that in 1999-2000, an estimated 398.4 million people in India were engaged in different market and non-market economic activities and are, classified as worker usual principal and subsidiary status (ps+ss). As a whole, about 96.63 per cent of female employment is in the unorganized sector as against about 93.06 per cent of male's national commission for enterprises in the Unorganized sector (NCEUS, 2004-2005). Unorganized sector play a significant role in providing employment to workers. Mostly, in India women engage in unorganized sector because there is no need of specific qualification, skills and technology. Women have dual role in their life; domestic work as well as earning work; without unorganized sector, they cannot possibly survive themselves.

A vast literature reviews of previous study with respect to employment in the unorganized sector in India. It is found that there is no significant research work has been focused on female employment in the unorganized sector in India. Hence, present study attempts to fulfill this gap.

The present research intends to study the trends and pattern of female employment in the unorganized sector using the secondary data source mostly from the NSS. It also attempts to study the working condition of female in the unorganized sector; their income earning participates in the study region of Uttar Pradesh. It further analyse how different social norms came in the way of female employment in the rural area. It examines the different facts that effect female employment.

Objectives of the Study:

1. To study the trends and patterns changes of female employment in the unorganized sector from 1993-94 to 2009-10 using National Sample Survey data.
2. To analyse the occupational status among women in the unorganized sector in context of U.P.
3. To analyse the wages and working conditions of women workers in wage employment categories.
4. To examine the different social and economic factors such as education, caste and family size that influence female employment.

Hypotheses of the Study:

1. The share of employment among women in unorganized sector has increased overtime from 1993-94 to 2009-10 NSS round.
2. The quality of employment has been deteriorated in the unorganized sector across gender.
3. Women in particular have been exploited by their respective employers in terms of wages and duration of work.
4. Workers with higher education have higher income compared to illiterate workers.

The study is based on both secondary and primary data. The data is taken from National Sample Survey of Organization (NSSO), Economic Survey and NCEUS (National Commission for Enterprises in the Unorganized Sector), Employment-Unemployment rounds and several other published documents. Primary survey has been conducted in two districts of Uttar Pradesh as per requirement of study using structural questionnaires. One district is developed and another is relatively backward

district. These two districts are identified based on three development indicators such as; female literacy rate, number of non-farm enterprises per thousand population and per capita income. Out of 75 districts in the state of Uttar Pradesh, data for 71 districts are available. Data of these development indicators has been collected from Uttar Pradesh Statistical Diary, 2011.

Using the above three development indicators, composite scores have been assigned. This has been done using three steps; these are as follows.

a: The arithmetic mean of each indicator is estimated, and the mean value is replaced whose data is not available.

b: The indicators are made free of scale, by dividing mean value with each values in the series and then multiplied by 100.

$$\left(\frac{\bar{x}}{x_1 \dots x_n} * 100 \right)$$

c: The scores obtained using the above method has been added horizontally to obtain the final scores, and then finally rank districts according to score.

The present study has selected two districts are belongs to a developed district i.e. Meerut, which is ranked 5th in the list and the other one is Unnao ranked at 40th position. The logic behind taking two different districts based on their level of development is that different dimensions of Socio-economic development could be very well captured.

For primary survey one block from each district has been selected. The block also is identified through the same method as selected the districts. The sample size is 360, 180 samples have been taken from each district and 90 from each village.

Further, the present study has been divided into eight chapters.

The first chapter entitled 'Introduction'. This chapter discusses the problems and issues of female employment in unorganized sector in India. Further reviews of literature, need of the study, scope of the study, objectives of the study, hypotheses, and research methodology have been discussed in this chapter.

The second chapter entitled 'Conceptual and Theoretical Framework'. This chapter discusses various terms and definitions of the unorganized sector. It also disuses several views and theory related to the unorganized sector.

The third chapter is devoted to 'Trends of Female Employment in the Unorganized Sector in India'. This chapter analyse the trends and pattern of female employment in the Unorganized and organised sector at nation level with reference to NSS data. Further, it also included industry wise trend and patterns of employment in respect of male and female.

The fourth chapter discusses 'Socio-Economic Profile of the Study Area'. This chapter includes various variables related to socio-economic condition. It also describes demographic characteristics, education, wage, income etc. in the study region of Uttar Pradesh.

The fifth chapter entitled 'Occupational Distribution of Female in the Unorganized Sector in Uttar Pradesh'. This chapter analyses occupational distribution of both male and female in Meerut and Unnao districts of Uttar Pradesh.

The sixth chapter relates to 'Impact of Education on Female Employment in the Unorganized Sector in Uttar Pradesh'. This chapter analyses gender and districts wise impact of education and skills on employment in Uttar Pradesh.

The seventh chapter entitled, 'Factors Influencing Female Employment in the Unorganized Sector in Uttar Pradesh'. This chapter analyses the several factor influencing of female employment in Uttar Pradesh such as education, income of households member, domestic responsibilities of female, marital status and caste category etc.

The eighth chapter deals with 'Conclusion and Suggestions' of the present study and suggests policy measure for the betterment of female employment in the unorganized sector in Uttar Pradesh.

Occupational structure in India suggests that the economy is still dominated by primary sector activities, though their percentage in total workforce engagement is reducing, especially after reforms of 1991. Although, urban women workforce is least dependent on primary sector activities, however, major portion of women workforce participation, especially in rural areas are still involved in agriculture and allied sector activities. Services and manufacturing related activities play major role in employing women in urban areas. Informal sector play dominant role in employing women as there is no requirement of formal education, certification and skill level. Trends' emerging after various rounds of NSS suggest that female workforce participation as a whole is declining, especially during post reform period. The analysis of Census data brings new aspect to continuing debate on the decline in the growth of employment

from the last two decade. The census 2011 result gives better picture when compared with NSSO estimation of work force participation and change in the pattern of work force. It has found that there is fast declining rate of growth in workforce particularly that of females during 2001 to 2011. But the work participation rate has not declined. One third of the female workforce is working as a marginal worker. Occupational distribution of workforce shows that labour inclusion in self-cultivation is soaked. But the increase in the size of agricultural labourers is more than the size decline in cultivators indicating farmers those who are leaving farming activity and those who enter newly in to agriculture are becoming agricultural labourers. This decelerating but a high rate of growth in workforce engaged in non-agriculture compared to that of agriculture could not bring any radical change in the structure of workforce a small change in workforce shifting towards non-agriculture. This increasing growth and employment has been significance much higher for the female workers as compare to male workers. Regular employment is also registered increase in both rural and urban areas. During 2004-05 to 2009-10 the overall decrease of female workforce by 21.3 million has been chiefly the fall of female self-employment. The employment of rural male increased by 13 million and the whole increase of employment has been due to the increased of casual employment. As unemployment rate has declined in 2009-10 as compared to 2004-05 for both rural male and female due to not only an increase in employment but also it is a result of a decrease in the number of female offering themselves for work. Female have less experience than male for the same age and education due to child bearing (Bhalla, 2011). But during the period of economic slowdown from 2004-05 to 2009-10 as result the employment declined for both male and female. For rural female the growth rate was negative in all sectors excepting construction. Mostly, decline in female participation was because of proper lack of employment opportunities for them and possibly gave to various social norms exists in the century, which do not allow them participate in labour force.

The socio-economic profiles of the study area gives the fully detail about income, employment and education. It has been found that the demographic structure in both study regions is quite better. Majority of households members lie in the working age group. However, due to lack of adequate education and employment opportunities, specially in Unnao district, they may not be able to generate sufficient income. The work participation rate (WPR) for female members did not report to the labour force. Further, male member are concentrated in better economic qualities

compared females. Majority of females are found as agricultural labour. It seems the only educated female is getting employment in service such as Anganwadi or Accredited Social Health Activist (ASHA). The study also finds that the assets holding structure of households are better in the study regions of Meerut. The households' assets are housing, sanitation facilities, refrigerator, washing machine, mobile phones etc. Households in Unnao have not been able to generate sufficient assets due to lack of adequate facilities of education and employment.

However, females who are not working in any economic activity to generate income and not getting any payment are not measured to be a part of the labour force. Hence, their activities are not considered to be economically important. Among the working population, percentage of females was much higher in Meerut, signifying greater employment opportunities in both rural and urban areas as compared to that in Unnao district. Education plays significant role in the life of females and as well as male. Mostly, needed females try to find employment but lack of proper education they failed to get opportunities in the field of labour market in the unorganized sector. They face burden of domestic duty and caring of children. Females' employment is determined by many economic and social factors such as economic factors. Meerut is also a hub of education so education play a very important role to engaged in economic activity. There are many opportunities to working people who wants to do work. Unnao is so poor in getting employment. In both districts there are major difference between male and female in case of non-agriculture occupation because of male engage in other occupations such as- self-employed and services. This is true not only in district Meerut but also in district Unnao. District Meerut has better position in services sectors in case of male 22.73 per cent and female 17.39 per cent as compared to district Unnao male and female 14.14 per cent and 8.78 per cent respectively.

As we compare both districts, Meerut is better in different aspect such as education, wage, employment, income and literacy etc. This is because of district Meerut is a part of National Capital Region (NCR). In case of district Unnao these indicators play fewer roles in development. In all indicators district Meerut is advanced. There are a big gap in term of wage between district Meerut and district Unnao. The female of district Meerut get more wage than that of district Unnao. Meerut is advanced in all occupations categories. The mean income of Meerut district is high in comparison to district Unnao. The mean income of male 51123.17 rupees

and Mean income of female 27913.02 rupees in district Meerut is higher than that of 33760.92 rupees, 23835.46 rupees, respectively male and female in district Unnao.

It is observed that occupational distribution is significant key component and index of population composition. The study found that the ratio of working population is low as compare to not-working population in both districts. If we compare males and females then the percentage of males are greater than that of females in term of working population. Share of female is higher than male in case of unemployed and not reporting to labour force. There is major difference in respect of students between male and female. In both districts Meerut and Unnao the numbers of students are high. This is because of many government schemes such as Mid-Day Meal, Serva Siksha Abhiyan and Right to Education which help to get the more education not only in male but also in case of female. Mostly it examines during survey that people think that boys are helpful in their old ages so they focus more on boys to attain education. After getting education it helps to earn more money and provide them support. This is the main reason behind this gender difference in education and employment.

But, male gained more wage for same work while female got less wage. There is no major difference in self-employed while in service sector, there is huge difference in both districts across gender. There are many hindrances in the path of finding employment such as they do not wish travelling far for work due to lack of proper security, long distance of work place and domestic duties. All these factors lead to low income or wage for females. Wage difference is found in both districts. In Meerut female get more wages for the same work as compare to females of Unnao. District Meerut is also better in term of average income as compared to Unnao. Generally the persons of district Unnao face the severe problems of unemployment. According to field survey, main problem was found related to employment especially for females because males are going outside for doing work while females have many serious problems. In Meerut, due to low distance to urban centres from village only find easier to find employment in construction works, driving, vendors etc., while females have a few opportunities for doing work. Females did all kinds of household activities like washing, cooking, cleaning, taking care of children and taking care of the elderly. For working females, their daily time schedule is fixed with household responsibilities. They get up early morning and go to bed late night. Females encountered many challenges at work place in a several nature such as 'physical harassment' that took in different forms i.e. abusing, scolding, gazing, physical

torture, physical touching and sexual exploitation etc. Besides these causes, females face many other crucial problems like wage discrimination, lowing pay and distress condition. These factors are very significant for low female labour force participation. Due to these socio-economic and cultural factors, female become a weaker part of the society

The most fundamental problem noticed in the primary survey that females work a lot throughout their life but they are not considered as main breadwinner in the economy. They always feel as a helper in the labour market.

The education also play important role in getting employment of female and making them capable in respect of higher level of awareness and decision making in many fields of life. Education empowers women and contributes into economic development in various ways which includes transforming girls into skilled workforce. Furthermore, educated parents are generally sensitized on many gender related issues inside family. It has been found that educated parents don't discriminate between their daughters and sons in respect of health, food, dress, education and health. However, such positive correlation has not been established between educated women and female child survival. It is also fund that education enhances decision making capability among girls and women and they play important role in decision making inside their families and at community level. Further, it was also found that education increases the quality and percentage of women's participation in democratic process. It is also emerged in the field survey that educated women and girls are more capable of accessing health services, other government services, important information and using technology for their benefits. However, there was no found positive link between education and employability. This has reinforced the Indian phenomenon of decreasing women's workforce participation rate with increase in literary and education. However, field data pointed towards the fact that skill building can empower women in getting jobs and increasing their income. It can be said that education and skill building can have a decisive impact on the empowerment of women in India and all across the world and the phenomenon of decreasing women's workforce participation rate may be seen as the existence of orthodox gender based normative roles of women. Women have many problems which are social and economic. But economic problems play a drastic role in the society specially for women. The rapid pace of economic development has increased the demand for

educated female labour force almost in all fields. The facts about working house wives suggest that there should be a basic change in Indian family.

The results of logistic regression analyses visibly recognize the importance of education and skills in the life of female. There are many factors that affect female employment in both ways directed or in directed such as- family responsibility, marital status, family size, income and most significant education. Education is the central point of development not only for male but also female. The regression result shows that education has positive relation between low level of education and less opportunity to work. If education level increase then there is tendency to lead Employment opportunities. There is a U- shaped relationship between education and labour force participation rates. As education increase, labour force participation rates of female first start to decline and then increased in case of highly educated. Further, it also found that people with the high level of education were engaged in the organised sector and on the other hand, with low level of education involve in the unorganized sector.

The female employment has been affected by many factors in the unorganized sector in Uttar Pradesh. Economic essential is a central factor that, leads to female's employment. Females are employed at the foot of the occupational hierarchy. Many biases against female exist even today. Females face many struggles in their lives. The physical conditions of work are not attractive. Some factors are significant such as marital status, social category, social and cultural factors, wage rate, facilities of mobility and family responsibilities. On the other hand, type of family; husband income, family income and family size have insignificant role to play in the study. These factors play very crucial role in the labour market either directly or indirectly. Social and cultural factors strongly affect women employment. These two factors are centre of all factors that affect female employment. Education is also the factors which affect employment. Education is not only to help in getting employment but also in every parts of life. Education is the key to open the door of every problem. Wage rate also significant, it leads to participation of women workers in the labour market. But there are some studies that focus on the less importance of wage rate. They support to others factors such as- family responsibilities, chid caring, domestic duties and old aged caring. These have definitely important role to play in female employment. Circumstances play different role to achieve the opportunities of employment and varies from time to time. Labour force participation rate of married

women is an important issue. Type of family is a significant factor effect female employment. If females live in a joint family then there is more chance to work outside. But in case of nuclear family females are too busy to work outside due to other burden of family such as child caring, cooking, cleaning house and other responsibilities. The occupational choices are limited because of social and cultural barriers, gender bias in the labour market, and lack of helpful facilities such as child care, domestic duty and old aged carrying. Family income has negative impact on women employment. With rising incomes, participation rates for women in work starts to decline (Das, 2015). Becker (1965) founds that negative correlation between husbands' incomes and women work participation rate. Further, married women work less as compared to their husband work (Philip N. Cohen, 1999). Marital status has a strong influence on the labour market participation decision of female (Eapen, 1992). Smith (2003) points out that unmarried and without children women have higher opportunities to get work as compare to married women. The regression model also depicts that type of family, education, marital status are the factors that has affected female employment.

Suggestions

The present study proves that the gender wise quality of employment has been deteriorated in the unorganized sector in Uttar Pradesh. In particular, female have been exploited by their respective employers in terms of wages and duration of work. Workers with higher education and skills have higher income as compared to illiterate workers in the unorganized sector in Uttar Pradesh.

The government has launched several programmes and policies to generate employment opportunities at village level in Uttar Pradesh. But these programmes and policies are unable to provide better job opportunities for the women. Therefore, the state needs to develop small and micro units, better infrastructure facilities, female's security and skill development programmes to increase employment among females in the state. Wage should be increased and applied strictly in the unorganized sector. Education is the main pillar of employment so it may be qualitative. Mostly people are lack of awareness and it may be break up through education. There should be law to stop the exploitation by the employer. In spite of working a lot of, female are neglected by male so society should be change attitude towards female.