

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

Ph.D. Thesis

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Dedicated
To my
Beloved Family





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CERTIFICATE

This is to certify that the thesis titled "Trends and Pattern of Female Employment in the Unorganized Sector with Special Reference to Uttar Pradesh" submitted by Mr. Arvind Kumar is an original research work and has not been previously submitted in part or full for the award of any other degree or diploma to this or any other university.

The thesis submitted to Babasaheb Bhimrao Ambedkar University Lucknow satisfies all the requirements as stipulated in the **Doctor of Philosophy (Ph.D.)** regulations -1999 as amended in 2008/2010/2013 and it is fit for submission and evaluation for the award of the degree of Doctor of Philosophy of the University.

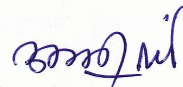
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DECLARATION

I declare that the entire thesis entitled “**Trends and Pattern of Female Employment in the Unorganized Sector with Special Reference to Uttar Pradesh**” submitted to the Babasaheb Bhimrao Ambedkar University (A Central University), Lucknow for the award of Doctor of Philosophy in Economics. It is my original work and it has not previously been produced for the award of any degree, diploma, fellowship or similar other titles anywhere. This research study is carried out under the supervision of Dr. Surendra Meher, Department of Economics, School of Economics and Commerce (SEC), Babasaheb Bhimrao Ambedkar University (A Central University), Lucknow, Uttar Pradesh, India.



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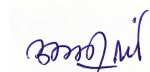
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Date: 25/02/2019

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Arvind Kumar

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ABBREVIATION

SEWA	Self-employed and Women Association
NCEUS	National Commission for Enterprises in the Unorganised Sector
ILO	International Labour Organisation
NCAER	National Council of Applied Economic Research
GDP	Gross Domestic Product
AGEGC	Agricultural Sector Excluding only Growing of Crops
PS +SS	Principal Status and Subsidiary Status
NSSO	National Sample Survey Organisation
SSA	Sarva Shiksha Abhiyan
RTE	Right to Education
LFPR	Labour Force Participation Rate
PDS	Public Distribution System
FDI	Female Development Index
LR	Literacy Rate
PCI	Per Capita Income
NFET	Non- Farm Enterprises per Thousand
ISD	Institution of Development Studies
ICLS	International Conference of Labour Statisticians
SNA	System of National Accounts
NAS	National Accounts Statistics
ICT	Information and Communications Technology
NIC	National Industry Classification
NCO	National Classification of Occupations
P&P	Proprietary & Partnership
WPR	Work Force Participation Rate
UR	Unemployment Rate
MANREGA	Mahatma Gandhi National Rural Employment Guarantee Act
NCR	National Capital Region
MDM	Mid-Day Meal
SC	Schedule Caste

OBC	Other Backward Caste
NCSEW	National Commission on Self-Employed Women
GDP	Gross Domestic Production
ILM	Internal Labour Market Theory
ASHA	Accredited Social Health Activist
BPL	Below Poverty Line

CHAPTER- 1

INTRODUCTION

CHAPTER- 1

INTRODUCTION

Females are the backbone of our society but suffer a lot of due to ill custom. 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 fulfill to complete the basic needs, try to search work. 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 to 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 by 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 male in developing countries. Unorganized sector plays a very important role specially for female because they do 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 education 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 male, are more likely to invest their earnings for their children. Women are the backbone of our society but suffer a lot of due to ill custom. They have to perform dual role i.e. both outside employment in harsh and hostile working condition at their home, which needs a loud hearing (Neha, 2012).

The most of important features of unorganized sector are that basically women labors are appointed as contract labors. The women are from rural areas and unskilled labors. The women workers in the Unorganized 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 of the two (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).

1.1: Female Employment in the Unorganized Sector

An extremely high percentage of women workers are estimated to be employed in the unorganized sector; according to the NCEUS report (2007) 422.6 million workers of the total workforce are part of unorganized sector. According to the NSS 64th round (2004-05) out of the total estimated workforce of 457.5 million workers, 148 million are women. Out of the total female workforce of 148 million, 142 million are in the unorganized sector, making an overwhelming proportion of women workers in low paid and unskilled jobs. The ILO report “Decent work and the Informal Economy, 2002” notes that the informal sector contributes to economic growth in at least two ways. First, the output and the low wages of informal workers assist the growth of industries including key export products, in many countries. Second, the output of informal enterprises also contributes to economy growth. The National council of applied economic research (NCAER) calculated that the informal economy generates about 62 per cent of GDP, 50 of gross national savings and 40 per cent of national exports. In the unorganized sector, there was about 90 per cent worker included in both agricultural sector excluding only growing of crops (AGEGC) and Non agriculture and among them 87 per cent stand for male and 97 per cent for female in rural areas. On the other side, in urban area this percentage stood at 86 per cent for male and 93 per cent for female (NSS Report, 557).

But the conditions of informal workers, who create so much wealth, are abysmal. Though most of the labor laws in India are common enough to apply to Unorganized sector, they are rarely followed. The workers themselves are not aware and consider the laws not relevant to their situations.

1.2: Female and Unorganized Sector

Women'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 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 sixteen hours or more 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 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.

1.3: Estimated Labour Force in the Unorganized Sector by the year 2012

During 2011-12, the work population ratio was 36 per cent and 40 per cent constituted in urban and rural area respectively (NSS, 2012). Female percentage was 22 per cent and male was 54 per cent. In case of distribution of workers (ps+ss), 52 per cent constituted for self-employed. The share of rural areas was near about 56 per cent and 42 per cent in urban areas. Female was much higher than male 56 per cent, 51 per cent respectively (NSSO 2011-12). As per the NSS round, among workers in

the AGENC and non-agriculture sectors about 72 per cent were employed in the informal sector and 75 per cent in the rural areas and 69 per cent in the urban areas. This proportion was higher for males i.e. 73 per cent and 69 per cent for females. Further, it was 76 per cent for rural males and 73 per cent for rural females, 70 per cent for urban males and 64 per cent for urban females (NSS, report no. 557).

1.4: Review of the Literature

Though, the issue of trends and pattern of female employment in organized and unorganized sectors has been of interest recently and this area has received considerable attention. A number of studies have been done on the trends and pattern of female employment in organized and unorganized sector in India. Review of literature has been divided into five sections. The first section shows impact of education on female employment in the Unorganized sector. The second sections focus on U-shaped relationship between education and labour force participation. The third section included family responsibilities Forth section shows wage discrimination and fifth section deals with physical harassment in the Unorganized sector. Some of the studies have been presented below.

First Section: Impact of Education on Female Employment

M. Santosh (2014) studies various rounds of NSS unit level data. The labour force increased an average by 5.5 million per annum from 1993-94 to 2011-12. Between 2004-05 and 2011-12, merely two million people joined the labour force per annum because of rising enrolment in elementary and secondary schooling due to the efforts of Sarva Shiksha Abhiyan (SSA) and Right to Education (RTE). Between 2004-05 and 2009-10, 23.7 million of India's agricultural workforce abandoned agriculture. In fact non- agricultural employment grew by 25 million, from 1999-2000 to 2011-12, non-agricultural job grew 7.5 per cent per annum. But this growth in employment was not rapid enough to absorb 12 million that were joining the labour force per annum. The construction sector has increased by 8.5 million per annum. Reasons are shrinkage in labour demand due to increasing rural wages and mechanization in agriculture, attending educational institution, child labour fell, and elderly women joining labour force.

Fiona Leach (2010) objective of this study is to examine the importance of female education and skills in the Unorganized sector. This study is based on empirical research. The findings suggest that access of education and training for women is not sufficient to increase their participation in the labour market on equal terms with men. While training may be sometimes expand women income opportunities. The impact of expectation of training on work opportunities for women is often impractical. The gender inequality is increasing continues the labour market in both the organised and Unorganized sector in India. Women will be deprived in the search for work. There should be some need support for women to improve condition and help to gain a large share of employment opportunities in their life.

Banerjee (1983) shows a sample survey during 1975-1976 to investigation that Unorganized sector provides transitory employment or work for new comer from outside. He used dummy regression model to find out the results. The results describe that fifty per cent workers shifted to Delhi in search for employment opportunities in the Unorganized sector. This study found that lower income, lower wage are in the Unorganized sector than in organised sector but education and skills are same in both sectors. So there is no impact of education on employment and income for women.

Appadorai, D.A. (2001) found that sanitary workers found are related to illiterate. He examined the results through descriptive statistics method. It is also found that there is a positive relationship between education and employment. Mostly sanitary workers are allied to low education leads to low income. They suffer a lot of in gaining sufficient employment in their life. So these women works are forced to stay in these employments situation.

Acharya, A. K. (2009) focuses on female migration and urban informal sector in Monterrey Metropolitan Region. The author apply simple descriptive statistics model to find out the results. Mostly women are engaged in agriculture and domestic work to earn money to run their life freely. In this he analyse between migrant workers and education. He found that that migrated to Unorganized sector were illiterate and married.

Rahuram Singh (1995) finds that proper educated, technical skills and enlighten women have the strong opportunity to enter the high pay work. But on the other side,

who are illiterate and have no skills education faces many crucial problems and they have no chance to get proper work in their life to support their family. Hence, women have to live under the dual presser.

Sudarshan and Bhattacharya (2009) find the nature of women's workforce participation rate and classify the significant factors that influencing of women working condition. This stud is on the bases of primary survey and compared to NSS data. The results are drowning through simple percentage and descriptive statistic. The researcher founds strong relationship between education and income; as education increase first employment tend to decrease and finally it starts to increase. The highest participation rate is seen among the below poverty line (BPL) workers and maximum earning workers followed by middle earning workers. Income and marital status has negative impact of women participation.

Srivastava and Srivastava (2010) examine the trend and nature of female employment and understand women status in India. He extracts data from NSS, National Family Health Survey (NFHS) to analyse large scale survey. He draws result by simple descriptive statistics method. He shows that women face many crucial problems as wage discrimination, lowing pay and distress condition. Researcher founds that education have not significant impact on female' employment. But who are in the workforce education is the dominant determinant of better value in the non-agriculture sector. He suggests increasing the work participation rate and increase wage in non-agriculture sector especially for rural workers. Further, he discusses that women try to cross their households limit if income of households is not sufficient to run their family.

Klasen and Pieters (2012) studies drivers of female labour force participation in urban India between 1987 and 2004. He analyse NSS data to find out the results with the help of Probit model. He examines that getting employment and earnings income is necessary rather than economic growth or opportunities especially who are relates to lower level of education. The estimation of unit level results shows that participation of ill-educated women is chiefly determined by economic drive factors and social status affect the women' employment. In case of highest educated, women have attractive and high pay salary. But who are at lower in education they get low pay. The results show that income effects have strongly impact on female

employment. On the other hand, in case of decision making condition for work is negatively related to the income and employment of household members. It has negative income effect of rising incomes of family members particularly of husbands.

Funkhouser (1996) tries to study the patterns of employment and earning in the urban informal sector. This study was based on descriptive method. There is negative relationship between levels of education in Unorganized sector employment. He found that return of education in Unorganized sector is very low as compare to organised sector. Wage differential is crucial problem. Men gained more wage for same work while women got less wage. This is the main problem in the Unorganized sector.

Sundaram (2000) study the labour organisation in the Unorganized sector in Mumbai. Researcher finds out results through descriptive statistics. He projected that, women workers in Unorganized sector were generally illiterate, had high unemployment rate as compared to men in this sector and worked under exploitative working conditions.

Second Section: U-Shaped Relationship between Education and Labour Force Participation

Srinivasan (2000) studied the conceptual issues of the unorganized sector along with profile of women's employment and its trend. He concluded that employment for the unorganized women workers moved to the sectors where these women had to stay away from the legal protection. Non-farm employment failed as the panacea for surplus labour in agriculture sector with could not pick up in rural India and the women were most affected.

M. Satish (2013) analyses the changing pattern of skill discrimination among Indian workers by gender, location, type and regions. The research used the data to cover the period from 1983-84 to 2009-10, specially focused on non-workers. The study shows that the growth rate of labour was higher than that of the population. The acceleration in the growth rate of employment is due to the sharp rise in self-employment and expansion in unorganized sector employment because of low wages. The decline in the LFPRs during the period 2004-05 to 2009-10 has been affected to many factors,

mostly an increase in the rate of school enrolment. Regular wage employment has tended to decline for all education categories due to the shrinkage of jobs in the public sector.

Rustogi (2013) states that during decade 1999-00 to 2011-12, women's workforce participation rates are declining. There has been a clear shift away from agriculture to non-agriculture. The loss of employment into the rural economy has been associated with a decline share of cultivated lands, increasing costs of cultivation, natural irrigation, poor investment and migration. The increasing enrolment of women for education, income effects, measurement errors and lack of jobs opportunities are important factors for decline in LFPRs. Women opting to be out of the labour force due to their care responsibilities, social barriers, and capability deficits. There has been an increase in the share of regular employment as self-employment and casual work declined, specially for urban women.

Sasikumar et al (2013) focus on the estimation that 60 million additional jobs have to be created over next decade to clear the back log. Labour force continuously increasing during 2004-05 to 2009-10 was merely 3.3 million. The numbers of women in rural labour force declined by 1.9 million during 2009-10 to 2011-12 because of increasing educational enrolment and improvement in the earning of male workers that discourages women's economic participation. Female LFPR, has indicated that of the 38.83 million women who dropped out of the labour force only, 27 per cent withdraw to pursue education. It is contrary situation where growth in agriculture leads to diversification into non-farm sector. The non-farm sector leads to construction but is not visible with respect to income.

P. Kumar (2010) focuses on the changing position of women in the new economy of Uttar Pradesh over last two decades. The share of women in total employment is declining in the non-traditional sectors. Poverty, literacy and per capita incomes are important determinates of women employment. The sectoral changes in employment reflect upon a large increase in the number of women in the secondary sector, followed by tertiary sector, whereas share of female employment in primary sector shows a continuous decline. The proportion of workers in manufacturing and construction has gone up. Among the services, trade, hotels and transport sectors have gained, while other services show a decline in their share. For women workers in

urban Uttar Pradesh, the share of both cultivators and agricultural labourers has increased.

Indrajits (2010) shows that the size of informal sector has increased due to trade liberalization, while the relative size of the Unorganized sector has declined. During this study period, there has been a decreasing trend in the unorganized sector share. Informal employment increases overtime along with the estimated population and labour force, while the formal employment decreases in recent years. In the initial years of the study period, labour income remains same in the unorganized sector as it was earlier. This may be due to the fact that the informal sector uses labour intensive technology and this high labour intensive production is the main reason for huge employment generation and, thereby increasing the labour income. But the share of labour income decreased in the unorganized sector from 70 per cent in 1980-81 to 55 per cent in 2005-06.

Goldin (1995) explored the U-shaped relationship between female labour supply and the level of economic development across countries. Initially, when the income level is low and the agricultural sector dominates the economy, women's participation in the labour force is high, due to the necessity of working to provide for consumption of goods and services. As incomes rise women's labour force participation often falls, only to raise again when female education levels improve and consequently the value of women's time in the labour market increases. This process suggests that, at low levels of development, the income effect of providing additional labour dominates a small substitution effect, while as incomes increase; the substitution effect comes to dominate.

Sudipa Sarkar (2017) study find out the results applied non-parametric technique. The objective of this study is to analysis long run employment and wage change. The author referred term 'job polarisation' which means wage play dual role as wage increases in low skilled workers and high skilled workers while in case of middle skilled workers wage decreased. Hence, he finds U- shaped pattern of employment and wage.

Kannan, K. P., & Papola, T. S. (2007) focuses on organised and Unorganized sector specially for poor and vulnerable works is in India. The NSS data use to examine the

results and results explore in term of percentage. The report presents results that social norms and cultural factors control women's participate rate and availability work and it leads to lower working condition. This study shows the U-shaped relationship between education and labour force participation rate of women workers in the unorganized sector in India.

Mehrotra S. (2013) examines the decline trend of female labour force participation in India. This study is based on NSS data during 61st (2004-05) round and 66th (2009-10) round. The data analyses by principal status and subsidiary status to find the authentic results. The researcher show that there are various factors those effects of women employment. The family income and education considers as pull factors. Since 1990, there has been a stable decline in women labour force participation rate not only in urban but also in rural. Workforce participation rate was much higher for rural India than to urban. Finally researcher finds that women have tendency to move into labour force at time of crises and opposite it withdraw during economic growth.

Unni (1989) explore the conceptual and functioning problems of women workers in India. The researcher uses the NSS data period from 1961 to 1983, decline women participation rate during this period. The data is analysing through descriptive statistics in percentage term. The trend shows a shift from agriculture to non-agriculture sector. This dramatic change effect more women enumeration as compared to male workers. But, it is very important that women play a significance role in labour force particularly in agriculture sector. The study found that in case of both male and female workers have shown an inclination to shift away from traditional sector to modern sector specially in the rural area.

Mahapatro, S. R. (2013) examines to investigate the declining trends in female labour force participation during NSS round 1999-000 to 2009-10. Ordinary least square regression model used to analyse the effect of age on women employment. The results declare that age and period have significant role to explain the reason of decline in labour force participation of female. He explains that female labour force participation tends to decline in all age group and for all education status. Education lessen younger participation rate of women but declined in all age participation. If education level increase then the labour force participation rate increase in term of younger workers.

Mammen and Paxson (2000) examine the factors influencing of women' employment and wage differentiation among gender in India. They observe the NSS data to find out the results to estimate the labour force participation rate. The result draws by calculation of multiple regression models. The results discuss that women wage is less than that of their male counterparts. This wage different depend on education in both country. Women follow the U-shape pattern. Women who have secondary education are tending to draw out from labour force as compare to with less secondary education. There is negative relationship between women' labour force participation and husband's education. Rising husband's income leads to pull from the labour force. So spouse' income has negative impact of women employment.

Kundu, A. (1997) analyses the trend and types of employment in rural and urban areas both for male and female in India. He took data from various NSS round and results presents in form of percentage. He finds that awareness of female was much higher in 1991 as compared to previous period. The reason was behind it due to better quality training, boom in media lead to women work force participation rate. Further, work force participation reduced because of increasing attendance of schooling. Hence, there is inverse relationship between education and work force participation rate in the Unorganized sector in India.

Rajasekhar and Suchitra (2006) conducted a study on employment security for the unorganized sector workers in Karnataka. This study covered agriculture, construction and domestic workers of 4 districts of Karnataka. The objective of this study was examining the requirement of employment security in unorganized sector and the problem faced by workers without employment security. It was found that inter and intra sectoral heterogeneity among these occupational groups was the main factor for the policies aiming at ensuring their employment security. Results indicated that the same policy for all occupational groups of unorganized sector would not work as different groups have different problem.

Third Section: Family Responsibilities

Shweta (2011) states that rural women share abundant responsibilities and perform a wide spectrum of duties in running families, maintaining the households, attending farm operations, domestic animals and handicrafts. An implicit assumption is made

that women is basically a mother and a house wife; but not primary function of the society. Thus it has tended to unnoticed. She also discussed that a better balance has to be achieved between women and men in making decisions that affect the life and economy of rural society, through the active encouragement and involvement of women's associations and the promotion of women into planning and managerial posts for the complete empowerment of women.

Santosh (2004) conducted a study on women workers in construction industry in Haryana. Most of the workers in construction industry came from other states and constituted a higher percentage of female. The primary objective of this paper was to focus on the socio-economic problems being faced by a section of the female workers in the construction industry. They were actively involved in economic activities for survival, yet bearing and rearing of children remain their first responsibility. The study was conducted in six districts of Haryana (Rohtak, Sonipat, Bhiwani, Hissar, Panipat and Karnal) where the total number of employed workers was estimated to be 21,000.

Unni (1989) concluded that female workers had to bear the work burden and they remained still in the disadvantaged class of workers. They put in at least 12-14 hours of work every day but their economic activities were not fully recognized, counted and included in the national product, though women's work included many activities which lead to the economic gain of the households.

Paul et al. (2011) conducted a study on working and living conditions of Mumbai women domestic workers. Here, primary data was collected from 1510 female domestic workers in Mumbai. Based on the findings, the need to create a comprehensive social security system for domestic workers in India, against the backdrop of working and living conditions of labour belonging to this occupational category was highlighted. The study covers themes such as basic demographic features, nature of services, work profile of the domestic workers, access to social security, consumption of edible items, consumption under PDS system, health, union awareness, time use, household assets and liability, habitat, attitude of domestic workers towards gender and domestic violence.

Sophorn and Noun (2009) conducted on working conditions of domestic worker covered four districts and a total of 30 Communes. Information was collected from members of 9 Trade Unions. Main findings of the research were: Employing someone to undertake domestic households' chores is a long time practice in Cambodia, associated with gender stereotypes on the traditional role of women in the household as caretakers and caregivers. Domestic work is still considered in the Cambodian culture as a form of servitude rather than as real "work". The results of the study confirm the need for action to promote and protect the rights of domestic workers required.

Krishnaveni L. (1984) studies that a working women means that women who work outdoor from her home for an income or wage. In these days women had more advanced in term of work. Usually women work equally along with men in the unorganized sector and continuously increasing. They faced many difficulties due to domestic responsibilities like cooking, cleaning, washing cloth, child care and old aged duty. She found that women have no social security, no work opportunities in the unorganized sector as they have in the organised sector.

Modula Sherwani (1990) argued why more women are entering into work force. Indian women still live and operate under certain boundaries and lacks by their male partners. Women faced many problems and one of them is dual role in in the family. Principally, married women play dual responsibility as working role to money and child carrying so they feel bad not only physically but also mentally stress. She further describes that their male partners do not help in any domestic work. Either married or unmarried women cannot claim economic freedom. Mainly, wage earners women had to surrender their income and money to their partners.

Khan and Singh (1994) discusses that female play different role in their whole life such as wife, daughter, mother, sister, mother in law and sister in law etc. Female have never individual power to take decision. In whole life they depend on others. Male partners have the power to take decision not only in economic issue but also in birth the children.

Banerjee (1983) study the migration model in the Unorganized sector that empirical study describes that employment in this sector is for short run. Dummy regression

model is applied for to justify the findings from the empirical research. The researcher finds that married female are mostly engaged in the Unorganized sector due to family requirement. Education urban experience play very immense role in shifting from Unorganized sector to organised sector.

Kapur (1979) shows that the twin roles of women cause tension and conflict due to her social structure which is still more dominant. In her study on working women in Delhi, she has shown that traditional authoritarian set up of Hindu social structure continues to be the same basically and hence. Women face problem of role conflict change in attitudes of men and women according to the situation can help to overcome their problems.

Cohen, P. N (1999) examines the contribution married and unmarried women with their children and without children of paid workers. Researcher estimated Tobit regression model and dummy regression model to calculate the result. He found that women do work continue because they have no extra resources to earn money. Researcher examines that there is vast wage inequality among the workers. Mostly, married women work more with their younger children due to less access of income. They face many difficulties in their life. Finally it shows that married women more are involve in work rather than unmarried women.

Mukherjee et al. (2009) conducted a study on the migrant workers' working condition in informal sector. The objective of the study was to understand their socio-economic status in urban India. The aim was to explore whether migration to urban areas had substantially altered their working and living conditions as also the labor market and human development issues. The study reviewed how the migrants survived the expected deficiencies and dispossessions and also the role of labor brokers in this arena. The research examined the seasonal construction workers and 'naka' workers in Mumbai and concluded that there was no social security and sustained human development.

Section Fourth: Wage Discrimination

Neha (2012) focused on the women worker in unorganized sector of the frustration and discrimination in women's life. The overall picture is one of the greater

disadvantages for women workers those belong to unorganized sector in particularly. There are many problems such as- political, psychological, sociological and legal etc. Women and girls invest their earning for their children. Women, in this sector work on low wages with a total lack of job security and social security benefits, working hours are long and working conditions are unsatisfactory. There are many laws to protect women and prevent exploitation but these laws are not legislations and not strictly implemented.

Vijya (2011) discuss the problems faced by stone quarry workers in India. The study examined the hiring practices, compensation, the role of government and trade union in this sector. In this regard not more help is provided by the government and legal framework of the country. The study was limited to the stone quarries in the area of Anakapalli mandal, Visakhapatnam district, Andhra Pradesh. A total population of 300 stone quarry workers was used for the study. It was a social survey research which used the random sampling method. Data was collected from primary and secondary sources. The findings revealed that there was no clear employment relationship with either employer or contractor and the workers always remain uncovered by any labour legislation.

Bharat (2008) conducted a study on socio economic status of the women domestic workers. This study was exploratory in nature and provided valuable insights into the working and living conditions of women domestic workers. There was no legal protection system. A two stage random sampling scheme was adopted in selecting the sample slums and Index Women as the first and second stage study units' respectively secondary data collected from the urban Local bodies provided the database for sampling framework. The first stage of sampling included selection of the urban slums in the selected townships. Thirty slums from each of the five townships were selected randomly for the study. The second stage of sampling dealt with selection of the individual women domestic workers. Ten women per slum were selected randomly. The findings of the study revealed usefulness in providing inputs for improvement in the working and living condition of domestic workers.

Choudhuri and Banerjee (2007) states the theoretical possibility that recession in the skilled sector might even raise the wage of the informal workers appears quite robust. Developing and transition countries are repositories of large unorganized

sectors that deal largely with non- trade commodities and services and in some cases tradable goods as well, the global recession may not be able to penetrate very far into these economies. They establish that a fall in the price of those commodities and services that employ white collared workers may in fact turn out to be favourable for the purveyors of non-traded goods in general and the informal sector in particular. The paper attempts to explore the level of gender discrimination among various types of enterprises in unorganized manufacturing sector of India after economic reforms.

Bandopadhyay et al. (2006) examined the impact of output subsidy given to informal sector on urban unemployment, informal sector's employment and on the domestic income of a small open economy where capital is perfectly mobile among the three sectors. The simultaneous existence of urban informal sector and urban unemployment has been explained in terms of efficiency wage theory which is applicable to the low wage in informal sector. Informal sector also produces trade goods and the presence of trade union in the urban sector makes the formal wage endogenous. This is highly observed in many developing countries like India where handloom and handicrafts products are internationally traded and the trade union activities are flourishing.

Anand (1998) analysed the characteristics of the construction workers, predominately migrant workers and the intervention strategies adopted to facilitate the reach out services to these women workers along with awareness of their rights and utilization. He suggested that NGOs and other organizations can play a vital role through campaigning and active participation by creating awareness amongst these women workers and unionism and cooperatives would yield results as far as struggle for better wages and working conditions are concerned.

Moses (2010) conducted the management theory and practice by establishing the thesis that regard for workers 'dignity by the tripartite partners (employers, employees and the government) is indispensable for the improvement of the workers 'conditions. The study was conducted to change the prevailing plight of workers. A combination of qualitative and quantitative method was applied and data was collected via interviews, questionnaires, observation and literatures review. This study found that the lack of awareness, less salary, late payments, underemployment, violence against employees, dignity and rights, casualness, lack of freedom of association and poor

working relations account for the poor condition of workers. Due to the limitation and the scope of the study, these issues are recommended for further research.

Papola, T. S. (2012) reveals the growth and structural change in employment in the unorganized sector in Indian economy. Author used NSS data from 1972-73 to 2011-12 divided into two parts short term and long term. The result calculated by descriptive statistics and mostly in term of percentage. The final results show that people suffer a lot of problems in Unorganized sector. There are many problems faced by workers specially for women such as lack of social security, low wage, poor working condition and low earning. Therefore, they try to shift to non-agriculture sector from agriculture sector. Finally, non-agriculture has been shifting speedily in case of GDP but other side it is very low in term of employment.

Dhakral. R. C. (2010) present micro level study is about the rural and urban locations of Chitwan district, Nepal. Most of the people are engaged in the informal sector. He analyse in this paper through multiple regression model and found the differential in income earning between male and female in the Unorganized sector. Women get low wage and long working hour as compared to male.

Fifth Section: Physical Harassment

Kamala (2012) aims at understanding the degree of vulnerability of the women workers in informal sector in India. Low income women workers, specially in informal sector are the most vulnerable groups in Indian Economy. The reasons for their vulnerability are irregular work, low income status and no bargaining power etc. They are deprived of adequate access to the basic needs of life such as health, education, housing, food, security, employment, justices and equality. People who are belonging to vulnerable groups are unable to acquire and use their rights.

Gupta et al. (2011) states that the women workers do not have a choice to work, or not to work, due to desire need for income. The limited opportunities available to women are mostly low paid, low status in the unorganized sector. In the overall state of employment and lack of opportunities, women hold a secondary place to men in the race of employment. It is also found, that there is no economic reason for this. There is discrimination in wages, nature of work, availability of work, on the basis of

sex. They come from that section of the society which must work to earn their livelihood and which is socially, economically and traditionally backward and least privileged.

Singh (2002) conducted that lack of awareness and basic education led to exploitation. The system of recruitment was faulty and age of recruitment often violated human rights. Wages were too low and workers did not enjoy any kind of medical benefit. Their hours of work were very long and were not spread out evenly. There were no holidays or leave sanctioned or approved by their employers. They lacked work proficiency and did not possess formal training. She further reported that poverty lead to poor bargaining capacity. The workers did not possess knowledge of alternate sources of income generation. Fatalism and superstition were all pervasive.

Saran et al. (1990) studied the problems of women workers engaged in unorganized sector. It was revealed by their study that the women were exploited, low paid, worked for long hours i.e. 14-16 hours in case of migrants and 8-10 hours in case of local workers. There prevailed mass illiteracy, belonged to scheduled castes, scheduled tribes and backward classes and indebtedness was common. Further, rebuking, cheating, threatening, beating and sexual abuses were a common feature reported by working women in unorganized sector.

Saran and Sandhwar (1990) focuses on the problems of the women workers involved in unorganized sector of brick kilns, quarries and mines of Bihar and West Bengal. Thankfulness was also commonly found among women workers in the unorganized sector. He applied regression model to get the results. Women faces many serious problems such as scolding, false, aggressive, physically torture and sexual exploitations were very common features in working women in the unorganized sector.

Bhagwat (1996) studied analytically the process of gender construction in the context of urban growth which differs for caste, class and religious backgrounds. They worked for 10-12 hours daily, earned low wages, experience sexual harassment and physical exhaustion.

Sultania (1994) conducted a study at micro-level in the major parts of Jaipur city on the women workers engaged as contract labourers. The women workers in the unorganized sector generally experience sexual and socio-economic exploitation. They are illiterate, earning fewer wages, experience male dominance, work for 10-12 hours daily, have no medical or leave facilities and so are under pitiable state of affairs.

Sudipa Sarkar (2017) studies on implication for wage inequality used NSSO data from 1983-84 to 2011-12. To find out the results applied non-parametric technic. The objective of this study is to analysis long run employment and wage change. The author referred term 'job polarisation' which means wage play dual role as wage increases in low skilled workers and high skilled workers while in case of middle skilled workers wage decreased. Hence, he finds U- shaped pattern of employment and wage.

Sastry, N. S. (2004) tests the NSS Survey during 1999 to 2000 to analysis the unemployment and poverty specially in the unorganized sector in India. He worked on estimating informal employment and poverty in India. The tool for tests used descriptive statistics. Researcher found that there is significant connection between being women and unorganized sector. Further, he shows that poverty is highest among agriculture workers in rural area and in urban in case of urban area in India.

Thus the above review of literature largely concluded that women mostly seek work in the unorganized sector. The working conditions of female are quite pitiable. Apart from performing domestic duties, they have to work for a living. Further, women are mostly illiterate which compare them to work in the unorganized sector. The share of female employment in the formal sector is quite low. And, overall, their work participation is declining. Wage discrimination is largely prevented in the informal sector. So it can be seen that most of the studies debated above highlight the phenomena of the Unorganized sector such as impact of education, declined labour force, wage inequalities, physical harassment and domestic responsibilities. Most of these studies are either region specific or sector specific. The prime problem with the unorganized sector in India is that there is no accurate information on the total number of workers engaged in the sector specially in case of females.

1.5: The Present Study

The present study 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 analysis how different social norms came in the way of female employment in the rural area. It examines the different facts that effect female employment.

1.6: Research Questions

The study attempts to examine the questions of discriminations and exclusion in the context of female employment. It attempts to answer what are the different social and economic factors that affect female employment in Uttar Pradesh.

1.7: Research Gap

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

1.8: Objectives of the Study

The objectives of the present study are following-

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 female in the unorganized sector in context of U.P.
3. To analyse the wages and working conditions of female 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.

1.9: Hypotheses of the Study

1. The share of employment among female 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. Female 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.

1.10: Significance of the Study

The motivation behind of this study is to study the trends and patterns of female employment in the unorganized sector using the NSSO data. This study focuses on especially to Uttar Pradesh. The study is expected to find out that condition of women work in the state, their nature of work, wage level, social and cultural barriers to entry into the labour market. Empirical results will be helpful to make policy recommendations to improve the condition of female workers in unorganized sectors in Uttar Pradesh.

1.11: Data Sources and Methodology

The study is based on both secondary and primary data. The data is taken from 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 a 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 final scores and rank of each 71 districts have been presented in table 3. Accordingly Gautam Budha Nagar with 614 points ranked top followed by Lucknow (491 points) and Kanpur Nagar (449.9 points). The district Sharawasti is placed at the bottom with 163.7 points. Whereas Bahraich (183.7 points) is at 70th rank and Siddharth Nagar (197.1) ranked at 69th position.

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 which is backward. 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.

There is one block from each district and total two blocks from two districts. The block is also being identified through the same method as selected the districts. The total sample size is 360. 180 From each district and 90 from each village.

Table 1.1: Indicators of Development District wise (Uttar Pradesh)

Sl. No	Name of Districts	Female Literacy rate	Per capita Income (in Rs 2008-09)	Number of Non-farm enterprises	Population (2011 Census)
1	SAHARANPUR	63.3	17658	97659	3464228
2	MUZAFFARNAGAR	60	15773	93630	4138605
3	BIJNOR	61.5	14458	84275	3683896
4	MORADABAD	49.6	14052	89806	4737138
5	RAMPUR	46.2	12768	52869	2335398
6	JYOTIBA PHULE NAGAR	53.8	18266	35932	1838771
7	MEERUT	65.7	20003	95747	3447405
8	BAGHPAT	61.2	21221	31589	1302156
9	GHAZIABAD	81.4	20704	115188	4661452
10	GAUTAM BUDDHA NAGAR	72.8	44864	43162	1674714
11	BULANDSHAHR	56.6	19506	64514	3498507
12	ALIGARH	57.5	15267	73271	3637849
13	MAHAMAYA NAGAR	60.8	19253	29613	1565678
14	MATHURA	58.9	17338	48417	2541894
15	AGRA	59.2	15823	88001	4380793
16	FIROZABAB	64.8	12115	48577	2496761
17	ETAH	61.7	11947	58466	1761152
18	KANSHIRAM NAGAR	50.2	12185	na	1438156
19	MAINPURI	68.4	12014	22944	1847194
20	BUDUAN	41.8	13662	70576	3712738
21	BAREILLI	50.3	14101	101738	4465344
22	PILIBHIT	52.4	12292	42956	2037225
23	SHAHJAHANPUR	51.7	10526	48134	3002376
24	KHERI	52.6	9648	48312	4013634
25	SITAPUR	52.8	10525	81488	4474446
26	HARDOI	59.2	9190	56375	4091380
27	UNNAO	58.5	11345	49878	3110595
28	LUCKNOW	73.9	23415	155698	4588455
29	RAE BAREILI	58.1	9012	46249	3404004
30	FARRUKHABAD	60.5	11303	21200	1887577
31	KANNAUJ	64.5	11748	21200	1658005
32	ETAWAH	71.2	11732	28341	1579160
33	AURAIYA	72	12557	23955	1372287
34	SANT KABIR NAGAR	68.5	11063	26798	1795092
35	KANPUR NAGAR	76.9	19788	140017	4572951
36	JALAUN	63.9	13996	39016	1670718
37	JHANSI	64.9	18695	40948	2000755
38	LALITPUR	52.3	13400	22036	1218002
39	HAMIRPUR	57.2	12405	19646	1104021

40	MAHOBA	54.7	16049	19710	876055
41	BANDA	55	11359	27342	1799541
42	CHITRAKOOT	54	7934	13988	990926
43	FATEHPUR	57.8	9678	51978	2632684
44	PRATAPGARH	60	7681	45932	na
45	KAUSHAMBI	50.8	12413	15815	1596909
46	ALLAHABAD	62.7	12927	111650	5959798
47	BARABANKI	54.1	11326	63966	3257983
48	FAIZABAD	60.7	10707	35738	2468371
49	AMBEDKER NAGAR	64.6	9295	38851	2398709
50	SULTANPUR	60.2	9196	59798	3790922
51	BAHRAICH	40.8	7063	38245	3478257
52	SHRAWASTI	37.1	5046	12713	1114615
53	BALRAMPUR	40.9	8028	28123	2149066
54	GONDA	49.1	7337	41782	3431386
55	SIDDHARTH NAGAR	49.6	7660	25056	2553526
56	BASTI	58.3	7759	29825	2461056
57	SANT KABIR NAGAR	57	7623	27419	1714300
58	MAHRAJGANJ	50.1	7229	45248	2665292
59	GORAKHPUR	61.5	10795	102542	4436375
60	KUSHINAGAR	54.7	7040	38071	3560830
61	DEORIA	61.3	6664	59948	3098673
62	AZAMGARH	62.7	8241	71756	4616509
63	MAU	65.6	10657	55247	2205170
64	BALLIA	61.7	8555	61400	3223642
65	JAUNPUR	61.7	7354	81742	4476072
66	GHAZIPUR	62.3	8333	68788	3622727
67	CHANDAULI	63.1	11112	25804	1952713
68	VARANASI	68.2	11627	111800	3628194
69	SANTRAVIDAS NAGAR	57.8	10225	23175	1554203
70	MIRZAPUR	58.8	9369	37434	2491533
71	SONBHADRAPUR	54.1	22211	24059	1862612

Source- Uttar Pradesh, Statistical Diary, 2011

Table 1.2: Standardised Scores of Variables

Sl No	Name of Districts	Female Literacy rate	Per capita Income (in Rs 2008-09)	Number of Non-farm Enterprises (per 1000)	Total scores
1	SAHARANPUR	107.8	138.7	150.6	397.1
2	MUZAFFARNAGAR	102.2	123.9	120.8	346.9
3	BIJNOR	104.8	113.5	122.2	340.5
4	MORADABAD	84.5	110.4	101.3	296.1
5	RAMPUR	78.7	100.3	120.9	299.9
6	JYOTIBA PHULE NAGAR	91.7	143.4	104.4	339.5
7	MEERUT	111.9	157.1	148.3	417.3
8	BAGHPAT	104.3	166.6	129.6	400.5
9	GHAZIABAD	138.7	162.6	132.0	433.2
10	GAUTAM BUDDHA NAGAR	124.0	352.3	137.7	614.0
11	BULANDSHAHR	96.4	153.2	98.5	348.1
12	ALIGARH	98.0	119.9	107.6	325.4
13	MAHAMAYA NAGAR	103.6	151.2	101.0	355.8
14	MATHURA	100.3	136.2	101.7	338.2
15	AGRA	100.8	124.3	107.3	332.4
16	FIROZABAB	110.4	95.1	103.9	309.4
17	ETAH	105.1	93.8	177.3	376.2
18	KANSHIRAM NAGAR	85.5	95.7	196.3	377.5
19	MAINPURI	116.5	94.3	66.3	277.2
20	BUDUAN	71.2	107.3	101.5	280.0
21	BAREILLI	85.7	110.7	121.7	318.1
22	PILIBHIT	89.3	96.5	112.6	298.4
23	SHAHJAHANPUR	88.1	82.7	85.6	256.4
24	KHERI	89.6	75.8	64.3	229.7
25	SITAPUR	89.9	82.7	97.3	269.9
26	HARDOI	100.8	72.2	73.6	246.6
27	UNNAO	99.7	89.1	85.6	274.4
28	LUCKNOW	125.9	183.9	181.2	491.0
29	RAE BAREILI	99.0	70.8	72.6	242.3
30	FARRUKHABAD	103.1	88.8	60.0	251.8
31	KANNAUJ	109.9	92.3	68.3	270.4
32	ETAWAH	121.3	92.1	95.9	309.3
33	AURAIYA	122.7	98.6	93.2	314.5
34	SANT KABIR NAGAR	116.7	86.9	79.7	283.3
35	KANPUR NAGAR	131.0	155.4	163.5	449.9
36	JALAUN	108.9	109.9	124.7	343.5
37	JHANSI	110.6	146.8	109.3	366.7

38	LALITPUR	89.1	105.2	96.6	291.0
39	HAMIRPUR	97.4	97.4	95.0	289.9
40	MAHOBA	93.2	126.0	120.2	339.4
41	BANDA	93.7	89.2	81.1	264.0
42	CHITRAKOOT	92.0	62.3	75.4	229.7
43	FATEHPUR	98.5	76.0	105.4	279.9
44	PRATAPGARH	102.2	60.3	88.7	251.3
45	KAUSHAMBI	86.5	97.5	52.9	236.9
46	ALLAHABAD	106.8	101.5	100.1	308.4
47	BARABANKI	92.2	88.9	104.9	286.0
48	FAIZABAD	103.4	84.1	77.3	264.8
49	AMBEDKER NAGAR	110.0	73.0	86.5	269.5
50	SULTANPUR	102.6	72.2	84.2	259.0
51	BAHRAICH	69.5	55.5	58.7	183.7
52	SHRAWASTI	63.2	39.6	60.9	163.7
53	BALRAMPUR	69.7	63.0	69.9	202.6
54	GONDA	83.6	57.6	65.0	206.3
55	SIDDHARTH NAGAR	84.5	60.2	52.4	197.1
56	BASTI	99.3	60.9	64.7	225.0
57	SANT KABIR NAGAR	97.1	59.9	85.4	242.4
58	MAHRAJGANJ	85.3	56.8	90.7	232.8
59	GORAKHPUR	104.8	84.8	123.5	313.0
60	KUSHINAGAR	93.2	55.3	57.1	205.6
61	DEORIA	104.4	52.3	103.3	260.1
62	AZAMGARH	106.8	64.7	83.0	254.5
63	MAU	111.8	83.7	133.8	329.3
64	BALLIA	105.1	67.2	101.7	274.0
65	JAUNPUR	105.1	57.8	97.5	260.4
66	GHAZIPUR	106.1	65.4	101.4	273.0
67	CHANDAULI	107.5	87.3	70.6	265.3
68	VARANASI	116.2	91.3	164.6	372.1
69	SANT RAVIDAS NAGAR	98.5	80.3	79.6	258.4
70	MIRZAPUR	100.2	73.6	80.2	254.0
71	SONBHADRAPUR	92.2	174.4	69.0	335.6

Source- Estimated

Table 1.3: Ranks of Districts

Sl. No.	Name of Districts	Total scores	Rank
1	GAUTAM BUDDHA NAGAR	614.0	1
2	LUCKNOW	491.0	2
3	KANPUR NAGAR	449.9	3
4	GHAZIABAD	433.2	4
5	MEERUT	417.3	5
6	BAGHPAT	400.5	6
7	SAHARANPUR	397.1	7
8	KANSHIRAM NAGAR	377.5	8
9	ETAH	376.2	9
10	VARANASI	372.1	10
11	JHANSI	366.7	11
12	MAHAMAYA NAGAR	355.8	12
13	BULANDSHAHR	348.1	13
14	MUZAFFARNAGAR	346.9	14
15	JALAUN	343.5	15
16	BIJNOR	340.5	16
17	JYOTIBA PHULE NAGAR	339.5	17
18	MAHOBA	339.4	18
19	MATHURA	338.2	19
20	SONBHADRAPUR	335.6	20
21	AGRA	332.4	21
22	MAU	329.3	22
23	ALIGARH	325.4	23
24	BAREILLI	318.1	24
25	AURAIYA	314.5	25
26	GORAKHPUR	313.0	26
27	FIROZABAB	309.4	27
28	ETAWAH	309.3	28
29	ALLAHABAD	308.4	29
30	RAMPUR	299.9	30
31	PILIBHIT	298.4	31
32	MORADABAD	296.1	32
33	LALITPUR	291.0	33
34	HAMIRPUR	289.9	34
35	BARABANKI	286.0	35
36	SANT KABIR NAGAR	283.3	36
37	BUDUAN	280.0	37
38	FATEHPUR	279.9	38
39	MAINPURI	277.2	39
40	UNNAO	274.4	40
41	BALLIA	274.0	41
42	GHAZIPUR	273.0	42

43	KANNAUJ	270.4	43
44	SITAPUR	269.9	44
45	AMBEDKER NAGAR	269.5	45
46	CHANDAULI	265.3	46
47	FAIZABAD	264.8	47
48	BANDA	264.0	48
49	JAUNPUR	260.4	49
50	DEORIA	260.1	50
51	SULTANPUR	259.0	51
52	SANT RAVIDAS NAGAR	258.4	52
53	SHAHJAHANPUR	256.4	53
54	AZAMGARH	254.5	54
55	MIRZAPUR	254.0	55
56	FARRUKHABAD	251.8	56
57	PRATAPGARH	251.3	57
58	HARDOI	246.6	58
59	SANT KABIR NAGAR	242.4	59
60	RAE BAREILI	242.3	60
61	KAUSHAMBI	236.9	61
62	MAHRAJGANJ	232.8	62
63	CHITRAKOOT	229.7	63
64	KHERI	229.7	64
65	BASTI	225.0	65
66	GONDA	206.3	66
67	KUSHINAGAR	205.6	67
68	BALRAMPUR	202.6	68
69	SIDDHARTH NAGAR	197.1	69
70	BAHRAICH	183.7	70
71	SHRAWASTI	163.7	71

Source- Estimated

1.12: Chapterisation

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. This chapter is on the basis of primary field survey.

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.

CHAPTER-2

CONCEPTUAL AND

THEORETICAL FRAMEWORK

CHAPTER-2

CONCEPTUAL AND THEORETICAL FRAMEWORK

Introduction

The unorganized sector is a significant set of economic activities which plays a vital role on a country's development. The size and structure of unorganized sector can fluctuate in several stages of development. The term "informal sector" is today extensively used in writings on both developing and developed countries. It is invoked to refer to street vendors in Bogota, shoe-shine workers in Calcutta, specialized knitwear makers in Modena and producers of fashion garments in New York City (Swaminathan, 1991). Unorganized sector has important contribution to employment generation. In general, those who are unable to find job in the formal sector or are limited by the formal sector get absorbed in the informal sector. In fact, the informal sector plays a role of reserve army of labour (Gibson and Kelley, 1991). Further, employment in the informal sector being a major source of livelihood and any discouragement of the informal sector's employment may result in high unemployment, poverty and income inequality. By definition, the informal sector is hard to detect, define, measure and calculate. It can comprise an extensive range of activities, from street traders in Thailand to farms in Italy implementing exile specialization. However, for examining the impact of development on unorganized sector, it needs to develop an actual definition for the informal sector. The study of the unorganized sector also draws attention to the condition of female workers. A huge number of female workers are employed in the informal sector and they constitute a significant proportion of all women workers (Singh, 1987). Reflecting this concern, the ILO mounted a series of large multi-disciplinary "employment mission" to various developing countries and urban employment in Ghana" in Institution of Development Studies (ISD) in September, 1971. This conference co-organized by Rita Cruise O' Brien and Richard Jolly on urban employment in Africa.

Keith Hart, a British economist, was the first person to introduce the term "Informal Sector". The mission chose to use the term "Informal Sector" rather than "Traditional Sector." The term informal sector came in broader sense in the academic literature only after the visit of an ILO employment mission to Kenya in

1972. The ILO evolved a guideline for the collection of statistics on informal sector and presented in the 15th International Conference of Labour Statisticians (ICLS) in February, 1993. Since, then this has been subject matter of research and debate among the scholars, researchers, policy makers at national and international level.

2.1: Informal Economy

The informal sector has increased both vertically and horizontally unexpectedly all across the globe. It is clearly evident that, due to change in the world's economic order, the transitional direction is not from informal to formal but it is from formal to informal. The competition due to globalization had eroded employment relations by encouraging formal firms to hire the workers at low wages and with the sole motive of profit by the employer and earning wages by the employee or worker at the end of the day. The vicious cycle of poverty and unemployment push people into the invisible labyrinth of informality, which is further governed by improper legal framework, unstable employment, bad working condition, lack of leisure time and benefits. Consequently, the workers in the informal economy are not recognized, regulated and protected by the existing legal and regulatory frameworks. The majority of rural and urban poor workers in the informal sector does not have any social security and are exploited and denied opportunities to lead a creative life and enjoy a decent standard of living, individual freedom, dignity and self respect. All these factors related to informal economy marked by social and traditional obligations, poverty, illiteracy, helplessness, deprivation and so were analyzed chronologically and explained further by various experts in there related fields.

In India, the informal sector activities mainly constitute a major proportion of the working population namely the barbers, cobblers, waste recyclers and vegetables, fruit, meat, fish, snacks food vendor and a myriad of non-perishable items makers ranging from locks and keys, soaps and detergents to clothing, head loader, cart pullers, bicycle peddler's rickshaw pullers, camel, bullock and horse cart drivers, auto rickshaw drivers and small kiosks or stalls owners. There are workers in small workshops that repair bicycles and motorcycles, recycle scrap metal, make furniture and metal parts, tan leather and stitch shoes, weave, dye and

print cloth, diamond polishing and other gems, make and embroider garments, sort and sell goods from their homes, garment makers, embroiderers, incense skill rollers, cigarette rollers, paper bag makers, kite makers, hair band makers, food processors and other (Chen, 2002).

The informal sector activities continue to remain the backbone of any economy throughout the Globe. This sector contributes to the world economy significantly in terms of employment, production of goods and services. With urban growth there is a marked increase in the population involved in this sector consisting of skilled, semi-skilled and unskilled persons representing the illiterate, oppressed, vulnerable, and economically poor and socially exploited segment of population migrating from rural areas to cities in search of comparatively better income opportunities and better living conditions. The desire for better tomorrow makes these people work for day and night without any concern for rest and leisure time, without adequate holidays and proper working conditions.

Various attempts have been made to find its size, employment potentials with the formal sector. Attempts to define the informal sector in clear and specific terminology were not successful as far as universally accepted definition is concerned. The few of these definitions are as under: Forth Economic Census of India took the criteria to identify the informal sector. It includes one to nine workers in informal sector. Many commissions, groups and agencies have tried to explain the concept of informal sector from time to time.

2.2: Informal Economy: Indian Scenario

The first National Commission on Labour (1966-69) under the Chairmanship of Justice Gajendragadkar defined the unorganized sector as “that part of the workforce who has not been able to organize in pursuit of a common objective because of constraints such as: casual nature of employment, ignorance and illiteracy, small size of establishments with low capital investment per person employed, scattered nature of establishments and superior strength of the employer operating singly or in combination”. The Report of the National commission on self-employed women (NCSEW, 1988) characterizing the unorganized has defined unorganized sector as: “One in which women do arduous work as wage earners, piece rate workers, casual laborers and paid and unpaid factory labour. The

unorganized sector is characterized by high incident of casual labour mostly doing irregular jobs at extremely low wages or doing their own account work at very uneconomical returns. There is total lack of job security and social security benefits. The areas of exploitation are high resulting in long working hours, unsatisfactorily work conditions and occupational health hazards”.

The Fifteenth International Conference of Labour Statisticians (ICLS 1993), describes the informal sector as consisting of those production units which are: "Typically operate at a low level of organization, with little or no division between labour and capital... and on a small scale.... labour relations - where they exist - are based mostly on casual employment, kinship or personal and social relations rather than contractual arrangements with formal guarantees." The ICLS also issued the guidelines based on a statistical definition of the informal employment and defined informal employment to include the following types of jobs:

Own-account workers employed in their own informal sector enterprises,

Employers employed in their own informal sector enterprises,

Contributing family workers, irrespective of whether they work in formal or Informal sector enterprises,

Members of informal producers' cooperatives,

Employees holding informal jobs, whether employed by formal sector enterprises and

Informal sector enterprises, or as domestic workers employed by households and own-account workers engaged in the production of goods exclusively for own final use by their household (such as subsistence farming or do-it-yourself construction of own dwellings).

The System of National Accounts (SNA, 1993) provide for a separate accounting of gross domestic production (GDP) in the informal sector. The definition was based on production units or enterprises rather than on employment relations. The National Council for Applied Economic Research (NCAER, 1997) and Self Employed Women's Association (SEWA) had defined the informal sector in their joint workshop as: "The informal sector included all workers in informal enterprises, some workers in formal enterprises, self employed workers and those doing contract work for informal or formal sector enterprises and contractors (Kantor, 1997)".

The report of Second National Commission on Labour (2002) has brought out the following general characteristics of enterprises or employment in the unorganized sector. It is in general a low wage and low earning sector. Women constitute an important section of the worker in this section. Family labour is engaged in some occupations such as home-based ones, economic activities, which engage child labour, fall within this sector. Migrant labour is involved in some sub-activities. as piece rate payment; home-based work and contractual work are increasing trends in this sector. Direct recruitment is on the decline. Some employees are engaged through contractors. If some kinds of employment are seasonal, some others are intermittent. As such, underemployment is a serious problem. Most jobs are, for the greater part, on the casual basis. Both employed and self-employed workers can be found in a number of occupations. Workers are not often organized into trade unions. The self-employed are seldom organized into associations. There is no much recourse to collective bargaining. There are many co-operatives of self-employed. Very often, other supply raw materials, productive by self-employed workers, therefore, become dependent, or linked with enterprises or individuals in other sectors. Debt bondage is very common among the employed as well as the self-employed workers in the unorganized sector. The self-employed have less access to capital. Whatever capital they manage, is mostly from non-banking and usurious sources, especially from the trade-contractor. Health hazards exist in a majority of occupations.

National commission for enterprises in the unorganized sector (NCEUS, 2007) has used the following definition to separate the unorganized sector from organized sector- “The unorganized sector consists of all unincorporated private enterprises owned by individuals or households engaged in the sale and production of goods and services operated on a proprietary or partnership basis and with less than ten total workers (Sengupta, 2007)”.

Unorganized Workers-The NCEUS (2004-2005) Definition

“Unorganized workers consist of those working in the unorganized enterprises or households, excluding regular workers with social security benefits, and the workers in the formal sector without any employment/ social security benefits provided by the employers”. NAS uses organized and unorganized sector and NSSO defines the informal sector can be therefore be considered as a sub-part of the unorganized sector (NCEUS, 2009). The term of informal sector used in the official work. A more meaningful use of the concept of unorganized sector is its identification with pre capitalist structure of production while organized sector is related to capitalist structure. In this sense, the unorganized is comprised of own account workers and also casual labour employed in establishment. According to an estimate, by The National Commission on Self-employed women (1988) of the total number of women workers in India, about 94 per cent are in the unorganized sector whereas just 6 per cent are in the organized sector. Thus there is no exaggeration in saying that the unorganized sector in India is the women sector. According to census 2011, women constitute 40.46 per cent of the total population in India and about 25.67 per cent of female population is designed as workers.

As a whole, about 96 per cent of female employment is in the unorganized sector as against about 91 per cent of males (NCEUS, 2004-2005). In urban areas, the percentage of unorganized sector workers is close to 65-70 per cent. Not all of them are poor but crude estimates suggest that close to half of this number is indirect need of occupational up scaling.

2.3: The Major Occupational Groups in Unorganized Sector

The unorganized economy covers a major proportion of the occupational groups. Which are following:

2.3.1: Street Vendors

Street Vendors are the one of the most vital and visible component of urban informal sector. Street vendors act as distributors of goods and services at affordable rates to the customers according to their economic and social

conditions. Street Vending is an age old profession which exists in every urban and rural setting of developed and developing nations. The word Street Vendor is used interchangeably with hawkers, street traders and peddler.

2.3.2: Domestic Workers

Domestic workers are very important occupational group in informal economy. These workers are illiterate poor and lack special skills required for the employment in other sectors. Domestic work consisting of wide range of activities from cleaning, washing, sweeping, cooking, taking care of children done by females and elderly in urban areas, driving, security guards, gardening etc are done by males. Domestic work is growing occupational group worldwide.

2.3.3: Home Based Workers

The term “home based workers” is used to refer to the general category of workers who carry out remunerative work within their homes or in the surrounding areas. It does not refer to either unpaid house work or paid domestic work. Within the general category of home based workers, there are two basic workers: Firstly, those who work on their own, like self employed and secondly those who work for others mainly comprising industrial workers. The various forms include manufacturing, artisan production, personal services, data processing, tax accounting, computer programming etc.

2.3.4: Waste Pickers

The term waste pickers can be broadly defined as people who reclaim reusable and “recyclable materials from what others have cast aside as waste” (Samson, 2009). Waste pickers collect waste which includes household waste, industrial waste, commercial waste, waste from dumpsters, litter from streets and urban gateways and some of them live and work on municipal dumps (Medina, 2005) Among the broad category of waste pickers are dump/landfill waste pickers, street waste pickers, doorstep waste pickers, on route/truck waste pickers, itinerant buyers, sorters, handlers/processors of organic waste etc. Waste pickers have proper working hierarchy from bottom to top.

2.3.5: Construction Workers

Construction activity takes place in every human settlement. The amount that a country spends on construction is closely related to its income. In developing countries, where labour is cheap, the majority of tasks are still undertaken by the manual methods with minimum use of machinery and equipment. There are numerous occupations within the informal construction industry, ranging from unskilled laborers to highly skilled craft workers.

2.3.6: Agricultural Workers

The nature of agricultural occupations includes a wide range of activities from crop cultivation, forestry, hunting, fishing, livestock rearing etc. The NSSO situation assessment survey of farmers 2003 gives a more precise definition of a farmer as “a person who possessed some land and was engaged in agricultural activities on any part of that land during the last 365 days. Agricultural activity was taken to include cultivation of field and horticultural crops, growing of trees and plantations such as rubber, cashew, coconut, pepper, coffee, tea, etc; animal husbandry, poultry, fishery, piggery, beekeeping, vermiculture, sericulture, etc. By cultivator it was meant a farmer who had been engaged in activities related to production of crops by tillage and ancillary jobs”.

2.4: Classification of Unorganized Workers

The Ministry of Labour, Government of India (2008), has categorized the unorganized labour force under four groups-

2.4.1: In Terms of Occupation

Small and marginal farmers, landless agricultural labourers, share croppers, fishermen, those engaged in animal husbandry, beady rolling, labelling and packing, building and construction workers, leather workers, weavers, artisans, salt workers ,workers in brick kilns and stone quarries, workers in saw mills, oil mills etc. come under this category.

2.4.2: In Terms of Nature of Employment

Attached agricultural labourers, bonded labourers, migrant workers, contract and casual labourers come under this.

2.4.3: In Terms of Service Categories

Midwives, domestic workers, fishermen and women, barbers, vegetable and fruit vendors, news paper vendors etc. belong to this category.

2.4.4: In Terms of Distressed Categories

Toddy tappers, scavengers, carriers of head loads, drivers of animal driven vehicles, loaders and un-loaders come under this category. In addition to these four categories, there exists a large section of unorganized labour force such as cobblers, hammers, handicraft artisans, handloom weavers, lady tailors, physically handicapped self employed persons, rickshaw-pullers, auto drivers, sericulture workers, carpenters and power loom workers. NCEUS (2008) noted that employment in India can be meaningfully grouped into four categories to reflect quality and its sectorial association. These included formal employment in the organised sector, Informal employment in the formal sector, Formal employment in the informal sector and Informal employment in the informal sector.

2.5: The Major Characteristics of the Unorganized Workers

The unorganized labour is overwhelming in terms of its number range and therefore they are omnipresent throughout India. As the unorganized sector suffers from cycles of excessive seasonality of employment, majority of the unorganized workers does not have stable durable avenues of employment. Even those who appear to be visibly employed are not gainfully and substantially employed, indicating the existence of disguised unemployment.

- The workplace is scattered and fragmented.
- There is no formal employer employee relationship.
- In rural areas, the unorganized labour force is highly stratified on caste and community considerations. In urban areas, while such onside rations are

much less, it cannot be said that it is altogether absent as the bulk of the unorganized workers in urban areas are basically migrant workers from rural areas.

- Workers in the unorganized sector are usually subject to indebtedness and bondage as their meagre income cannot meet with their livelihood needs.
- The unorganized workers are subject to exploitation significantly by the rest of the society. They receive poor working conditions especially wages much below that in the formal sector, even for closely comparable jobs, i.e., where labour productivity are no different. The work status is of inferior quality of work and inferior terms of employment, both remuneration and employment.
- Primitive production technologies and feudal production relations are rampant in the unorganized sector, and they do not permit or encourage the workmen to imbibe and assimilate higher technologies and better production relations. Large scale ignorance and illiteracy and limited exposure to the outside world are also responsible for such poor absorption.

2.6: Theoretical Approaches to Unorganized Sector

After the development of informal sector during the employment mission in Kenya the dualist school of thought came into light which explains the features and characteristics of the informal sector. According to this school of thought, the informal sector consists of marginal and peripheral activities which are away from the formal sector. These activities are income generating options to the poor due to easy entry, casual nature of employment, ownership of the enterprises resting with the families operating on small scale and largely dependent on indigenous resources. This is due to the gap between the growth of population and inability of industrial units providing employment to absorb the surplus labour. The scene becomes grim and there arises mismatch between the skills of the people and technology upgradation in the capitalistic development (Hart ILO, 1973, Sethuraman 1976, Tokman, 1978).

2.6.1: Dualistic Approach (ILO, 1972)

There are various models developed with regard to the labour market segmentation. In developing countries these models have been described mostly in

the context of economic dualism and most common expression is in the distinction between formal and informal sector. There are various factors contributing to satisfaction of labour market, social, economic, institution and sex varying from situation to situation. The predominance of females in the formal sector has been explained in job discrimination. Although these theories have powerful techniques of wage differential and discrimination related to male female in the labour market. They are not able to adequately explain why sex is such a persistent and important dimension for labour market segmentation. The essence of the dualistic view is that less-developed countries are characterized by two different sectors, a 'modern' sector typified by capitalist mode of production; and a 'subsistence' sector dominated by agriculture. It was Lewis (1954) who first developed a theoretical model of development in a dualistic economy. Although his model is based on classical school foundations containing two sectors, agriculture and non-agriculture, he rejected the neoclassical assumptions of full employment, and perfect competition. He analyzed how surplus labour from the traditional agricultural sector could be withdrawn and used in the modern industrial sector to initiate the process of development.

Fei and Ranis (1964) extended the Lewis model by superimposing product dualism on his organizational dualism. Other important extensions of the basic Lewis model can be found in Harris and Todaro (1970) and Fields (1975). Harris and Todaro (1970) explained the process of migration in a dualistic framework and introduced the notion that inter sectoral labour reallocation is affected not only by inter sectoral wage gap but also by the probability of obtaining a formal sector job. In their model a migrant either gets formal employment or remains unemployed. Fields (1975) pointed out that there were three choices for migrants: a formal sector job, open urban unemployment and, a third possibility, a job in the urban informal sector. But Cole and Sanders (1985) point out that when population pressure on fixed agricultural land reduces the rural subsistence wage significantly below that of the urban subsistence sector, or when growth of demand for urban subsistence sector pushes the wage in that sector significantly above that of the rural subsistence sector, the focus for migrants with low endowments is not on the modern sector but rather on the subsistence sector with its relative ease of entry. However the main concern of the Dual model was primarily descriptive rather than theoretical in nature

(Wachter, 1974, Kalleberg, 1979 and Kaufman, 1981). Also the differentiation of primary and secondary sectors of the economy had not been disintegrated clearly.

2.6.2: Structuralistic Approach (1989)

Caroline Moser and Alejandro Portes in mid 1970s and 1980s established the notion that informal economy consists of micro enterprises which cut the cost of labour, taxation and red tape emerges because of nature of capitalist growth and cutthroat competition between the formal firms. In this process the work is systemically outsourced to the informal sector in the form of sub contracting, of shore industries and flexible specialization.

This approach counters the neo-liberal school by emphasizing the lack of association between the extent of constraint imposed by the institutional and legal framework, costs incurred by the entrepreneurs and the size of the informal sector. In this approach the basic distinction between formal and informal activities is supposed to rely on the character of production and distribution processes. The different modes and forms of production are seen not only to coexist but also to be inextricably connected and interdependent. The traditional sectors are marginalized and impoverished in the process of expansion of the modern sectors (McGee, 1973; Quijano, 1974; Mingione, 1984). There is heterogeneity within the informal sector with at least two subsectors: informal activities with direct subsistence goals and formal activities with decreasing labour costs and capital accumulation goals. Ranis and Stewart (1999) differentiate among two urban informal sub-sectors, which is dynamic and tied by subcontract to the urban formal sector, and an informal sponge sub-sector. Studies indicate that some of the dynamic growth-oriented segments in the informal economy require considerable knowledge and skills, for example, information and communications technology (ICT) sector in India (Kumar, 2001). The dependent structural linkages between the informal and formal sectors are shaped by the wage and labour strategies of capitalist enterprises, which seek to lower costs by maintaining a reserve army of surplus labour.

2.6.3: Legalist Approach (1989)

As popularized by Hernando de Soto in Eighties and Nineties due to lack of proper laws, firms remain in informal set up in order to avoid extra legal norms like registration, taxes, license. By doing so, these micro entrepreneurs are able to save themselves from the fines and penalties, as these units do not fall under the ambit of labour laws and moreover, they are not getting any benefits as of and from formal sector.

2.6.4: Voluntarist Approach (William Malomey, 2004)

Informal sector is a voluntary sector in which the formal firms try to avoid taxation, commercial regulations, electricity and rental fees and other cost of operating formally. This happens when the micro entrepreneurs draws the comparison between the cost of benefits they will gain while working in the informal sector then in the formal sector. According to this, working in informal sector is choice of the micro entrepreneurs to get more profit and to avoid labour regulations (Maloney, 2004). All the four schools of thought tries to highlight the different aspects of informal sector by the way of its style of working, activities and workers.

2.6.5: Radical Theory

Radical Feminism is the breeding ground for many of the ideas arising from feminism. Radical feminism was the cutting edge of feminist theory from approximately 1967-1975. It is no longer as universally accepted as it was then, and no longer serves to solely define the term, "feminism." According to this theory, this group views the oppression of women as the most fundamental form of oppression, one that cuts across boundaries of race, culture, and economic class. This is a movement objective on social change, change of rather revolutionary proportions. Radical feminism questions explained why women and men must adopt certain roles based on their biology and gender. Radical feminism attempts to draw lines between biologically-determined behavior and culturally-determined behavior in order to free both men and women as much as possible from their previous narrow gender roles.

The main point of the feminist theories is that the subordinate portion of women in the labour. The part of an overall social system in which women are subordinates to men. Low-income level compels women to join labour market. Since, they generally have no required skills to join high yielding, secure and lucrative jobs. They join inferior, low payment and insecure jobs keep them in subordination of their husbands. So, they usually behave as labour reserve to be pulled into or pushed out from the labour force at the will of their male. As Marx referred, women help in capital accumulation because they are paid less than men. The feminist and radial theories, thus point towards the deeper social and culture roots of the problem of women's discrimination on the labour market.

2.6.6: The Dual Labour Market (Doringer, P and Piore, M.)

According to this theory, economy has a dichotomy into two parts as primary and secondary sector. Primary segment means high wage, job security and steady employment. The rules and regulation are well defined by the body of regulator. The characteristics of secondary segment, on the other side, are less favorable, flexible employment and insecurity jobs. The economy has divided into two parts, called the "primary" and "secondary" sectors. In a dual labour market, a secondary sector is characterized by short-term employment, no hope of internal promotion, and the wages is determined by market forces. In terms of occupations, it consists primarily of low or unskilled jobs, whether they are blue-collar (manual labour), white-collar. These jobs are linked by the fact that they are characterized by "low skill levels, low earnings, easy entry, job impermanence, and low returns to education or experience."

2.6.7: Segmentation Labour Market Theory

The segmentation labour market is defined as the historical process whereby economic and political forces promote the division of labour market into split sub market distinguished by different labour market characteristics and behaviour rules. Segmented labour market was developed during the late 1960s and early 1970s by a community of young scholars. They argue that segmentation arose during the transition from competitive to monopoly capitalism. American workers: divisions by race, sex, educational, industry grouping, and so forth (B. Bluestone, 1981, D.

Gordon, 1971, B. Harrison, 1979, M. Reich, 1984). According to labour market segmentation theory, economy has a dichotomy into two parts as primary and secondary labour market. Primary segment means high wage, job security and steady employment. The rules and regulation are well defined by the body of regulator. The characteristics of secondary segment, on the other side, are less favourable, flexible employment and insecurity jobs and labour-intensive technologies used. A labour market segmented is seen as consists of various sub-groups with little or no intersect capability. It divided between men and women, receiving different wages. There is some difference, dual, usually refers to two similar markets and segmentation stands for in the broader sense may absorb several markets.

2.6.8: Internal Labour Market (1971)

An internal labour market is an administrative unit, such as a manufacturing plant, within which the pricing and allocation of labour is governed by a set of administrative rules. (Doeringer & Piore, 1971). Internal Labour Market Theory (ILM) focuses on the long-term relationships of employers and employees and the gains to be made by both parties by continuing to operate with one another. Decisions by the firm are governed by long-term considerations. This model differs from neoclassical models because it does not assume perfect competition in the labour market.

2.6.9: Implicit Contract Theory (1974)

Implicit contract theory is an employment contract between employer and worker. It theory propounded by Martin Baily and Donald Gordon in 1974. They decided that how much labour and wage is determined by the worker and employer. Under the implicit contract, a worker is able to reduce the fluctuation in his labour income and the employer is able to increase his average profit. Both are risk averse.

2.6.10: Neoclassical Wage Theory

According to neo-classical economists, wage should be always equal due to perfect competition, homogeneity of workers and profit maximizing. But there are clearly differences among the wages of workers. There are three major neoclassical

theories among wages such as human capital theory, theory of equalizing difference and efficiency wage theory.

2.6.11: Human Capital Theory

First of all, Schultz (1961) introduced the human capital as one of important factors for a national economic growth in the modern economy. Human capital theory is closely associated to the production-oriented perception of human capital. Human capital theory seeks to explain wage differentials as an outcome of differing human capital stocks that determine an individual's marginal productivity. This theory explains that it enlarged productivity of those who are trained and highly educated workers. Persons who invest their money and time to gain skills that improve their human capital and productivity.

2.6.12: Theory of Equalizing Difference (1974)

According to differentiation wage theory, there should be compensation of wages particularly risk aversion workers (Rosen, 1974). So that the workers get a minimum benefits and which directly motivates them to engage such workers. Wage differential theory analyzes the relation between the wage and unpleasantness, risk of a special job. The characteristic of equalizing difference includes factors such as dangerous working condition, geographical site, and time schedule, probability of success and incentive gift.

2.6.13: Efficiency Wage Theory

This theory tells that why the wage is above the equilibrium (Akerlof, 1986). The productivity of the workers has positive relation with wages. Firms paid more because they should improve their quality and productivity. If the workers get highly wage it leads to profits of the firm. So workers have positive attitude towards firm.

2.6.14: The Classical Theory of Employment

Classical economists believed that the economy is self-correcting and self adjusting, which means that when a recession occurs, it needs no help from anyone. The key doctrine of classical economics is that a laissez-faire system will allow the "invisible hand" to guide everyone in the economy. The classical economists believed

in the existence of full employment in the economy. According to J.B. Say, supply always creates its own demand whatever producers produce in the market. When supply is less than demand, prices rise and again equilibrium will be established. According to A.C. Pigou, general cut in wages, there is tendency of the economic system to provide automatically full employment in the labour market. In the classical theory, employment is determined by the demand and supply of the labour in the economy. In this situation, demand and supply of labour are always equal.

2.6.15: Keynesian Theory of Employment

John Maynard Keynes, a British economist examined capitalism and critics views of classical economics. Keynes seriously questioned the validity of laissez-faire economy as portrayed by classical economists. In his opinion, if it was so then why the economy was facing Great Depression? Why there was wide unemployment? He advocated supply and emphasizing on aggregate demand. He explicitly pronounced that demand creates supply. Keynes focused on aggregate demand. Due to fall in aggregate demand it leads to unemployment. So there is crucial need to increase investment. Keynes was in favour of voluntary and structural unemployment. According to him, there is absent of involuntary unemployment in the economy.

2.6.16: Bertil Ohlin

Ohlin was agreeing with Keynes but he points out that deficiency of aggregate demand is not only factor for involuntary unemployment. The process of expansion from depression will usually assemble bottleneck of different sorts long before full employment is reached. Vast problems of adaptation and balancing will have to be met to create the status of full employment. This cannot be finished simply by increasing the amount of investment and aggregate demand.

2.6.17: Mrs. Robinson

She goes beyond Keynes. She says that the point of full employment is the indicator at which every hindrance on the side of labour to a rise in money wages finally gives away. But she goes advance when she says that condition of full employment acquire when no employer can increase their staff without reducing the

staff of some other employer. That is total number of work vacancies is equal to the total numbers of workers seeking jobs.

2.6.18: Lerner

Precisely the opposite views that of Mrs. Robinson. He draws a sharp distinction between the unemployment that exists because there are not enough jobs available in the economy as a whole and the unemployment that exists because unemployment and skills location do not match.

2.6.19: Lewis Theory of Unlimited Supply of Labour (1954)

W. A. Lewis developed a theory of economic development with unlimited supplies of labour. He tried to apply the classical model to the problems of underdeveloped countries. Lewis has classified an economy into two sectors i.e. traditional sector and modern sector. The traditional sector defined as ‘the part of economy which is not using reproducible capital’ and ‘modern sector, the part of economy which uses reproducible capital’. In subsistence sector there is unlimited supply of labour. So in this sector average product of labour is low and people are generally is backward. Backward means people are illiterate, simple and unskilled. One the other hand, people are literate, innovative and skilled in modern sector. According to Lewis, unlimited supplies of labour are available in traditional sector at subsistence wage. Dual economy can be characterized by essentially one way flows of labour and resources from agriculture to industry. This shift is known in the literature as “structural change.” Now, industries can be expanded or new industries can be established. The wage is determined by capitalists according to their subsistence sector what they earn. Capitalists must be employed to a point where marginal productivity of labour is equates current wages.

Lewis emphasised on the process of economic expansion. As labour transfer from traditional sector to capitalist sector which in turn will increase share of capitalist surplus and profit. A part of surplus is used for reinvested in created new capital. This process will lead to a rise in the level of savings. Mostly saving is done by capitalist due to higher propensity to save. Further, more labour from subsistence sector will be shifted to gain high wages in the capitalist sector. This process will go on. This processor of economic growth cannot go everlasting. It meets the end when there is no surplus labour in the subsistence sector. After expanding the capitalist sector so fast, it results will be reducing the population in the subsistence sector. It leads to

increase the average product. The subsistence sector gain new techniques of production. Real wages would rise in the capitalist sector and it results reduced the surplus. The capitalist surplus began to down and gradually it meets the ends.

2.6.20: Jorgenson's Model of Development of Dual Economy (1961)

In the theory of development of dual economy, there are two sector, traditional sector and modern sector. Production is the function land, labour and capital. The model of developed economy laid more pressure on the allocation of national product between consumption and investment. The model assumed that investment is constant fraction of national output. Many developed and underdeveloped countries have significant relations either through international trade or through establishment of modern enclave with traditional sector. This dual theory of development has been approached within both classical and neo-classical. The most difference between classical and neo-classical dual economy is control the supply of labour to industrial sector. In the classical theory, the real wage rate is assumed to be constant in term of agricultural goods. In neo-classical approach, labour is never available to the industrial sector. Jorgenson emphasised that no single model can be applied to the existing circumstances for all time. So both developed and underdeveloped model have equal importance. He noticed the gap between theories of growth and development. Thus, this model is related to dual economy model. Jorgenson assumed that land is fixed in supply. Classical assumed that marginal productivity of labour is zero and on the other hand, neo- classical assumed marginal productivity is positive.

2.6.21: Fei and Ranis Model of Economic Growth (1961)

The Lewis theory failed to represent a satisfactory analysis of growth of the agriculture sector. Therefore, John Fei and Gustav Ranis tried to improve Lewis theory. This model is also considers the labour surplus economy. There is shifting from agriculture to modern sector. According to this model, the major portion of population is engaged in the traditional agriculture sector. But non- agriculture sector may exist but they have limited capital. The main point is to measure in term of reallocation of population between traditional sector and modern sector. Sometimes agriculture sector becomes helpful to increase productivity to the industrial sector. But the wages should be equal to the institutional wages in the agriculture sector. Agriculture productivity should be helpful to the whole economy with food and raw materials. This is the main point of Fei and Renis over Lewis.

2.6.22: Harris Todaro's Model of Rural-Urban Migration and Underemployment (1970)

Prof. Lewis explained that there was 30 per cent rural-urban wage difference, so it leads to attract the labour force into the industrial sector. According to Todaro migration depends upon rational decision of relative benefits and costs. Migration is also psychological concept. Although, rural-urban migration has been a unique phenomena to engulf the population. After sometime industrial sector has not created new employment opportunities to absorb all those who are able to work. So, informal economy of the urban sector gives a platform to this bulk labour which comes from rural sector. The reason of migration is made to be a fraction not only of the actual urban-rural wage difference but also the level of employment opportunities. The migrated people think that it will assist to secure urban jobs. The migrants can expect to earn twice the real income in urban area than in the rural area.

2.6.23: Becker's Discrimination Model (1971)

The most prominent neoclassical explanation of discrimination is based on the work of Gary Becker and develops the idea that some workers, employers or customers do not want to work with or come into contact with members of other racial groups or with women (Becker, 1971). Although a simple variant of the Becker approach to labour market discrimination is considered it is sufficient to highlight the most important conclusion. This is that discrimination can persist only if there are factors which limit the amount of competition in the labour market or in the product market. If these markets are competitive, the increased profitability of non-discriminating firms compared to discriminating ones will encourage non-discriminators to enter the market. This will put downward pressure on the price level and eventually force the higher-cost discriminating firms out of business. The 'employer taste' model predicts that discrimination exists because employers do not want to employ certain groups of workers and will only do so if these workers are paid lower wages than those paid to workers in general. Thus, it provides an explanation of wage discrimination equally productive workers being paid different wages. Other variations on this theme involve discrimination by workers and customers.

This is that discrimination can persist only if there are factors which limit the amount of competition in the labour market. If these markets are competitive, the increased profitability of non-discriminating firms compared to discriminating ones will encourage non-discriminators to enter the market. This will put downward pressure on the price level and eventually force the higher-cost discriminating firms out of business. If, however, there are substantial barriers to entry which make it difficult for new firms to enter the market, competition will not erode discrimination. The ‘employer taste’ model predicts that discrimination exists because employers do not want to employ certain groups of workers and will only do so if these workers are paid lower wages than those paid to workers in general. It thus provides an explanation of wage discrimination – equally productive workers being paid different wages. Other variations on this theme involve discrimination by workers and customers. The case study that follows provides an example of perceived customer discrimination by the Ford Motor Company.

2.7: Feminist Theory

2.7.1: Simone De Beauvoir (1949)

Beauvoir argued that women have been defined by men and that if they attempt to break with this, they risk alienating themselves. Women are defined and differentiated with reference to man and not him with reference to her. Simone de Beauvoir links woman’s identity as other and her fundamental alienation to her body especially her reproductive capacity. Childbearing, childbirth, and menstruation are draining physical events that tie women to their bodies and to immanence.

2.7.2: Betty Friedan (2010)

Friedan’s central thesis was that women suffered under a pervasive system of delusions and false values under which they were urged to find personal fulfilment, even identity, vicariously through the husbands and children to whom they were expected cheerfully to devote their lives. Friedan co-founded the National Organization for Women, a civil rights group dedicated to achieving equality of opportunity for women.

2.7.3: Dorothy E. Smith (1987)

Smith has written on a wide variety of topics, including education, Marxism, the family, mental illness, and textual analysis, she is most well known as one of the originators of standpoint theory. Smith uses the notion of standpoint to emphasize that what one knows is affected by where one stands (one's subject position) in society. Since the emergence of the concept of informal sector, there has been a rich debate among the scholar and academia and hence leading to many theories till date. However still the dirth of literature in one of emerging areas. Although the female's contribution of informal sector towards in more than 90 per cent, but still included from the core literature of the researchers or academia.

Conclusion

The Unorganized sector is a significant set of economic activities, which plays a vital role on a country's development. The size and structure of unorganized sector can fluctuate in several stages of development. The term "informal sector" is today extensively used in writings on both developing and developed countries were in presence in its several forms since 1950. It is most debatable topic in the economy and as it was forecasted by economists of 1950s like Arthur Lewis or 1970s like Keith Hart. The theoretical basis of the Unorganized sector has been extremely rooted into the dualistic concept. It has been used in the ILO's target group approach as a policy tool. The impact of the ILO's emphasis on the Unorganized sector has drawn by many researchers into this field. The conceptual framework of the informal sector apprehensions with three fundamental areas: these are the features of the informal sector, its formulation with the rest of the urban economy and the differentiations within the informal sector itself. Today researchers see the unorganized sector in every corner of the world. Now, it is not only dilemmas related to developed economy but also in developing countries. But, in these days this sector gradually increasing trend in every economy. It is invoked to refer to street vendors in Bogota, shoe-shine workers in Calcutta, specialized knitwear makers in Modena and producers of fashion garments in New York City. By definition, the informal sector is hard to detect, define, measure and calculate. It can comprise an extensive range of activities, from street traders in Thailand to farms in Italy implementing exile specialization. Several theories and model have been developed to explain the condition of workers especially for female in the Unorganized sector such as; dualistic approach,

structuralist approach and legal approach. Further, there are many theories belongs to development of the informal sector i.e. radical theory, dual labour theory, segmentation labour theory, neo-classical wage theory and classical employment theory. These all theories and approaches try to examine the welfare of workers. Either it may be related to organised sector or Unorganized sector.

However, for examining the impact of development on unorganized sector, it needs to develop an actual definition for the informal sector. The study of the unorganized sector also draws attention to the condition of female workers. A huge number of female workers are employed in the informal sector and they constitute a significant proportion of all women workers. The informal sector has increased both vertically and horizontally unexpectedly all across the globe. It is clearly evident that, due to change in the world's economic order, the transitional direction is not from informal to formal but it is from formal to informal.

CHAPTER-3

**TRENDS OF FEMALE
EMPLOYMENT IN THE
UNORGANIZED SECTOR IN INDIA**

CHAPTER-3

TRENDS OF FEMALE EMPLOYMENT IN THE UNORGANIZED SECTOR IN INDIA

Introduction

India is the second most populous country in the world. The composition of women population is 48.52 per cent (Census of India, 2011). The workforce participation rate of women is 25.51 per cent, and both for male and persons are 53.26 per cent, 39.79 per cent respectively (Ministry of Labour & Employment, 2012-13). Women are the main pillar of the economy as they constitute large proportion in the unorganized sector. But they have no equal opportunities in case of different activities such as- education, employment, wages etc. As per study, the average of education of persons who join the work force is declined during 1999-2000 to 2004-05 (Thomas, 2012). The wages have been slow down and inequalities increase (Sarkar, 2010).

Female's employment can accelerate the economic development and discrimination against them can hinder the same, as there is a bidirectional relationship between empowerment of women and economic development (Sen, 1990). Empowerment of women improves their ability to access health, education, livelihood opportunities along with political participation and thus play major role in driving down gender inequality. It has been witnessed during and after Industrial Revolution and also in recent times in East and South-East Asia that the process of development is associated with two types of transitions; (a) the movement of workforce from agriculture to manufacturing and services, and (b) migration from rural to urban areas, i.e., urbanization. However, these transitions and mobility are associated with increased education, improving health and falling fertility rates along with other socio-economic drivers. Hence, participation of women in workforces along with their role in society would play a critical role in the development process (ILO, 2014). According to McKinsey Global Institute (MGI) India has the highest economic value at stake from advancing gender equality than any other region as it has lower gender equality than warranted by its stage of economic development (MGI report, 2015). The report further identifies high level of gender inequality in India on three dimensions employment, legal protection and political voice, and physical security and autonomy and medium to high level on the fourth dimension and that is

essential services and enablers of economic opportunity. Low rate of women workforce participation in India can be seen as a specific form of gender inequality.

Female labour force participation is a driver of growth and therefore, participation rates indicate the potential for a country to grow more rapidly. Longer term trends suggest that female labour force participation rates in India have been puzzling. Female participation rates declined from 34.1 per cent in 1999-00 to 27.2 per cent in 2011-12 and wide gender differences in participation rate also persists (ILO, 2014). During 2005 and 2012, nearly 25 million females roughly the total population of Australia withdrew from the Indian wage-labour market. This decline in Indian women's labour force participation rate which counts women who are employed in regular or casual wage work, self-employed or working in family-owned businesses, plus those who are seeking work, as a percentage of all working-age women is part of a longer-term trend. The labour force participation rate for rural women declined from 42.5 per cent in 1988 to 18 per cent in 2012 and for urban women from 24.5 per cent to 13.4 per cent over the same period (Naidu, 2015). However, for a better understanding of this trend and phenomenon in context of Indian labour force and market it would be better to understand the concept of occupational distribution along with its historical overview. A detailed overview of trends in occupational distribution, especially in context of women workforce participation would be discussed afterwards.

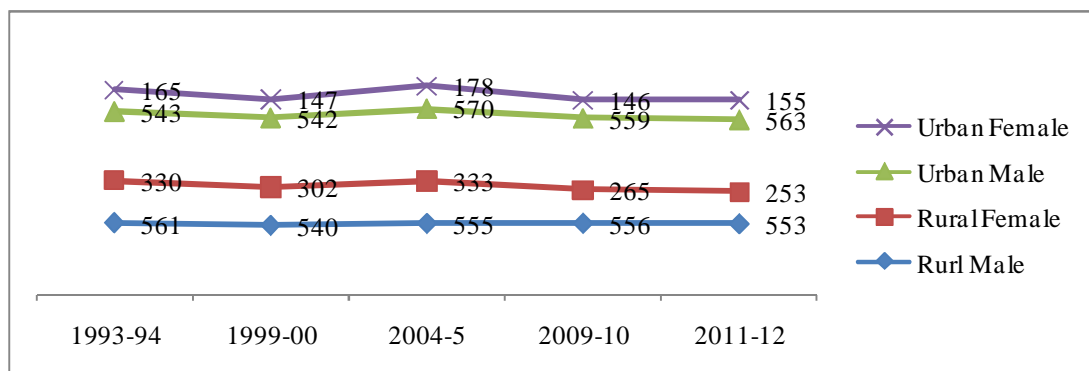
The present chapter covers the trends of female employment in the both Unorganized sector and the organised sector in India. These trends have been analysed by different sector such as: primary, secondary, tertiary and the share of category of workers under different economic activities across gender. The present chapter is divided into two sections. The first sections consists the general trends of female employment from 2004-05 to 2011-12 with reference to NSS. The second section included the trends of female employment in the Unorganized with reference to NSS data during 2004-05, 2009-10 and 2011-12.

3.1: Trends of General Employment in India with Reference to NSS

3.1.1: The Labour Force Participation Rate

The present chapter covers the employment and unemployment trends of male and in India. These trends have been analysed by different sector such as: primary, secondary, tertiary and the share of category of workers under different economic activities across gender. The labour force participation defined as the numbers of persons/ person-day in the labour force per thousand persons. There have been a number of research findings that showed that the work participation rate for female has been decline in both rural and urban areas. Figure 3.1 and table 3.1 present the LFPR of both male and female in rural and urban areas. It has been seen that rural female LFPR declined from 33.0 per cent in 1993-94 to 25.3 per cent in 2011-12 in rural areas. Between 1993-94 and 2011-12, the labour force participation therefore has declined. This declined in the labour force was chiefly an account of rural female withdrawal. This decline was because many of them female attended the domestic duties from 1993-94 to 2011-12. Only in case of urban male there was increasing because of an addition of 22 million in the work force (Rangarajan, 2011).

Figure 3.1: Per 1000 Labour Force Participation Rate (LFPR) Rural/Urban and Male/Female

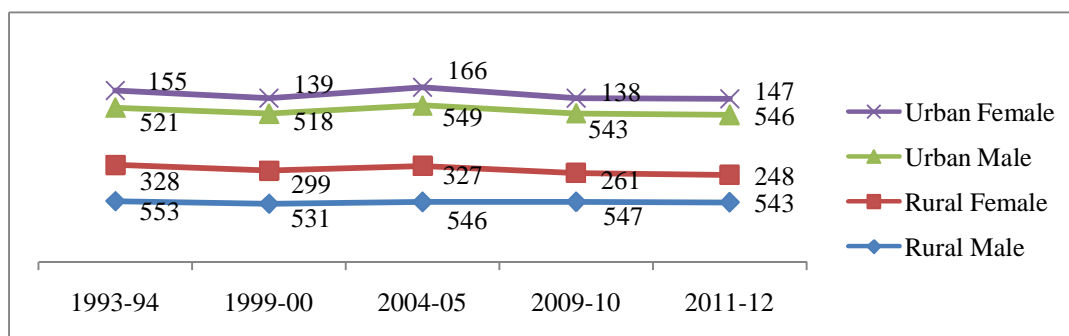


Source-Report No. 409: Employment and Unemployment in India, various NSS round

In urban area, there also appear the same declined trend in female participation rate from 16.5 per cent in 1993-94 to 15.5 per cent in 2011-12.

3.1.2: The Work Force Participation Rate

Figure 3.2: Per 1000 Work Force Participation Rate (WFPR) Rural/Urban and Male/Female



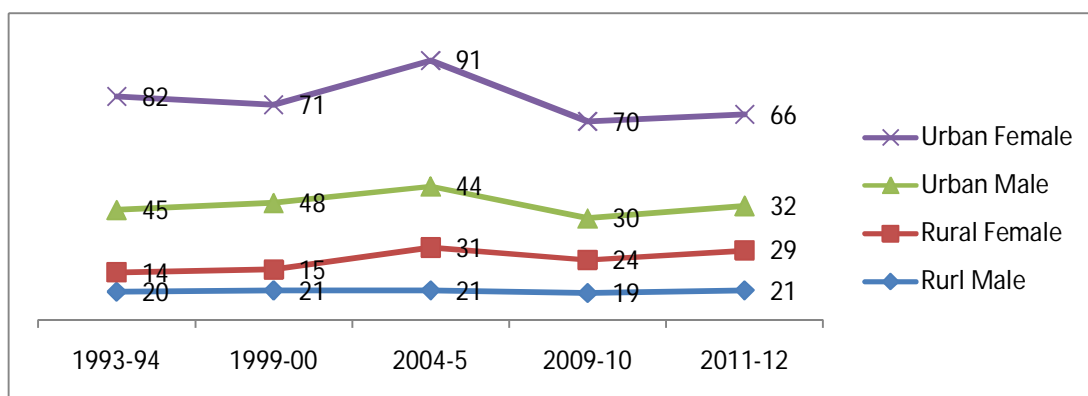
Source-Report No. 409: Employment and Unemployment in India, 1993-94, 2004-05 and 2011-12

Figure 3.2 shows trends of workforce participation rate during 1993-94 to 2011-12 for rural male and females as well as urban male and female. It has been noticed that there is a tendency to decline work force participation not only in rural male and female but also in the case of urban female. The WFPR declined from 553 per thousand in 1993-94 to 543 per thousand in 2011-12 in rural male. Similarly for rural female it was 328 per thousand in 1993-94 and declined to 248 per thousand in 2011-12. Only in the case of urban male, WFPR increased from 521 per thousand to 546 per thousand in 2011-12.

3.1.3: Unemployment Rate

Figure 3.3 explains the unemployment rate between 1993-94 and 2011-12 among rural, urban, and male/female. Unemployment rate is defined as the number of person's days unemployed per 1000 person's days in the labour force (NSS, 2012).

Figure 3.3: Per 1000 Unemployment Rate (UR) Rural/Urban and Male/Female



Source-Report No. 409: Employment and Unemployment in India, 1993-94, 2004-05 and 2011-12

Figure 3.3 shows that in both case i.e. rural male and rural female there is tendency to increase unemployment rate from 2.0 per cent in 1993-94 to 2.1 per cent in 2011-12 for rural male and 1.4 per cent and 2.9 per cent for rural female from 1993-94 to 2011-12. Further, in term of urban female and urban male the rate of unemployment declined from 8.2 per cent in 1993-94 to 6.6 per cent and 4.5 per cent to 3.2 per cent in 2011-12 respectively. The reason is that during this period due to sharp decline in labour force and increased in education attainments due to rose in income of their male counterparts.

Across states there is a large variation in the labour force participation rates. The table 3.1 shows labour force participation rate is higher for males than females in both rural and urban areas. During 1993-94, approximately 561 per thousand of rural males and 330 per thousand of the rural females were in labour force. The LFPR for urban males was 543 per thousand and 165 per thousand for urban females during 1993-94. As we compare to 2011-12, there has been a slight increase in case of urban males. It increased from 543 per thousand in 1993-94 to 563 per thousand in 2011-12. Between 1993-94 and 2011-12 labour force participation decreased from 561 per thousand to 553 per thousand for rural males. During this period in the urban areas, labour force participation rate increased for males and females it was decreased.

Trends of Female Employment in the Unorganized Sector in India

Table 3.1: Labour Force Participation Rates State and Gender Wise (ps+ss) during 1993-94, 2004-05 and 2011-12

States/ UTs	1993-94				2004-05				2011-12			
	Rural Male	Rural Female	Urban Male	Urban Female	Rural Male	Rural Female	Urban Male	Urban Female	Rural Male	Rural Female	Urban Male	Urban Female
Andhra Pradesh	635	521	560	207	612	485	581	232	612	448	576	180
Arunachal Pradesh	506	410	525	109	505	413	466	151	492	282	475	139
Assam	541	172	559	124	564	216	591	120	564	129	573	97
Bihar	521	173	471	76	486	138	485	68	487	58	441	54
Chhattisgarh	NA	NA	NA	102	569	455	550	185	563	416	517	252
Delhi	586	98	543	235	526	47	561	94	544	146	548	109
Goa	623	309	551	148	576	222	578	214	586	212	526	174
Gujarat	581	397	551	157	598	428	592	155	602	270	607	135
Haryana	470	272	532	202	537	321	528	143	532	164	533	102
Himachal Pradesh	595	520	505	143	565	516	630	268	547	529	612	236
Jammu & Kashmir	524	393	522	191	561	271	546	126	559	263	363	145
Jharkhand	NA	NA	NA	250	546	313	510	137	542	204	503	73
Karnataka	609	432	558	148	628	462	587	192	620	289	594	171
Kerala	568	264	599	177	589	321	583	301	583	258	567	222
Madhya Pradesh	576	411	498	161	548	366	542	156	564	239	533	119
Maharashtra	558	478	549	99	575	475	580	198	582	389	560	172
Orissa	577	319	546	163	604	351	553	202	606	251	603	158
Punjab	554	223	571	247	567	338	589	155	579	237	586	141
Rajasthan	542	458	498	103	516	407	523	188	500	349	507	144
Tamil Nadu	613	481	601	167	604	467	611	253	607	386	599	211
Uttarakhand	NA	NA	NA	165	533	429	542	142	465	315	519	108
Uttar Pradesh	527	219	498	103	499	241	542	120	496	178	533	106
West Bengal	567	189	587	167	587	148	630	169	602	194	630	186
All-India	561	330	543	165	555	333	570	178	553	253	563	155

Source-Report No. 409: Employment and Unemployment in India, 1993-94, 2004-05 and 2011-12

During 1993-94 to 2011-12, the labour force participation rate slightly increased in most states except Arunachal Pradesh, Andhra Pradesh, Bihar, Delhi, M.P, Rajasthan and Uttar Pradesh in case of rural males. Among the states, rural males labour force participation rate were higher for Himachal Pradesh, Madhya, Andhra Pradesh and Chhattisgarh. Labour force participation rate for urban males was highest for West Bengal, Himachal Pradesh, and Gujarat. The urban female LFPR were the highest for Chhattisgarh, Himachal Pradesh and Kerala. The LFPR was the lowest for Uttarakhand and Bihar for both rural males and rural females.

3.1.4: The Nature and Quality of Employment

The nature and quality of employment depends upon whether the employment is in the nature of regular, casual or self-employed. The quality of employment will be better if such employed are formed under regular category, due to the availability of various social and economic. On the other hand, under casual segments, such facilities are not available.

Male and female participation have a unique quality in case of employment in Indian economy. It is clear that at the national level, the participation rate of rural women especially in both self-employed and casual-employed are much higher than the participation rate of urban women. Table 3.2 shows the percentage distribution of workers by different categories. The NSSO defines the category of workers into three categories self-employed, regular employed and casual employed. The table indicates the fluctuation of workers on this basis in several rounds of NSSO's report on employment-unemployment.

Table 3.2: Changing Trends of Employment Type (ps+ss) Rural Male and Rural Female

Gender	Rural Male			Rural Female		
	Self-Employed	Regular-Employed	Casual-Employed	Self-Employed	Regular-Employed	Casual-Employed
NSS Rounds						
50th (1993-94)	57.7	8.5	33.8	58.6	2.7	38.7
55th (1999-00)	55	8.8	36.2	57.3	3.1	39.6
61st (2004-05)	58.1	9	32.9	63.7	3.7	32.6
66th (2009-10)	53.5	8.5	38	55.7	4.4	39.9
68th (2011-12)	54.5	10	35.5	59.3	5.6	35.1

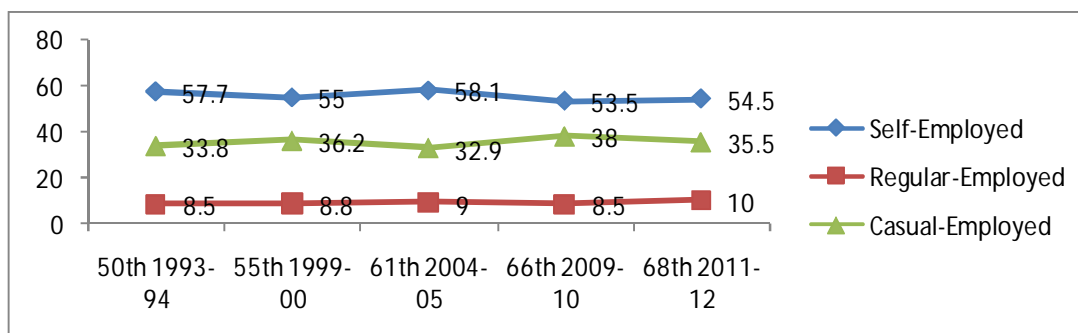
Source-NSS Report No. 554: Employment and Unemployment Situation in India, 2011-12

The table shows the proportion of self-employed was 57.7 per cent for rural males in 1993-94 which declined to 54.5 per cent in 2011-12. This indicated a decline of 3.2 per cent. The period of 2004-05 was significant due to self-employed reached high at 58.1 per cent which is the highest figure during the rounds from 1993-94 to 2011-12.

In case of regular-employed, it has been slightly increased from 8.5 per cent in 1993-94 to 9 per cent in 2004-05 and then declined in 2009-10 and again it reached at a high level 10 per cent in 2011-12 for rural male. However, in casual labour category

it has increased from 33.8 per cent in 1993-94 to 36.2 per cent in 1999-00 and then declined 32.9 per cent in 2004-05 (figure 3.4.a).

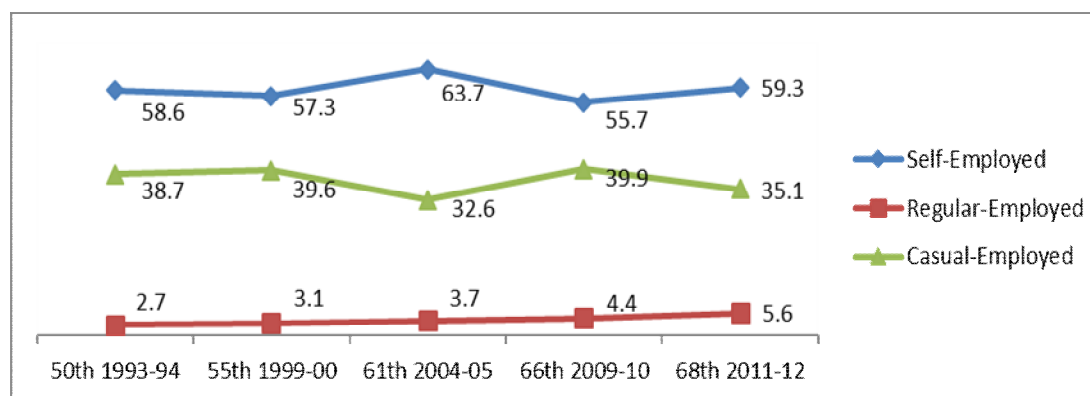
Figure 3.4(a): Changing Trends of Employment (ps+ss) Rural Male



Source-NSS Report No. 554: Employment and Unemployment Situation in India, 2011-12

Again casual-employed reached high at 38 per cent in 2009-10. Finally, it declined to 35.5 per cent in 2011-12. This could be possibly due to the fact that casual worker engaged in public works from period 2004-05 to 2009-10 raised high due to Mahatma Gandhi National Rural Employment Guarantee Act (MANREGA).

Figure 3.4(b): Changing Trends of Employment (ps+ss) Rural Female



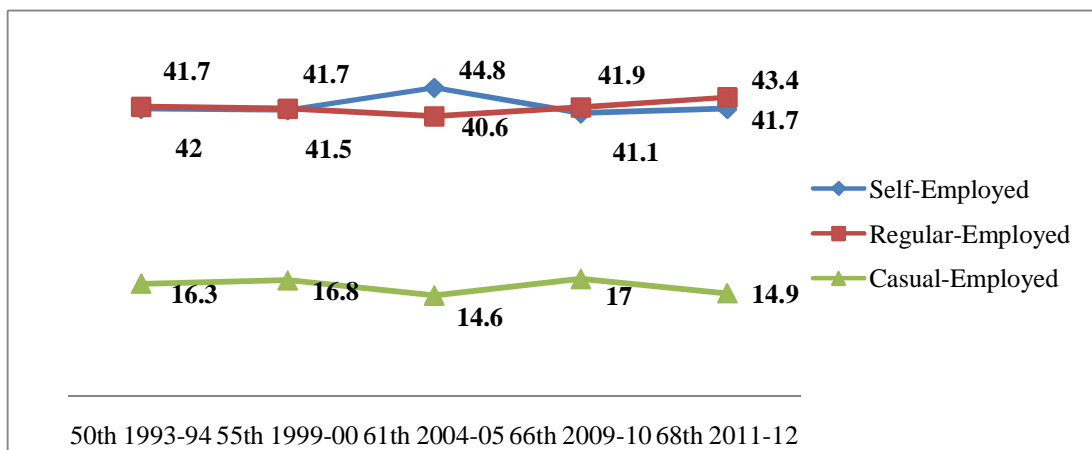
Source-NSS Report No. 554: Employment and Unemployment Situation in India, 2011-12

Almost a similar trend observed across female categories with slight fluctuations in regular employed categories which is evident in table 3.2. During the period 2004-05 to 2009-10 rural female self-employed declined from 63.7 per cent to 55.7 per cent. It seen shift toward to regular-employed and casual employed for the same period. Casual employed declined 32.6 per cent in 2004-05 and then increased to 35.1 per cent in 2011-12 (figure 3.4.b). However, casual employed increased in 2009-10 because of MGNREGA and during this period growth of real wage has been

increased due to right to work under MGNREGA (India Labour and Employment Report, 2014).

In urban areas, no significant variations have been found in the employment pattern specially in urban male category. Figure 3.4.c shows the proportion of self-employed were highest during 2004-05 i.e. 44.8 per cent. Similarly, for regular employed category there was no significant change in proportion of employment. It increased from 42 per cent in 1993-94 to 43.4 per cent in 2011-12. However, for casual employed category declining trends have been found for urban male category i.e. 16.3 per cent in 1993-94 to 14.9 per cent in 2011-12.

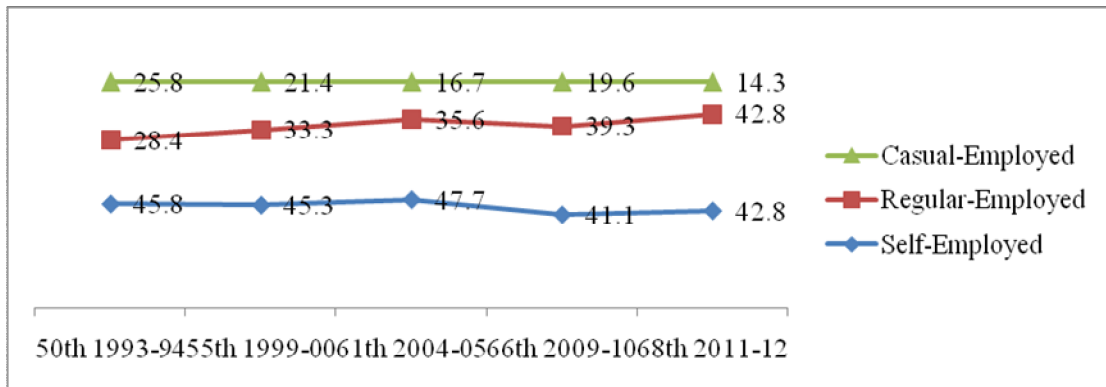
Figure 3.4(c): Changing Trends of Employment (ps+ss) Urban Male



Source-NSS Report No. 554: Employment and Unemployment Situation in India, 2011-12

Across urban female segments, self-employed declined from 45.8 per cent in 1993-94 to 42.8 per cent in 2011-12 (figure 3.4.d). In case of casual employed it has declining trend. This decline marked a shift away towards self-employed and regular-employed in this time period.

Figure 3.4(d): Changing Trends of Employment (ps+ss) Urban Female



Source-NSS Report No. 554: Employment and Unemployment Situation in India, 2011-12

In case of regular employed, there is gradual increase from 28.4 per cent in 1993-94 to 42.8 per cent in 2011-12 for urban female. It has been seen that 10 million new regular job created in non-agriculture during 1999-2000 and increased to 12.8 million jobs during 2009-10 to 2011-12 (Kannan, 2012).

3.1.5: Sectoral Distribution of Employment

Table 3.3 presents the nature and quality of employment of a person's depends on the sector he or she is working. It is usually thought that if someone is working in the service sector, then the prediction is that the person's quality of employment is good; because of the income earning capability of the person is higher in the service sector.

Trends of Female Employment in the Unorganized Sector in India

Table 3.3: State Wise Sectoral Distribution of Employment for Rural Male during 1993-94 to 2011-12

States	Rural Male								
	Primary Sector			Secondary Sector			Tertiary Sector		
Year	1993-94	2011-12	% Change	1993-94	2011-12	% Change	1993-94	2011-12	% Change
Andhra Pradesh	75.7	63.98	-11.72	15.4	16	0.60	8.9	20.04	11.14
Arunachal Pradesh	79.1	71.11	-7.99	6.1	7.63	1.53	14.6	21.24	6.64
Assam	77.8	58.6	-19.20	11.6	13.35	1.75	10.6	28.07	17.47
Bihar	81.8	66.65	-15.15	11.2	15.65	4.45	7.2	17.71	10.51
Delhi	6.2	2.49	-3.71	65.7	18.98	-46.72	28	78.55	50.55
Goa	37.5	3.71	-33.79	32.9	36.29	3.39	29.7	60.01	30.31
Gujarat	71.2	69.92	-1.28	20.6	14.97	-5.63	8.2	15.11	6.91
Haryana	59.9	50.5	-9.40	20.9	28.65	7.75	19.2	20.84	1.64
Himachal Pradesh	61.1	39.8	-21.30	26.7	35.03	8.33	12.4	25.19	12.79
Jammu & Kashmir	59.8	35.9	-23.90	22.7	38.25	15.55	17.4	25.87	8.47
Karnataka	78.8	65.92	-12.88	13.4	15.61	2.21	7.6	18.48	10.88
Kerala	52.2	28.18	-24.02	31.8	32.23	0.43	16	39.58	23.58
Madhya Pradesh	87.1	69.01	-18.09	8.3	19.51	11.21	4.6	11.72	7.12
Maharashtra	75	69.74	-5.26	15.4	14.86	-0.54	9.7	15.39	5.69
Orissa	78.4	59.26	-19.14	14.9	22.49	7.59	6.8	18.25	11.45
Punjab	67.9	43.54	-24.36	18.8	34.87	16.07	13.2	21.58	8.38
Rajasthan	69.1	49.91	-19.19	22.6	32.77	10.17	8.1	17.31	9.21
Tamil Nadu	63.7	51.6	-12.10	23.6	25.79	2.19	12.6	22.61	10.01
Uttar Pradesh	75.7	57.22	-18.48	15.5	26.5	11.00	8.8	16.3	7.50
West Bengal	65.2	56.85	-8.35	24	22.93	-1.07	11.6	20.23	8.63
all-India	73.7	59.36	-14.34	16.8	21.99	5.19	9.3	18.67	9.37

Source-Report on Employment-Unemployment of NSS Round-1993-94 and 2011-12

The contribution of service sector is increasing gradually over the process of economic development. In the context of Indian economy, however, the proportion of worker in the primary sector is declining, though its contribution to GDP is declining very sharply. In this context, it is important to see the proportion of worker of both male and female in various sectors and their relative contribution to Indian economy.

Trends of Female Employment in the Unorganized Sector in India

Table 3.3 makes it clear that at all Indian level for rural male category, the proportion of workforce declined from 73.7 per cent in 1993-94 to 59.36 per cent in 2011-12, i.e. decline by -14.34 percentage points. In the case of Goa there was the highest decline -33.79 percentage point followed by -24.02 percentage point in Kerala and -23.90 percentage point in Jammu and Kashmir between 1993-94 and 2011-12. Gujarat is one of the states which have the lowest change in rural male in primary sector i.e. only -1.28 percentage point change. In the secondary sector, there was an increase from 16.8 per cent to 21.99 per cent during the same period. Delhi is the only state which has the highest declined and reached at -46.72 percentage point change. One the other hand, Punjab shows the positive upward change and reached 16.07 percentage point change in 2011-12. In tertiary sector the share of rural male gradually increasing. Delhi and Goa have the highest positive upward of percentage point change in all states except Haryana i.e. 1.64 per cent which is the lowest change between 1993-94 and 2011-12. This appears that the largest shift in workforce has taken place in tertiary sector for rural male, while there was a gradual decline in Primary Sector.

Table 3.4 shows the proportion of rural female workers in different sectors of the economy. There seem almost similar trends for rural female as well. However, the proportion of female workers is higher in the Primary Sector than their male counterparts in rural areas. In 2011-12, female depends on agricultural sector approximately 75 per cent that is their main source of employment. The share of employment in agricultural sector declined from 84.7 per cent in 1993-94 to 74.94 per cent in 2011-12 i.e. is decline of -9.76 percentage point. Only Arunachal Pradesh has shown positive upward shift, while Goa is the only state which has highest decline that is -44.63 percentage point change of all the states in India. The secondary sector and tertiary sector have been showing an increasing share i.e. 5.44 percentage point change and 4.22 percentage point change during 1993-94 to 2011-12. The states like Delhi, Goa, Kerala have got highest share of female employment in the service sector, while Punjab seems to be only state where the proportion of female employment in service sector declined. Nevertheless, still a large proportion of female workers are concentrated in Primary Sector. This could cause concern because, most of them constituting as agricultural labour. This could be so because the female headed cultivators in India constituted a very insignificant proportion of the total workers.

Trends of Female Employment in the Unorganized Sector in India

Table 3.4: State Wise Sectoral Distribution of Employment for Rural Female during 1993-94 to 2011-12

States & Sector	Primary Sector			Secondary Sector			Tertiary Sector		
	1993-94	2011-12	% Change	1993-94	2011-12	% Change	1993-94	2011-12	% Change
Andhra Pradesh	83.3	76.66	-6.64	12.6	14.69	2.09	4.5	8.66	4.16
Arunachal Pradesh	69.2	90.37	21.17	2.4	1.42	-0.98	1.3	8.2	6.9
Assam	84.6	79.04	-5.56	5.6	6.78	1.18	9.9	14.17	4.27
Bihar	90.8	76.84	-13.96	7.1	11.1	4.00	1.9	12.07	10.17
Delhi	37.2	0	-37.20	38.9	0.03	-38.87	43.3	99.97	56.67
Goa	51.7	7.07	-44.63	25.2	33.48	8.28	23.1	59.43	36.33
Gujarat	88.2	85.55	-2.65	8.5	8.7	0.20	3.4	5.74	2.34
Haryana	84.7	86.02	1.32	6.3	8.42	2.12	9	5.57	-3.43
Himachal Pradesh	94.7	86.98	-7.72	3.4	6.59	3.19	1.9	6.45	4.55
Jammu & Kashmir	86.3	85.05	-1.25	5.3	9.3	4.00	1.9	5.64	3.74
Karnataka	83	79.37	-3.63	13.1	11.4	-1.70	3.8	9.24	5.44
Kerala	50.8	38.69	-12.11	32.9	31.25	-1.65	23.3	29.86	6.56
Madhya Pradesh	93.3	80.02	-13.28	5.7	15.48	9.78	0.9	4.5	3.6
Maharashtra	91.4	89.12	-2.28	6.2	5.37	-0.83	2.5	5.51	3.01
Orissa	83.9	69.31	-14.59	12.8	22.96	10.16	3.3	7.73	4.43
Punjab	64.5	75.4	10.90	10.2	11.76	1.56	25.3	12.83	-12.47
Rajasthan	91.3	77.39	-13.91	6.8	17.4	10.60	1.9	5.21	3.31
Tamil Nadu	75.7	50.59	-25.11	17.3	39.47	22.17	5.3	9.95	4.65
Uttar Pradesh	89	82.61	-6.39	7.3	11.18	3.88	3.5	6.21	2.71
West Bengal	44.9	41.69	-3.21	43	45.14	2.14	12.2	13.15	0.95
all-India	84.7	74.94	-9.76	11.3	16.74	5.44	4.1	8.32	4.22

Source-Report on Employment-Unemployment of NSS Round-1993-94 and 2011-12

Table 3.5 and 3.6 presents share of employment in urban areas for both male and female, across three employment sectors. It is quite natural to believe that in urban areas, employments are being concentrated in secondary and tertiary sectors. Rural male category is high as 95 per cent of employment is being concentrated in secondary and tertiary sector in the urban area. The same is true for urban female. In Delhi, almost all workers are employed in secondary and tertiary sector in urban areas.

Trends of Female Employment in the Unorganized Sector in India

Table 3.5: State Wise Sectoral Distribution of Employment for Urban Male during 1993-94 and 2011-12

States	Primary Sector			Secondary Sector			Tertiary Sector		
	1993-94	2011-12	% point change	1993-94	2011-12	% point change	1993-94	2011-12	% point change
Andhra Pradesh	10.9	3.87	-7.03	52	29.78	-22.22	37.1	66.33	29.23
Arunachal Pradesh	6.5	10.37	3.87	44.4	16.2	-28.20	48.9	73.43	24.53
Assam	2.7	3.96	1.26	52.3	23.18	-29.12	45	72.67	27.67
Bihar	10.7	8.25	-2.45	52.5	23.82	-28.68	33.7	67.94	34.24
Delhi	1.1	0.04	-1.06	62.1	29.49	-32.61	36.6	70.46	33.86
Goa	8.6	3.4	-5.20	50.8	28.92	-21.88	40.7	67.69	26.99
Gujarat	4.7	3.43	-1.27	66.5	50.64	-15.86	33	45.93	12.93
Haryana	5.6	5.15	-0.45	57.9	38.02	-19.88	36.4	56.83	20.43
Himachal Pradesh	7.2	4.93	-2.27	39	41.55	2.55	53.8	53.52	-0.28
Jammu & Kashmir	6.6	5.23	-1.37	43.8	34.03	-9.77	49.5	60.76	11.26
Karnataka	12.2	7.68	-4.52	53.4	28.66	-24.74	34.6	63.7	29.10
Kerala	20.9	8.17	-12.73	48.7	32.94	-15.76	30.6	58.88	28.28
Madhya Pradesh	12.3	9.85	-2.45	47.5	29.65	-17.85	40	63.51	23.51
Maharashtra	5.2	3.32	-1.88	56	52.02	-3.98	37.8	64.65	26.85
Orissa	12.5	12.07	-0.43	44.2	22.18	-22.02	43	65.65	22.65
Punjab	6.5	4.42	-2.08	61.9	40	-21.90	31.6	55.58	23.98
Rajasthan	7.9	3.8	-4.10	53.9	42.45	-11.45	38.1	53.75	15.65
Tamil Nadu	8	9.19	1.19	59.3	36.73	-22.57	32.5	54.09	21.59
Uttar Pradesh	11.9	8.03	-3.87	52.4	38.82	-13.58	35.7	53.14	17.44
West Bengal	4.3	2.56	-1.74	61	40.61	-20.39	34.6	56.83	22.23
All-India	8.7	5.64	-3.06	55	35.25	-19.75	36.2	59.1	22.90

Source-Report on Employment-Unemployment of NSS Round-1993-94 and 2011-12

Table 3.6: State Wise Sectoral Distribution of Employment for Urban Female during 1993-94 and 2011-12

States	Primary Sector			Secondary Sector			Tertiary Sector		
	1993-94	2011-12	% point change	1993-94	2011-12	% point change	1993-94	2011-12	% point change
Andhra Pradesh	27.8	8.35	-19.45	43.6	33.73	-9.87	28.5	57.92	29.42
Arunachal Pradesh	13	32.43	19.43	22.2	9.81	-12.4	64.6	57.79	-6.81
Assam	1.3	7.41	6.11	19.4	12.56	-6.84	79.2	80.04	0.84
Bihar	13	22.1	9.10	49	24.09	-24.9	45.1	53.8	8.70
Delhi	0	0	0.00	0	10.61	10.61	0	89.39	89.39
Goa	22.3	2.08	-20.22	26.4	11.43	-15	51.2	86.48	35.28
Gujarat	11.1	8.78	-2.32	37.3	42.28	4.98	51.7	48.91	-2.79
Haryana	9.6	12.73	3.13	39.2	11.99	-27.2	51.3	75.27	23.97
Himachal Pradesh	33	19.28	-13.72	13.2	37.8	24.6	53.7	42.91	-10.79
Jammu & Kashmir	1.4	26.53	25.13	11.3	21.64	10.34	73.1	51.81	-21.29
Karnataka	24.4	8.1	-16.30	44.6	31.29	-13.3	31	60.62	29.62
Kerala	21	10.13	-10.87	41.3	27.68	-13.6	37.7	62.19	24.49
Madhya Pradesh	27.4	17.16	-10.24	33.4	28.06	-5.34	38.6	54.75	16.15
Maharashtra	17.5	8.89	-8.61	36.5	29.48	-7.02	46.1	61.63	15.53
Orissa	20.4	22.73	2.33	35.9	27.01	-8.89	43.7	50.26	6.56
Punjab	6	11.85	5.85	20.3	25.08	4.78	101	63.1	-37.90
Rajasthan	31.5	18.68	-12.82	31.1	42.43	11.33	37.5	38.89	1.39
Tamil Nadu	19.1	14.34	-4.76	52.6	41.49	-11.1	28.2	44.15	15.95
Uttar Pradesh	22.1	14.01	-8.09	41.4	51.26	9.86	36.5	34.72	-1.78
West Bengal	3.7	1.61	-2.09	35	34.98	-0.02	61.4	63.39	1.99
all-India	19.3	10.91	-8.39	40.2	33.97	-6.23	40.3	55.12	14.82

Source-Report on Employment-Unemployment of NSS Round-1993-94 and 2011-12

However, there has been a slight decline in rural male and rural female WFPR during 2004-05. Nevertheless, in urban category there was some increase during the same period. During 2011-12, there seems to be some decline in female WFPR in both rural and urban area. Across states Andhra Pradesh was one of the state with higher Work Force Participation Rate (WFPR) states among rural males, while Haryana is the lowest one during 1993-94. In case of rural female, Delhi was the lowest in work force participation rate. Bihar and Assam had lowest work force participation rate for urban females. During the period, 2004-05 to 2011-12, there was no significance difference among gender and in rural and urban. The work force participation rate of Delhi was the lowest among the states in case of rural females and urban females.

Trends of Female Employment in the Unorganized Sector in India

Table 3.7: State Wise Per thousand Distribution of WFPR According to Usual Principal and Subsidiary Status

States/ UTs	1993-94				2004-05				2011-12			
	Rural Male	Rural Female	Urban Male	Urban Female	Rural Male	Rural Female	Urban Male	Urban Female	Rural Male	Rural Female	Urban Male	Urban Female
Andhra Pradesh	631	521	544	199	605	483	560	224	602	445	554	170
Arunachal Pradesh	497	409	515	101	500	410	461	148	483	278	457	127
Assam	516	159	528	92	551	209	551	109	540	122	542	90
Bihar	511	172	439	69	477	138	452	65	473	53	421	45
Chhattisgarh	NA	NA	NA	NA	565	454	529	181	557	415	496	240
Delhi	586	98	538	96	516	47	535	88	493	146	530	104
Goa	579	269	507	199	524	188	534	188	547	210	511	157
Gujarat	574	396	535	142	593	427	578	151	599	278	603	133
Haryana	463	271	519	152	522	317	511	132	518	162	514	97
Himachal Pradesh	590	520	488	201	555	506	619	241	541	524	600	212
Jammu & Kashmir	519	391	491	130	552	267	526	112	547	255	539	117
Jharkhand	NA	NA	NA	NA	535	313	472	134	533	198	480	66
Karnataka	604	430	542	181	623	459	576	181	612	287	579	163
Kerala	537	238	559	203	559	256	547	200	565	221	552	191
Madhya Pradesh	572	410	471	142	544	366	525	154	561	239	520	115
Maharashtra	551	477	526	169	566	474	560	190	576	388	549	166
Orissa	566	371	510	151	586	322	504	148	592	246	579	155
Punjab	546	220	553	93	549	322	572	133	566	234	570	136
Rajasthan	540	457	490	163	510	407	508	182	495	347	490	141
Tamil Nadu	602	478	575	230	597	461	593	241	595	378	587	201
Uttarakhand	NA	NA	NA	NA	523	427	519	127	452	308	506	86
Uttar Pradesh	522	219	482	102	496	240	524	117	491	177	511	102
West Bengal	557	185	550	143	574	178	595	155	586	189	602	174
All-India	553	328	521	155	546	327	549	166	543	248	546	147

Source-Report No. 409: Employment and Unemployment in India, 1993-94, 2004-05 and 2011-12

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The rural female's work force participation of Bihar declined from 138 per 1000 in 2004-05 to 53 per 1000 in 2011-12. Again work force participation rate of urban females were the lowest in case of Bihar among the all states.

Table 3.8 presents the unemployment rate per thousand populations across gender and states wise. At the all India level, it seen that unemployment rate was higher among the female and especially in urban areas. During 2004-05, the unemployment rate was 82 per thousand female populations and became 66 per thousand during 2011-12. The unemployment rate in rural area was in lower comparing to urban areas. The unemployment rate among female was highest in states such as Bihar, Kerala, Jammu and Kashmir and Uttarakhand.

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Table 3.8: Numbers of Unemployed Rate (per 1000) According to Usual Principal and Subsidiary Status by Sex and State Wise

States/ UTs	1993-94				2004-05				2011-12			
	Rural Male	Rural Female	Urban Male	Urban Female	Rural Male	Rural Female	Urban Male	Urban Female	Rural Male	Rural Female	Urban Male	Urban Female
Andhra Pradesh	10	5	35	43	16	11	39	43	18	13	40	63
Arunachal Pradesh	17	3	17	77	11	6	12	29	19	17	36	92
Assam	62	143	62	289	30	70	71	156	44	92	54	75
Bihar	23	8	71	112	19	3	70	57	29	127	53	250
Chhattisgarh	N.A.	N.A.	N.A.	N.A.	11	4	46	31	17	3	51	70
Delhi	0	0	9	64	20	0	51	80	94	0	34	48
Goa	90	170	84	182	93	187	85	131	66	8	29	98
Gujarat	15	5	33	62	11	2	29	40	6	3	7	19
Haryana	24	53	26	80	33	32	36	131	26	42	40	56
Himachal Pradesh	23	6	41	4	42	52	19	117	18	18	21	110
Jammu & Kashmir	13	22	62	152	21	63	38	156	27	166	47	256
Jharkhand	N.A.	N.A.	N.A.	N.A.	24	3	82	27	19	62	49	109
Karnataka	13	6	34	75	11	10	22	62	13	5	30	51
Kerala	72	158	76	244	83	309	90	429	39	227	33	192
Madhya Pradesh	8	2	57	46	9	2	33	20	6	0	24	45
Maharashtra	17	7	46	58	21	5	46	58	11	4	19	43
Orissa	26	17	73	78	39	122	93	304	27	34	40	23
Punjab	14	71	33	86	35	296	30	200	23	61	28	51
Rajasthan	4	2	20	8	15	16	31	47	12	7	35	37
Tamil Nadu	27	13	49	84	18	25	32	54	23	10	23	51
Uttrakhand	N.A.	N.A.	N.A.	N.A.	28	6	43	133	34	42	26	253
Uttar Pradesh	12	4	36	16	11	8	37	47	17	49	43	52
West Bengal	28		77	196	30	81	64	137	36	14	51	98
All-India	20	14	45	82	21	31	44	91	21	29	32	66

Source-Report No. 409: Employment and Unemployment in India, 1993-94, 2004-05 and 2011-12

3.1.6: Distribution of Employment by Sub-Sectors

The nature and quality of employment depend on the concentration of employment in different sectors. The more people are employed in service sector, the quality of employment could be better. Table 3.9 highlights the distribution of employment by different sub sectors in the economy. In rural areas, employments are concentrated mostly in the agricultural sector. The table reveals that during 1993-94, 74 per cent of rural males were engaged in agricultural sector. The share of males engaged in the agriculture sector gradually declined from 74.1 per cent in 1993-94 to 59.3 per cent in 2011-12. On the other hand, in the case of rural females, the share of employment in agriculture activities decreased from 86.2 per cent in 1993-94 to 74.9 per cent in 2011-12. This decline was absorbed by the manufacturing sector. Women also shift from agricultural to non-agriculture but not as much as to males. This could be due to hindrance of social and family's restriction. The share of agriculture is gradually declining not only in case of both rural males and rural females but also in context of urban males and urban females. The proportion of workers in sectors such as manufacturing, construction and services during the same period has been increasing.

Table 3.9: Distribution (per 1000) of Workers According to Usual Principal and Subsidiary Status by Major Industry and Gender

Gender	Year	Agricultural	Mining & Quarrying	Manufacturing	Electricity, Water & Gas	Construction	Trade	Transport	Service
Rural Male	1993-94	741	7	70	3	32	55	22	70
	1999-00	714	6	73	2	45	68	32	61
	2004-05	665	6	79	2	68	83	38	59
	2009-10	628	8	70	2	113	82	41	55
	2011-12	593.6	5.4	81.3	3.1	130.1	69.9	40.6	76.2
Rural Female	1993-94	862	4	70	0	9	21	1	34
	1999-00	854	3	76	0	11	20	1	37
	2004-05	833	3	84	0	15	25	2	39
	2009-10	794	3	75	0	52	28	2	46
	2011-12	749.4	2.9	97.9	0.7	65.9	24.5	1.1	57.6
Urban Male	1993-94	90	13	235	12	69	219	97	264
	1999-00	66	9	224	8	87	294	104	210
	2004-05	61	9	235	8	92	280	107	208
	2009-10	60	7	218	7	114	270	104	219
	2011-12	56.4	8.6	223.7	13.7	106.5	219.7	90.7	280.6
Urban Female	1993-94	247	6	241	3	41	100	13	350
	1999-00	177	4	240	2	48	169	18	342
	2004-05	181	2	282	2	38	122	14	359
	2009-10	139	3	279	4	47	121	14	393
	2011-12	109.1	2.9	287	10.3	39.5	100.4	7.2	443.6

Source-Key Results on Employment-Unemployment in India 1993-94, 1999-00, 204-05, 2009-10 and 2011-12

During the period, 1999-2000 to 2004-05, the growth of manufacturing grew steadily. This growth was due to growth in export-oriented industries consist of garments, textiles, leather and diamond cutting (Thomas, 2012). This was applicable across gender as well as regions. Electricity, water and gas have a positive shift not only in rural males but also in urban males and urban females. Between 2004-05 and

2009-10, there was a huge set in manufacturing sector. There were many factors such as shortage of electricity, variation of exchange rate, high cost of credits and volatility in prices of raw materials (Thomas, 2012).. The services sector plays a significance role in the growth of Indian economy. This is gradually increasing the case of both males and females. During the period 1993-94 to 2011-12, there is a big jump for urban-males and urban-females as we compare to rural-males and rural-females.

3.2: Trends of Employment in the Unorganized Sector in India Revealed in NSS data

3.2.1: Classification of Status of Workers in India

Occupational change has been largely understood as a change in the activities of the members of a society to earn their livelihood. In other words, this change is observed by the change in the distribution of these activities in the socio-economic structure of a society. This is done by counting the number of persons engaged in different activities. Occupational distribution is a significant key element and index of workers composition. It also effects the socio-economic development of an area. Distribution of occupation indicates trade or profession in the labour market in an economy. It exposes the nature of economic progress of an economy. Occupation depends upon the degree of economic growth and development of the economy. The characteristics of occupation of population are mirrored in the working group, employment and unemployment. Occupations have been divided into three categories, agriculture, animal husbandry, forestry, fishery etc., are collectively known as “primary” activities. Manufacturing industries, both small and large scale, are known as “secondary” activities. Transport, communications, banking and finance and other services are “tertiary activities” in the country (NIC, 2008). The occupational structure of a country refers to the distribution or division of its population according to different occupations. The industry in India defined as the sector of economic activity in which a person works. Since the 44th round (1988-89), the National Industrial Classification (NIC, 1987) has been used for classifying the industry to which a person is attached. NIC 1998 is being used from the 55th round onwards (NSS, 2001). The term ‘occupation’ is defined by National Classification of Occupations (NCO, 1968) means economic activity performed by a person’s

occupation (NSS, 2001). Thus, the meaning of occupation has suffered continuous fluctuations from time to time. So it can be static absolutely only for a short period of time. Generally, it recognises to trade business, type of work and professions. The status of persons engaged in several activities is classified into three categories such as self-employed, regular salaried/ wage employee and casual labour (NSS, 1993-94). India has categorized workers into nine categories (Census of India, 1971). After that the occupational classification of 2001 census has made extreme change in the classification systems and has stopped. There has been no added classification was made by Census of India. Although over 90 per cent of the Indian workforce is still engaged in the unorganized sector, a comparative analysis of workforce engagement related information obtained during various rounds of NSS, i.e., 2004-05, 2009-10, 2011-12, suggests that a workforce related transformation from unorganized sector to organized sector is taking place.

The Unorganized employment is recognised on the basis of the type of enterprise in which workers are engaged or the nature of work they perform. The estimation of usual status (ps+ss) workforce in the AGEGC (agriculture excluding growing of crops, plant propagation, combined production of crops and animals without a specialized production of crops or animals) and non-agriculture sectors equivalent to several characteristics of enterprises with reference to the informal sector covers both proprietary and partnership (NSS, 2012).

Table 3.10 shows the distribution percentage status of workers (ps+ss) in agricultural sector excluding only growing of crops and plantation (AGEGC) and non-agriculture sub-sectors of informal sector proprietary and partnership (P&P) enterprises and in 'all types of enterprises, during 2011-12. The status of employment is a significant feature to consider as it offers insight about the quality of employment experienced by the worker. It can be seen that 100 per cent workers in both rural and urban areas engaged in both sub-sectors of informal sector (P&P) enterprises belonged to these workers (ps+ss). However, in 'all' types of enterprises the ratio was 95.2 per cent in rural areas and 99.6 in urban areas during 2011-12. Table also shows that major portion of these workers on both types of enterprises belonged to self-employed people with 56.8 per cent in P&P and 44.0 per cent in 'all' types of enterprises. Interestingly, female workers form a comparatively bigger share in self-employed people among these workers with 77.1 per cent in P&P and 57.1 per cent in

‘all’ types of enterprises against 49.8 per cent and 39.3 per cent males in respective enterprises. It can be understood why higher proportion of females are engaged in self-employed jobs which are mostly less paid or organized at households level.

Table 3.10: Percentage Status of Workers (ps+ss) in AGEFC and Non-Agriculture in Unorganized Sector (P & P) Enterprises and ‘all’ Types of Enterprises during 2011-12

Status of Workers	Rural					
	Male		Female		Person	
	P&P	All	P&P	All	P&P	All
Self-employed	49.8	39.3	77.1	57.1	56.8	44.0
Regular wage employed	13.4	22.7	5.7	14.7	11.4	20.6
Casual labour in public work	36.8	35.7	17.2	16.5	31.8	30.6
Total	100	97.7	100	88.3	100	95.2
Status of Workers	Urban					
	P&P	All	P&P	All	P&P	All
Self-employed	56.0	40.4	66.1	42.5	57.7	40.8
Regular wage employers	27.7	45.3	21.7	46.3	26.6	45.5
Casual labour in public work	16.3	13.9	12.2	11.1	15.7	13.3
Total	100	99.6	100	99.9	100	99.6

Source- NSS Report No.557 Informal Sector and Condition of Employment in India

Female’s employment is a serious factor in their progression towards economic independence and this is considered as indicator of their overall status in the society (Mammen, 2008). The findings of this comparative table can be understood in the context of workforce related transformation and pattern of rural to urban migration. Workers are migrating from casual work of rural areas to regular wage based employments in urban areas. The facts that share of female proprietary and partnership enterprises appear to hire largely as compare to male especially in case of self-employed in rural area i.e. 49.8 per cent for male and 77.1 per cent for female. Regular wage earners formed the least proportion in rural areas among such workers with 11.4 per cent in P&P and 20.6 per cent in ‘all’ types of enterprises. However, in urban areas regular wage earners were higher in proportion than casual workers across both the genders with 26.6 per cent in P&P and 45.5 per cent in ‘all’ types of enterprises. It can be seen in the table that size of such workers was least in casual work in public sector with 15.7 per cent in P&P enterprises and 13.3 per cent in ‘all types of enterprises in urban areas. However, size of these workers was

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significantly higher in rural areas with 31.8 per cent in P&P and 30.6 per cent in ‘all’ types of enterprises during 2011-12. The proportion of regular workers is significantly lower in this segment as compared to all enterprises in rural area for both male and female. The majority of female of ‘self-employed’ are more involve as compared to male in both areas. This reflects that more than 40 per cent of female are involved in livestock and large proportions and they report themselves as self-employed, while men are not involved in livestock rearing. Table 3.11 shows the percentage of workers in the Unorganized sector among AGE GC and non-agriculture during 2004-05, 2009-10 and 2011-12 on the basis of NSS rounds. There was some upward movement in case of AGE GC not only in male but also in female i.e. 53.65 per cent for male and 55.77 per cent for female in 2004-05 and 59.49 per cent for male and 59.49 per cent for female in 2011-12.

Table 3.11: Percentage of Workers in Unorganized Sector among AGE GC and Non-Agriculture (ps+ss) during 2004-05, 2009-10 and 2011-12

Area	Industry Group	2004-05		2009-10		2011-12	
		Male	Female	Male	Female	Male	Female
Rural	AGE GC	53.65	55.77	55.38	59.71	59.49	59.49
	Non-agriculture	46.35	44.23	44.62	40.29	40.51	40.51
Urban	AGE GC	54.08	59.91	56.39	61.91	55.88	60.84
	Non-agriculture	45.92	40.09	43.61	38.09	44.12	39.16

Source- NSS Report No.557 Informal Sector and Condition of Employment in India

But in the percentage of male and female engaged in non-agriculture sector was 46.35 per cent and 44.23 per cent respectively in 2004-05. And, in 2011-12 it was 40.51 per cent for male and 40.51 per cent for female. There was slight decrease in both genders during 2004-05 to 2011-12. The condition was same for the urban area. It was 54.08 per cent for male and 59.91 per cent for female during 2004-05 which increased to 55.88 per cent and 60.84 per cent for male and female respectively in 2011-12. In case of non-agriculture, there was some decline from 45.92 per cent for male and 40.09 per cent for female to 44.12 per cent for male and 39.16 per cent for female in 2011-12. During 2004-05 to 2011-12, there was absolute withdrawal of workers for both male and female due to attending educational institution (Kannan, 2012) and increase in households income. However, during 2004-05 to 2011-12, there

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was a major decline in female employment particularly for rural areas because of growth in mechanisation of agriculture (Himanshu, 2011).

3.2.2: Distribution of Workers by Gender and Type

Table 3.12 reflects the proportion of workers per thousand in the Unorganized sector (P&P) among workers (ps+ss) in AGE GC and non-agriculture sub-sectors for different statuses in employment, in rural and urban areas, during NSS 61st (2004-05), 66th (2009-10) and 68th (2011-12).

Table 3.12: Per Thousand Distribution of Workers in the Unorganized Sector in AGE GC and Non-agriculture Sectors (ps+ss) during 2004-05, 2009-10 and 2011-12

Industry Group	AGE GC & Non-Agriculture			AGE GC & Non-Agriculture			AGE GC & Non-Agriculture		
	61 st round (2004-05)			66 th round (2009-10)			68 th round (2011-12)		
Status of workers	Rural								
Gender	Male	Female	Person	Male	Female	Person	Male	Female	Person
Self-employed	948	972	958	922	960	935	966	981	971
Regular employed	445	263	411	417	274	390	449	281	417
Casual labour	808	760	800	748	697	740	783	759	780
Status of workers	Urban								
Self-employed	972	966	971	949	967	953	976	988	978
Regular employed	466	278	429	427	288	402	430	298	404
Casual labour	853	693	824	760	623	737	828	703	808

Source- NSS Report No.557 Informal Sector and Condition of Employment in India

It can be seen that in 2004-05, 95.8 per cent of workers in rural areas were self-employed, and 41.1 of the total rural workers were in regular employed while 80.0 per cent engaged in casual work. Table also shows that proportion of regular wage workers among them was dropped in 2009-10 to 39 per cent and then slightly improved with 41.7 per cent in 2011-12. Table 3.12 also reinforced the findings extracted from the proportion of these women workers in regular wage employment in both rural and urban areas. It could be seen that share of female in regular employment category has been low. This trend continued from 2004-04, 2009-10 and

2011-12 with 26.3 per cent 27.4 per cent and 28.1 per cent respectively, in rural areas against 27.8 per cent 28.8 per cent and 29.8 per cent in during same years in urban areas. Further, it suggest that situation regarding employment status in rural and urban areas remained almost the same during these years, with no increase in the proportion of regular wage employment and no decrease in proportion of these workers engaged in casual work in both rural and urban areas. During 2009-10 to 2011-12, regular employed created near about 12.8 million. The male and female workforce showed a decline between 2004-05 and 2009-10 due to drought and global recession (Rangarajan, 2014).

3.2.3: Workers Engaged in Proprietary and Partnership Enterprises

The fact that proprietary enterprises appear to hire largely male workers with very few female workers, is one noteworthy observation (table 3.13). This is also linked to the labour market separation with female entrepreneurs being involved in certain activities for which female workers are hired. Although over 90 per cent of the Indian workforce is still engaged in unorganized sector, however, a comparative analysis of workforce engagement related information obtained during various rounds of NSS, i.e., 2004-05, 2009-10, 2011-12, suggests that workforce related transformation from unorganized sector to organized sector is taking place. Table 3.14 shows that 79.3 per cent of these workers are engaged in proprietary and partnership enterprises in AGEGC and non-agriculture sub-sector of unorganized sector during 2004-05. Male stand for 75.3 per cent in proprietary and female stand for 0.8 per cent and overall for both (P&P) stand 79.3 per cent. However, this ratio dropped around 5 per cent to 69.8 per cent and 74.2 per cent for (P&P) during 2009-10 and then registered slight increase up to 73.1 per cent and for total is 76.2 per cent during 2011-12 as per the rounds of NSS. Table 3.14 also portrays the break-up of workers in unorganized sector according to their engagements in proprietary and partnership firms. At the level of rural and urban, nearly 71.8 per cent for male and 0.7 per cent for female engaged in proprietary in AGEGC and non-agriculture sectors while 76.8 per cent stood for (P&P) in 2004-05, while the proportion was about 71.4 per cent for male and 69.8 per cent for female in term of rural and urban combine in 2009-10 and about 74.3 per cent for male and 69.2 per cent for female in 2011-12. During 2004-05 to 2011-12, while the overall decline in the segment of employment in the

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Unorganized sector was about 5 percentage point and the decline was about 6 percentage points in the rural areas and 3 percentage points in the urban areas.

Table 3.13: Percentage of workers (ps+ss) Engaged in Proprietary and Partnership (P&P) Enterprises and in AGEGC and Non-Agriculture sectors in the Unorganized Sector during 2004-5, 2009-10 to 2011-12

Year	Category of workers		Proprietary		Partnership		All P&P
			Male	Female	Within household	Out of household	
2004-05	Male	Rural	75.3	0.8	1.7	1.5	79.3
	Female		46.0	37.7	2.1	0.5	86.3
	Person		65.7	12.8	1.8	1.2	81.5
	Male	Urban	68.0	0.5	3.1	2.3	73.9
	Female		33.9	28.2	2.0	1.4	65.5
	Person		61.1	6.1	2.9	2.1	72.2
	Male	Rural & Urban	71.8	0.7	2.4	1.9	76.8
	Female		42.1	34.7	2.1	0.8	79.7
	Person		63.7	9.9	2.3	1.6	77.5
2009-10	Male	Rural	69.8	0.8	1.6	2.0	74.2
	Female		36.6	33.8	2.6	1.3	74.3
	Person		61.2	9.4	1.8	1.8	74.2
	Male	Urban	62.8	0.7	3.0	2.1	68.6
	Female		30.8	27.0	2.4	1.4	61.6
	Person		57.0	5.4	2.9	2.0	67.3
	Male	Rural & Urban	66.4	0.8	2.2	2.0	71.4
	Female		34.6	31.4	2.5	1.3	69.8
	Person		59.3	7.6	2.3	1.9	71.1
2011-12	Male	Rural	73.1	0.5	1.4	1.2	76.2
	Female		31.7	38.6	1.9	0.5	72.7
	Person		62.1	10.6	1.5	1.0	75.2
	Male	Urban	65.7	0.4	2.2	2.1	70.4
	Female		29.7	30.2	2.1	1.6	63.6
	Person		58.8	6.1	2.2	2.0	69.1
	Male	Rural & Urban	69.5	0.4	1.8	1.6	74.3
	Female		30.9	35.4	2.0	0.9	69.2
	Person		60.6	8.5	1.8	1.4	72.3

Source-NSS Report No.557 Informal Sector and Condition of Employment in India

It can also be seen that in rural areas 81.5 per cent proportion of workers is in the two sub-sectors of unorganized sector, it is 72.2 per cent in urban areas. This trend continued in 2009-10 and in 2011-12 with their proportion in rural areas with 74.2 per cent and 75.2 per cent as against 67.3 per cent and 69.1 per cent in urban areas,

respectively. This comparative analysis suggests that in spite of rapid rural to urban migration and involvement in agriculture sector, rural workforce engagement in proprietary and partnership enterprises in unorganized sector are still higher than that of in urban areas. It can also be noticed that proportion of female workers among them has gone down, even in unorganized sector, during this period. Analysis of the data depicted in the table shows that proportion of female workers in these enterprises registered a significant drop of 10 per cent from 79.7 per cent in 2004-05 to 69.8 per cent and 69.2 per cent 2009-10 to 2011-12, respectively. It can be seen in the table than more females workers among them were engaged than male in these enterprises, during 2004-05. However, during 2009-10 and 2011-12 the scene was reverted with higher participation of men than women among these workers. This finding reinforced the fact that women workforce participation in the country registered a significant drop in first decade of the millennium. It can be further seen in the table that this drop is sharper in rural areas than in urban areas. The proportion of workers in the Unorganized sector declined considerably between 2004-05 and 2011-12 in both male and female categories. The analysis of this trend in labour force participation in the Unorganized sector in case of (P&P) by gender indicates that declined is mostly detected among females than that of male especially in rural area. One of the causes of declined of female participation in the labour market is the non-recognition of a number of female centric works as economic activities (Mahapatro, 2013). Further, early withdraw of female from labour market marital age is the main reason. Unmarried female have a slightly better position than enjoyed by the divorced or separated women and widows they are also exploited at work place (Krishnakumari, 1995). Again, it has been pointed out by the official that poor investigative method or inadequate capture of females work in the latest round results in decline in participation rate (Mahapatro, 2013).

3.2.4: Distribution of Workers in Different Industry Groups

Table 3.14 displays per thousand distributions of workers in the Unorganized sector (P&P) among workers of different industry groups during 2011-12. It can be seen that 92.4 per cent workers in rural areas and 92.00 per cent in urban areas in AGEGC sub sector belonged to such workers. Ratio of female workers in both rural 94.00 per cent and urban 97.10 per cent is higher than male workers with 88.9 per cent in rural the same per cent in urban areas. In mining and quarrying, the proportion

of such workers was 68.00 per cent in rural areas and 31.10 per cent in urban areas reflecting sharp differences. Proportion of female workers in this sector also was higher than male with 90.9 per cent in rural areas 47.8 per cent in urban areas against 62.5 per cent and 29.7 per cent of male workers, respectively. Proportion of such workers in manufacturing is almost similar in both urban areas i.e. 85.3 per cent and rural areas 78.9 per cent. Again, proportion of female workers among such workers is slightly higher than male workers, in manufacturing sector. However, numbers of female participation among such workers was zero recorded in the electricity, gas, steam and air conditioning sector in rural areas during 2011-12, while in urban areas some female participation 0.92 per cent was reflected. This section of industry reflected 10.4 per cent participation of such workers in rural areas and 12.2 per cent in urban areas. Another significant industry in which high proportion among such workers registered was real estate activities in which 95.3 per cent in rural area and 87.7 per cent in urban areas belong to such workers. Strikingly, 100 per cent of the rural female workers in real estate activities in informal sector belonged to this group of workers.

Other service activities registered 90.2 per cent participation of such workers in rural areas and 83.9 per cent in urban areas, with higher male participation. AGEGC and non-agriculture activities in informal sector engaged 75.2 per cent such workers in rural areas and 69.1 per cent in urban areas with slightly higher male participation. Other industries in which higher percentage of such workers were reflected included transport and storage 83.8 per cent rural and 73.8 per cent urban, accommodation and food services 91.5 per cent in rural, 91.8 per cent in urban, art entertainment and recreation 84.7 per cent for rural and 73.1 per cent for urban areas. Professional, scientific and technical activities constitute 74.1 per cent for rural areas and 69.3 per cent stand for urban areas. There is no significant difference in the proportion of such workers across genders in these sections of industries during 2011-12.

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Table 3.14: Proportion (per 1000) of Workers in the Unorganized Sector (P&P) of Different Industry Groups during 2011-12 (ps+ss)

Industry Group	Rural			Urban		
	Male	Female	Person	Male	Female	Person
AGEGC	889	940	924	889	971	920
Mining and Quarrying	625	909	680	297	478	311
Manufacturing	803	946	853	716	895	759
Electricity, Gas, steam and air-conditioning supply;	107	0	104	127	92	122
Water supply, sewerage, waste management and remediation activities	393	759	459	667	631	660
Construction	733	300	654	781	789	782
Wholesale and retail trades; repair of motor vehicles, motor cycles	950	954	951	936	938	936
Transportation and storage	840	684	838	747	298	738
Accommodation and food service activities	927	858	915	913	949	918
Information and communication	531	683	548	360	213	337
Financial and insurance activities	380	208	360	258	253	257
Real estate activities	953	1000	953	888	633	877
Professional, scientific and technical activities	753	562	741	698	657	693
Administrative and support service activities	646	445	632	622	524	611
Public administration and defence, compulsory social security	-	-	-	-	-	-
Education	258	232	248	305	373	338
Human health and social work activities	623	284	476	592	460	537
Arts, entertainment and recreation	837	942	847	735	700	731
Other service activities	915	838	902	877	752	839
Activities of households as	-	-	-	-	-	-
Activities of extraterritorial organizations and bodies	-	-	-	-	-	-
Non-agriculture (B-U)	755	640	730	702	625	687
AGEGC and non-agriculture	762	727	752	704	636	691

Source-NSS Report No.557 Informal Sector and Condition of Employment in India

Conclusion

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 women workforce participation as

a whole is declining, especially during post reform period. The analysis brings new aspect to continuing debate on the decline in the growth of employment from the last two decade. Occupational distribution of workforce shows that labour inclusion in self-cultivation is shocked and declining. 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. This increasing growth and employment has been of significance much higher for the female workers as compare to male workers. In regular employment, they have shown an 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 except construction sector. 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 to them participate in labour force.

CHAPTER-4
SOCIO-ECONOMIC PROFILE OF
THE STUDY AREA

CHAPTER-4

SOCIO-ECONOMIC PROFILE OF THE STUDY AREA

Introduction

The socio-economic profile of the study provides details about the standard living of people relating to the study area. It refers to the society linked with numbers of factors such as income, employment, education, gender and access to household's assets. These factors play an important role for development in the society and they influence to each other. Although, education is the most crucial factor and is used to measure the socio-economic status. Income fluctuates according to education. Higher education level is related to better economic outcomes. Employment is direct related to education. These socio-economic indicators are the mirror of the society as well as economy. Hence, these factors are closely related to each other. The present chapter analyses different social and economic indicators in the study region.

4.1: Social Indicators of Household

Social indicators of households are used for observing the development of a society. Through these indicators, we can examine the development in the study region. Socio-economic pointers are very useful to analyse a particular social phenomenon or a society as whole. A rigorous system for collection of socio-economic indicators is dynamic for the effective development of the society. Under these social indicators such as education, employments and households assets have been analysed.

4.1.1: Households by Gender

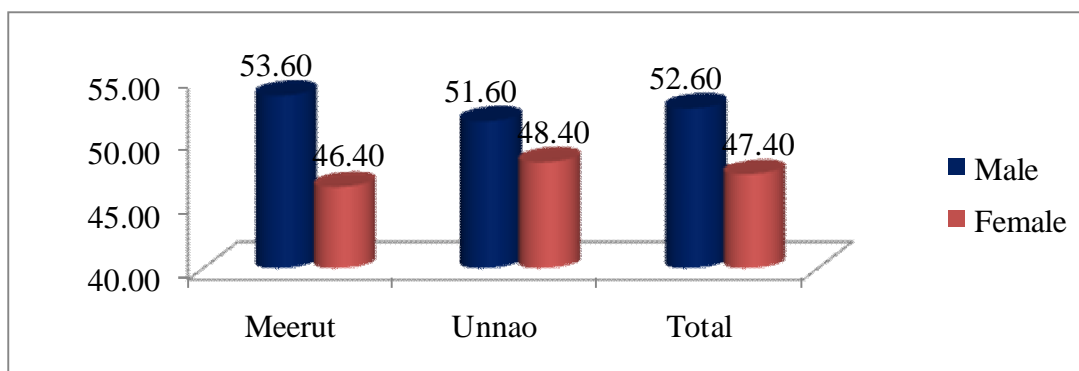
This chapter gives the detail of two districts namely Meerut and Unnao, where primary survey was conducted. The survey covers one block from each district and further two villages from each block. The sample size is 90 households from each village. So the total sample size is 360 households. Table 4.1 describes the classification of the household members on the basis of gender. There are total 1575 members in the two districts. District Meerut has 827 members; among them the share of male is 53.60 per cent followed by 46.40 per cent female and district Unnao consists of 748 members and the percentage of male and female is 51.60 and 48.40 respectively. There are no major difference between district Meerut and district Unnao as far as distribution of members by gender is concerned.

Table 4.1: Classification of Household Members by Gender

District	Male	Female	Total
Meerut	443 (53.60)	384 (46.40)	827 (100.00)
Unnao	386 (51.60)	362 (48.40)	748 (100.00)
Total	829 (52.60)	746 (47.40)	1575 (100.00)

Source- Field Survey

Figure 4.1: Classification of Household Members by Gender



Source- Field Survey

4.1.2: Households by Social Category

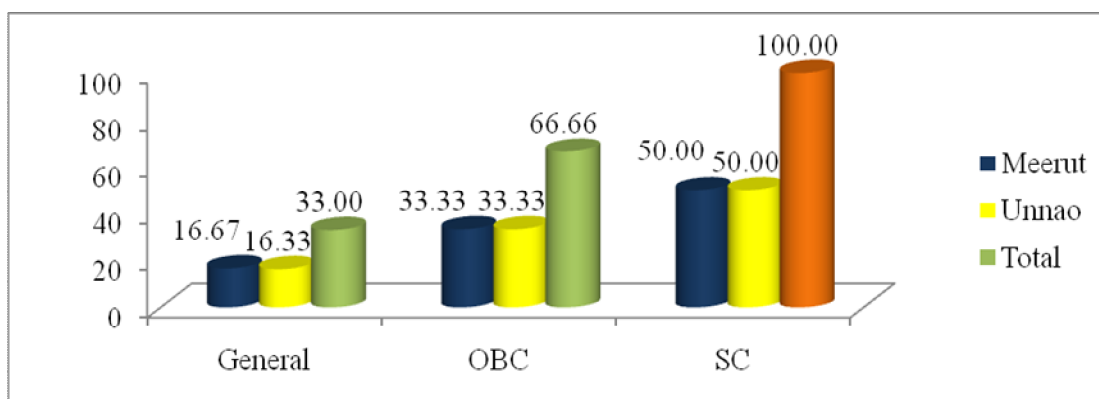
Table 4.2 gives the detail of both districts by social category. The sample size has been selected 90 households from each village. So there are total 360 households. The member of General category is 60; OBC households are 120 and 180 SCs households in all villages. This ratio is same for both districts. The sample size has taken on the base of 1:2:3: ratio.

Table 4.2: Households by Social Category

Categories	General	OBC	SC	Total
Meerut	30 (16.67)	60 (33.33)	90 50.00	180 (100.00)
Unnao	30 (16.67)	60 (33.33)	90 (50.00)	180 (100.00)
Total	60 (16.67)	120 (33.33)	180 (50.00)	360 (100.00)

Source- Field Survey

Figure 4.2: Percentage of Social Category in both Districts



Source- Field Survey

4.1.3: Classification of Households Members by Gender and Age

Table 4.3 shows gender and age wise classification of households' members. It has been cleared from the table that majority of members in the households are concentrated within the age group of 18 to 39 years.

Table 4.3: Gender and Age Wise Classification of Households

Districts	Gender	Upto 5 Years	6 to 17 Years	18 to 39 Years	40 to 59 Years	Above 60 Years	Total
Meerut	Male	43 (9.7)	94 (21.2)	199 (44.9)	88 (19.9)	19 (4.3)	443 (100.0)
	Female	35 (9.1)	111 (28.9)	150 (39.1)	79 (20.6)	9 (2.3)	384 (100.0)
	Total	78 (9.4)	205 (24.8)	349 (42.2)	167 (20.2)	28 (3.4)	827 (100.0)
Unnao	Male	54 (14.0)	92 (23.8)	159 (41.1)	63 (16.3)	19 (4.9)	387 (100.0)
	Female	44 (12.2)	99 (27.4)	150 (41.6)	53 (14.7)	15 (4.2)	361 (100.0)
	Total	98 (13.1)	191 (25.5)	309 (41.3)	116 (15.5)	34 (4.5)	748 (100.0)
Total	Male	97 (11.7)	186 (22.4)	358 (43.1)	151 (18.2)	38 (4.6)	830 (100.0)
	Female	79 (10.6)	210 (28.2)	300 (40.3)	132 (17.7)	24 (3.2)	745 (100.0)
	Total	176 (11.2)	396 (25.1)	658 (41.8)	283 (18.0)	62 (3.9)	1575 (100.0)

Source- Field Survey

This indicates the demographic is quite better. In other words, working population is higher in the household surveyed. Higher proportions of these age groups are in Meerut district compared to Unnao district. This proportion is 42.2 per cent and 41.3 per cent in Meerut and Unnao respectively. The proportion of child population i.e. less than 5 years of age is 11.2 per cent. On the other hand, 3.9 per cent household's members constituted older population in both districts. 25.1 per cent belongs to members within age group of 6 to 17 years. This may constitute members who are either school going or drop out.

4.1.4: Households by Education Level

Table 4.4 shows the gender wise difference of literate and illiterate persons in both districts Meerut and Unnao. The rate of literacy is quite high among females of Meerut as comparative to that of females of Unnao.

Table 4.4: Households by Education Level

District	Gender	Literate	Illiterate	Total
Meerut	Male	315 (71.11)	128 (28.89)	443 (100.00)
	Female	256 (66.67)	128 (33.33)	384 (100.00)
	Total	571 (69.04)	256 (30.96)	827 (100.00)
Unnao	Male	270 (69.95)	116 (30.05)	386 (100.00)
	Female	235 (64.92)	127 (35.08)	362 (100.00)
	Total	505 (76.86)	243 (36.50)	748 (100.00)
Total	Meerut	571 (69.04)	256 (30.96)	827 (100.00)
	Unnao	505 (67.51)	243 (32.49)	748 (100.00)
	Total	1076 (68.32)	499 (31.68)	1575 (100.00)

Source- Field Survey

The rate of literacy is 71.11 per cent for male and 66.67 per cent for female in Meerut while the percentage of illiterate is 28.89 and 33.33 for male and female respectively. The total percentage of literate in Meerut is 69.04 per cent. The literacy rate is slightly higher in Meerut compared to Unnao. Therefore, the proportion of

illiteracy is high in Unnao as compare to Meerut. The literacy is 69.95 per cent for male and 64.92 per cent for female in Unnao while the percentage of illiterate is 30.05 and 35.08 for male and female respectively. Thus, the total percentage of literate in Unnao is 67.51 per cent and illiterate are 32.49 per cent. The gender gap in literacy is however, same in both districts. The overall proportion of literate is 68.32 per cent and illiterate is 31.68 per cent in the study area in both districts of Meerut and Unnao. There is no big difference between male and female literacy rate. Mostly, needed females try to find employment but due to several social barriers, their entry into labour market is restricted. They also face burden of domestic duty and caring of children. Female employment is determined by many economic and social factors such as economic factors (Tansel, 2002), distribution of gender at work place (Miles, 2002). These all factors play very significant role in getting employment.

After comparing the data between both study regions it is clear that the level of education is slightly higher in district Meerut. The reason behind it is that National Capital Region (NCR). The education institutions are increasing rapidly day by day. Therefore, people are actively participating in education. The awareness is high. Hence, District Meerut has become the hub of education. The percentage of illiteracy in male and female of district Unnao is high as compare to district Meerut. Unnao is also near of Lucknow, the capital of Uttar Pradesh, but there is no enough development according to changing time. The percentage of primary schools in Unnao is 64.10 per cent and in District Meerut is 52.47 per cent (Sankhyikiya Patrika, 2013-14). Besides this, condition of district Unnao is not good. Above table represents comparison the level of illiteracy as well as education in the household members between District Meerut and Unnao, which is categorized between male as well as female gender. The table shows the position of district of Meerut is far better in terms of literacy as well as the level of education compare than Unnao in both male as well as female.

4.2: Economic Indicators of Households

Economic indicators of households are used for observing the development of a society. These indicators include income, education, employment and health, status of women, gender, standard of living and poverty and assets. Through these indicators, we can examine the society. Economic indicators are very useful and used

for statistics to analyse the economic position in a region. A rigorous system for collecting economic indicators is dynamic for the effective development of the society. All these economic factors play a crucial role for an economy. These indicators are explicitly and implicitly related to growth and development of economy. Employment is the main key to open the door of development, which is correlated by the education. Education and employment are complementary to each other. Higher education leads to higher status of employment and followed by high level of income. Therefore, these economic indicators are closely related to each other as well as for economy.

4.2.1: Employment and Non-Employment Status of Households

Table 4.5 and figure 4.3 gives the detail of classification of household members who are working in any economic activity in both districts Meerut and Unnao. There are only 720 persons who are engaged in an economic activity out of which 381 members and 339 members' stands for Meerut and Unnao respectively.

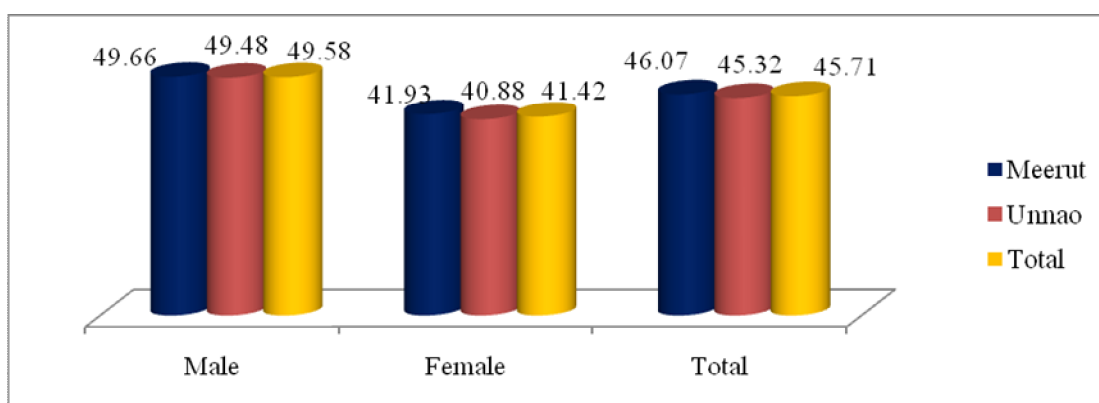
Table 4.5: Classification of Household Members by Work Participation Rate (WPR)

District	Male			Female			Total		
	Total Population	Total Workers	WPR	Total Population	Total Workers	WPR	Total Population	Total Workers	WPR
Meerut	443	220	49.66	384	161	41.93	827	381	46.07
Unnao	386	191	49.48	362	148	40.88	748	339	45.32
Total	829	411	49.58	746	309	41.42	1575	720	45.71

Source- Field Survey

The work participation rate (WPR) i.e. denotes the proportion of workers in total population. As a whole, the WPR for both districts is 45.71 per cent. The WPR for male is 49.58 per cent and for female is 41.42 per cent. This indicates male members are participating more in work than females. Table 4.5 also makes it clear that the WPR is almost same in both regions, but in both regions WPR for female is less than males.

Figure 4.3: Classification of Household Members by Work Participation Rate



Source- Field Survey

Meerut is also a hub of education. So education has played a very important role to engage in economic activity. There are many opportunities to working people who wants to do work. Unnao is comparatively poorer than Meerut. District Meerut is advanced not only in education but also in working condition. There are better employment opportunities and more education facilities for both male and female. District Unnao however, is backward, so far as education is concerned.

4.2.2: Non-Employment Status of Households

Table 4.6 represents the non-employment status of household members which means these categories are not engaged in any economic activity. This means that these sections of population are either unemployed or did not report to the labour force; children, disabled housewife, older population etc.

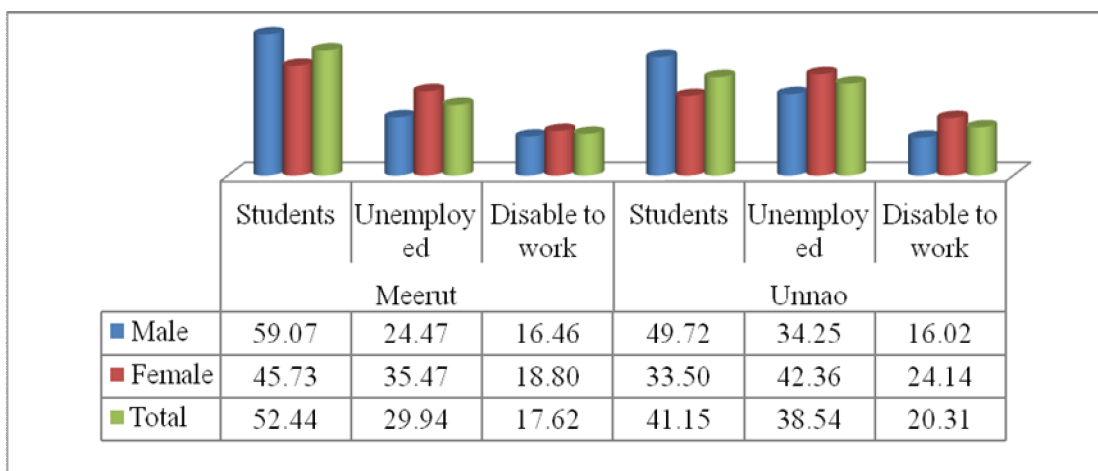
Table 4.6: Percentage of Non-Employment Status of Households

District	Categories	Male	Female	Total
Meerut	Students	59.07	45.73	52.44
	Unemployed	24.47	35.47	29.94
	Disable to work	16.46	18.80	17.62
	Total	100.00	100.00	100.00
Unnao	Students	49.72	33.50	41.15
	Unemployed	34.25	42.36	38.54
	Disable to work	16.02	24.14	20.31
	Total	100.00	100.00	100.00

Source- Field Survey

The table 4.6 makes it clear that these sections of population are categorised into students, unemployed and those who do not report to the labour force, disable to work who include children, older age population and the weaker or diseased person. It is to be seen from the table that 20.31 per cent are disable to work in Unnao which stood out to be 17.62 per cent in Meerut. The proportions of school or college going i.e. students are higher, which is 52.44 per cent in Meerut and 41.15 per cent in Unnao. The higher proportion of students in Meerut indicates better education facilities in the study region of Meerut. Unemployed and did not report to labour force constituted 29.99 per cent and 38.54 per cent in Meerut and Unnao respectively.

Figure 4.4: Percentage of Non-Employment Status of Households



Source- Field Survey

Across gender, the proportion of unemployed and did not report to labour force have higher proportion among female. This is 35.47 per cent in Meerut and 42.36 per cent in Unnao. Therefore, higher proportions of workers among females are formed in Meerut district compare to Unnao. Thus, as far as non-employed status of household members also indicate better position in the study region of Meerut Unnao.

4.2.3: Employment Classification by Gender

Table 4.7 presents employment classification of workers by gender in term of cultivator, agricultural, casual workers, non-agricultural labour, self-employed, person engaged in service sectors and other categories. The table finds that more number of male persons is engaged in almost all activities noted. Higher proportion of male are basically found in cultivation and in the service category. On the other hand, as far as agricultural worker is concerned, more proportion of females is engaged. This means that relatively higher proportions of females are engaged in informal activities such as agricultural worker. This constituted 25.73 per cent in Meerut and 55.22 per cent in Unnao. In term of workers in service sector, higher proportion are found in Meerut study region, compare to Unnao region.

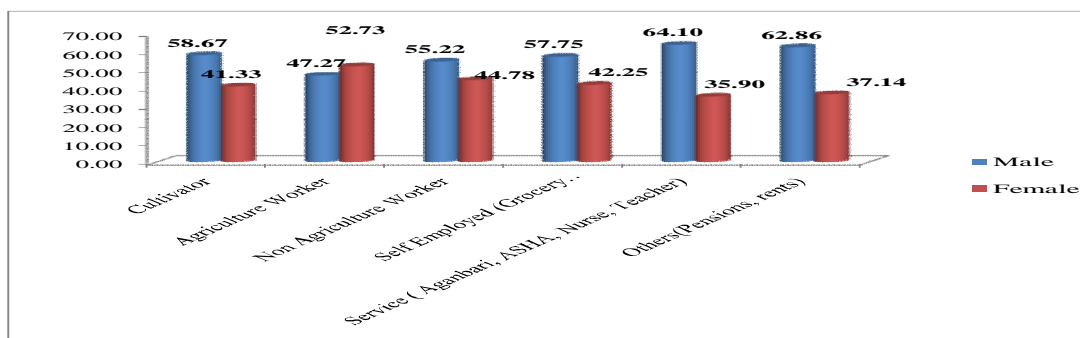
Table 4.7: Gender Wise Employment Classification of Households

Districts	Occupations	Male	Female	Total
Meerut	Cultivator	44 (58.67)	31 (41.33)	75 (100.00)
	Agriculture Worker	26 (47.27)	29 (52.73)	55 (100.00)
	Non Agriculture Worker	37 (55.22)	30 (44.78)	67 (100.00)
	Self Employed (Grocery store, Parlour, Vegetable, Tailoring, Construction materials)	41 (57.75)	30 (42.25)	71 (100.00)
	Service (Anganwadi, ASHA*, Nurse, Teacher)	50 (64.10)	28 (35.90)	78 (100.00)
	Others(Pensions, rents)	22 (62.86)	13 (37.14)	35 (100.00)
	Total	220 (57.74)	161 (42.25)	381 (100.00)
Unnao	Cultivator	54 (56.84)	41 (43.16)	95 (100.00)
	Agriculture Worker	30 (44.78)	37 (55.22)	67 (100.00)
	Non Agriculture Worker	27 (52.94)	24 (47.06)	51 (100.00)
	Self Employed (Grocery store, Parlour, Vegetable, tailoring, Construction materials)	37 (62.71)	22 (37.29)	59 (100.00)
	Service (Anganwadi, ASHA*, Nurse, Teacher)	27 (67.50)	13 (32.50)	40 (100.00)
	Others (Pensions, rents)	16 (59.26)	11 (40.74)	27 (100.00)
	Total	191 (56.34)	148 (43.66)	339 (100.00)

Source- Field Survey

*Accredited Social Health Activist

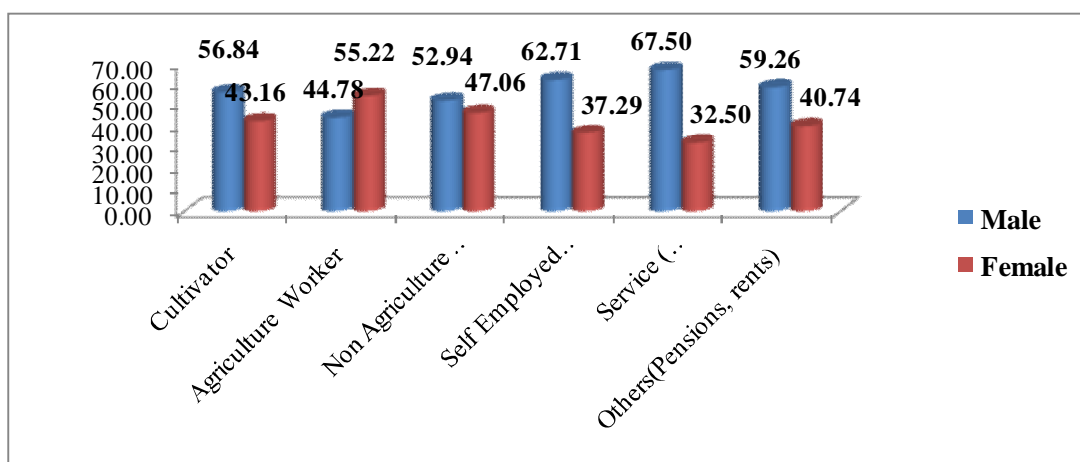
Figure 4.5: Gender Wise Employment Classification of Households in Meerut



Source- Field Survey

This may be due to the development potentialities of the district. In case of non-agricultural labour, however, more male members are engaged compared to female members. In the self-employment activities also more males are engaged. In the self-employment activity, 57.75 per cent male are engaged and 42.25 per cent female are engaged in Meerut. On the other hand, 62.71 per cent males and 37.29 per cent females are engaged in self-employment in study region.

Figure 4.6: Gender wise Employment Classification of Households in Unnao



Source- Field Survey

The same proportion is 55.22 per cent males and 44.78 per cent females are engaged in agriculture activity in Unnao region. 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. If we analysis the given data then we find that in both district 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 female.

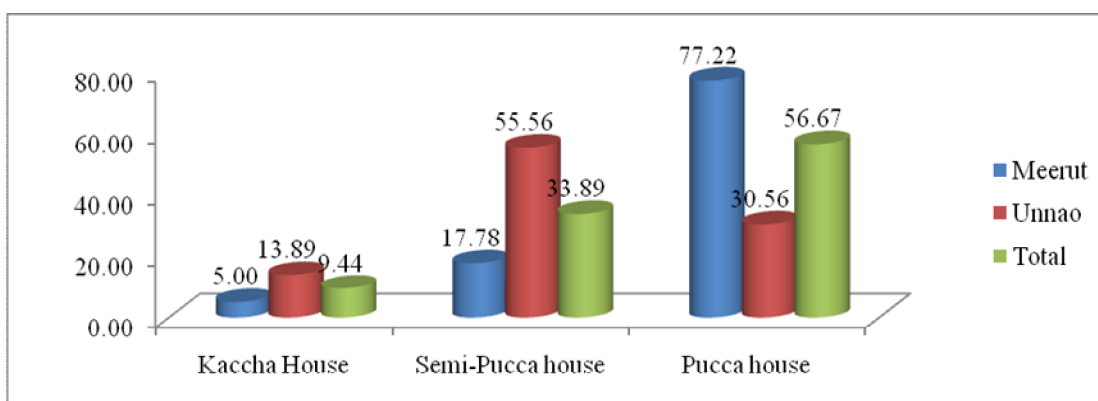
4.3: Assets Holding Status of Households

Household asset is very significant method to know the value of one's own wealth. An asset is any type of material that has monetary value. This means that one can sell and purchase and convert it into cash. Assets consist of house, vehicle and households items such as furniture, clothing, jewellery, electronics goods which is used daily by the every members of the households. Household assets or wealth is determined by the market value of households assets hold by the families. The amount of money they hold in currency and bank deposits is also included into household's assets. These domestic stuffs are very important in day to day life. These types of assets have been symbol of prosperity of society. Through these domestic items, one can easily identify the standard of living. Income is the function of all types of assets. There is a positive relationship between income and assets. If incomes increase then these assets also increase. Mainly there are two type of assets i.e. fixed assets and current assets. A current asset refers to business purpose and consumed within one year while fixed assets also refers to the same but it is consumed more than one year. We are taking here fixed assets because this study is based on households. There are many types of assets which are used by almost everyone. These assets are furniture, electrical, jewellery, vehicle, house and mobile phones etc.

4.3.1: Types of House

Figure 4.7 gives the details of type of house. The houses are divided into three categories Kaccha house, Semi-Pucca house and Pucca house. If we compare the house between district Meerut and district Unnao then we find that the condition of houses of district Meerut is better than district Unnao. The percentage of kaccha house in district Meerut is 5.00 per cent semi-pucca house 17.78 per cent and pucca house 77.22 per cent. On the other hand, the situation is not that better in case of district Unnao. Kaccha house is 13.89 per cent, semi-pucca house is 55.56 per cent and pucca house stood only 56.67 per cent in Unnao district.

Figure 4.7: Types of House



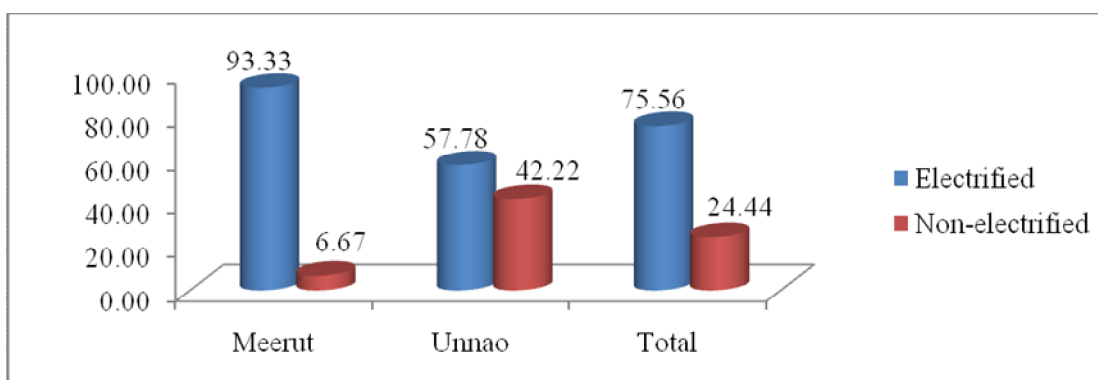
Source- Field Survey

The reason of these variations may be due to lack of sufficient income and better employment opportunities in district Unnao. The condition of house and allied facilities depends on economic position of people. There is direct relation between employment and income.

4.3.2: Status of Electrified and Non-Electrified Households

Figure 4.8 reveals the status of electrified house and non-electrified house in both district Meerut and Unnao. In district Meerut, 93.33 per cent are electrified house and 6.67 per cent are non-electrified house.

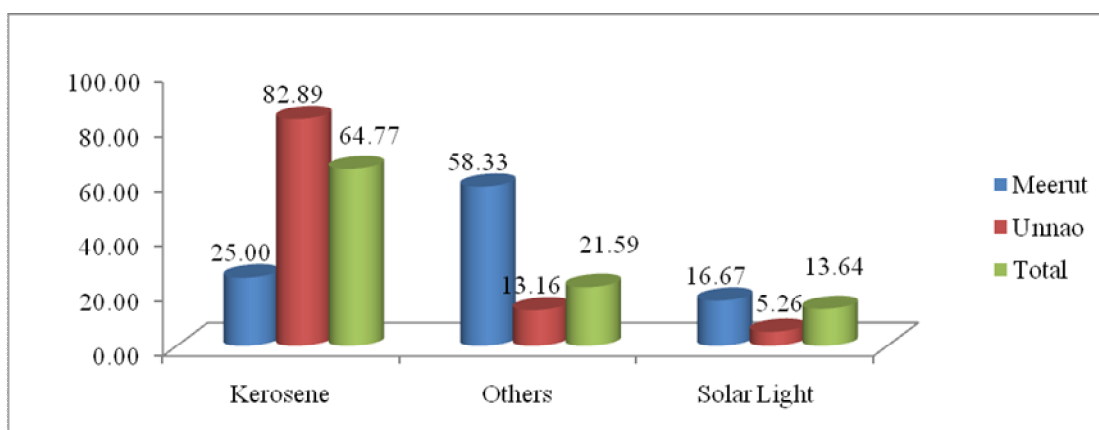
Figure 4.8: Percentage Status of Electrified Households



Source- Field Survey

But in district Unnao, the percentage of electrified house is 57.78 is only per cent and non-electrified households stood at 42.22 per cent. Combining both regions, electrified households are 75.56 per cent and non-electrified are 24.44 per cent.

Figure 4.9: Status of Non-Electrified Households



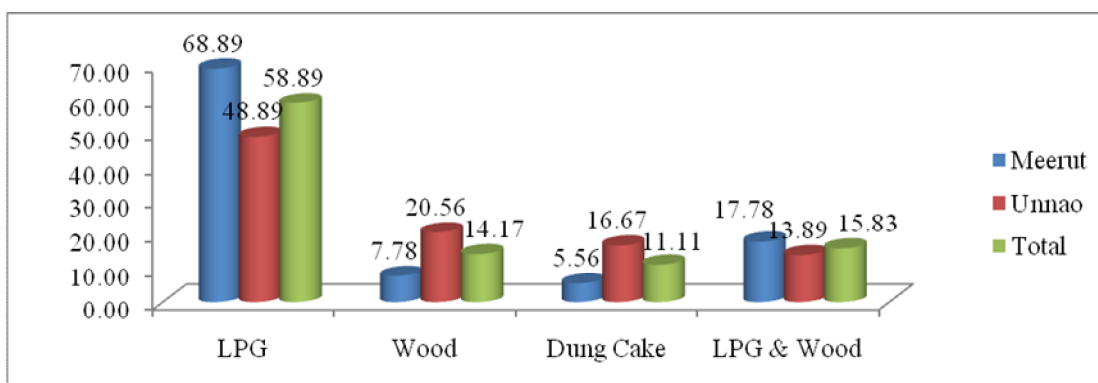
Source- Field Survey

Figure 4.9 reveals the comparison among the use of alternative source in place of electricity. In case of district Meerut, the use of Kerosene is 25.00 per cent, others (candles) 58.33 are per cent and in solar light constituted 16.67 per cent. On the other hand, in district Unnao, 82.89 per cent uses kerosene, 13.16 per cent uses candles and solar light is preferred by 5.29 per cent households. There is a huge difference in use of kerosene between district Meerut and district Unnao.

4.3.3: Sources of Cooking Food

Figure 4.10 gives the details of source of cooking food. District Meerut is high in use of LPG i.e. 68.88 per cent as source of cooking food comparatively than district Unnao 48.89 per cent. Gradually people are shifting from wood, dung cake to LPG. Hence, the percentage of LPG is growing in the study region. This is the main icon of development. In case of using wood and dung cake the percentage is 7.78 per cent and 20.56 per cent respectively in district Meerut and district Unnao. There are also many households who used both type of sources of cooking food i.e. LPG and wood which stood at be 17.18 per cent and 13.89 per cent respectively. Use of LPG is important in both cooking food in view of environmental aspects.

Figure 4.10: Sources of Cooking Food



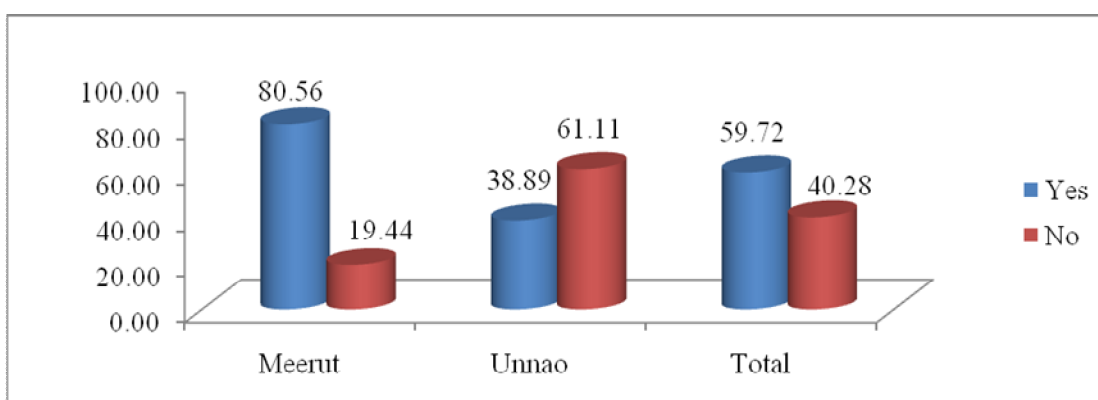
Source- Field Survey

All above the economic indicators play a very crucial role in economy. But all these indicators depend on income, wage and employment.

4.3.4: Use of Television

Figure 4.11 presents the use of television. It has been observed that as a whole, 59.72 per cent are found to have television in both regions. The use of television in Meerut is high i.e. used by 80.56 per cent households. On the other hand, in district Unnao, only 38.89 per cent households are using television. This is because better development and employment outcome in Meerut district.

Figure 4.11: Use of Television

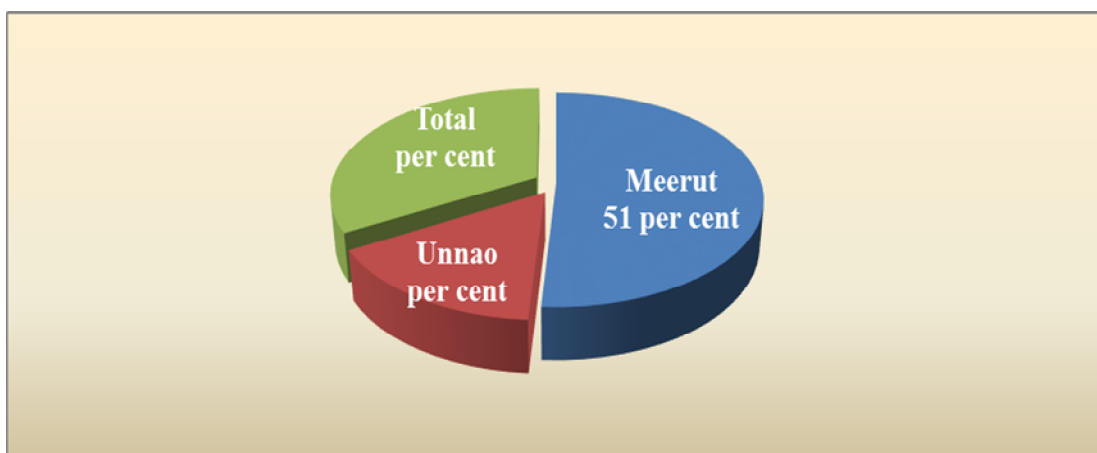


Source- Field Survey

4.3.5: Status of Vehicle

Figure 4.14 gives the details of vehicle that has been observed through survey. In case of District Meerut, 51.00 per cent households have their own vehicle. The households of district Unnao have only 16.00 per cent ownership of vehicle. As a whole, nearby one third households have own vehicles.

Figure 4.12: Status of Vehicle

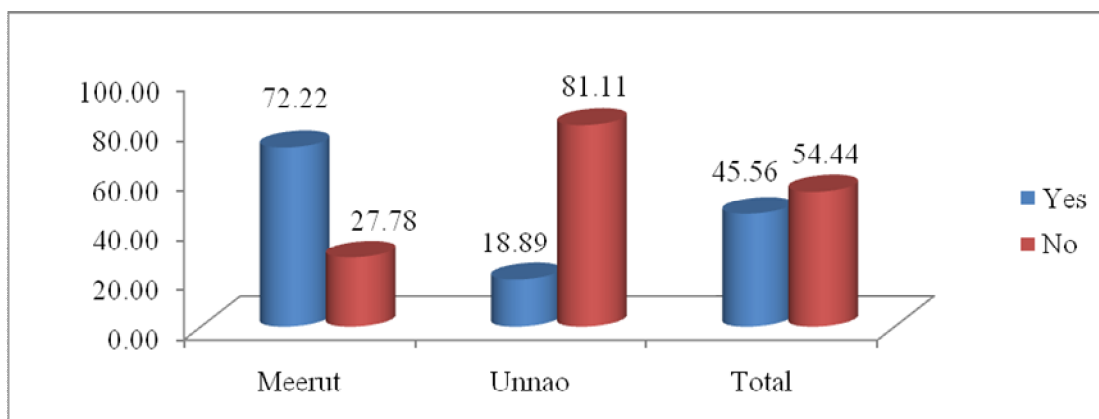


Source- Field Survey

4.3.6: Status of Refrigerators

The figure 4.13 presents the comparison of households as users of refrigerator. In case of District Meerut, the percentages of households owning are refrigerator 72.22 per cent, and 27.78 per cent do not own refrigerator. While in case of district Unnao, the situation is just reverse, the percentages of use of refrigerators is just 18.89 per cent, while 81.11 per cent do not have facilities of refrigerators. Therefore, the condition of district Unnao is not good as compared to district Meerut in the use of refrigerator.

Figure 4.13: Percentage of Refrigerators Used by Households

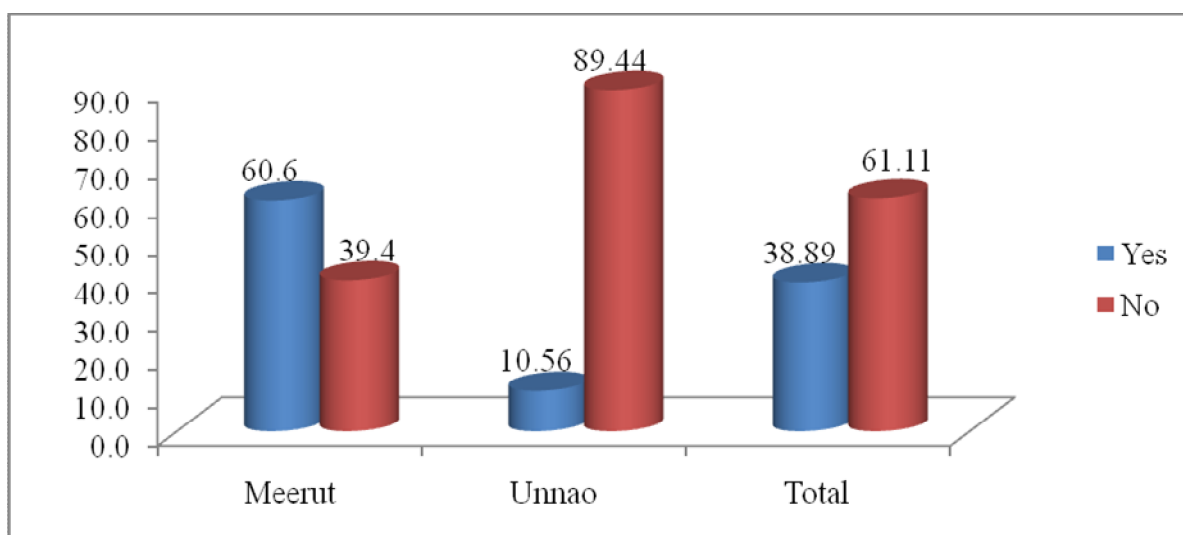


Source- Field Survey

4.3.7: Use of Washing Machine

Figure 4.14 gives the details of the use of washing machine. Now a day, this item became a sign of prosperity. In district Meerut, the percentage of households having washing machines is 60.6 per cent which is higher than district Unnao i.e. 10.56 per cent. The percentage of households in that both districts use washing machine is 38.89 per cent and those who do not use washing machine are 61.11 per cent. The condition of district Unnao is not good as compare to district Meerut. Now a day, this item became a sign of affluent life.

Figure 4.14: Status of Washing Machine

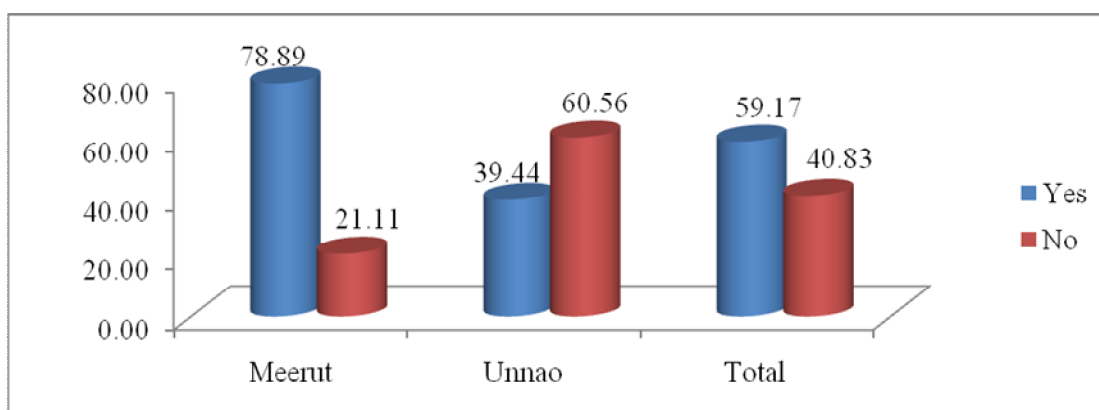


Source- Field Survey

4.3.8: Status of Iron for Cloth Press

Figure 4.15 represents the comparisons of households in the use of iron. In case of district Meerut, the percentage of users of iron are 78.88 per cent who have their own iron Machine, while 21.11 per cent have not own iron machine. On the other hand, 39.44 per cent households have their own iron machine and 60.56 per cent households do not have this item.

Figure 4.15: Status of Iron for Cloth Press



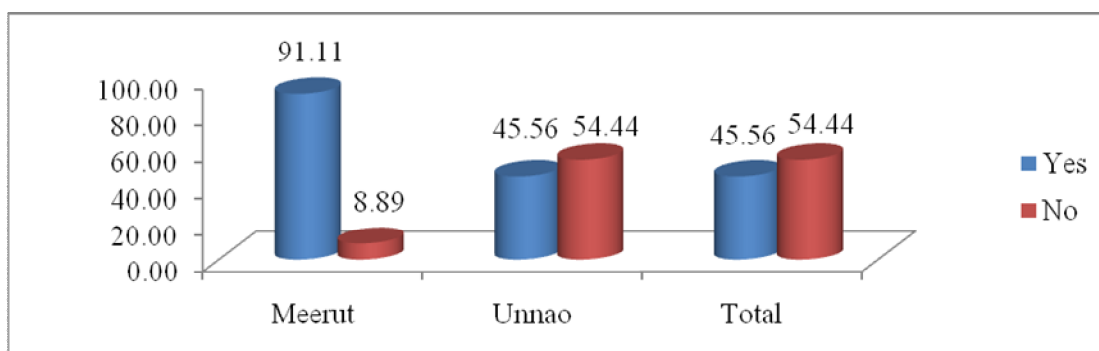
Source- Field Survey

Combining both districts, 59.17 per cent households have their own iron machine. All these households' assets are definitely the symbols of their prosperity.

4.3.9: Use of Cooler and Fans

Figure 4.16 represents the percentage of coolers and fans used by households in both districts Meerut and Unnao. As figure shows the percentage of fans/cooler there are difference in both district.

Figure 4.16: Use of Cooler and Fans



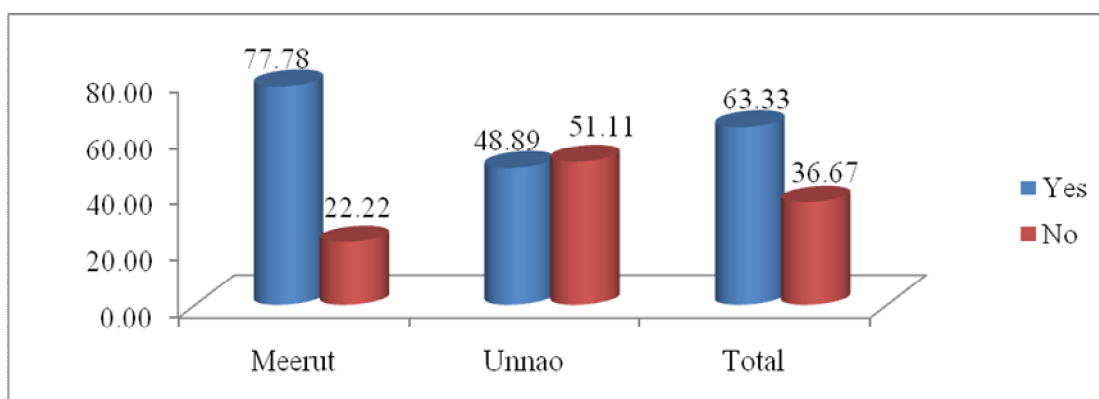
Source- Field Survey

The 91.11 per cent of fans/cooler have district Meerut and only 8.89 per cent have not these types of facilities. In these facilities the condition of district Unnao is very poor. This gap is almost double as compared to Meerut. District Unnao only has 45.56 per cent of fans/cooler. The average percentage of both district of fans/cooler is 45.56 per cent and 54.44 per cent are not.

4.3.10: Ownership Status of Mobile Phones

Figure 4.17 gives the percentage of households using mobile phones in the area of field survey. In Meerut, there are 77.78 per cent households who use own mobile phone while only 22.22 per cent do not use own mobile phone. On the other hand, the ownership and use of mobile phone is not that found in Unnao district. Only 48.89 per cent people uses mobile in district Meerut, while 51.11 per cent have no own mobile phones.

Figure 4.17: Ownership Status of Mobile Phones

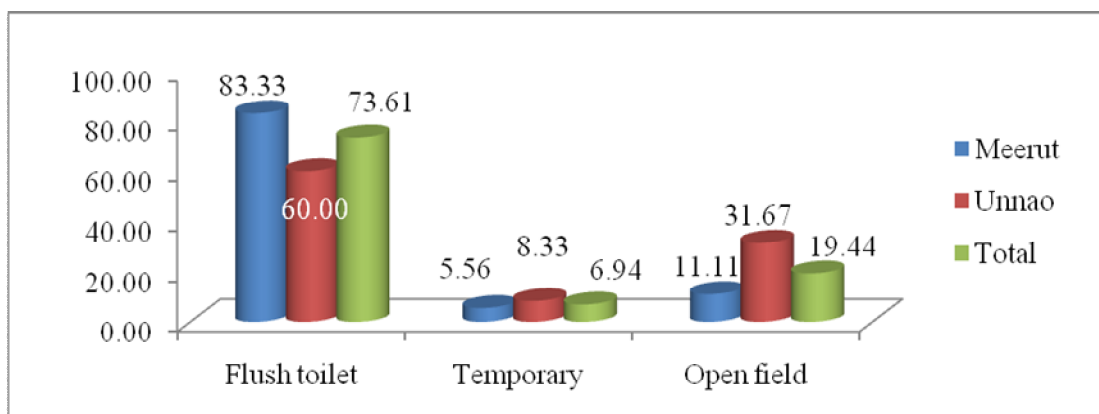


Source- Field Survey

4.3.11: Sanitation Facilities

Figure 4.18 presents of status of sanitation facilities in both district Meerut and Unnao. The figure gives the details of flush toilet, temporary toilet and sanitation in open field. There is huge difference between district Meerut and district Unnao all three types of facilities used by households. The percentage of flush toilet 83.33 per cent, temporary toilet is 5.56 per cent and 11.11 per cent households use open field in district Meerut. In case of district Unnao, flush toilet ownership is 60.00 per cent, temporary toilet 8.33 per cent and nearly one-third households move to open field for sanitation.

Figure 4.18: Status of Sanitation Facilities



Source- Field Survey

It is seen that as far as ownership and use of different households asset is concerned, households of Meerut district is better as compared to Unnao in sanitation facilities. This must be due to better employment opportunities available in the district Meerut. As a result of which their income and standard of living is better.

Conclusion

This chapter presents different social and economic indicator in the study regions. 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, they may not be able to generate sufficient income. The WPR for female members did not report to the labour force. And, further that male member are concentrated in better economic qualities as compared to females. Majority of females are found as agricultural labour. It seems that only educated females is getting employment in service such as Anganbadi or 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 of these finds possibly 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. Education plays a 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 is 14.14 per cent and female stand for 8.78 per cent.

As we compare both district Meerut and district Unnao. District Meerut is very forward 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 wages 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 district is high as 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 for male and 23835.46 rupees for female.

CHAPTER-5

OCCUPATIONAL DISTRIBUTION

OF FEMALE IN THE

UNORGANIZED SECTOR IN

UTTAR PRADESH

CHAPTER-5

OCCUPATIONAL DISTRIBUTION OF FEMALE IN THE UNORGANIZED SECTOR IN UTTAR PRADESH

Introduction

Occupational distribution is significant indicator of economic development. It provides us to assess the standard of living of population of the study area. Occupational distribution also effects the socio-economic relation of an area. Distribution of occupation indicates trade or profession in the labour market. Thus occupation depends on the degree of economic growth and development of the economy. The more people concentrate in service sector. On the other hand, if people depend on agriculture or agricultural labour it may be a symbol of backwardness. Economic power of an economy depends on the proportion in which the workers are carefully engaged in several economic activities. Occupational modification has been basically understood as a change in the activities of the workers to earn income for their livelihood in any economy.

The industry in India defined as the sector of economic activity in which a person works. Since the 44th round (1988-89), the National Industrial Classification (NIC, 1987) has been used for classifying the industry to which a person is attached. NIC (1998) is being used from the 55th round onwards (NSS, 2001). The industry is divided into three categories such as agriculture, animal husbandry, forestry and fishing etc., known as primary sector. Secondary sector involves manufacturing industries, both small and large scale. Further, transport, communication, banking and finance and service known as tertiary sector (NIC, 2008). The occupational structure of a country refers to the distribution or division of its population according to different occupations.

The central objective of this chapter is to study the occupational distribution of female employment in the unorganized sector in Uttar Pradesh. The conceptual framework was shown by the empirical literature on the basis of occupation of female employment and an extensive range of variables that effect employment opportunities. In the literate review, socio-economic situation of study regions was found that women are concentrated mostly in the low paid job. They are also involved in unpaid domestic duty and child care activities etc. Women, very often do not report

to the labour force due to social custom, preventing tradition unwillingness of their family members and so on. Using the primary data, the present chapter discusses the occupational pattern of households members by gender in the study region of Meerut and Unnao. It also discusses several problems faced by females in different aspects of employment in the unorganized sector.

5.1: Workers and Non-Workers Status in the Study Region

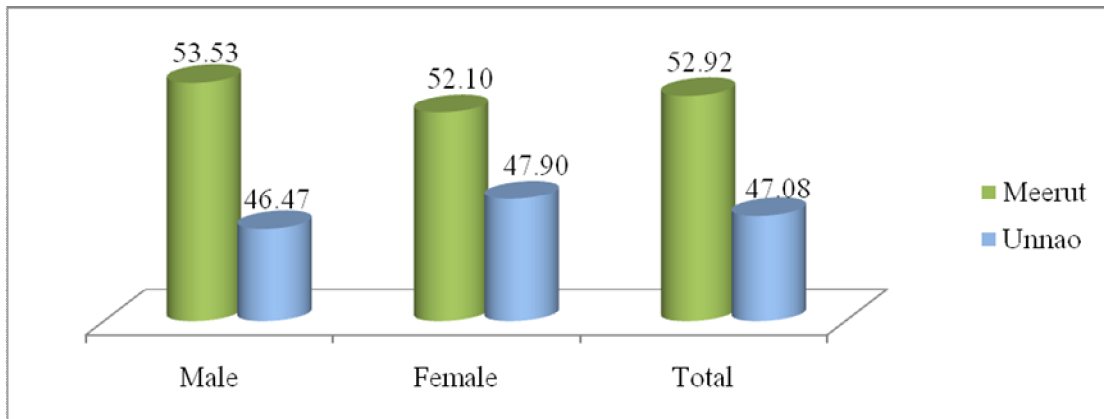
The development of a region depends on the proportion of workers in that study region. Apart from the proportion of workers it also depends on the nature and quality of work they are doing. This is quite important specially for females. In other words, the proportion of female working in that regions and the type of work they are doing. Several studies in the past have focussed on the work proportion rates of females. The WPR for female has been continuously declining. Further, we have seen in the secondary data that majority of females compared to males are working as casual workers. So this is a big cause of concern. The previous chapter also clearly reflected the fact that WPR for male is higher than female. And, at the same time, the females are engaged as agricultural labour in both districts, this has happened because of their low education several other social dogmas that prevent females to participate in the workforce.

Table 5.1: Total Working Population in Meerut & Unnao Districts

Status	Gender	Meerut	Unnao	Total
Working	Male	220 (53.53)	191 (46.47)	411 (100.00)
	Female	161 (52.10)	148 (47.90)	309 (100.00)
	Total	381 (52.92)	339 (47.08)	720 (100.00)

Source- Field Survey

Figure 5.1: Percentage Distribution of Working Population in Meerut & Unnao



Source- Field Survey

Table 5.1 and figure 5.1 reveal the working population in both districts. It is noticed that 53.53 per cent are male workers in Meerut, while it is 46.47 per cent in Unnao. On the other hand, out of total female workers in both districts, 52.92 per cent are in Meerut and 47.08 per cent are in Unnao. Table 5.1 also reveals the distribution of non-workers in both districts. It almost gives a similar picture of workers.

The rest of households members who are not working are categorized as ‘non-worker’. They are students, unemployed or not reporting to labour force, and disable to work. The detail of this was already presented in the previous chapter. It was seen that the proportion of unemployed and not reporting to labour force are higher among females. And, a higher proportion of disabled to work are among the older population.

If we analysis the given data then we find that in both districts, the numbers of student 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 female. Employment is a burning issues and serious problems not only on state level but also on national level. Hence, employment direct depends on education not only in the Unorganized sector but also in the organised sector. Unemployed is defined “as a condition of one who is able to work but unable to find it” (Harris, 1975). Though, the Unorganized sector has provided virtually all added employment in current years. So, India is significant anticipation for future employment in both categories male and female. Education contributes directly to the growth of employment and national income by improving the quality of education of the labour force. Therefore education is a key strategy for sinking poverty, specially in case of female.

5.2: Distribution of Household Members by Age Group

Table 5.2 represents the percentage distribution of working and not-working population by age-group in Meerut district. The major portions of working people come under the age group of 40 to 59 years as 35.93 per cent for male and 26.95 per cent for female. This is followed by 18 to 39 years age group which consists 24.07 per cent for male and 18.62 per cent for female workers. But there are huge differences between male and female because people think that female became physically weaker than their counterparts. Men getting more wage for same work while women got less wage (Funkhouser, 1996). Wage differential is crucial problem. Females get low wage and long working hour as compare to male (Dhakral, 2010). Females have less bargaining power if their husband is significantly weaker (J. Caldwell, 1983). Therefore; they have less opportunity to getting employment. In all age group, the percentages of working status for females are lowers than their male counterparts.

Table 5.2: Percentage Distribution of Working and Not-working Population by Age-Group in Meerut District

Classification of Population	Gender	up to 5	6 to 17	18 to 39	40 to 59	Above 60 years
Working-Population	Male	0.00	12.20	24.07	35.93	12.71
	Female	0.00	4.88	18.62	26.95	9.14
Students	Male	38.46	40.00	15.76	0.00	0.00
	Female	32.05	36.59	11.46	0.00	0.00
Unemployed/ Did not report to labour force	Male	0.00	0.00	12.32	14.97	18.14
	Female	0.00	0.00	10.03	8.38	23.00
Disable to work	Male	15.38	3.90	4.30	7.19	13.29
	Female	14.10	2.44	3.44	6.59	23.72
Total in Percentage	Total	100.00	100.00	100.00	100.00	100.00

Source- Field Survey

Female labour force participation tends to decline in all age group and for all education status (Mahapatro, 2013). The percentages of students are greater under 6 to 17 years rather than other age group. In term of unemployed 14.97 per cent and 8.38 per cent come under age of 40 to 59 years for male and female respectively. The percentage of disable to work lie under above 60 years where 13.29 per cent stands for male and 23.72 per cent for female. The reason for this gap stands that female is

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physically weaker. The exploitation of female in the unorganized sector is due to male supremacy (Manohar, 1983).

Table 5.3 shows percentage distribution of working and not-working population by age-group in Unnao district. The majority of working people comes under the age group of 40 to 59 years as 34.48 per cent for male and 27.59 per cent for female. This is followed by 18 to 39 age groups consists of 20.71 per cent for male and 11.00 per cent for female.

Table 5.3: Percentage Distribution of Working and Not-working Population by Age Group in Unnao District

Classification of Population	Gender	up to 5	6 to 17	18 to 39	40 to 59	Above 60 years
Working-Population	Male	0.00	7.85	20.71	34.48	8.82
	Female	0.00	5.24	11.00	27.59	5.88
Students	Male	35.71	41.36	12.94	0.00	0.00
	Female	29.59	33.51	9.71	0.00	0.00
Unemployed/ Did not report to labour force	Male	0.00	2.62	22.01	9.48	23.47
	Female	0.00	0.00	16.50	12.07	31.24
Disable to work	Male	14.29	5.24	3.88	6.03	11.82
	Female	20.41	4.19	3.24	10.34	18.76
Total in Percentage	Total	100.00	100.00	100.00	100.00	100.00

Source- Field Survey

Most of the students come under the age group of 6 to 17 years which constitute 41.36 per cent for male and 33.51 per cent for female. As we compared to Unnao with Meerut, the percentage for male is only 1.66 per cent more than in Unnao. But under the age group of 18 to 39 years Meerut stands higher than Unnao. Above 60 years age group people have no work due to physical weakness. The condition is very critical specially for female as compared to male. This stood out to be 23.47 per cent and 31.24 per cent for males and females respectively. In case of disable to work, the percentage above 60 years constituted 11.82 per cent for male and 18.76 per cent for female. In district Meerut, people have no employment rather than that Unnao. This is also true for both male and female. This is because employments opportunities are better in Meerut in comparison to Unnao district.

5.3: Distribution of Workers by Different Occupational Category

Distribution of workers by different occupational category is one of the important indexes of economic development and labour welfare. It is said that as economy progresses, the dependence of population on agriculture declines and workers shift to manufacturing and service sectors. In other words, the quality of employment increases. In most of the developed countries, only a small fraction of population depends on agriculture. However, in a country like India these skills still a large section of population who are engaged as cultivator and casual labour. Therefore, in the state of Uttar Pradesh, we cannot expect that more workers will be engaged in high paid service sector. Further, we have seen that after the period of globalisation, there was large scale casualization of workers. People have taken shelter in the Unorganized sector. They work as daily wage workers specially in the construction sector. The present section deals with the occupational classification of workers in different employment category.

Table 5.4 presents the classification of workers by gender in both study regions. It may be seen from the table that more than fifty per cent workers are engaged in cultivator, casual work in agricultural activities. In Meerut, about 20 per cent are cultivator and 15 per cent are casual labour in agriculture. The same for Unnao is 28 per cent and above 20 per cent. Thus while 35 per cent are engaged in agriculture, the same was 48 per cent. Thus, under low paid jobs such as agriculture and casual worker which is informal in nature approximately constituted 62 per cent in Unnao, the same was about 50 per cent in Meerut. Thus, relatively more proportion of workers is engaged in the unorganized sector. It is seen that more percentage of female workers are concentrated casual labour category in both agriculture and non-agriculture.

Self-employed classified into many categories such as grocery store, parlor, sellers of vegetable, tailoring and construction materials etc. in the study area. Person engaged these types of categories. Male workers engaged in self-employed as 18.64 per cent and female 18.63 per cent in Meerut for both male and female 18.64 per cent. There is no major difference between male and female under both employment categories. In Unnao, 19.37 per cent which is slightly higher than that of male of Meerut i.e. 18.64 per cent female which is lower as compared to female of Meerut are

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in self-employed. Hence, Meerut is slightly better in case of self-employed profession. In service sector, Meerut is advanced. This gap is approximately double than Meerut. Proportion of male and female in service sector is 22.73 per cent and 17.39 per cent respectively. In case of Unnao, this is 14.14 per cent, 8.78 per cent for male and female respectively. This positive outcome of employment in Meerut is due to better educational facilities and probability in the region. Job needs minimum qualification in service sector.

Table 5.4: Classification of Workers by Gender in Meerut and Unnao

Districts	Occupations	Male	Female	Total
Meerut	Cultivator	44 (20.00)	31 (19.25)	75 (19.69)
	Casual Worker in Agriculture	26 (11.82)	29 (18.01)	55 (14.44)
	Casual Worker in Non- Agriculture	37 (16.82)	30 (18.63)	67 (17.59)
	Self Employed (Grocery store, Parlor, Vegetable, Tailoring & Construction materials)	41 (18.64)	30 (18.63)	71 (18.64)
	Service (Anganwadi, ASHA, Nurse, Teacher)	50 (22.73)	28 (17.39)	78 (20.47)
	Others (Pensions, rents)	22 (10.00)	13 (8.07)	35 (9.19)
	Total	220 (100.00)	161 (100.00)	381 (100.00)
Unnao	Cultivator	54 (28.27)	41 (27.70)	95 (28.02)
	Casual Worker in Agriculture	30 (15.71)	37 (25.00)	67 (19.76)
	Casual Worker in Non- Agriculture	27 (14.14)	24 (16.22)	51 (15.04)
	Self Employed (Grocery store, Parlor, Vegetable, tailoring & Construction materials)	37 (19.37)	22 (14.86)	59 (17.40)
	Service (Anganwadi, ASHA, Nurse, Teacher)	27 (14.14)	13 (8.78)	40 (11.80)
	Others (Pensions, rents)	16 (8.38)	11 (7.43)	27 (7.96)
	Total	191 (100.00)	148 (100.00)	339 (100.00)

Source- Field Survey

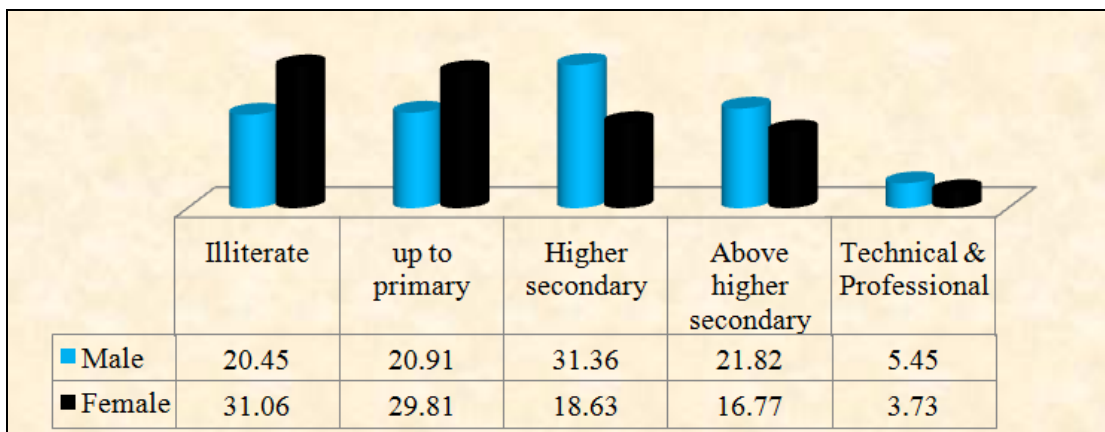
Other category contains pensions after retirement and rents on house. In Meerut, 10.00 per cent male and 8.07 per cent female involves in this category and total is 9.96 per cent. In case of Unnao, 8.38 per cent for male and 7.43 per cent for females and total is 7.96 per cent. If we compare between Meerut and Unnao then

found that Meerut has higher employment under service category. Hence there are more numbers of pensions and rents.

5.4: Classification of Working and Not-Working Status by Education Level

It is generally seen that the chances of employment increase with the increase in education level. This is mostly relevant in case of better paid job or skilled job. However, in informal sector one can participate to work without much education. Figure 5.2 presents the distribution of working population by educational level in district Meerut. Education categories are divided into illiterate, up to primary, higher secondary, above higher secondary and technical and professional. The percentage of ‘illiterate’ in working group is 20.45 per cent for male and 31.06 per cent for female, while in case of ‘up to primary’ it stands at 20.91 per cent for male and 29.81 per cent for female. There is no significant difference between male and female.

Figure 5.2: Percentage Distribution of Working Population by Education Level in Meerut

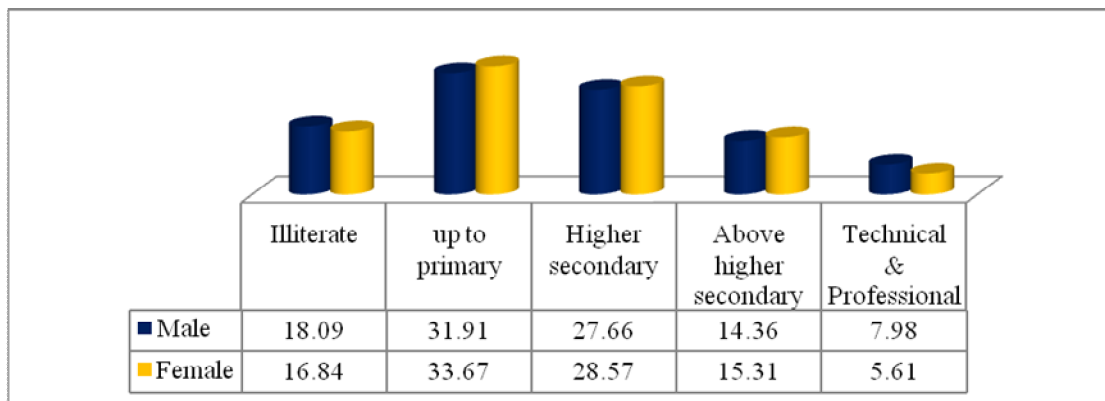


Source- Field Survey

We also found that majority of working status is high in ‘higher secondary’ category. This stood out to be 31.36 per cent for male and 18.63 per cent for female. In case of ‘technical and professional’ male is in better position as compared to female i.e. 5.45 per cent for male workers and 3.73 per cent for female workers are found in Meerut district.

The non-working populations are those who are not reporting to labour force or who are unemployed or not-working. Figure 5.3 reveals that 18.09 per cent male are illiterate and are not working and 16.84 per cent female are in the same category.

Figure 5.3: Percentage Distribution of Not-Working Population by Education Level in Meerut

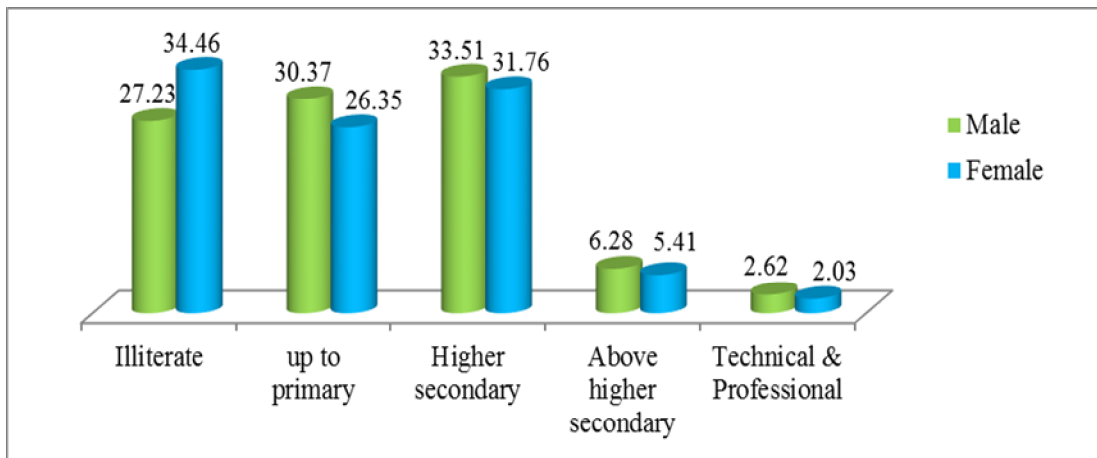


Source- Field Survey

In the category of ‘up to primary’ and ‘higher secondary’, percentage of female not-working is more as compared to male. Most of the people up to ‘higher secondary’ getting employment. There is negative relationship between education of female and labour force participation (Lam, 1999). The study argued that low returns to education for women led to discouragement from educating their girls (Kingdom, 1997). In case of ‘technical and professional’ category, the ratio is very low as compared to other education categories. Male stands for 7.98 per cent and 5.61 per cent for female in this category.

The data also reveals that even after getting education more than ‘higher secondary’ and became technically qualified, they have not found work. This indicates that the situation of ‘educated unemployment’ tends to wait for a while to find better employment. In case of female, after they become housewife they do not report to labour force. Figure 5.4 gives the detail of distribution of working population by education level in Unnao. In category of ‘illiterate’, 27.23 per cent stands for male and 34.46 per cent stands for female who are working. The percentage of illiterate female is greater than male. In Unnao, there is gender gap in employment. Mostly this is true not only for illiterate but also for other education categories. The mainstream of workers lies in higher secondary as compared to other educational categories. Higher secondary education is very significant for both categories of male and female. The percentage of male worker is 33.51 per cent and 31.76 per cent for female worker in ‘higher secondary’ category. In above ‘higher secondary’ male workers stand for 6.28 per cent and 5.41 per cent female workers. But ‘technical and professional’ category only few workers are found to be working.

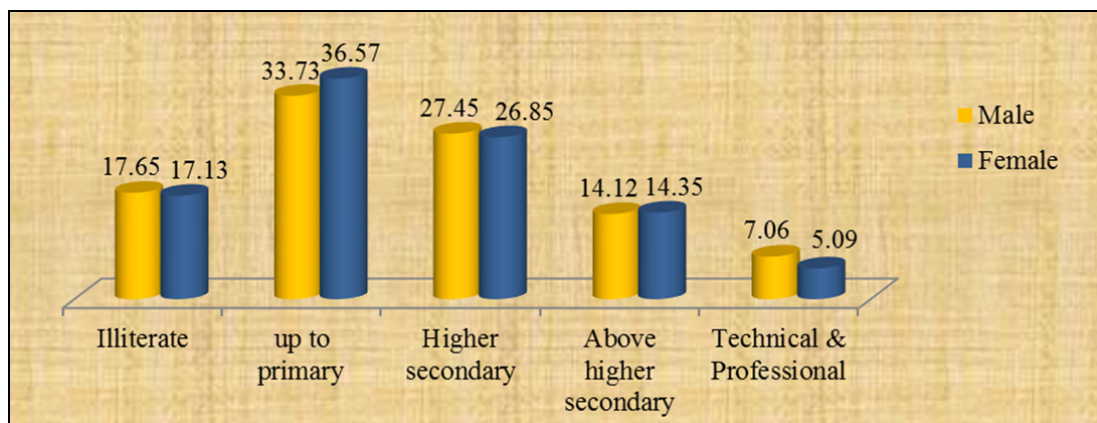
Figure 5.4: Percentage Distribution of Working Population by Education Level in Unnao



Source- Field Survey

Figure 5.5 explain percentage distribution of not-working population by education level in Unnao. The category of non-working population under the education category of ‘up to primary’ stood at 33.73 per cent for male and 36.57 per cent for female.

Figure 5.5: Percentage Distribution of Not-Working Population by Education Level in Unnao



Source- Field Survey

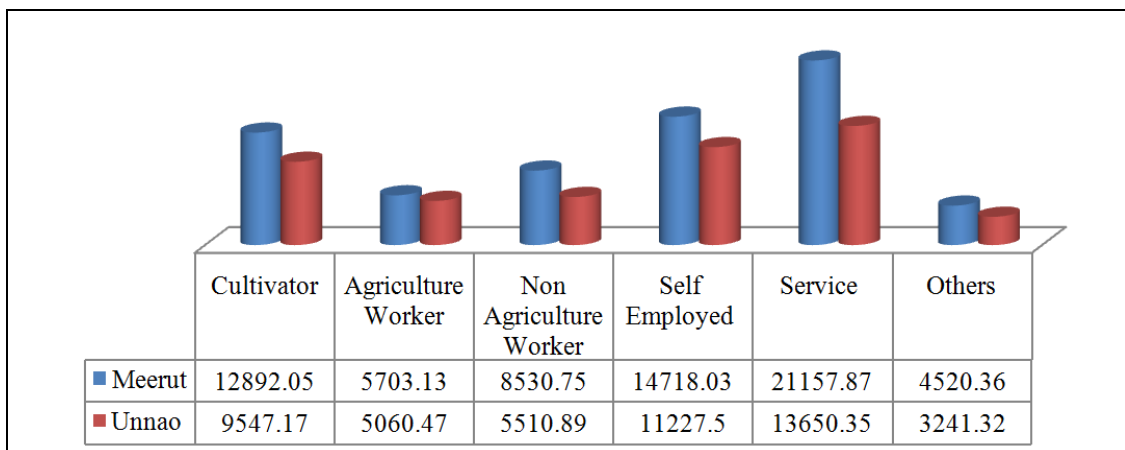
In term of ‘illiterate’ category, the percentage of male is 17.65 per cent and 17.13 per cent for female. Both male and female have almost equal education in not-working population. But in case of ‘above higher secondary’ and ‘technical and professional’, percentage is 14.12 per cent for male and 14.35 per cent for female and 7.06 per cent for male and 5.09 per cent for female respectively. The finding comes out that there was a gradual decline in the proportion of females educated at successively higher standards. This decline was however the sharpest from higher

secondary to above higher secondary and technical and professional category. Discussion with the villagers exposed that attaining secondary education was an important factor for girls in getting married.

5.5: Classification of Income by Occupations

The present study attempted to find out average income of both female and male workers in different economic activities. The male workers are found to be more productive compared to female. Females have lower bargaining power and because of pressure to get employment in the study area. Females had to work to fulfill their domestic responsibilities. There are many hindrances in the path of finding employment such as female do not wish travelling far for work, lack of proper security, long distance of work place and domestic duties. All these conditions effect female employment and income. Figure 5.6 reveals the total income earned by workers in various occupations in both districts. There are fluctuations in total income not only in gender wise but also in occupation wise. From the figure 5.6 we find that the total income of female is low compared to male in all occupations categories not only in Meerut but also in Unnao.

Figure 5.6: Monthly Total Income by Occupations in Meerut and Unnao (in Rs.)



Source- Field Survey

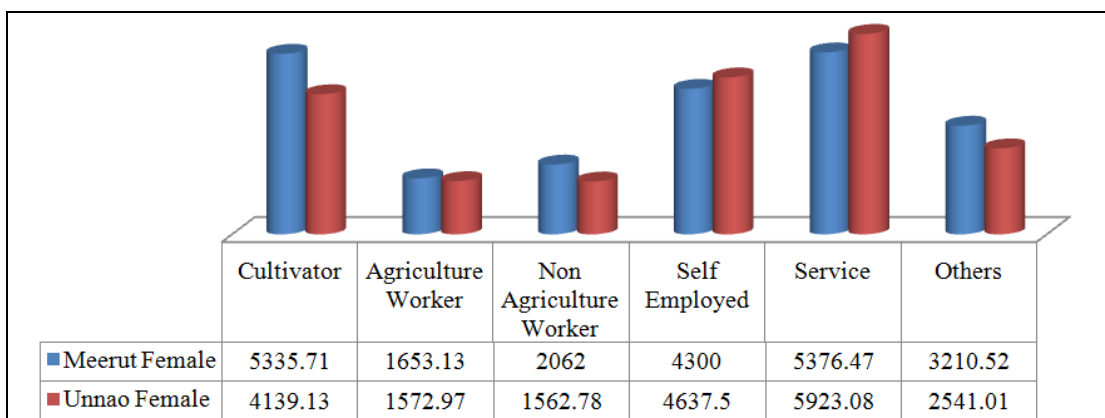
There is major gap in cultivators and agriculture workers. The total income of Meerut is 12892.05 rupees for cultivator and 9547.17 rupees for Unnao. In term of agriculture worker, the total income of Meerut is 5703.13 rupees and 5060.47 rupees is for Unnao. In case of self-employed, total income is 14718.03 rupees for Meerut and 11227.5 rupees for Unnao (figure 5.6). The self-employed category was found

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better due to education and skills. In rest of other categories, there are huge difference in Meerut and Unnao. In case of self-employed total income are 14718.03 rupees for Meerut and 11227.5 rupees for Unnao. The data shows that Meerut is more prosperous than that of Unnao.

Figure 5.7 shows the comparison between females of Meerut and females of Unnao in case of mean income by occupations. Figure shows that there are major differences in mean income between female of Meerut and female of Unnao. There is no significant difference in cultivator in both districts. The conditions of females of both districts are almost similar. The mean income of Meerut female is 5335.71 rupees and 4139.13 rupees is for female of Unnao in case of cultivator.

Figure 5.7: Monthly Mean Income of Female by Occupations in Meerut and Unnao (in Rs.)



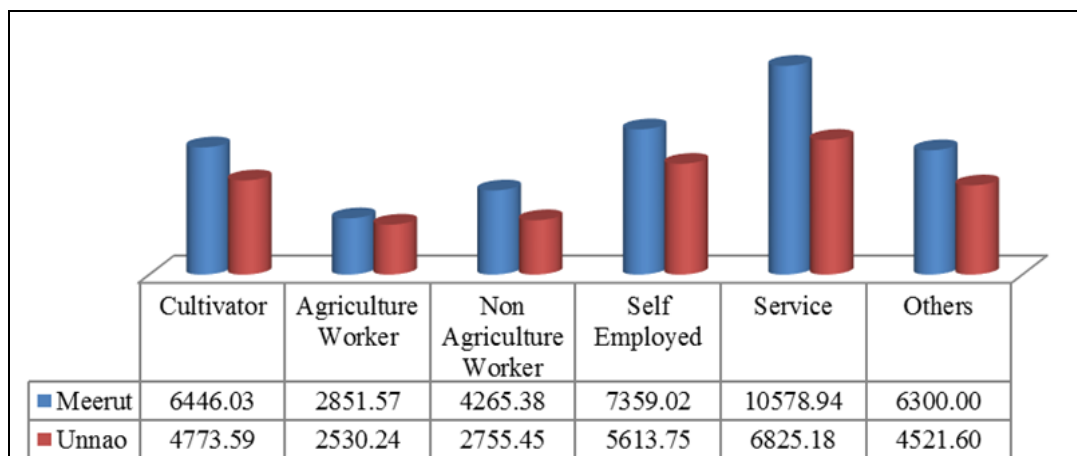
Source- Field Survey

In agriculture worker there is a minor variation i.e. 1653.13 rupees for Meerut female and 1572.97 rupees for Unnao female. Further, in case of non-agriculture workers, mean income of female of Meerut is 2062 rupees and for Unnao is 1562.78 rupees. Main difference is in 'others' categories, where mean income is 3210.52 rupees for female of Meerut and 2541.01 rupees for female of Unnao. This fluctuation is due to wage variation. In Meerut, female get more wage for the same work as they do in Unnao. District Meerut is also advance in term of average income as compared to Unnao.

Figure 5.8 reveals monthly average income for both districts Meerut and Unnao. We find that in service sector there is major difference as comparative to rest occupation such as agriculture, cultivation, non-agriculture and other. This is also true

in case of average income. Average income from cultivator is 6446.03 rupees for Meerut while 4773.59 rupees for Unnao. There is very significant difference in every occupation between Meerut and Unnao. Only in agriculture sector, there is minor gap in average income as compared to rest sector. In service sector, 10578.94 rupees average income is for Meerut and 6825.18 rupees average income is for Unnao. Hence, Meerut is in better position in case of service sector as compared to Unnao. The situation of employment in district Unnao is also not as good as district Meerut. Generally, the persons of district Unnao face the severe problems of unemployment.

Figure 5.8: Monthly Average Income of Household by Occupations in Meerut and Unnao (in Rs.)



Source- Field Survey

Therefore, both male and female work together to livelihood. In district Unnao, the size of land holding is not sufficient so they are unable to earn the proper money. The opportunities of getting employment are low in the study area. So there are slight space between male and female. The situation of employment in district Unnao is not as good as district Meerut. Generally the persons of district Unnao face the severe problems of unemployment.

5.6: Details of Employment and Remuneration

The distribution of female occupation depends on quality of education and required skills in both unorganized sector and organized sector to get better employment or wage. Table 5.5 gives the details of average numbers of working days, wage rate, total income and working hours in both district Meerut and Unnao. Though, there were variations in terms of working hours, numbers days of

Occupational Distribution of Female in the Unorganized Sector in U.P.

employment, and income across occupational categories, there was certain common character that could be observed across all occupations. The numbers of days of working in agricultural work are higher for female than male in both districts. Female's works in agriculture near about 20 days in a month while male get only 15 days of work in a month in Meerut (table 5.5). But in Unnao male work only 5 days in a month while females get 10 days work in a month. Female faces discrimination at work place in term of wage rate in both districts. The lower wages received by female workers was based on the lower productivity. Also, they have lower bargaining power due to their compulsion to find employment in the locality so that they can also fulfil their domestic duties as well. But they have same time on work place. Therefore, there is also gap in this total income that they earn.

Table 5.5: Gender Wise Details of Working Days, Wage Rate, Income and Working Hour's

District	Type of Work	No. Days of Working (monthly)		Wages (in Rs.)		Total Income (in Rs.)		Working Hours	
		Male	Female	Male	Female	Male	Female	Male	Female
Meerut	Agricultural Work	15	20	180	150	2700	3000	7	7
	Non-Agricultural Work	22	18	250	210	5500	3780	8	7
	Service Work	25	25	280	250	8000	6718	6	6
	MGNREGA	5	2	174	174	870	348	2	2
Unnao	Agricultural Work	5	10	160	125	800	1250	8	8
	Non-Agricultural Work	15	10	240	180	3600	1800	9	8
	Service Work	25	25	250	220	6250	5500	6	6
	MGNREGA	10	4	174	174	1740	696	6	6

Source- Field Survey

District Unnao is very poor not only in wage, working hours but also in working days and total income. There are major difference in wage in both districts and between male and female. Females do not prefer travelling far for work outside due to security reasons. Numbers days of employment and wages in agriculture for females was higher in Meerut as compared to Unnao. Wage for male is 180 rupees per day and for female this is 150 rupees, while in Unnao 160 rupees per day and 125 rupees per day for male and female respectively. This is due to fact that opportunity to get sufficient employment for livelihood in Unnao. So they are force to work on lower wage. In case of MGNREGA female work only 2 days in a month while male do

work only 5 days in a month. Unnao is somehow better in MGNREGA, where work is available near about 10 days in a month and 4 days in a month for both male and female respectively (table 5.5). Therefore, all these factors effect employment and led to increase wage and income for both categories i.e. male and female.

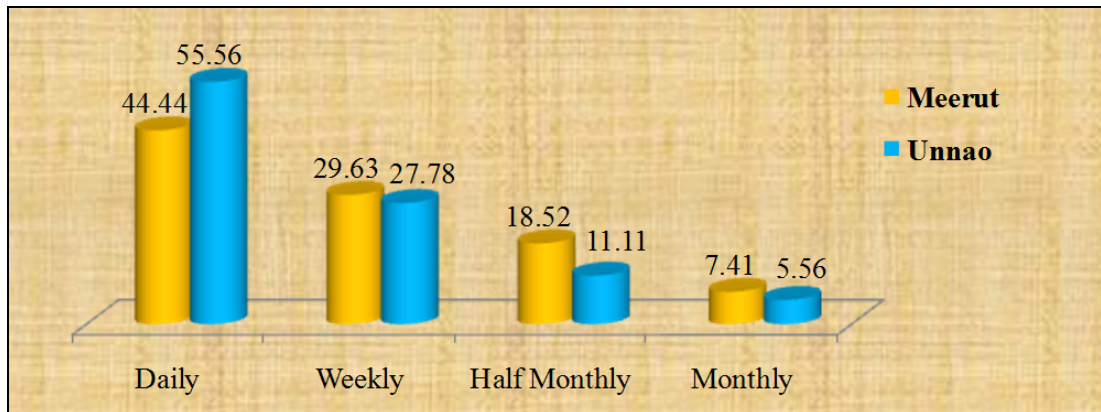
In Meerut, total income of male in agriculture work is 2700 rupees and for female is 3000 rupees per month because female are more involved in agriculture labour rather than male. But in Unnao, total income is 800 rupees for male and 1250 rupees for female. Only in case of MGNREGA, Unnao is better than Meerut because numbers of days for work are higher. One reason for this is the availability of employment in urban centres such as construction works, driving, vendors etc., while females were left with very little work other than few days of employment during transplanting and harvesting seasons in the village. Therefore, female not preferred to go out of the village for work. Service sector employment had better work conditions and higher payment as compared to agriculture, non-agriculture and MGNREGA. In this study it noted that average male wage was higher as compare to female in both districts. This was due to the fact that the female workers were working in rural areas while male were working in urban areas where they received higher payments. Female have several barriers to get employment from outside the home.

5.7: Mode of Payments

Females face many crucial problems as wage discrimination, lowing pay and distress condition (Srivastava, 2010). Banerjee (1983) finds that married female are mostly engaged in the Unorganized sector due to family requirement. Further, Gajalakshmi (1998) analysed women workers employed in unregistered units and they earned low income, have low educational level, live in poverty and work for long hours. There are many types of exploitation of workers in the Unorganized sector. Mode of payment such as wage and income are difficult tasks for workers specially for female. Delay in wage and income is common phenomena by the employers. They do not want to payments of works timely. Figure 5.9 examines the mode of payment of wages and salaries. In Meerut 44.44 per cent take wage on daily basis while this stood 55.56 per cent is for Unnao. Some female's workers take wages on weekly basis i.e. 29.63 per cent for Meerut and 27.78 per cent for Unnao. The payments of wage on half monthly basis 18.52 per cent stand for Meerut and 11.11 per cent for Unnao. But

some other workers want to take payment on the monthly basis as 7.41 per cent in Meerut and 5.56 per cent for Unnao. This may be true in case of regular wage earners in service sector. The payment of salary or wages depends on other option of income. It may be husband's income or other members' income that support financial requirement of the family.

Figure 5.9: Percentage of Mode of Payments



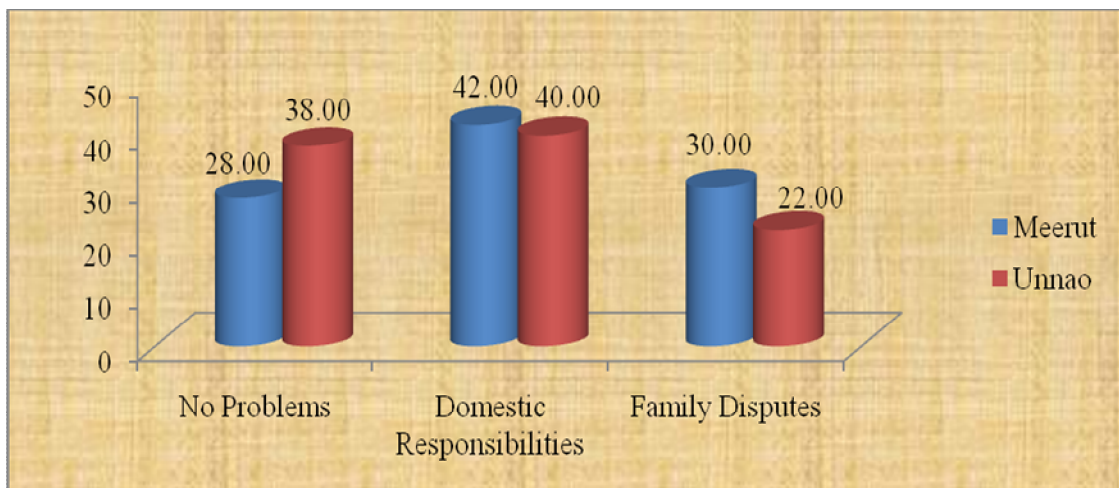
Source- Field Survey

Female employment has a positive effect not only on quality of life but it also on improving the living standard of the whole households (Sen & Dreze, 1989). Gradually growing participation of females in the labour force and workforce can be measured as a signal of increasing female's empowerment and employment simultaneously.

5.8: Problems Faced by Females

Figure 5.10 shows working female suffer a lot from the double burden of works at home as well as outside. Mostly, females bear domestic responsibilities such as preparing food, caring children, cleaning the house and old aged caring. If females work outside they are expected to go home as soon as possible because there is no option to do work.

Figure 5.10: Problems Faced by Working Females at Home in Percentage



Source- Field Survey

The data shows that 28.00 per cent female in Meerut and 38.00 per cent female in Unnao, female face no problems. In case of domestic responsibilities, female bear only 42.00 per cent in Meerut and 40.00 per cent in Unnao faces problems. Further, 30.00 per cent female face family disputes in Meerut while, in Unnao 22.00 per cent female face family disputes. Family disputes have critical problems in both districts. There are so many types of disputes between husband and wife due to alcohol and clash with mother in law due to old age and age gap. The children of such type of families became weak both physically and mentally.

Females in the study area, like in most parts of India, were responsible for management of household duties. They 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 in the early morning before going to work, then participating in income generating activity, and then returning back home carry out all kinds of domestic activities.

Table 5.6: Percentage of Problems Faced by Females in Search for Employment

Difficulties in Search for Employment	Meerut	Unnao
No suitable education	17.50	10.00
Family responsibilities	20.00	17.50
Social customs	15.00	25.00
Scarcity of time	10.00	7.50
Low wages	12.50	10.00
Distance of work	15.00	12.50
Lack of awareness	10.00	17.50
Total	100.00	100.00

Source- Field Survey

Table 5.6 reveals that females face many difficulties in searching for employment to generate income for their family. 'No suitable education' is an important factor in getting employment i.e. 17.50 per cent in Meerut and 10.00 per cent in Unnao is the reason in getting employment. Family responsibilities also play a very significant role in all families as 20.00 per cent in Meerut and 17.50 per cent in Unnao reported the same. Females of Meerut are very serious in taking family responsibilities. In Unnao, social customs is the main reason in hindrance to employment reported by 25.00 per cent in Meerut and 15.00 per cent in Unnao. The percentage of 'social custom' is another problems faced by 15.00 per cent households in Meerut and 25.00 per cent in Unnao. Distance of work seemed to be a major problem particular in Unnao. The condition of roads was not good and availability of conveyance was a major problem. It was also founded that females faces many problems such as low wages; long working hours and distance to workplace at their common problems. These difficulties are due to lack of awareness and solutions of all these difficulties depend on education and other infrastructures available in the study region.

5.9: Challenges Faced by Females

Females encountered many challenges at work place. Female's physical harassment took different forms i.e. abusing, scolding, gazing, physical torture, physical touching and sexual exploitation etc. were very common features with working females in the Unorganized sector (Saran, 1999). Frequently, females do not report such happenings to their family members because fear of losing the jobs. They

think that these problems are quite common in life. Very few of them reported such events.

Table 5.7: Challenges for Females at Workplace in Percentage

Challenges	Meerut	Unnao
Harassment by employer	8.70	4.17
Distance of work place	13.04	16.67
Long work hours	21.74	29.17
Lower wages	26.09	33.33
Lack of require skills	8.70	12.50
Lack of basic facilities at work place	4.35	4.17
Total in percentage	100.00	100.00

Source- Field Survey

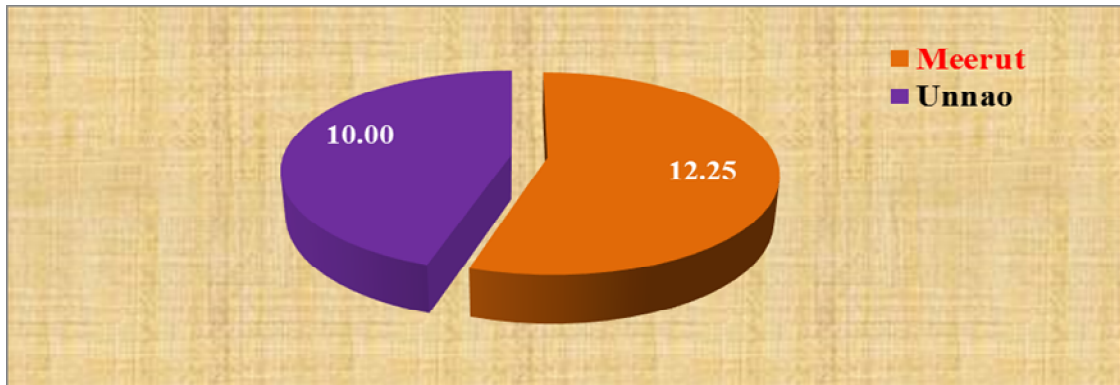
In both districts females faced various forms of male torture was a key problems tackled by working female. While the degree of this problem was much lower in Unnao. The percentage of harassment by employers is 8.70 per cent in Meerut and 4.17 per cent in Unnao. The ratio of harassment is low in Unnao. Lower wage rate is the central problems in both districts i.e. 26.09 per cent for Meerut and 33.33 per cent in Unnao. 'Lack of require skills' reported by 8.70 per cent in Meerut and 12.50 per cent for Unnao (table 5.7). So there are more need to increase the require skills to get more employment. Somewhat less economically helpless households do take safeguards before sending female outside for work. The members of female's workers regularly check out the nature of work and whether the place is harmless or not before allowing them to work. Females are perhaps the most vulnerable unit of the workforce and they need to show marvellous flexibility to continue being in the workforce. Therefore females consist under the lower wage and lower income in the unorganized sector.

5.10: Impact of Marriage and Family Responsibilities

Marriage is a legal union of persons of opposite sex established by civil, religious or other means of recognised law or social customs (NSS, 2001). Marriage is an institution and compulsory phenomena for society. Percentage of females who work before marriage is high in Meerut rather than Unnao because of more opportunities to work (figure 5.11). In both districts, unmarried female are working as

agriculture worker and non-agriculture worker. As figure shows 12.25 per cent for Meerut and 10.00 per cent for Unnao female give preference to work before their marriage because of opportunities of employment.

Figure 5.11: Percentage of Females who Worked before Marriage



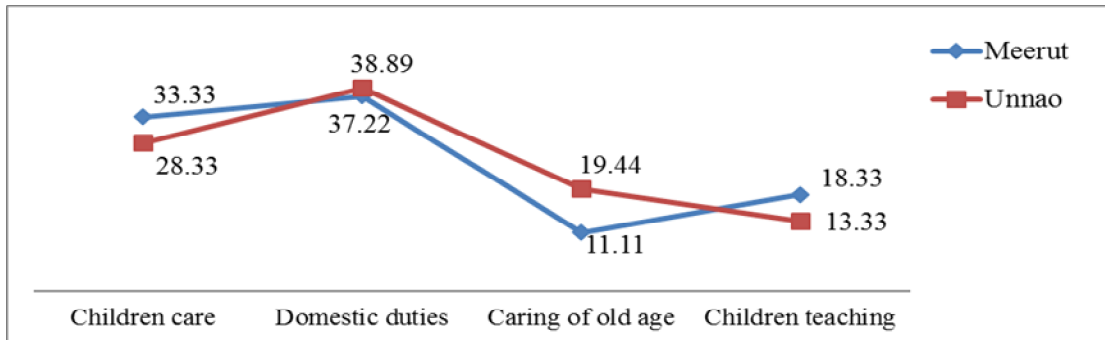
Source- Field Survey

Marriage as an institution did not adversely affect participation of females in the workforce principally due to economic misery. Participation of young females in the workforce was restricted due to non-availability of employment opportunities in the area. There are many definite factors that affect female employment such as enrolment in education, social customs and household responsibilities which pull back female participation in the labour market. Household duties were the major activity of unemployed females. It was mainly due to non-availability of suitable work opportunities or the burden of household responsibilities which kept them out of the workforce.

In district Meerut, female gives more preference to 'children care' and 'teaching of children' 33.33 per cent and 18.33 per cent respectively because of they are more educated and know the value of education as compared to Unnao (figure 5.12). This means is not that they do not have time to other responsibilities as domestic duties and caring of old age. They give proper time to other responsibilities as well. In case of 'old age caring', percentage is 19.44 for Unnao and 11.00 per cent for Meerut. In district Meerut, mostly female spent much time on family responsibilities with regard to children care and educating their children in spite of domestic duties and caring of old age. In term of educating children 18.33 per cent stand for Meerut and 13.33 per cent is for Unnao. Female of Meerut teach more to their children as compared to Unnao. This is due to quality and awareness of education. Females faced many difficulties due to domestic responsibilities

(Krishnaveni, 1992). Females faced many problems and one of them is dual role in in the family (Sherwani, 1990).

Figure 5.12: Percentage of Family Responsibilities in both Districts



Source- Field Survey

Their participation in the labour force is greatly inhibited by their responsibilities in households which also control them from searching for jobs in areas beyond their direct neighbourhood. In his speech to the Indian Labour Conference on 14 February 2012, Prime Minister, Manmohan Singh stated that: “One of the most under-utilized resources in our country is our women. Female labour force participation rates are extremely low in our country and have remained more or less constant over the past decades. In order to bring more women into the work force, it is necessary to understand the constraints that they face in balancing their family and work responsibilities”. These factors play important role in life of every worker not only in the unorganized sector but also in the organised sector. There are many problems faced by workers especially for women such as lack of social security, low wage, poor working condition and low earning. Therefore, they try to shift to non-agriculture sector from agriculture sector (Papola, 2012).

Conclusion

This chapter presents an analysis of employment in Unorganized sector with a particular reference to female. The study finds that the ratio of working population is low as compared to not-working population in both districts. If we compare between 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

Occupational Distribution of Female in the Unorganized Sector in U.P.

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 more focus on boys to attain education. After getting education it helps to earn more money and provide them support and facilities. 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 specially for females because males are going outside for doing work while females have many hindrance to go outside. 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 form 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.

CHAPTER-6

**IMPACT OF EDUCATION ON
FEMALE EMPLOYMENT IN THE
UNORGANIZED SECTOR IN
UTTAR PRADESH**

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IMPACT OF EDUCATION ON FEMALE EMPLOYMENT IN THE UNORGANIZED SECTOR IN UTTAR PRADESH

Introduction

“Educated workers respect at least three basic advantages over less educated workers in the labour market: higher wages, greater rising mobility in income and occupation and greater employment permanency” (Mincer 1991). Employment is not only a source of income and personal satisfaction but also an important field for the formation of social relations. In the perspective of employment, there is need to ensure equality between male and female, as female constituted half of the total population. Female have demanded equality with men in matters of rights, education, employment, inheritance, politics, marriage, and recently in the field of religion and in the share of property. Women’s empowerment includes right and power to explore their own lives, both within and outside home. Females want to the same strategies of change which men have had over the centuries such as equal pay for equal work. Female have many problems which are related to social and economic. But economic problems play a critical role in the society for female. The rapid pace of economic development has increased the demand for educated female labour force in almost all fields. The facts about working housewives suggest that there should be a basic change in Indian family structure. The traditional household is in which the husbands work outside and the wives remain at home to do domestic duty. Now a day, it is still a dominant pattern. It should be changing gradually but steadily.

Female employment is as important as male employment. Both male and female have equal importance to develop the family and society. They help to each other in every sphere of life. Government should open new schemes for reservation for female to encourage them to work and be independent. Female must be made literate and be encouraged to work. If the females are educated, they can solve all the internal as well as external problems which bring hindrance day to day life. If we provide them equal rights, it will be a gigantic effort to support the family. Sometimes, working male of some families become injured, handicapped or passed away in disastrous accidents. In that situation, the complete burden of the family rests on female. To meet this requirement female should be educated and employed in

different sphere of the economy. Female can work as teachers, doctors, lawyers and administrators. Educated females are good mothers too. Education and employment of women can even help in eradicating many social evils such as dowry, unemployment and ensure social peace and harmony.

Education is regarded as a key mechanism for the empowerment of female. Education changes their worldview, improves their chances of employment, facilitates their participation in public life, and also influences their fertility. Petty & Hook (2005) and Bonney (2007) studies indicate that educated women have, on an average, fewer children and they take good care of their socialization. Education refers to every form of learning that aims at improving the knowledge, skill and other qualities of human beings. It embraces general education at schools and colleges, vocational and technical education, professional education, health education, etc. Educate female are capable bringing socio-economic and political changes. The constitution of almost all democratic countries, including India, guarantees equal rights to both male and female. Primary education is now a fundamental right. When a female is confirmed of her rights, the society at large is ensured of its sustainability. Realizing the importance of females' education, the government and many non-government organizations took numbers of initiatives to spread female education. Literacy programs i.e. 'Beti Bachoo Beti Padhao' are being taken in favor of females. Education is not merely a means to get a good job. Embedded in is a value system, the ability to distinguish between right and wrong. Developing individuals into good citizens is one of the prime purposes of education.

Educating women is almost lead educating family in many respects. Education of girls and females contributes in the economy in many ways. It increases the level of human capital, causes a reduction in fertility rate with a corresponding decrease in the infant mortality rate. Most importantly, it may impact the educational level of next generation, in positive ways, and can lead to improvement in the overall quality of life. Many researches and writings (Dollar and Gatti, 1999; Barro, 2001; Schultz, 2002; Klasen, 2002; and Knowles, 2002) show that, there is a positive relation between women education and gender equality which positively impact the economic growth. However, despite all these positive reports and examples of women education and its contribution to society as well as economy, women education, especially in developing countries has been comparatively neglected and requires increased attention. For instance, people with no education always have higher rates of

unemployment compared to people with primary, secondary and tertiary levels of education (ILO, 2010). Many researches as mentioned above, suggest that education has been innovative in the process of women empowerment as it enriches their abilities to effectively respond to their stereotypical and traditional normative roles which put various types of control upon them. Such gender based control and discrimination has been a major barrier in women empowerment, especially in countries like India.

With this background, the present chapter focuses on gender wise status of education and different social and economic factors influencing female employment in the districts of Meerut and Unnao with the help of primary data. This chapter is divided into three sections. Section one includes status of education gender wise in both Meerut and Unnao districts, section two presents perception of field survey on different aspects of female employment and section three gives the detail of result of logistic regression model.

6.1: Gender Wise Education Status in Meerut and Unnao District

Education will empower women to come forward and contribute towards the development and prosperity of the country. So long as women remain backward and economically dependent on male their helpless condition cannot be changed. Economic empowerment and independence will only come through proper education and employment of women. Education is as important as food and water without these basic necessities, we cannot survive. Education helps a woman to live a good life. Their identity as an individual would never get lost. They can read and learn about her rights that are provided by the constitution. Their rights would not get crushed down. The lives of females would improve a lot, if we take a step forward in the field of female education. Educated girls and women are aware of the importance of health and hygiene. Health is an essential factor of life. Through, health education, they are empowered to lead a healthy life. Educated mother can take better care of both herself and her baby. Educated women are now looked upon with dignity and morality and honor. They become a source of inspiration for millions of young girls who make them their role-models.

6.1.1: Gender Wise Status of Literate and Illiterate Persons

Literate females are more up-to-date with their right to justice. It would ultimately lead to decline in instances of violence and injustice against women such as dowry, forced/prostitution, child-marriage, female feticide, and rape etc. Educated women can be highly successful in the life. A girl-child should get equal opportunity for education, so that, she can prepare to become a successful doctor, engineer, nurse, air-hostess, or cook. They can choose a profession as they can lead a life without any burden to others. This would demand massive contribution to education of women. There cannot be many social and economic changes unless girls and women are given their rights to education. Education is a significant factor in representing the employee's status in the organized sector and unorganized sector. Jobs are being given on the basis of literate and illiterate status and the role of the workers is also determined accordingly. Table 6.1 presents the overall literacy status in the village. The total literacy in district Meerut is 71.11 per cent for male and 66.67 per cent for female.

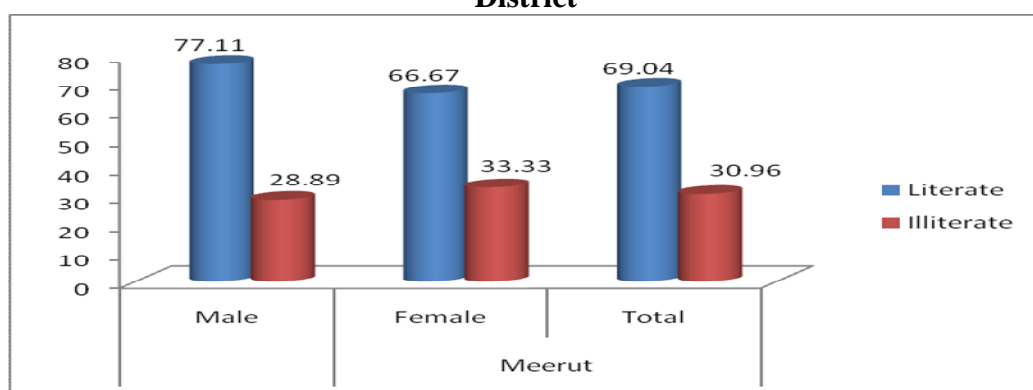
Table 6.1: Gender Wise Classification of Literate and Illiterate Persons in Meerut and Unnao Districts

District	Gender	Literate	Illiterate	Total
Meerut	Male	315 (71.11)	128 (28.89)	443 (100.00)
	Female	256 (66.67)	128 (33.33)	384 (100.00)
	Total	571 (69.04)	256 (30.96)	827 (100.00)
Unnao	Male	270 (69.95)	116 (30.05)	386 (100.00)
	Female	235 (64.92)	127 (35.08)	362 (100.00)
	Total	505 (67.51)	243 (32.49)	748 (100.00)
Total	Meerut	571 (69.04)	256 (30.96)	827 (100.00)
	Unnao	505 (67.51)	243 (32.49)	748 (100.00)
	Total	1076 (68.32)	499 (31.68)	1575 (100.00)

Source- Field Survey

This represents the gender gap of less than 5 per cent. In Unnao 69.95 per cent male are literates and 64.92 per cent females are literate, presenting a gender gap of 5 per cent. On the other side, in case of illiterate 28.89 per cent stand for male and 33.33 per cent stand for female (figure 6.1). The proportion of illiterate is high for male as compare to female. The total percentage of literate is 69.04 per cent and 30.96 per cent is illiterate in Meerut district. While in case of Unnao district, the percentage of literate male in Unnao is high as compare to female such as 69.95 per cent and 64.92 per cent per cent for both male and female respectively (figure 6.2)

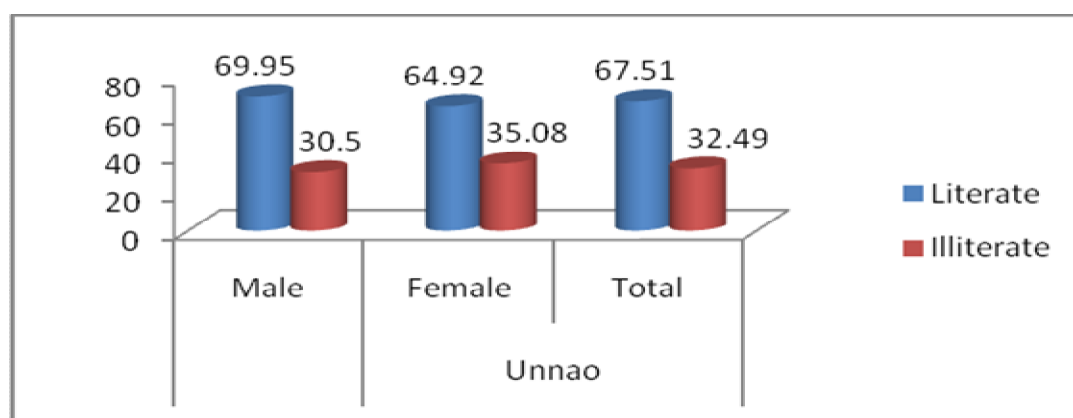
Figure 6.1: Gender Wise Percentage of Literate and Illiterate Persons in Meerut District



Source- Field Survey

There is only 5 per cent difference between male and female. On the other hand, in case of illiterate 30.05 per cent stand for male and 35.08 per cent stand for female (figure 6.2). The proportion of illiterate is high for male as compare to female.

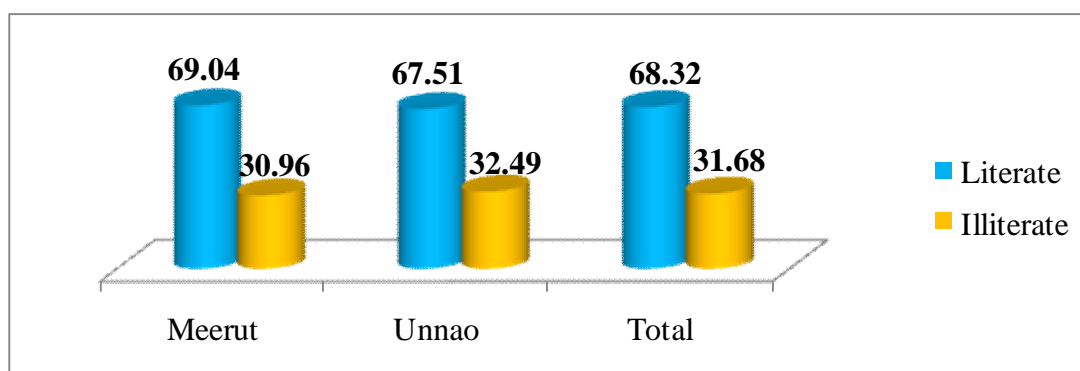
Figure 6.2: Gender Wise Percentage of Literate and Illiterate Persons in Unnao District



Source- Field Survey

Education is selected since it is one of the most essential aspects determining female employment, and there are many pointers to that effect education. The outcome of education may also be influenced by desires at the household level. Because income and needs of family are very significant factors that affect female employment. It can be seen from the figure 6.3 that the percentage of literate is high for male comparatively than that of female in Unnao and it stand 69.95 for male and 64.92 per cent for female. As seen figure finds that 30.96 per cent is illiterate in Meerut and 32.49 per cent is in Unnao. And. The total literate is 68.32 per cent and 31.68 per cent is illiterate.

Figure 6.3: Total Percentage of Literate and Illiterate Persons in Meerut and Unnao District



Source- Field Survey

Mostly, needed females try to find employment but lack of proper education they failed to get opportunities in the labour market specially in the organised sector. They face burden of domestic duty and caring of children. Females' employment is determined by many factors such as- economic factors (Tansel, 2002), distribution of gender at work place (Miles, 2002). These all factors play very significant role in getting employment. Thus, the overall analysis of educations reveals that the households members in Meerut district are more literate compared to Unnao district. Further, in both districts, males have more literacy level compared to females. The gender gap in literacy is higher in region Unnao, as compared to Meerut.

6.1.2: Education Classification of Households Members

Education is the apex factor recognised in the literature, checking female employment in the labour market. There is distinctive difference between educated and uneducated female workers (Vaidyanathan, 1994). Education has positive impact

on employment (Appadorai, 2001). But education is determined by many factors such as households income, family support etc.

Table 6.2 explains the classification of household members by education level in the study area. In Meerut 28.89 per cent males are illiterate and this percentage is 33.33 for females. While in case of Unnao 30.05 per cent is illiterate for males and 35.08 per cent stand for females. In Meerut, the aggregate percentage of illiterate indicate 30.96 per cent and 32.49 per cent for Unnao and the overall is illiteracy is 31.68 per cent for both districts. Through the field survey, it was also found with general discussion that level of education also plays a significant role in getting married early. Poor living conditions lead female to seek employment to earn income for their family.

Table 6.2: Classification of Household Members by Education Level

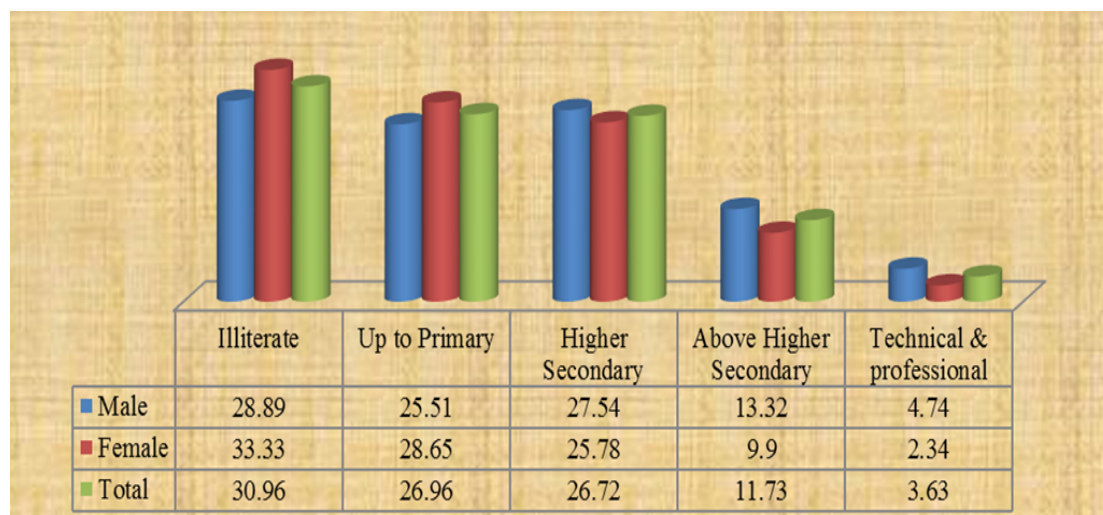
District	Gender	Illiterate	Up to Primary	Higher Secondary	Above Higher Secondary	Technical & professional	Total
Meerut	Male	128 (28.89)	113 (25.51)	122 (27.54)	59 (13.32)	21 (4.74)	443 (100.00)
	Female	128 (33.33)	110 (28.65)	99 (25.78)	38 (9.90)	9 (2.34)	384 (100.00)
	Total	256 (30.96)	223 (26.96)	221 (26.72)	97 (11.73)	30 (3.63)	827 (100.00)
Unnao	Male	116 (30.05)	119 (30.83)	106 (27.46)	36 (9.33)	9 (2.33)	386 (100.00)
	Female	127 (35.08)	105 (29.01)	96 (26.52)	27 (7.46)	7 (1.93)	362 (100.00)
	Total	243 (32.49)	224 (29.95)	202 (27.01)	63 (8.42)	16 (2.14)	748 (100.00)
Total	Meerut	256 (30.96)	223 (26.96)	221 (26.72)	97 (11.73)	30 (3.63)	827 (100.00)
	Unnao	243 (32.49)	224 (29.95)	202 (27.01)	63 (8.42)	16 (2.14)	748 (100.00)
	Total	499 (31.68)	447 (28.38)	423 (26.86)	160 (10.16)	46 (2.92)	1575 (100.00)

Source- Field Survey

Education is a dynamic element in the development of human being. It is also a device for improving and strengthening socially useful skills, habits, and attitudes; it builds bonds of common citizenship. Figure 6.4 gives the detail of gender wise percentage of education level in Meerut. The percentage of qualification 'up to primary' is 25.51 per cent for male and 28.65 per cent for female in Meerut. As gradually level of qualification increases the difference between male and female has decreased. The highest rate of education is standing for 'higher secondary' for male 27.54 per cent and 28.65 per cent for female finds in 'up to primary'. On the other side, only 4.74 per cent

stand for male and 2.34 per cent stand for female in Meerut is ‘technical and professional’ education. Further, aggregate total percentage is 3.63 for both male and female in ‘technical and professional’ education.

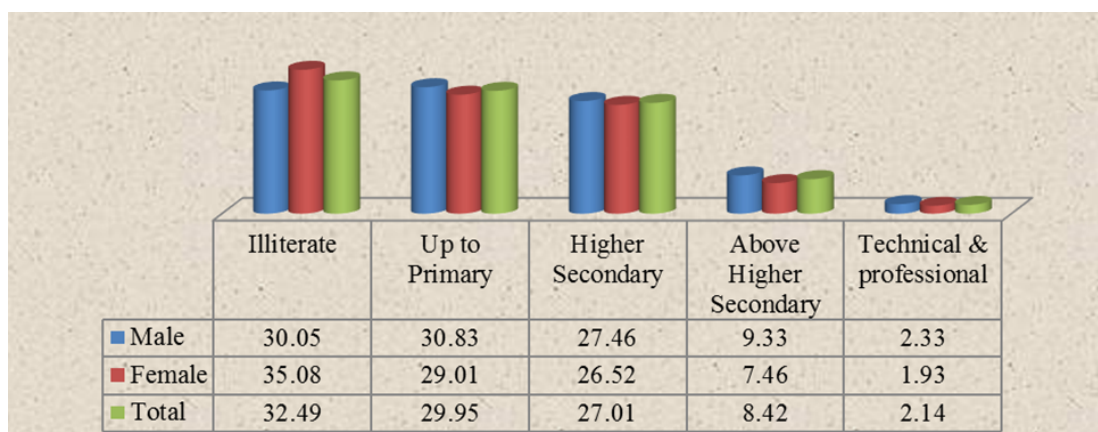
Figure 6.4: Gender Wise Percentage of Education Level in Meerut



Source- Field Survey

Figure 6.5 discusses the level of qualification among gender in district Unnao where 30.05 per cent of male and 35.08 per cent of female are illiterate. Further, level of household qualification with ‘up to primary’ is high as compared to other education level in Unnao while in Meerut, higher proportion is for ‘higher secondary’ for males. The percentage for both male and female is 30.83 per cent and 29.01 per cent with ‘up to primary’ respectively. In case of ‘higher secondary’, the percentage is 27.46 per cent and 26.52 per cent for male and female respectively. The level of ‘above higher secondary’ is comparatively lower than that of Meerut and percentage is 9.33 and 7.46 for both male and female respectively in Unnao. In the case of ‘technical and professional’ education the share is 2.33 for male and 1.93 per cent for female and the aggregate stand at only 2.14 per cent. The comparatively high educational position of male and female reflected in Meerut as compared to Unnao. The difference between male and female in the case of illiterate is near about 5 per cent in both district Meerut and Unnao.

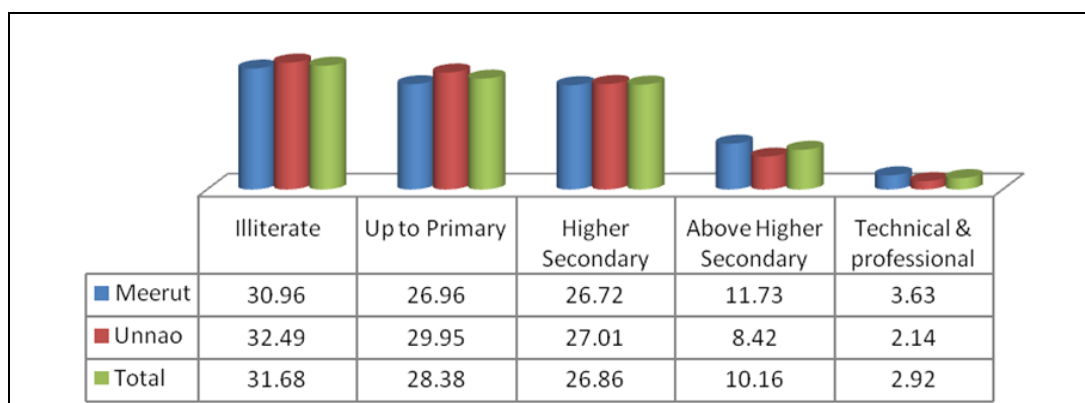
Figure 6.5: Gender Wise Percentage of Education Level in Unnao



Source- Field Survey

Figure 6.6 makes it clear that significant variations in the differences of education between Meerut and Unnao are found in case of ‘above higher secondary’ education and ‘technical and professional’ category.

Figure 6.6: Percentage Wise Comparison of Education Status in Meerut and Unnao



Source- Field Survey

Under the ‘above higher secondary’ category which includes graduate and post graduate is 11.73 per cent in Meerut compared to 8.42 per cent in Unnao. Under the category of ‘technical and professional’, district Meerut has 3.63 per cent households and Unnao has 2.14 per cent.

Education is vital factor for employment or empowerment opportunities specially, for female. The outcomes advises that the access of education and training for females is not proper adequate to lead their income and participation in the labour market on the basis of equality with male. While, training may be sometimes expand

income opportunities for female (Fiona Leach, 2010). Further, Banerjee (1983) also found that there is no impact of education on employment in the unorganized sector. However, who are illiterate and have no skills education faces many crucial problems and they have no chance to get proper work in their life to support their family. Hence, female have to live under the dual pressure (Rahuram Singh, 1995). It is found that return of education in unorganized sector is very low as compared to organized sector (Funkhouser, 1996). Klasen and Pieters (2012) observed higher wages acted as a pull factor for a minority of well-educated females into the labour force.

6.1.3: Working and Non-Working Status by Education and Gender

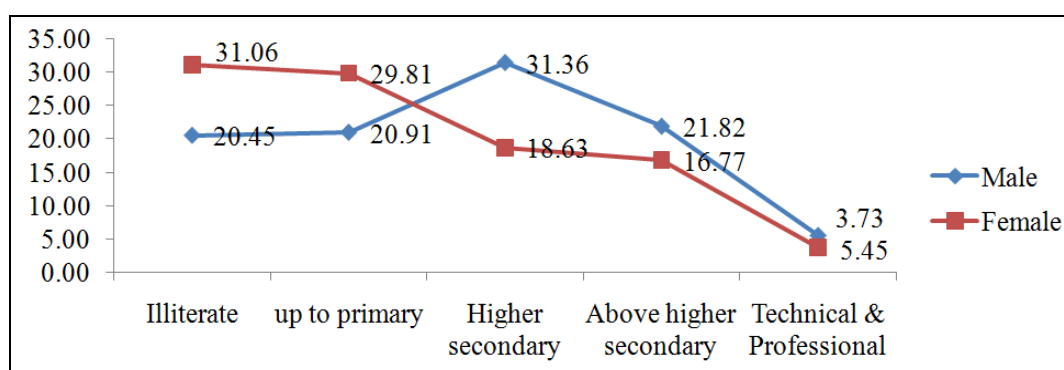
The structure of Indian labour market shows numerous remarkable features such as- low rate of female labour force participation, low wage rate and long working. The empirical finding on the basis of literature on female labour force participation has focused on opportunity of employment through education attainment. Mammen and Paxson (2000) stated that low and declining female labour force participation affected by role of educational attainment. Low education is pull factor for female employment and dictated by economic needs (Klasen and Pieters, 2012). Table 6.3 explores the working and non-working status by gender education level in district Meerut. It is shown that the percentages of working status for male 20.45 per cent and for female 31.06 per cent are illiterates. In both categories 'higher secondary' and 'above higher secondary' male has higher proportion of workers as compared to female. This is 31.36 per cent, 21.82 per cent for male and 18.63 per cent and 16.77 per cent for female respectively (figure 6.7). In case of student's categories, the percentage is high for 'up to primary' and 'higher secondary' for both male and female (table 6.3). Education recognised in the literature as one of the essential attraction factors controlling female employment in the Unorganized sector. As Rangarajan et al. (2011) observed that of the total decline in workforce from 2004-05 to 2009-10, 44 per cent was on account of people who opted out of the labour force to pursue education.

Table 6.3: Gender and Education Wise Major Activity in Meerut District

Education Status	Working Population			Students		Not-working		Disable to Work		Total
	Male	Female	Total	Male	Female	Male	Female	Male	Female	
Illiterate	45 (20.45)	50 (31.06)	95 (24.93)	0	0	28 (36.84)	15 (28.85)	17 (38.64)	22 (41.51)	82 (17.41)
Up to primary	46 (20.91)	48 (29.81)	94 (24.67)	54 (40.00)	49 (44.14)	18 (23.68)	14 (26.92)	14 (31.82)	16 (30.19)	165 (35.03)
Higher secondary	69 (31.36)	30 (18.63)	99 (25.98)	46 (34.07)	36 (32.43)	16 (21.05)	10 (19.23)	8 (18.18)	12 (22.64)	128 (27.18)
Above higher secondary	48 (21.82)	27 (16.77)	75 (19.69)	25 (18.52)	21 (18.92)	8 (10.53)	8 (15.38)	3 (6.82)	2 (3.77)	67 (14.23)
Technical & Professional	12 (5.45)	6 (3.73)	18 (4.72)	10 (7.41)	5 (4.50)	6 (7.89)	5 (9.62)	2 (4.55)	1 (1.89)	29 (6.16)
Total	220 (100.00)	161 (100.00)	381 (100.00)	135 (100.00)	111 (100.00)	76 (100.00)	52 (100.00)	44 (100.00)	53 (100.00)	471 (100.00)

Source- Field Survey

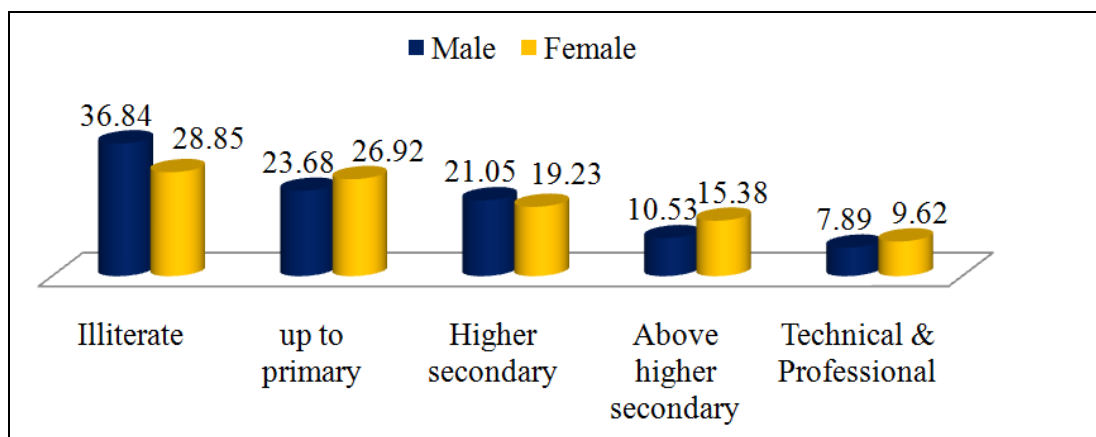
Figure 6.7: Percentage of Working Population and Their Education Level in Meerut



Source- Field Survey

In case of unemployed, 36.84 per cent stand for male and 28.85 per cent for female are illiterate in the study area. While in ‘up to primary’ category there is 23.68 per cent for male and 29.62 per cent stand for female. The percentage in case of category of ‘disable to work’ is 38.64 per cent and 41.51 per cent for male and female are illiterate respectively. The male is 31.82 per cent and 30.19 per cent for female stand for ‘up to primary’ education. Further, in the both categories of ‘higher secondary’ and ‘above higher secondary’ the percentage is for both male and female 18.18 per cent, 22.64 per cent, 6.82 per cent and 3.77 per cent respectively (table 6.3). Table shows here that the share of female is much more than their male counterparts in category of ‘higher secondary’. The reason is behind this male go to work force because of family responsibilities.

Figure 6.8: Percentage of Non-Working Population and Their Education Level in Meerut



Source- Field Survey

Table 6.4 reveals gender and education wise working and non-working status in Unnao district. The percentage of working population is 27.08 per cent for male and 34.46 per cent for female are illiterate in Unnao. In both categories in ‘up to primary’ and ‘higher secondary’ male has higher position as compared to female.

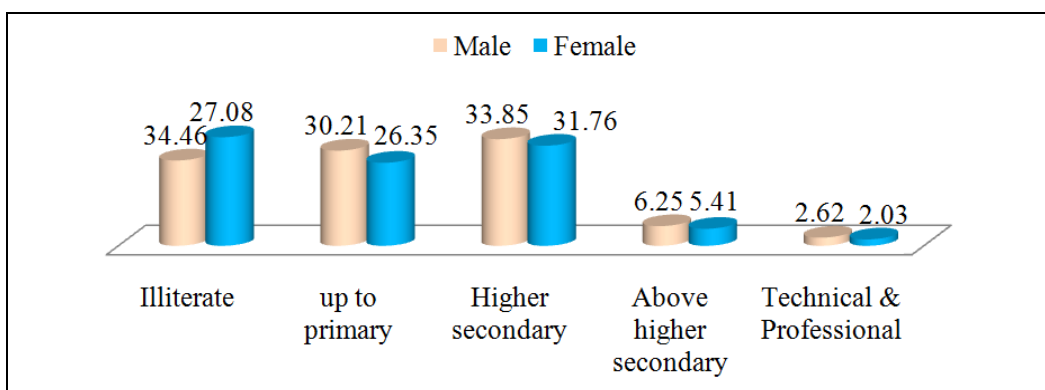
Table 6.4: Gender and Education Wise Major Activity in Unnao District

Education Status	Working Status			Students		Not-working		Disable to work		Total
	Male	Female	Total	Male	Female	Male	Female	Male	Female	
Illiterate	52 (27.08)	51 (34.46)	103 (30.38)	0	0	23 (34.33)	18 (22.22)	11 (36.67)	15 (34.09)	67 (17.45)
up to primary	58 (30.21)	39 (26.35)	96 (28.32)	38 (40.00)	30 (44.14)	15 (22.39)	24 (29.63)	7 (23.33)	12 (27.27)	126 (32.81)
Higher secondary	65 (33.85)	47 (31.76)	112 (33.04)	31 (34.07)	26 (36.62)	13 (19.40)	19 (23.46)	8 (26.67)	11 (25.00)	108 (28.13)
Above higher secondary	12 (6.25)	8 (5.41)	20 (5.90)	12 (13.19)	10 (14.08)	12 (17.91)	16 (19.75)	3 (10.00)	4 (9.09)	57 (14.84)
Technical & Professional	5 (2.60)	3 (2.03)	8 (2.36)	10 (10.99)	5 (7.04)	4 (5.97)	4 (4.94)	1 (3.33)	2 (4.55)	26 (6.77)
Total	192 (100.00)	148 (100.00)	339 (100.00)	91 (100.00)	71 (100.00)	67 (100.00)	81 (100.00)	30 (100.00)	44 (100.00)	384 (100.00)

Source- Field Survey

This percentage is 30.21 for male and 26.35 per cent for female ‘up to primary category’ and 33.85 per cent stand for male and 31.76 per cent for female in ‘higher secondary’ (figure 6.9). In case of student’s categories, the percentage is high for ‘up to primary’ and ‘higher secondary’ for both male and female 40.00 per cent, 44.14 per cent, 34.07 per cent and 36.62 per cent respectively (table 6.4).

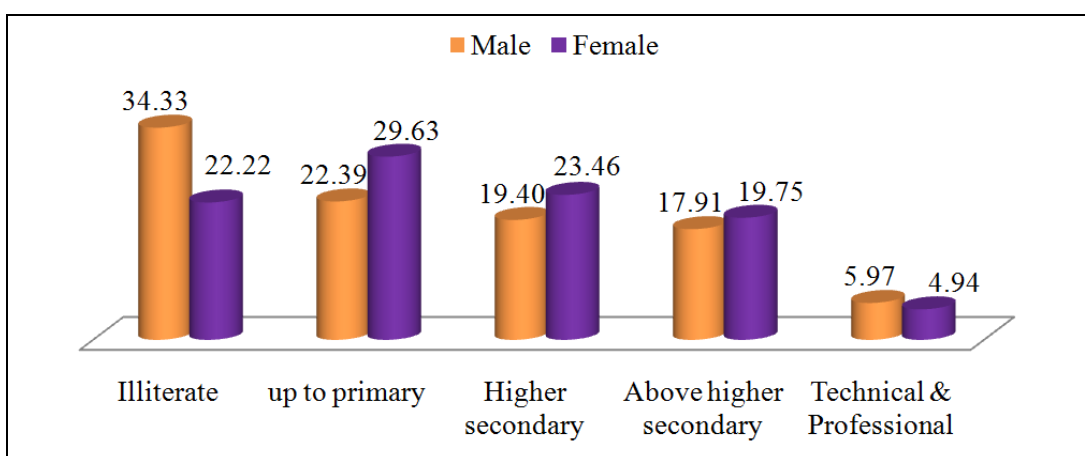
Figure 6.9: Percentage of Working Population and Their Education Level in Unnao



Source- Field Survey

In case of ‘above higher secondary’ this percentage is 6.25 per cent for male and 5.41 per cent for female in Unnao. Here, the percentage of female is much higher than that of male may be due to male gave up education for getting employment. Further 5.97 per cent stand for male and 4.94 per cent for female shows the share of female is also high in case of ‘technical and professional’ category (figure 6.10).

Figure 6.10: Percentage of Non-Working Population and Their Education Level in Unnao



Source- Field Survey

In case of non-working population, 34.33 per cent for male and 22.22 per cent female are illiterate in the study region. While, under ‘up to primary’ category there is 30.21 per cent for male and 26.35 per cent are females. Though, in ‘up to primary category’ there is 22.39 per cent for male and 29.63 per cent stand for female. The percentage in case of ‘above higher secondary’ is 17.91 per cent for male and 19.75 per cent for female. While, in case of ‘technical and professional’ 5.97 per cent is for male and 4.94 per cent for female (figure 6.10).Table 6.4 reveals about disable to

work according to education category in Unnao district. Disable to work includes persons who are old age and ill or effected by chronic disease in the study area. 36.67 per cent of male and 34.09 per cent of female are disable to work and they are illiterate in education in district Unnao. Further, 3.33 per cent stand for male and 4.55 per cent indicate for female have 'technical and professional' education but they are disable to work due to old age and chronic disease.

In above three education categories consist 'up to primary', 'above higher secondary' and 'technical and professional' female lead high than that of male. This is due to male play as a bread earner role in family so they have to work to fulfil requirement of the households. On the other side, female do not faces burden of earning income for family and it leads them to get more education as compare to their male counterparts. (Goldin, 1995, Mammen and Paxson, 2000) advocates that rising household income could lead to a withdrawal of females from the labor market. Banerjee (1983) reveals that there is no role of education on female employment in the unorganized sector. There is negative relationship between level of education and informal sector employment. He found that return to education in Unorganized sector is very low as compare to organised sector (Funkhouser, 1996). Bhalla and Kaur (2013) find that the education level of the spouse has a larger negative effect than the positive effect on participation of increasing female education. Sundaram (2000) shows females workers in Unorganized sector were generally illiterate, had high unemployment rate as compared to men in this sector. The lack of education is the main cause for the exploitation and carelessness of females in the society. Education is a significant instrument for female employment. The education of females has been a significant factor not only for government sector but also in private sector. Education of female can play a vital role in the development of the country.

6.2: Perception of Field Survey

6.2.1: Impact of Education on Females in Meerut and Unnao District

Amartya Sen pointed out two chief inequalities i.e. 'education' and 'health' between male and female. In India, there are irrespective of the caste, belief, religion and social status. The overall status of a woman is lower than male and therefore a male child is preferred over a female child. According to him, a male child is considered a blessing and his birth is celebrated as opposed to a female child where her birth is not celebrated and is considered more of a burden. Role of education in

addressing the gender disparity and promoting gender equality and empowerment has been recognized globally and this is why education is chosen as the main target to attain the third Millennium Development Goal (MDG3). MDG3 aimed, “To promote gender equality and empower women” with the target of If we examine the rationale behind the gender equality perspective in education then we can notice that it implies the ‘rights’ perspective along with the ‘development’ perspective as article 26 of the Universal Declaration of Human Rights says, “Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit”.

The present section highlights the findings of field survey in Meerut and Unnao. District of Uttar Pradesh which focused on capturing opinion, attitude, perceptions and experience of respondents over various issues associated with female including education and employment. It was found that overwhelming majority of the respondents in both districts were or the opinion that education brings betterment in the overall quality of the lives of women and girls. Similar, response was received on the question of equality in rights of getting education. However, as it can be seen in the table 6.5, respondents were divided on the question of prevailing discrimination between boys and girls regarding their rights to education.

Table 6.5: Impact of Education on Life of Females (in Percentage)

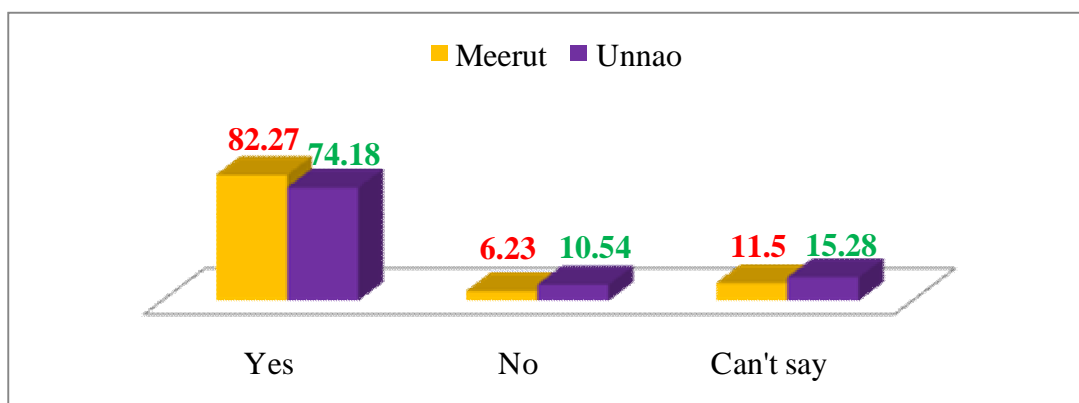
Perceptions	Meerut				Unnao			
	Yes	No	Can't say	Total	Yes	No	Can't say	Total
Education brings differences in the lives of females	82.27	6.23	11.5	(100.00)	74.18	10.54	15.28	(100.00)
Girls and boys have equal rights in respect of getting education.	70.63	18.23	11.14	(100.00)	65.26	25.49	9.25	(100.00)
Discriminate between boys and girls regarding their rights of education.	46.21	38.24	15.55	(100.00)	39.85	34.14	26.01	(100.00)

Source- Field Survey

Figure 6.11 explore about the education that bring difference in the lives of females. The majority of 82.27 per cent female reported that education bring

difference in life in district Meerut while in district Unnao it stand for 74.18 per cent. In Meerut, 11.5 per cent and 15.28 per cent in district Unnao agree that education do not bring difference. It is true that education have big role in every life of persons either direct or indirect.

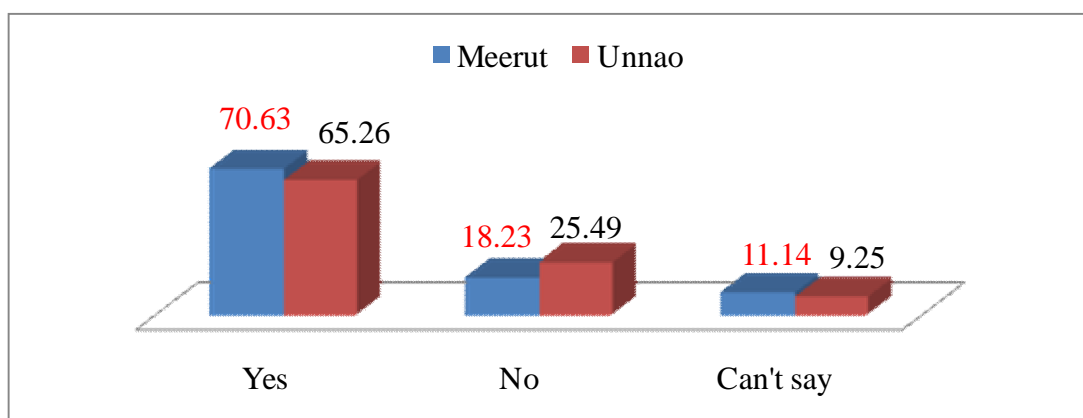
Figure 6.11: Education Brings Differences in the Life of Females



Source- Field Survey

Girls and boys have equal right in case of getting employment (figure 6.12), which describes that female of Meerut 70.63 per cent, agree this perception while in Unnao it is only 65.26 per cent. Out of them 18.23 per cent reported that they have no equal right to get education but on the other side 25.49 per cent in Unnao accepted this phenomenon. According to this figure, 11.14 per cent in Meerut say nothing about it while, 9.25 per cent in Unnao. Thus, as far as this perception concerned much difference in both districts.

Figure 6.12: Girls and Boys have Equal Rights in Respect of Getting Education



Source: Field Survey

Although it can be accepted that education is essential for the ability to exercise rights and consequently for women's empowerment enabling girls to participate in social, economic and political life, however, enrolment in school do not necessarily translate into gender equality (Saito, 2010). It sheds no light on whether boys or girls are acquiring the desired knowledge and skills which lead them to work productivity, empowerment and full participation in decision making (Unterhalter, 2009).

6.2.2: Gender Wise Education Discrimination

It should be understood that literacy rate cannot be the single indicator for the gender equality and women employment and empowerment. Many experts and activists argue that women's education has been main key to reduce discrimination against girls. Similarly, many studies point that educated women are more "efficient" in discriminating against their daughters (Gupta, 1987). Many other studies have shown that higher education of women decreases the infant mortality for both girls and boys, with the larger effect for girls suggesting a positive correlation between higher maternal education and lower level of sex determination, female feticide and gender differential in child mortality (Bourne and Walker, 1991). They have witnessed less discrimination against girls and women in high female literacy states of India, i.e., Kerala, Andhra Pradesh, Tamil Nadu, Karnataka and Goa. However, some studies also neglected this positive correlation and pointed towards a weaker association between maternal education and female survival (Rosenzweig and Shultz, 1982). In spite of substantial increase in the female literacy level, discrimination against girls and women has increased in the states like Delhi, Gujrat, Rajasthan and

Haryana (Desai, 2009). A decline in the child sex ratio (0-6 years) has been observed that there were only 914 females against 1000 males, dropping from 927 in 2007 the lowest since independence (Census of India, 2011) Current study asked question about the impact of education on gender based discrimination and control in family. Majority of respondents 54 per cent answered negatively on the question of reduction of sex-determination and female feticide as a result of higher level of women education. This finding reinforced the suggestions, mentioned above (Gupta, 1987), that many times educated women are more “efficient” in discriminating against their daughters.

It has been an established fact that despite progress, girls and women are continued to be discriminated against accessing education and within education systems. There are many reasons that create barriers to go to school which included; Poverty, pregnancy, school-based violence, child marriage and discriminatory gender norms. However, our field study suggests that improvement in the level of education of parents reduces the discrimination against girl child. Majority of respondents gave positive responses on important questions regarding the impact of women education on gender based discrimination and control inside family. Table 6.6 exposes the impact of education on gender discrimination in the family included many perceptions questions about respondents in the study area. 38.90 per cent of female of Meerut indicates that educated female can reduce sex discrimination and in Unnao 31.41 per cent accept it. There are many females that accept education have no significant role in sinking sex discrimination. Such type of percentage is 54.05 and 52.52 per cent in Meerut and Unnao respectively.

Table 6.6: Impact of Education on Gender Discrimination (in Percentage)

Perceptions	Meerut				Unnao			
	Yes	No	Can't say	Total	Yes	No	Can't say	Total
Education women reduce sex determination	38.90	54.05	7.05	(100.00)	31.41	52.52	16.07	(100.00)
Educated parents more likely allow their daughters to go outside for getting education	61.12	26.35	12.53	(100.00)	55.45	30.15	14.4	(100.00)
Educated women comparatively more freedom to go outside for work	71.29	15.84	12.87	(100.00)	63.37	19.80	16.83	(100.00)

Source- Field Survey

According to majority of respondents in both the district, i.e., Meerut and Unnao, educated persons don't discriminate against their girl child 61.12 per cent and 55.45 per cent respectively, more likely to allow them to go outside for education. In Meerut, 26.35 per cent female agree and in Unnao 30.15 per cent female accept that educated parents do not allow going outside for work. Majority of female respondents 7.29 per cent were also of the opinion that educated girls and women have comparative more freedom towards choosing their career in Meerut and 63.37 per cent in Unnao. But other side, 15.84 per cent female in Meerut and 19.80 per cent in Unnao explain that educated females have no fully permission to go outside. These findings show towards the narrow mind with education female. They want to boost their negotiation skills and acquire technique to get employment. But there are many burning issues in society. One of the most difficult among the sections of rights in respect of women is associated with their rights regarding reproduction, sexuality and selection of life partner. A major part of the respondent in both the district believed that education is very important for female employment and empowerment.

6.2.3: Involvement of Females in Decision Making

With low level of literacy, stereotyped traditional gender roles and lower social and economic status of female keep them for decision making on important issues inside family as well as at community level. However, education enriches female decision making ability at both the fronts. Majority of the respondents from both the districts were of the opinion that educated females have comparatively more freedom 65.35 per cent in Meerut and 53.47 per cent in Unnao in family related issues (table 6.7 and figure 6.13) are greater involvement in the decision making process at community level. Interestingly, a huge portion of the total respondents spoken positively on the question on the capacity of educated females and girls in financial decision making. In case of Meerut, only 29.70 per cent and in Unnao 37.62 per cent female accepted that there are no impact of education on decision making issue. While, 4.95 per cent in Meerut and 8.91 per cent in Unnao, female reported that they do not know about these perceptions.

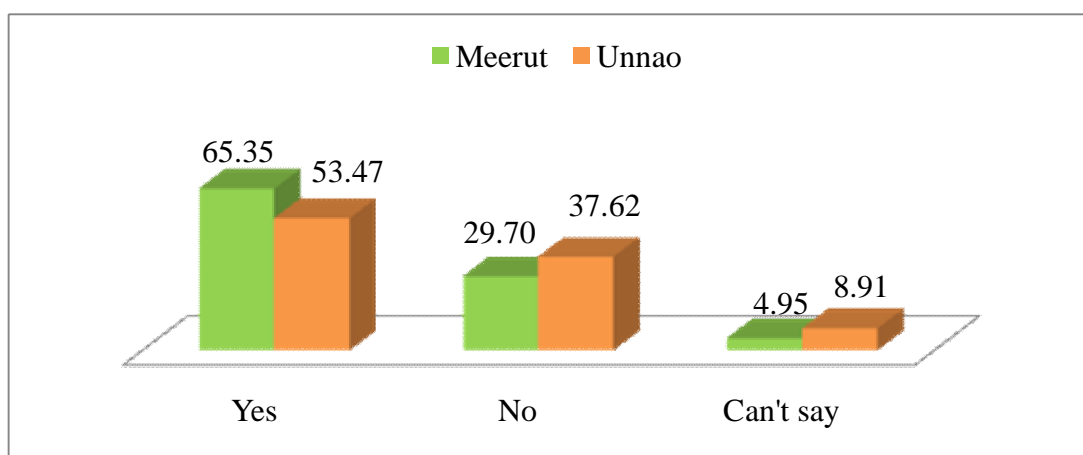
Table 6.7: Impact of Education on Female’s Decision Making (in Percentage)

Perceptions	Meerut				Unnao			
	Yes	No	Can't say	Total	Yes	No	Can't say	Total
Percentage of Females in Decision of Family Matters	65.35	29.70	4.95	(100.00)	53.47	37.62	8.91	(100.00)
Percentage of Females in Decision of Financial Issues	70.30	17.82	11.88	(100.00)	68.32	20.79	10.89	(100.00)
Decision making regarding reproductive issues.	52.48	38.61	8.91	(100.00)	47.52	42.57	9.90	(100.00)

Source- Field Survey

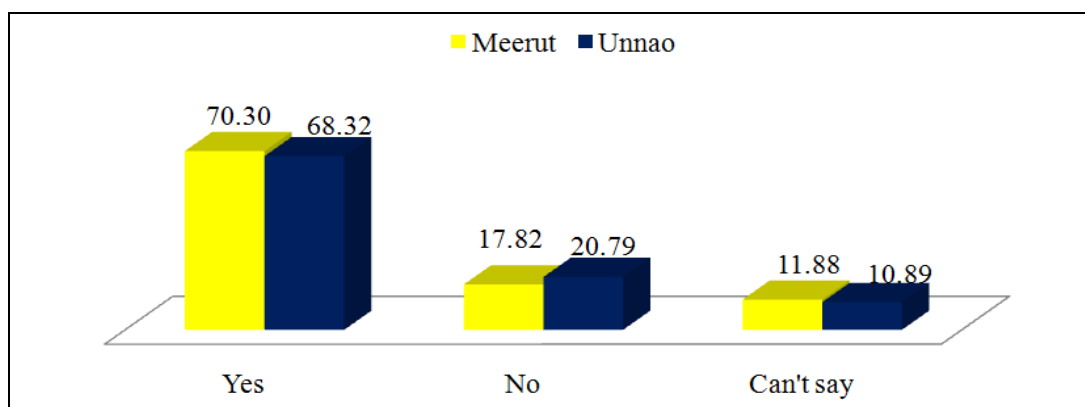
Financial issue is very important factor in life of person. It is significant not only for female but also for male. They work a lot in their whole life. Females go to bed late and rise early. But they have no play economic role in family. Only help as secondary resource. In Meerut, 70.30 per cent female and 68.32 per cent in Unnao female accept in mater of decision making in family financial issue, on the other side, 17.82 per cent in Meerut and 20.79 per cent in Unnao, females reported that they have no proper right in financial decision making (figure 6.14).

Figure 6.13: District Wise Percentage of Females in Decision of Family Matters



Source- Field Survey

Figure 6.14: District Wise Percentage of Females in Decision of Financial Issues



Source- Field Survey

One of the critical areas related to gender based control has been the women's rights to take decision regarding reproductive issues. A simple majority, 52.48 per cent in Meerut and 47.52 per cent in Unnao expressed this opinion that educated females and girls are more capable in taking decisions regarding reproductive rights. However, 38.61 per cent in Meerut and 42.57 per cent in Unnao, female expressed negatively in decision making issue (table 6.7).

6.2.4: Female Awareness in Political and Social Issues

Democracy denotes equality for all human persons, men and women. As against this basic concept of democracy what is normally seen is that women are excluded from different walks of life, more visibly in Politics. Equal treatment to women in political life, to be meaningful and effective should start from the grassroots level. To provide training and practice in the process of decision-making, the rural democratic institutions are the ideal structures to begin with. One of the aims of the 73rd Constitutional Amendment Act is to accomplish this purpose. Burns, Schlozman and Verba (1972) stated, on the basis of decades of researches and observations that formal education has been strongly connected with the political participation for both male and female. Equal treatment to women in political life, to be meaningful and effective should start from the grassroots level. To provide healthy environment in the process of female participation are the main responsibility of democratic institutions.

Table 6.8: District Wise Percentage of Females Education on Political and Social Awareness

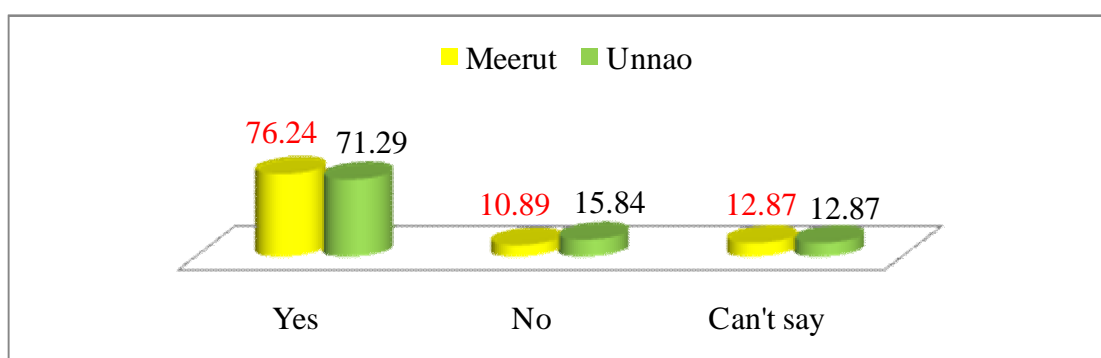
Perceptions	Meerut				Unnao			
	Yes	No	Can't say	Total	Yes	No	Can't say	Total
Females' awareness on political and social issues	76.24	10.89	12.87	(100.00)	71.29	15.84	12.87	(100.00)
Prominent at community level and in social life	77.23	11.88	10.89	(100.00)	71.29	16.83	11.88	(100.00)

Source- Field Survey

Table 6.8 presents the detail of impact of education on political and social awareness. Here, this is observed that social and political matters are very significant. Figure 6.15 examine the data and find that 76.24 per cent in Meerut and 71.29 per cent in Unnao, females accept that they involve in political and social matters. Here is no seen major difference between Meerut and Unnao.

On the other side, 10.89 per cent female accept that they are not aware about these phenomena in Meerut, while, 15.84 per cent reported this in Unnao. Mostly, respondents from both the districts shared parallel attitude by expressing positively to the question focused on link between the education of girls and women and their level of political awareness (figure 6.15).

Figure 6.15: Percentage of Females' Awareness on Political and Social Issues



Source- Field Survey

Similarly, according to majority 77.23 per cent of them in Meerut and 71.29 per cent in Unnao female are believed that educated female are more prominent at community level and in social life. While 10.89 per cent in Meerut and 15.84 per cent in Unnao respondents agree that they are not prominent about social life.

6.2.5 Accessibility of Rights and Government Schemes

With education comes the awareness on various issues as literacy and education open windows for gaining knowledge from various fields. To get benefits from government schemes and various programs are basis requirement of males and females in society. These programs are directly related to the social welfare. Majority of respondents were of the opinion that educated women and girls are more aware about their rights (table 6.9). Educated females are more active to getting benefits from government schemes as rather than those uneducated and illiterate females. Similarly, majority of them 64.36 per cent females believed that educated girls and women are more capable in knowing their rights in district Meerut. But in district Unnao, 59.41 per cent female is more awareness about their rights (figure 6.16). But 26.73 per cent female in Meerut and 29.70 per cent female accept in Unnao that they are not awareness about their rights. Further, a minor proportion accepts that they have no knowledge about these rights.

Table 6.9: Impact of Education on Women's Accessibility to Rights and Getting Benefits (in Percentage)

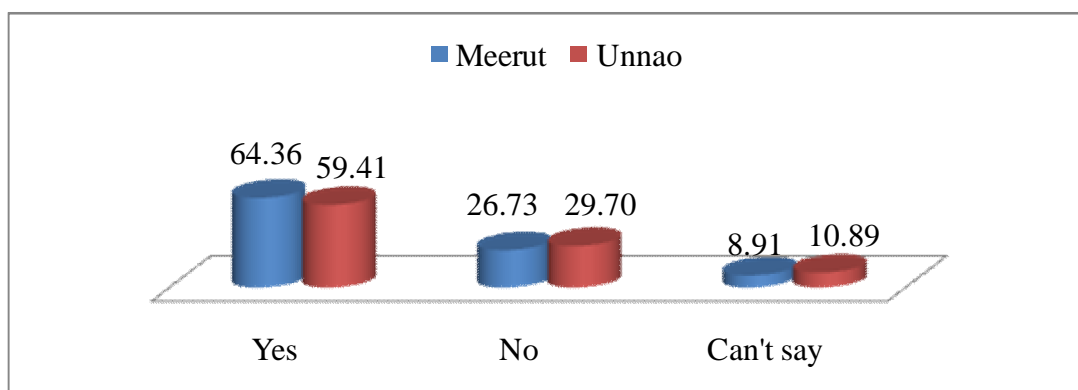
Perceptions	Meerut				Unnao			
	Yes	No	Can't say	Total	Yes	No	Can't say	Total
Percentage of women's accessibility to rights and getting benefits	64.36	26.73	8.91	(100.00)	59.41	29.70	10.89	(100.00)
Capable in getting benefits of government schemes	56.44	33.66	9.90	(100.00)	57.43	29.70	12.87	(100.00)

Source- Field Survey

Furthermore, educated girls and women are more capable in accessing benefits of government scheme. In Meerut, 56.44 per cent female and 57.53 per cent female in Unnao getting benefits from various government schemes. This percentage is high in Unnao as compare to Meerut because of Unnao is backward as compared to Meerut. But 26.73 per cent in Meerut and 29.70 per cent in Unnao females reported that they are not more aware about their rights. Further, 8.91 per cent females in Meerut and

10.89 per cent females in Unnao reported that they cannot say about these types of rights (figure 6.16)

Figure 6.16: District Wise Percentage of Females' Accessibility to Rights and Getting Benefits



Source- Field Survey

However, it was found that mainly respondents believed that educated girls and women are more capable in getting benefits of government schemes. More importantly, it was a huge majority of the respondent which believed that educated girls and women are more capable in getting benefits from government schemes. This finding suggests that awareness plays an important role as enable in context of female employment and empowerment.

6.2.6: Female Education and Employability

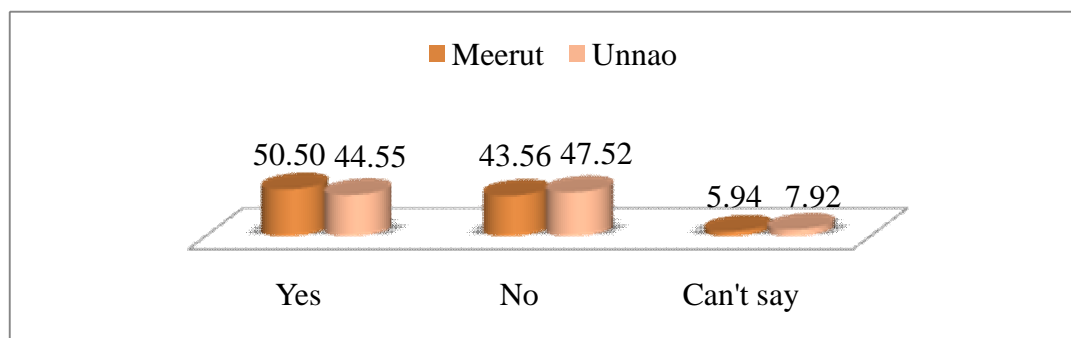
Everyone would agree that females are involved in workforce in India. However, their works are not counted as economic activities and that aren't exactly paid for work. Female education is an important component of female employment and empowerment. Sadly, India ranks 127th on the gender inequality index and 108th on the global gender gap index according to The Asia Foundation. Women are an integral part of the economy. Field study associated with current research which covered 360 households in two districts of Uttar Pradesh, i.e., Meerut and Unnao, suggested that education cannot give definite guarantee to girls and women for getting jobs easily. The table 6.10 define the result from the field survey include impact of education on females' accessibility to get better and easily job both district Meerut and Unnao.

Table 6.10: Impact of Education on Female’s Accessibility to get better and Easily Job (in Percentage)

Perceptions	Meerut				Unnao			
	Yes	No	Can't say	Total	Yes	No	Can't say	Total
Females status of easily getting job through education	50.50	43.56	5.94	(100.00)	44.55	47.52	7.92	(100.00)
Educated females get better job	71.29	19.80	8.91	(100.00)	67.33	22.77	9.90	(100.00)
Impact of skills on females’ employment	65.35	29.70	4.95	(100.00)	62.38	31.68	5.94	(100.00)
Skill building can increase females’ income	61.39	32.67	5.94	(100.00)	58.42	34.65	6.93	(100.00)

Source- Field Survey

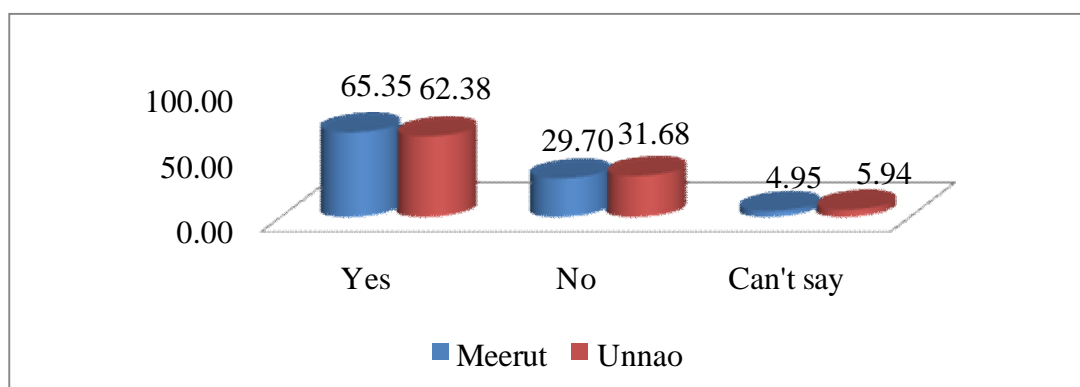
Figure 6.17: Percentage Wise Females Status of Easily Getting Job through Education



Source- Field Survey

Classification of getting easily job or service throws education in both district Meerut and Unnao. In Meerut 50.50 percent female agree from this perception. In Unnao, it stands for 44.55 per cent. Females reported that through proper education they can get job in the market (figure 6.17). Females in agree that education is not helping getting easily employment 43.56 per cent and 47.52 per cent in Meerut and Unnao respectively. While, only 5.94 per cent in Meerut and 7.92 per cent in Unnao female’s discuss that they cannot say in accurate way.

Figure 6.18: Percentage Impact of Skills on Females' Employment



Source- Field Survey

To get better job is no a bed of roses special for females in both unorganized sector and organized sector. This is burning issue for females. Comparing the result from the survey shows 71.29 per cent of female in Meerut and 67.33 per cent in Unnao informed that education has significant role to getting better employment in the labour market. But in case of not getting better employment 19.80 per cent stand for Meerut and 22.77 stand for Unnao (table 6.10). They reported education is no single factor to get better employment (table 6.10). Further, discusses here impact of skills on female employment in both districts Meerut and Unnao. The majority of female 65.35 per cent in Meerut reported skills on employment has positive impact especially for female. While in Unnao this percentage is 62.38. So, Females of both districts agree skills improve employment opportunities. But other side, 29.70 per cent in Meerut and 31.68 per cent in Unnao say skills on female employment has not significant role in getting employment (figure 6.10). Income is very essential for life for both male and female. Table 6.10 shows the result from field survey and findings explain 61.39 per cent female in Meerut reported skills are very useful to increase income and other side 58.42 per cent stand for female of Unnao. Next, 32.67 per cent in Meerut and 34.65 per cent females informed skills are not sufficient to increase income. On the other side, 50.94 per cent for Meerut and 6.93 per cent stand for Unnao, this percentage of females stated they are not aware about skills increase of income for female employment.

Above findings reinforced the observation that education is not positively associated with increase in women's work force participation. Women's literacy and education enrollment rates in the country have increased over time, however, women workforce participation rate has decreased instead of increasing. Again, many jobs

and sectors are male dominated which is hard for female and they end up in lower-paid and less-responsible positions than their real abilities. Furthermore, many women, especially in rural areas, are burdened with the households' responsibilities and farming provides the only appropriate jobs for them.

6.3: Logistic Regression Model

Logistic regression is a statistical method generally used for analysing data where the dependent variable is binary or dichotomous. Binary means the dependent variable can take only two possible values such as Yes or No and 0 or 1 represents the absent or present. It is a foretelling analysis. This method explain the relationship between one dependent binary variable and one or more than nominal, ordinal interval and ratio level independent variables. The independent variables can be categorical or nominal forms. The Logistics Regression Model is used to analyse the impact of education on female employment. The empirical model is defined as:

$$Y_i = \alpha + \beta_i X_i + \mu_i$$

Here, Y_i is unobserved response to increase the level of female employment, X_i is matrix of independent variables, β is a vector of unknown parameters, α is the intercept and μ_i is the error term. Based on the variables used in the present study, the empirical model was specified and estimated to predict the likelihood or probability of the factors influencing female employment, as follows:

$$SFEM = \alpha + \beta_1 FRS1 + \beta_2 CST1 + \beta_3 TOF2 + \beta_4 MST1 + \beta_5 INC1 + \beta_6 EDC3 + \mu_i$$

Based on literature review, the model has been developed to identify the factors affecting female employment specially include education. Probability of status of female employment used as a dependent variable and the socio-economic factors such as female responsibility, caste, type of family, marital status, income and education are the independent variables.

The description of the variables used in the model is given in table. The expected directional effects of each independent variable are also indicated. The logit model is based on the cumulative logistic probability function and is specified as:

$$P = F(Z) = 1 / (1 + e^{-(\alpha + \beta_i X_i)})$$

Where, Z determines a set of explanatory variables X ; $F(Z)$ is the cumulative logistic function; e represents the base of natural logarithms and P is the probability of success when explanatory variable has the value X . Logit models are interpreted using odds and odds ratios. The symbol of each coefficient shows the direction of the relationship between a predictor and the response. The odds ratio is the ratio of two odds indicates the multiplicative impact in the odds for a unitary change in the explanatory variable, holding other variables as constant. If the exponential coefficient is greater than unity, it explains that the odds are increasing, and on the other hand negative value indicates that the odds decrease. The term standard error measures the accuracy with which a sample represents a population Deviation of the exponential coefficient value from one indicates the magnitude of impact on the odds for a unit change in independent variable (Ali, 2011.).

Table 6.11: Results of Logistic Regression for Impact of Education on Female Employment

Variable	Coefficient	Odd Ratio	Standard Error	z value	p value
Constant	1.018773	2.769795	1.604804	1.76	0.079
Family Responsibility1	-.0335148	.9670406	.3559058	-0.09	0.927
Caste Category1	-1.809235	.1637794	.1005018	-2.95	0.003
Family Type 2	-.0911817	.9128518	.3223004	-0.26	0.796
Marital Status 1	-.2089091	.811469	.4167497	-0.41	0.684
Income 1	-.5486303	.5777406	.2187072	-1.45	0.147
Education 3	2.555109	12.87271	15.81678	2.08	0.038

Source: Field Survey

LR chi2(5) =14.07 Prob> chi2 =0.0152 Log likelihood = - 94.490635 Pseudo R2 = 0.0693

In this logistic model, all independent variables are categorized into different categories. Family responsibility is categories into three categories, 1 for domestic duty, 2 for child caring, and 3 for old age caring, caste is categories into three categories, 1 represents General, 2 represents OBC and 3 represent SC. Similarly,

family categories into two categories 1 for joint and 2 for nuclear and marital status categories into two categories, 1 for married and 2 unmarried. Further, income is categories into three categories 1 for lower income, 2 for medium income and 3 for upper income and education is categories into three categories 1 stand for illiterate, 2 for primary to senior secondary and 3 for above senior secondary (graduate, post graduate, professional and technical). Status of female employment is dependent variable. Employment relates to income. So, income is used here in place of female employment, income categories into three categories 1 for lower income, 2 for medium income and 3 for upper income. The results on coefficient estimate, standard errors, significance levels and odd ratios for the parameters of the Logistics Regression Model are presented (table 6.11).

The overall model is statistically significant at 10 per cent level of significance. The constant value coefficient is positive and the odd ratio is also positive. Among the factors, coefficient of family responsibility is negative means no more impact of domestic duty on female employment besides child caring and old age caring effect more on female employment. Female faced many difficulties due to domestic responsibilities like child care and old aged duty (Mahajan 1966). Banerjee (1983), married female are mostly engaged in the unorganized sector due to family requirement. Gunatilaka (2013) focus on supply side factor consist family responsibility associated with having children. Regression results indicate that social category of female is likely to play a significant role in getting employment. The coefficient of caste is negative for General category which means employment is not more important in case of general female because of husband's income or rich background of the family. There is only one condition in which female of general category try to work outside if income of households is not sufficient (Srivastava and Srivastava (2010). Klasen and Pieters (2012) reveal work is negatively related to the income and employment of household members particularly of husband. But on the other side, employment is significant for OBC and SC females due to lack of income source. Rising husband's income leads to pull from the labour force and vice-versa. So spouse' income has negative impact on women employment (Mammen and Paxson, 2000). The impact of education on female employment type of family play dynamic role. The coefficient is negative for nuclear family. Hence, there is positive impact of joint family. Employment is effected by marital status. The sign of coefficient indicates negative for married female means that unmarried female have

more chance to getting employment. Rothschild (1980) conclude clash between married and unmarried working female. Unmarried female have a marginally better position than married and divorced or separated female at work place (K. Krishna, 1995). Further, female with children decreased their hours of work after the birth child (Deborach and Judith, 1980). Married female have more responsibilities as compared to unmarried women. So, unmarried female can get easily entry in labour market.

Income is also affected by the education level. Table summaries about females who have lower income are related to lower education. On the other side for both medium income and upper income have more education as compared to lower income. So, coefficient for lower income is negative. Female with low income have low education level and force to live poor condition in the unorganized sector (Gajalakshmi, 1998). Education and skills affects the employment. Education is more significant for getting employment. The table shows that coefficient for education has positive sign means high level of education has more probability to get employment in the both organized sector and unorganized sector. Here is positive relation between low level of education and less opportunity to work. If education level increase then there is tendency to lead Employment opportunities. A number of studies examined female labour force participating in India focusing on the role of education (Mammon and Paxson, 2000). There is a U-shaped relationship between education and labour force rates of women (Goldin 1994; Tansel 2002, Kottis 1990, Fatima and Sultana 2009, Swaminathan. H, 2013). As increasing education, labour force participation rates of women first start to decline and then increased in case of highly educated women. Gallaway and Bernasek (2002) study that people with the high level of education constitutes in the organised sector and on the other hand, with low level of education involve in the unorganized sector.

Conclusion

The present chapter concludes that education 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 issue 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 was also found that education enhances decision making capability among girls and women and they play important role in decision making inside their families at community level. Further, it was also found that education increases the quality and percentage of women's participation in democratic process. It was also emerged in our field research 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 not positive link between education and employability established by the field survey. This has reinforced the Indian phenomenon of decreasing women's workforce participation rate with increase in literary and education. However, field study 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 stereotypical 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 female. 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 study analyses that education effects on female employment. The result of logistic regression analyses visibly recognizes the importance of education and skills in the life of female. There are many factors that affect female employment in both ways directly or indirectly 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. In this study examined that female labour force participating focusing on the role of education. There is a U-shaped relationship between education and labour force participation rates. As increasing education, labour force participation rates of female first start to decline and then increased in case of highly educated. Further, people with high level of education were constitutes in the organised sector and on the other hand, with low level of education involve in the Unorganized sector.

CHAPTER-7

FACTORS INFLUENCING

FEMALE EMPLOYMENT IN THE

UNORGANIZED SECTOR IN

UTTAR PRADESH

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FACTORS INFLUENCING FEMALE EMPLOYMENT IN THE UNORGANIZED SECTOR IN UTTAR PRADESH

Introduction

Female are nearly half of the world's population having immense potential, but they have been largely under-utilised in the process of economic development of the nation. Approximately half of the Indian population constitutes female and half of them are literate. Female's work participation Rate (FWPR) is about one third. Majority of female are involved in the Unorganized sector and domestic sector. Female's participation rate in the unorganized sector play very significant role in economy. In the Unorganized sector, workers involves near about 90 per cent, where 87 per cent stands for males and 97 per cent for females (NSS Report No. 557).

There are many studies that explore several conceptual and theoretical frameworks of labour market. Some are related to demand side factors and others are supply side factors that affect female employment in the Unorganized sector. Demand side factors means employers and supply side factors stand for workers. These factors affect each other both directly and indirectly. Demand side factors include employment opportunities, highly wage rate, better education, level of income, gain social status and try to obtain economic independent. On the other side, domestic duties (child carrying, take care of old age, washing clothes, cleaning house and utensils), social insecurity, wage uncertainty, large family size separated by husband and death or chronicle illness of husband etc. are the supply side factors. Supply side factors clearly explained which prevent female from to do work (Gunatilaka, 2013). These supply side factors perform to be more important than demand side factors. If these factors are in favour of employment, then wage rate is not sufficient for employment. No change in employment after variation in wage rate. So wage rate is not affecting the employment (Dholakia, 1992).

Hence, supply side factor play very significant role to joining work force in the labour market. Supply of female labour is influenced by several factors such as social, cultural, economic, institutional and psychological and demographical factors. These factors affect the employment especially and particularly female employment. Women's participation in the labour market depends more on some subordinate

factors. These assisting conditions would include several factors like number of children, their age, old age members, type of family, size of the family, health of family members, nature of work, type of job, distance of the working place, education level of family and income of family, marital status, education and caste category etc. If these factors are suitable then female should get employment to run their family. Killingworth (1986) studied that the behaviour of female labour supply has been important implications for many other phenomena, including marriage, fertility, divorce, the distribution of family earnings and male-female differentials. Educated married female with bigger family are more likely to engage in wage employment (Kamuruana, 2011). All categories in the Unorganized sector specially for domestic workers income are very low and they face many crucial problems (Sundaram, 2001). Standing (1999) argues that female labour participation rate is determined by the employment security.

7.1: Factors Influencing of Female Employment in Study Region of Uttar Pradesh

The factors influence of female labour force participation depends on several factors which may separate from one category to another. These factors respond to economic, social, cultural, demographic and psychology. These classifications of factor play important role in every life of female. The work of female is very significant to the family and the society. Male are supposed to be the main earner for the family support. But female bear a lot of dual burden of family responsibilities in the society specially for poor and uneducated female. They spend their income on the needs of their children and their family. Following are the apex factors that influence the female employment in Uttar Pradesh.

7.1.1: Employment Opportunities by Education Level

Education is an important factor in getting employment in economy. As the level of education improves first employment opportunities decline and after a point then tend to increase in the Unorganized sector. Table 7.1 presents the working status of gender wise by education level in both districts Meerut and Unnao. The percentage of illiterate of working status is 20.45 per cent for male and 31.06 per cent for female in Meerut district. As we notice the table then find that majority of working status is

high in higher secondary. This per cent is 31.36 for male and 18.63 per cent for female. The percentage of technical and professional for male is 5.45 and for female is 3.73 per cent which is very low.

Table 7.1: Gender Wise Education Status of Workers in Meerut and Unnao

	Education Status	Male	Female	Total
Meerut	Illiterate	45 (20.45)	50 (31.06)	95 (24.93)
	up to primary	46 (20.91)	48 (29.81)	94 (24.67)
	Higher secondary	69 (31.36)	30 (18.63)	99 (25.98)
	Above higher secondary	48 (21.82)	27 (16.77)	75 (19.69)
	Technical & Professional	12 (5.45)	6 (3.73)	18 (4.72)
	Total	220 (100.00)	161 (100.00)	381 (100.00)
	Unnao	Illiterate	52 (27.08)	51 (34.46)
up to primary		58 (30.21)	39 (26.35)	96 (28.32)
Higher secondary		65 (33.85)	47 (31.76)	112 (33.04)
Above higher secondary		12 (6.25)	8 (5.41)	20 (5.90)
Technical & Professional		5 (2.60)	3 (2.02)	8 (2.36)
Total		192 (100.00)	148 (100.00)	339 (100.00)

Source- Field Survey

In case of Unnao district, the percentage of illiterate is 27.08 and 34.46 for male and female respectively. There is big gap between male and female. Female are more illiterate than that of male. The proportion of higher secondary is high in overall educational category. This percentage is 33.85 for male and 31.76 per cent for female. As we compare between Meerut and Unnao then we notice that Meerut is forward than Unnao in case of education status by employment opportunities.

7.1.2: Marital Status

Marital statuses are the distinctive options to describe a person's relationship with a significant other in the society. It is both physical and moral union that recognise by a society of family. Labour force participation rate of married women is an important issue, and it is important to find out how marital status is influencing the female labour force participation in India. "Marital status" variable is disaggregated into four categories as never married, currently married, widowed, and divorced/separated. Table 7.2 gives the explanation of marital status of both who are in labour force and who are not in labour force participation in both districts Meerut and Unnao. This table explain the percentage of female of marital status and explain the reason what are behind this. The table 7.2 shows that labour force participation rate is high for widowed female and divorced/separated female, and on the other side, it is low for currently married female. Widows or divorcees might, however, face fewer cultural or social barriers that prevent them from working outside home. But sometimes they are free to migrate due to lack of husband or family who to prevent them from doing work from outside home.

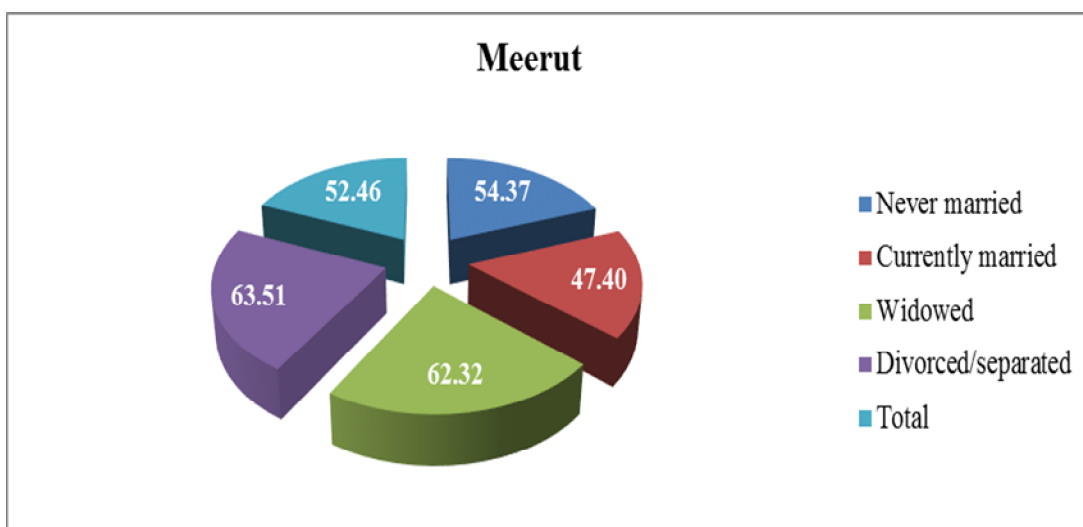
Table 7.2: Impact of Marital Status on Labour Force Participation Rate and not in Labour Force Participation Rate in Meerut and Unnao (in percentage)

District	Meerut			Unnao		
	Labour Force Participation Rate	Not in Labour Force Participation Rate	Total	Labour Force Participation Rate	Not in Labour Force Participation Rate	Total
Never Married	54.37	45.63	(100.00)	53.20	46.80	(100.00)
Currently Married	47.40	52.60	(100.00)	47.48	52.52	(100.00)
Widowed	62.32	37.68	(100.00)	65.25	34.75	(100.00)
Divorced /Separated	63.51	36.49	(100.00)	62.35	37.65	(100.00)
Total	52.46	47.54	(100.00)	50.38	49.62	(100.00)

Source- Field Survey

Figure 7.1 gives the detail of marital status on labour force participation rate in district Meerut. There are 54.37 per cent female who never married and 47.40 per cent currently married, 63.32 per cent widowed and 63.51 per cent are divorced and who are living separated in the family. These females are involved in labour force participation.

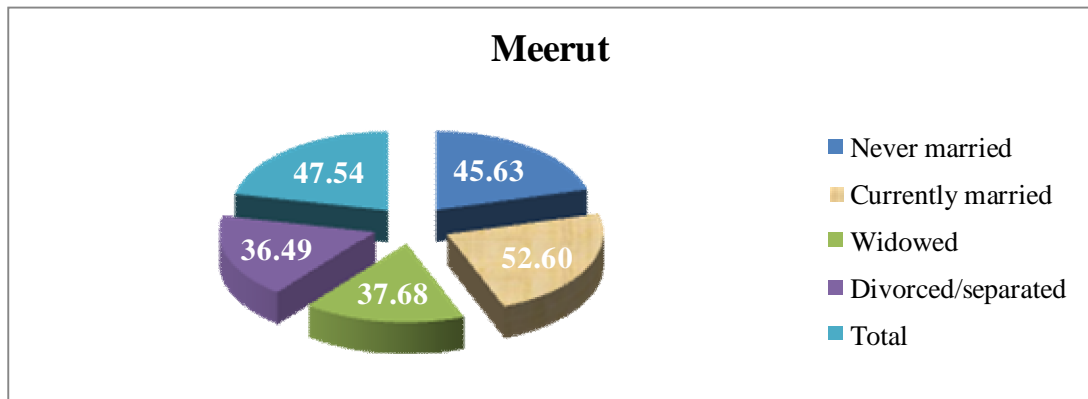
Figure 7.1: Impact of Marital Status on Labour Force Participation Rate in Meerut



Source-Field Survey

The burden of family responsibility play very important role in households. In case of widow and separated female, the percentage is high for doing work as compared to currently married female. The reasons are that there are no secondary resources to help needy females. But on the other side, only 45.63 per cent female are never married, 52.60 per cent are currently married, 37.68 widowed, 36.49 per cent are divorced and separated and total is 47.54 per cent not in labour force participation in the households (figure 7.2).

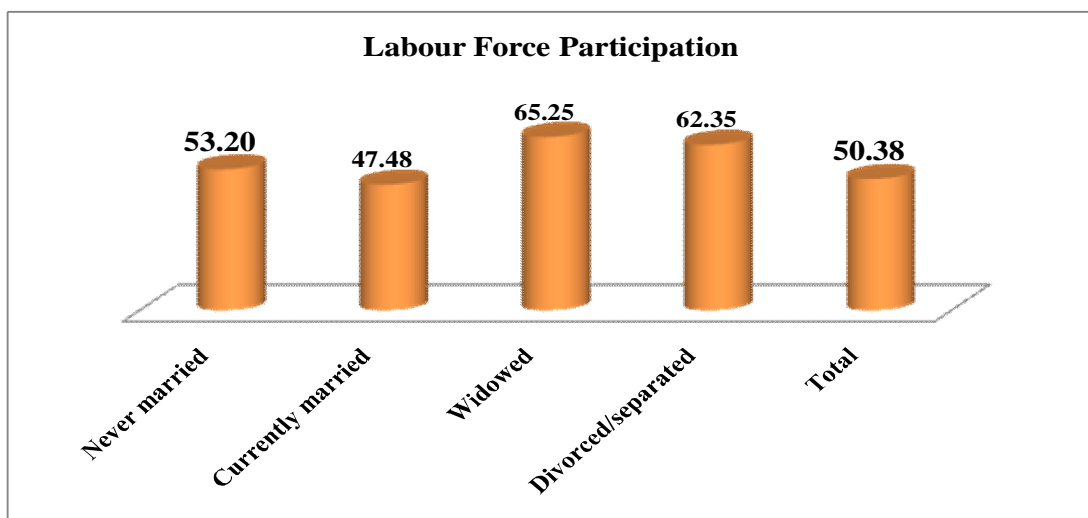
Figure 7.2: Impact of Marital Status on Not in Labour Force Participation Rate in Meerut



Source-Field Survey

Hence, the analysis finds that currently married female give no preference to work because of economic support given by their husband and other family members. But those who are widow and separated, this type of female has no support by family members or other persons. So these female have to do work according to family requirements.

Figure 7.3: Impact of Marital Status on Labour Force Participation Rate in Unnao

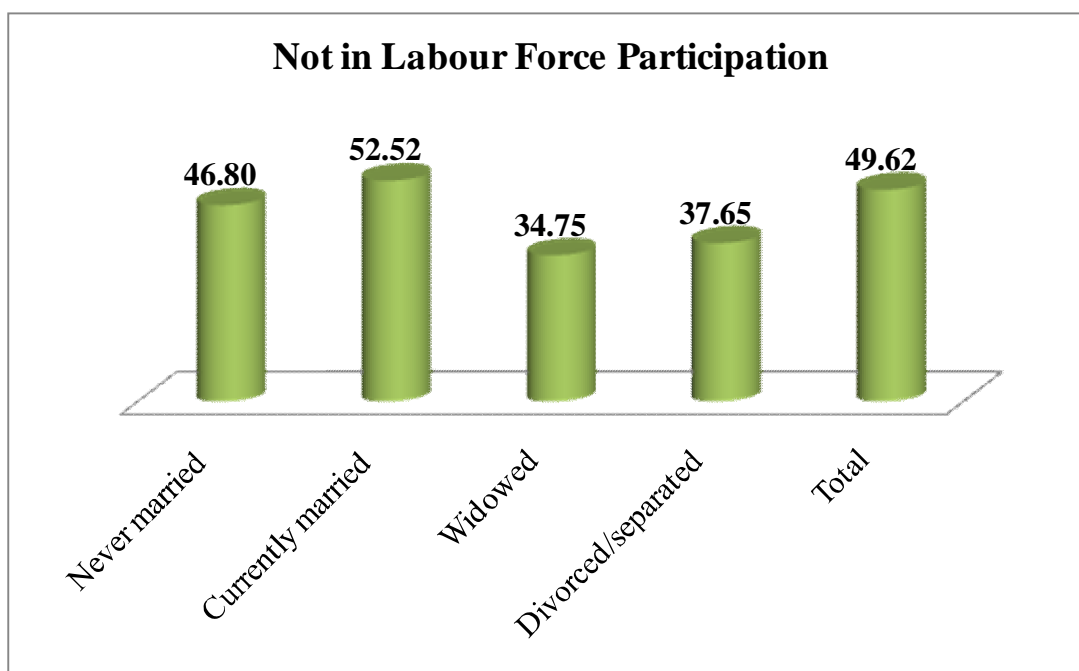


Source- Field Survey

In case of district Unnao, the figure 7.3 explains the impact of marital status on labour force participation. Labour force participation rate of married female is an important matter and it found out how marital status is influencing female labour force participation in Uttar Pradesh. Females of Unnao, total is 50.38 per cent are

involved in labour force. Only 53.20 per cent are never married, 47.48 per cent are currently married, 65.25 per cent are widow and 62.35 per cent are separated in the family.

Figure 7.4: Impact of Marital Status on Not in Labour Force Participation Rate in Unnao



Source- Field Survey

There is total 49.62 per cent of female that are not in labour force in district Unnao. Figure 7.4 reveals 'not in labour force participation' among 46.80 per cent stand for never married, 52.52 per cent for currently married, 34.75 per cent for widow and 37.65 per cent stand for divorced/separated female in district Unnao. These are very crucial factors that affect female employment specially in the unorganized sector in Uttar Pradesh.

7.1.3: Households Income

The level and pattern of labour force participation depend on employment opportunities and demand for income, which may differ from one category of persons to another. Household income influences female's decision of working or not to enter the labour force. Household's income consists of income of husband, income of family members. Neoclassical economics recommended that labour market involvement depends seriously on the degree of supply and demand of workers in the economy. Table 7.3 presents the income for livelihood is sufficient or not. In Meerut district, 42.2 per cent members agreed that households income is sufficient for family

requirement but on the other side 57.8 per cent agree that households income are not sufficient so they have to loan to fulfil their need and fundamental requirement of the family.

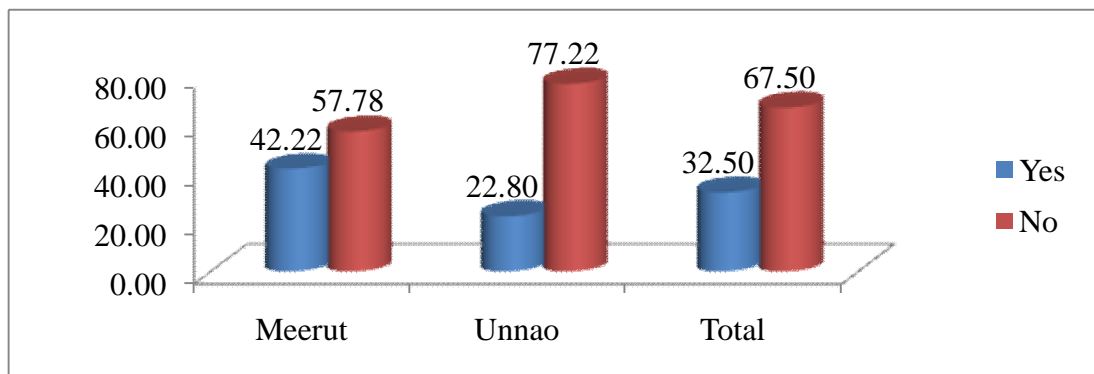
Table 7.3: Whether Households Income for Livelihood is Sufficient or not

District	Yes	No	Total
Meerut	76 (42.2)	104 (57.8)	180 (100.00)
Unnao	41 (22.80)	139 (77.20)	180 (100.00)
Total	117 (32.50)	243 (67.50)	360 (100.00)

Source- Field Survey

Figure 7.5 gives the detail of Unnao district, only 22.8 per cent household's income is enough for family but 77.2 per cent income is not sufficient. Hence, female of Unnao district want to more work to do but work is not sufficient according to their family requirement. So, the condition of Unnao district is not good in case of female employment. Combining both districts, 32.5 per cent agree that income of households is sufficient and other side 67.5 per cent people say that income of households is not sufficient for livelihood.

Figure 7.5: Whether Households Income for Livelihood is Sufficient or not



Source- Field Survey

The husband and family income play very essential role for livelihood in family. With the high status of family in term of level of income, they do not allow to go outside for work especially in the unorganized sector. Mammon & Paxson (2000) found that rising household incomes could lead to withdrawal of women workers from the labour market.

7.1.4: Social and Cultural Factors

A social factor is a feature in life that affects and influences human behaviour in the society in life. Social factors affect directly people's lifestyles. Social and cultural factors are very important determinates to get the employment. India is a traditional country. So these factors directly affect female employment. Patriarchal exploitation prevents women to work outside even when real wage rate increases. Sexual division of labour gives importance to women's domestic role in terms of housework and child care. The inferior educational achievement of women is rationalized in terms of their future domestic carriers as wives and mothers.

Table 7.4 reveals the social and cultural factor affects female employment in the unorganized sector in Uttar Pradesh. These social and cultural factors divided into four categories on the basis of primary survey. India is a traditional country so hierarchy of male dominance is found. As table 7.4 explain the data that in district Meerut 28.89 per cent and in Unnao 22.78 per cent hierarchy of husband or any other family members directed related to the female employment in the study region. Abuse is a bad characteristic of society. At the workplace, female worker face these type of ill language. They do not oppose these abusing because of fear of loss of employment. While 25.56 per cent in Meerut and 41.67 per cent in Unnao suffer a lot by these abusing.

Table 7.4: Social and Cultural Factors Affecting Female Employment

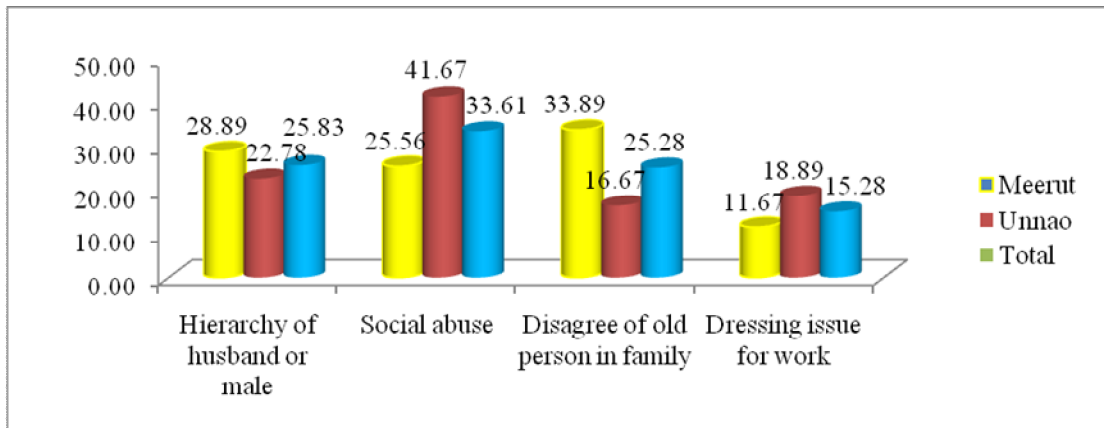
District	Hierarchy of husband	Social abuse	Disagree of old person in family	Issue of dress code in work	Total
Meerut	52 (28.89)	46 (25.56)	61 (33.89)	21 (11.67)	180 (100.00)
Unnao	41 (22.78)	75 (41.67)	30 (16.67)	34 (18.89)	180 (100.00)
Total	93 (25.83)	121 (33.61)	91 (25.28)	55 (15.28)	360 (100.00)

Source- Field Survey

Figure 7.6 shows that female want to do work but old person of family do not give permission to go outside for work. In district Meerut, 33.89 per cent person do not agree but in Unnao 16.67 per cent households agrees that female employment is effected by disagreement of old persons. Dressing issue is also significant factor affect female employment. There are many companies and factories that used dress

code but the members of family do not agree, hence, dress code is hindrance to getting employment.

Figure 7.6: Social and Cultural Factors Affecting Female Employment



Source- Field Survey

Total percentage of hierarchy of husband is 25.83 per cent and 33.61 per cent for social abuse, 25.28 per cent for disagree of old person and 15.28 per cent is stand for dressing issue at work place. Unnao is highest for social abuse 41.67 per cent and Meerut is higher for 33.89 per cent it is disagree of old person.

Lack of socially desirable, high status work for educated women and then restricted mobility confines them in unorganized sector. The study concluded that institution of purdah and segregation of sexes, which confine women and their activities to the private domains, act as effective cultural device in creating hindrance to women productive roles (Ibraz, 1993).

7.1.5: Family Responsibility

Family responsibility play very significance role for getting employment. Working female has to bear the double burden of work not only at home but also outside home. They have to wake up earlier than rest of the members of the family special male member. They did all kinds of household activities like washing, cooking, cleaning, taking care of the livestock taking care of the elderly and children, and socializing with neighbours and relatives Female are almost half of the world's population having enormous potential but being under-utilised or unutilised for the economic development of the nation. Women in the study locations, like in Uttar Pradesh, were responsible for running the household. Every female in society, these types of responsibilities do with respect and very honesty. Because female consider that this is the main motto of life.

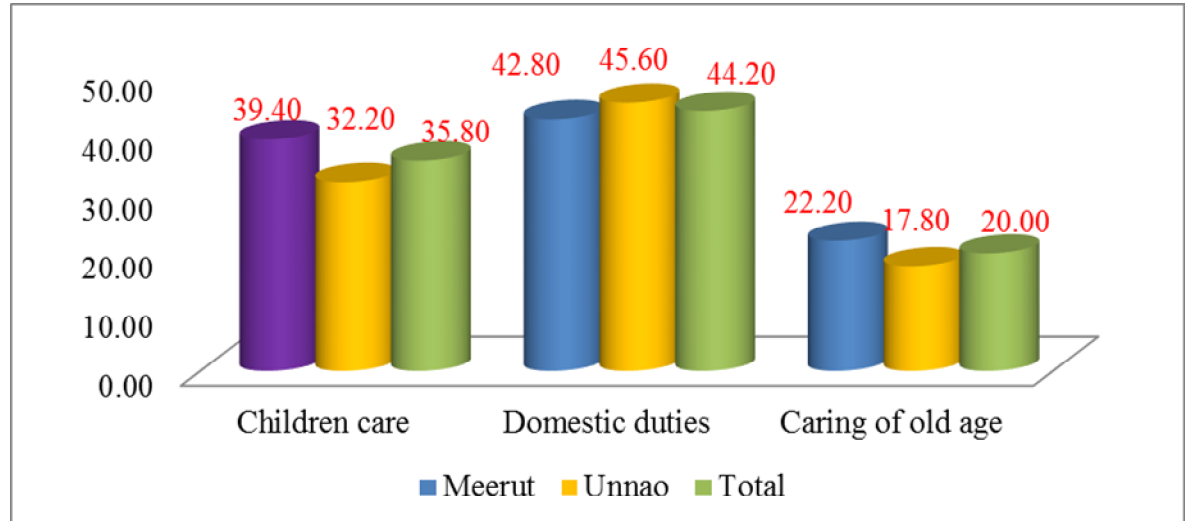
Table 7.5: Female Responsibility in the Family Affecting Female Employment

District	Children care	Domestic duties	Caring of old age	Total
Meerut	71 (39.40)	77 (42.80)	32 (17.80)	180 (100.00)
Unnao	58 (32.20)	82 (45.60)	40 (22.20)	180 (100.00)
Total	129 (35.80)	159 (44.20)	72 (20.00)	360 (100.00)

Source- Field Survey

Table 7.5 describe the family responsibility on female workers affecting female employment in Meerut district, 39.40 per cent female involve in children care in the family. In India, children care is the only duty of female in the family and it is understood by male. In case of Unnao, this percentage is 32.20 per cent. While in case of ‘domestic duty’ such as- washing cloth, clean utensils, taking broom, clean the floor constituted 42.80 per cent in district Meerut and on the other side 45.60 per cent stand for district Unnao.

Figure 7.7: Female Responsibility in the Family Affecting Female Employment



Source- Field Survey

Figure 7.7 reveals the case of ‘caring of old age’ in both district Meerut and Unnao. People are more aware in carrying of old age as compared to Unnao district. The percentage of old caring is 22.20 per cent and 17.80 per cent respectively in Meerut and Unnao. The total percentage of old caring is 35.80, for children caring 44.20 per cent and for domestic duty 20.00 per cent in both districts Meerut and Unnao. Women are the first person to get up early in the morning, and the last person

to go to sleep. Women are estimated to take up most of the household responsibilities even though they are participating in income generating activities for the entire day as men do.

7.1.6: Exploitation by Employers

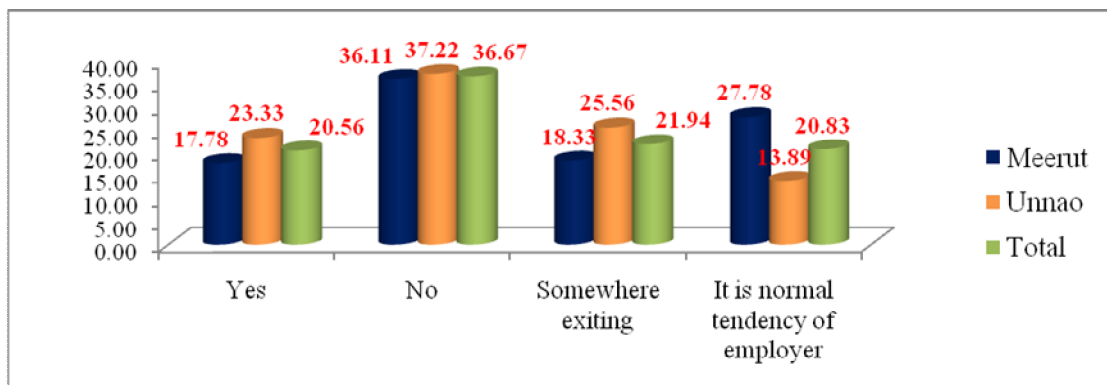
Female participation in the labour market is not a bed of roses in life, and females have to come across several types of problems as a consequence of their participation in the labour market. Such problems have an impact on their participation in the labour market. There are many problems that affect female employment. Exploitation by their respective employers is much burnt issue in labour market. It is not only found in the Unorganized sector but also in the organised sector. Table 7.6 and figure 7.8 gives the detail of exploitation by employers in the study region.

Table 7.6: Female Exploitation by Employers at Work Place

District	Yes	No	Somewhere exiting	It is normal tendency of employer	Total
Meerut	32 (17.78)	65 (36.11)	33 (18.33)	50 (27.78)	180 (100.00)
Unnao	42 (23.33)	67 (37.22)	46 (25.56)	25 (13.89)	180 (100.00)
Total	74 (20.56)	132 (36.67)	79 (21.94)	75 (20.83)	360 (100.00)

Source- Field Survey

Figure 7.8: Female Exploitation by Employers at Work Place



Source- Field Survey

Table 7.6 expose the picture of exploitation by the employers at working place. Exploitation found in very form as long working hour, delay in wage, abusing etc. Female of Meerut agree that 17.78 per cent are exploited by the work owner in

Meerut and on other side, 23.33 per cent are suffered in district Unnao in all these forms. While, 36.11 per cent in Meerut and 37.22 per cent in Unnao female do not agree this type of exploitation at work place. In Meerut 27.78 per cent female say that it is normal tendency to exploitation by the employers, but on the other side 13.89 female of Unnao accept this. Women employment is also affected by the nature of the employers. Workers in India mostly work in poor physical condition without any sufficient safeguards (Maarten van Klaveren, 2010). There are many type of harassment in the unorganized sector such as sexual, physical, wage rate, working hours etc. Women face sexual harassment at working palace (Dashora, 2013). S, Kumari (1989) Found that women are exploited in working place. Mainly, working women suffered by exploitation such as long working hours, unfair wages and exploitation it working place (Dubey, 2016). In the Unorganized sector women suffers heavy load work and sexual harassment (Mohapatra, 2015).

7.1.7: Family Burden

Family burden is very important factor affect female employment in study area. Therefore, the male members may not be able to share domestic work burden which increases the work burden of female it lead them withdrawal from labour market. The increased ageing also a big problem in Uttar Pradesh. Table 7.7 explain the perception of households regarding ‘family burden’ on female employment in the unorganized sector in Uttar Pradesh.

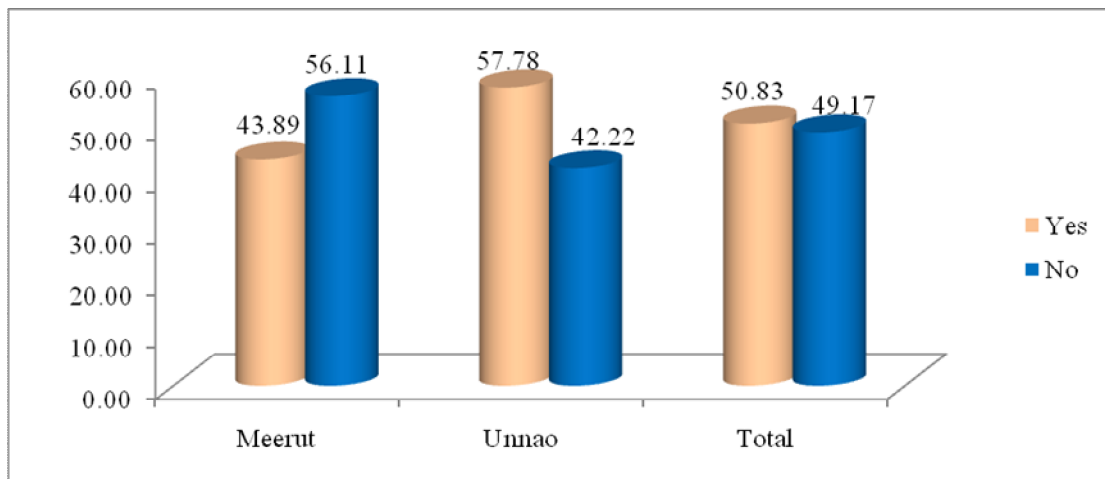
Table 7.7: Family Burden and Impact on Female Employment

District	Meerut	Unnao	Total
Yes	79 (43.89)	104 (57.78)	183 (50.83)
No	101 (56.11)	76 (42.22)	177 (49.17)
Total	180 (100.00)	180 (100.00)	360 (100.00)

Source- Field Survey

From the above analysis, it is found that domestic burden is a very important factor influencing the economic participation of female. In the study area of Meerut 43.89 per cent of working females reported that domestic responsibilities are chief challenge while being a part of the work force (table 7.7). On the other hand, 56.11 per cent female reported that they did not face any problem at home.

Figure 7.9: Family Burden and Impact on Female Employment



Source- Field Survey

Figure 7.9 reveal the perception of female burden in family in both district Meerut and Unnao. In district Unnao 57.78 per cent reported that they have burden but on other side 42.22 per cent female say that they have no burden in family. Finally, total percentage of female who faced problem is 50.83 and 49.17 per cent who are having no family burden. Domestic duty plays crucial role in the life of women workers. They bear double responsibilities in the family. Female usually do not have quality education, so they face discrimination and forced to stay in the unorganized sector. Lack of social awareness high status work for good educated women tends to detain in the unorganized sector.

7.1.8: Caste and Religious Factors

Religion plays a crucial role in human civilization and culture. India is a country of diversity of religions. Hindus constitute the majority of population in the country, and people of all other religions, such as, Muslims, Christians, Buddhists, Sikhs and Jains are considered minorities. Each and every religion has its own customs, traditions and practices. Religion can influence the people's intellectual, emotional and attitudinal behaviour; which in turn makes its impact felt on their life. Religion is one of the socio-cultural factors influencing the attitude and behaviour, and facilitates interaction with other people. People of each religion exhibit group solidarity. Caste has historically been the major bloc of discrimination in labour force participation. Economic deprivation has historically been more prominent among these social groups. These are the main reasons of unemployment and backwardness

in the society. These factors affect female employment in both ways: direct and indirect.

Table 7.8 examines the caste and religious factors that affect female employment in the unorganized sector in study region. As figure 7.8 shows that in district Meerut, 52.22 per cent females agree that they are affected by these social factors.

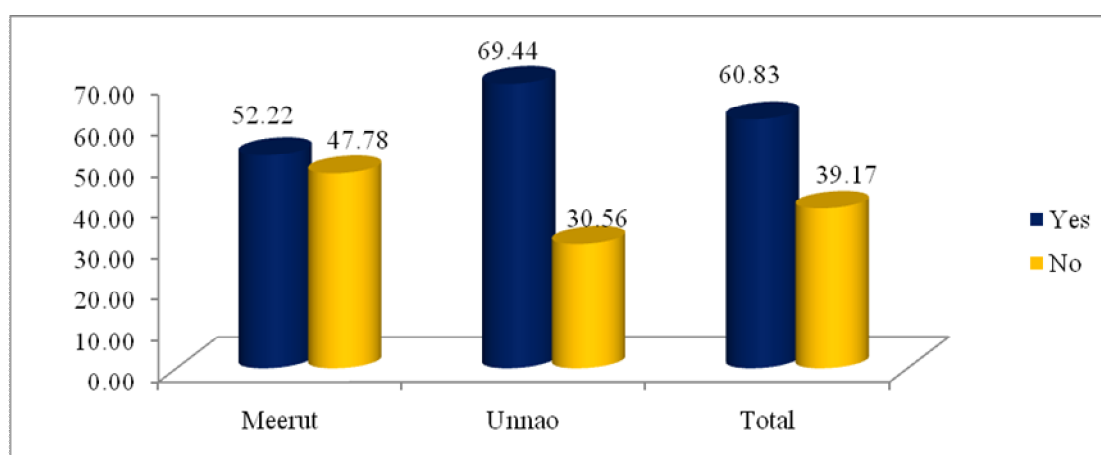
Table 7.8: Caste and Religious Factors

District	Yes	No	Total
Meerut	94 (52.22)	86 (47.78)	180 (100.00)
Unnao	125 (69.44)	55 (30.56)	180 (100.00)
Total	219 (60.83)	141 (39.17)	360 (100.00)

Source- Field Survey

While, in case of Unnao this percentage is 69.44. Therefore, comparative in both districts shows that these social factors play dominant role in district Unnao. On the other hand, 47.78 per cent female report that these social factors are not affected employment in district Unnao. In case of Unnao, this stands out to be 30.56 per cent. The total percentage is 60.83 who affect by these social factors and 39.17 per cent, who are not affected these factors in both districts Meerut and Unnao.

Figure 7.10: Caste and Religious Factors



Source- Field Survey

The nature and sphere of women's productivity in the labour market is largely determined by socio, cultural and economic factors. Naqvi and Shahnaz (2002) concluded that their occupational choices are limited due to social and cultural

constraints, inherent gender bias in the labour market. Boserup and Bhasin (1997, 2003) have found gender stereotyping and patriarchal norms as the basic cause of discrimination against women in the labour market. It is also found that social norms and cultural factors control female's participation rate and availability work and it leads to lower working condition (Kannan & Papola, 2007).

7.1.9: Wage Rate

Wage is the dominant pillar to run their family for both male and female in the unorganized sector in Uttar Pradesh. But wage is not sufficient for workers in unorganized sector. So they face many problems especially for female such as lack of social security, low wage, poor working condition and low earning (Papola, 2012). Dhakral. R. C. (2010) found that female get low wage and long working hour as compared to male specially in agriculture. Hence, they try to shift to non-agriculture sector from agriculture sector. Supply of female workers is significantly and positively affected by wage rate. In Uttar Pradesh, it was found in survey that wages for males were higher than that of females. The lower wages received by female workers was based on the common tradition. Also, they have lower bargaining power due to their pressure to find employment in the locality.

Table 7.9: Perception about Wage Rate

District	Sufficient	Not sufficient	Moderate	Hardly adjustable	Total
Meerut	25 (13.90)	43 (23.90)	67 (37.20)	45 (25.00)	180 (100.00)
Unnao	14 (7.80)	49 (27.20)	65 (36.10)	52 (28.90)	180 (100.00)
Total	39 (10.80)	92 (25.60)	132 (36.70)	97 (26.90)	360 (100.00)

Source- Field Survey

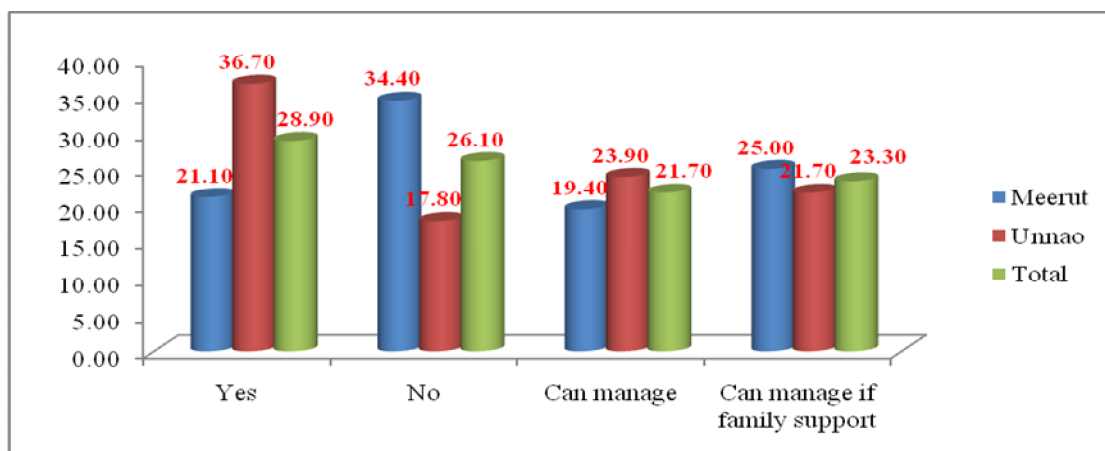
Table 7.9 explores the perception of wage rate in study area in both districts Meerut and Unnao. In case of Meerut, 13.90 per cent female agree that their wage rate is sufficient to run their family. While, in Unnao only 7.80 per cent females accept this wage rate. Further, 23.90 per cent female have no sufficient wage in Meerut, and the same is 27.20 per cent in Unnao. 25 per cent female agree that they hardly adjusted in this wage rate in Meerut. In case of Unnao, 28 per cent agree this wage. They worked for 10-12 hours daily, earned low wages in the unorganized sector in

selected study area. Hence, the condition of female workers is not very well. They face many serious problems to run their family. The main reason behind this is that employment opportunities are not sufficiently available in the study region of Uttar Pradesh.

7.1.10: 'Mobility' Factor Affecting Employment

The case of mobility is a crucial factor that affects women employment. In those occupations the mobility is better. Further, due to childcare and domestic duty women workers have less time for works (Chappell, 2011). So these factors affect women employment in the study. The Indian society is a traditional society which controls the mobility of female workers from one place to another. Female have less mobility than male. Mobility and safety are the chief concerns those obstacles for working women in labour market. The confidence of travelling from day to night and different regions and states is lacking in women comparison to men. Females do not favour travelling far for work also due to security reasons. High poverty rate and access to mobility may be the main drives for higher labour force participation. The average educated male did not restrict themselves in state of labour market. Due to the high mobility, they widely spread out their market in and out of the nation whereas the labour market of female was limited to the local and neighbouring This may not be fully true due to income effect, but also may be because of increased household responsibility or burden, which controlled mobility and reduced the job opportunities in labour market.

Figure 7.11: Impact of Facility of Mobility on Employment



Source- Field Survey

Figure 7.11 provides the impact of ‘mobility facility’ on female employment. In Meerut 21.10 per cent female reported that they suffered the problem of mobility during working period. But, in Unnao, 36.70 per cent female workers agree to this phenomenon. In Meerut, 34.40 informed that it has no impact on employment. While in Unnao, the share of this is 17.80 per cent. Family play very crucial role in getting employment specially for female workers due to many serious problems. Mostly female engage themselves in family activities. So, 25 per cent reported that if their family supported then they got good employment opportunities and led to family and they earn enough money to support family in economic matter. But in case of Unnao, this is 21.70 per cent. Total percentage is 23.30 for both districts in case of if family fully supported. They face a lot of difficulties due to domestic responsibilities like cooking, cleaning, washing cloth, child care and old aged duty. Distance to workplace seemed to be a key problem particularly in Unnao.

7.1.11: Self-Health Status

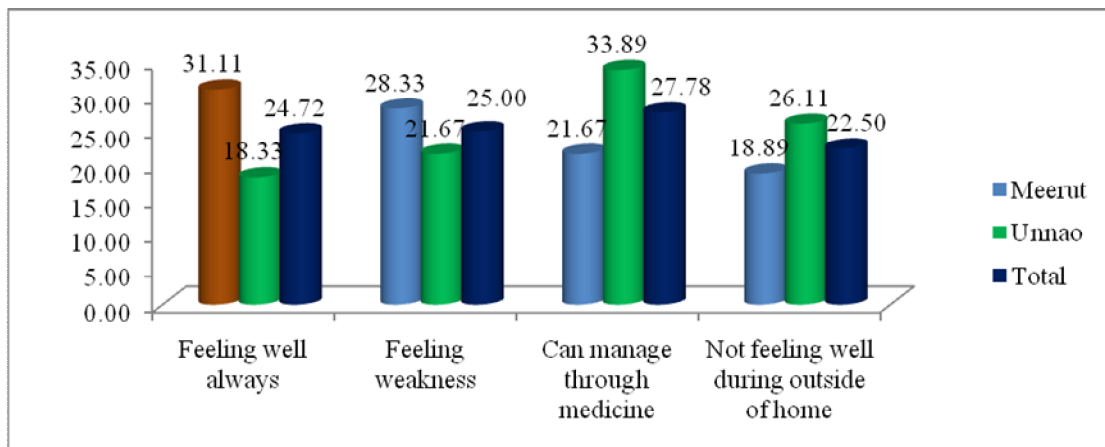
All type of employment depends on health status for both male and female not only in the unorganized sector but also in the organised sector. Workers in the unorganized sector work very hard throughout their life. Hard work led to weakness and getting illness. Further, capacity of working became less day by day due to lack of proper nutrition’s and sufficient calories. This is particularly true in matters related to availing health care facilities in Uttar Pradesh.

Table 7.10: Self-Health Status of Female Workers

District	Feeling well always	Feeling weakness	Can manage through medicine	Not feeling well during outside of home	Total
Meerut	56 (31.11)	51 (28.33)	39 (21.67)	34 (18.89)	180 (100.00)
Unnao	33 (18.33)	39 (21.67)	61 (33.89)	47 (26.11)	180 (100.00)
Total	89 (24.72)	90 (25.00)	100 (27.78)	81 (22.50)	360 (100.00)

Source- Field Survey

Figure 7.12: Self-Health Status of Female Workers



Source- Field Survey

Table 7.10 gives detail of self-health status of female workers in respect of illness and weakness in both districts. Female workers reported that 31.11 per cent fell always well in Meerut but in Unnao it is 18.33 per cent. The percentage of females' workers who feel weakness is 28.33 per cent and 21.67 per cent for Meerut and Unnao respectively. 21.67 per cent in Meerut and 3.89 per cent in Unnao can manage throw medicine. Female of Meerut reported that 18.89 per cent do not feel well outside of home while in Unnao 26.11 per cent female agree that they do not feel well outside their home.

The above figure showing the health status of female workers in the study area in both districts suggests that health status of female in Meerut in better than that of female of Unnao. This is due to Meerut is better in getting employment, so health status is good in the study area.

7.1.12: Other factors

The above analysis concluded that there are many important factors affect female employment in the study area. Labour force participation of females is analysed under different demographic variables such as age, marital status, social group, religion, and region etc. The level and pattern of female labour force participation depend on employment opportunities. Besides above factors discussed, there are other factors that affect female employment both direct and indirect. Table 7.11 explain the other factors that affects female employment in both study region. Neighbour effects are very significant to determine female employment. There is tradition that neighbour affect direct effect employment not only in home but also

outside home. In case of Meerut, 43.33 per cent female agree that employment is affected by the neighbour while in this percentage is 60.56 per cent in Unnao. On the other side, 37.22 per cent affected by the friends and relative in Meerut but in Unnao, this percentage is 23.89.

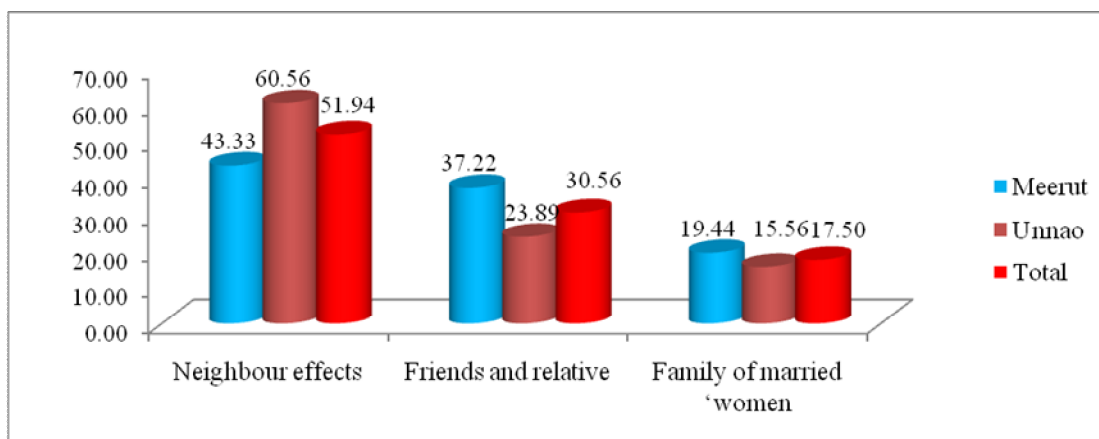
Table 7.11: Other Factors Affect Female Employment

District	Neighbour effects	Friends and relative	Family of married' female	Total
Meerut	78 (43.33)	67 (37.22)	35 (19.44)	180 (100.00)
Unnao	109 (60.56)	43 (23.89)	88 (15.56)	180 (100.00)
Total	187 (51.94)	110 (30.56)	63 (17.50)	360 (100.00)

Source- Field Survey

The figure also reveals that family of married women are main factor that affect female employment. This percentage is 19.4 and 15.56 per cent in Meerut and Unnao respectively. Combining blocks 51.94 per cent stands for neighbour effect, 30.36 per cent stands for friends and relative and 17.50 per cent for family of married women.

Figure 7.13: Other Factors Affect Female Employment



Source- Field Survey

Most of the employed married females from poor families are going to work due to economic pressure (Pandey, 2002). From earlier analysis it is found that domestic duties are the main reason for lower labour force among females.

7.2: Dummy Regression Model

In general, the independent variables in any regression analysis are assumed to be quantitative in nature. For example, the variables like temperature, distance, age etc. are quantitative in the sense that they are recorded on a well-defined scale. In many applications, these variables indicate absence or present of qualitative in nature. For example, the variables like sex (male or female), colour (black or white), employment status (employed or unemployed) are defined on a nominal scale. Such variables do not have any natural scale of measurement. Such variables usually indicate the presence or absence of a “quality” or an attribute like employed or unemployed, graduate or non-graduate, smokers or non-smokers, yes or no, acceptance or rejection. So they are defined on a nominal scale. Such variables can be quantified by artificially constructing the variables that take the values, e.g., 0 and 1 where “1” indicates usually the presence of attribute and “0” indicates usually the absence of attribute. For example, “1” indicates that the person is male and “0” indicates that the person is female. Similarly, “1” may indicate that the person is employed and then “0” indicates that the person is unemployed. Dummy regression model has used to find out the factors influencing of female employment in the study region. Model is following as:

$$Y = \beta_0 + \beta_1 D_1 + \beta_2 D_2 + \beta_3 D_3 + \dots \mu_i$$

Where Y= Dependent variable

β_0 = intercept (Constant Coefficient)

β_1, β_2 and, β_3 , = slope coefficients

D_1, D_2 and D_3 = Independent variable

μ_i = Random error

There are following factors that have been taken to indicate influencing female employment in the study area such as

$$FEI = \beta_0 + \beta_1 FTY2 + \beta_2 EDU2 + \beta_3 EDU3 + \beta_4 CAS1 + \beta_5 MDT1 + \mu_i$$

Where FFP= Female Participation

β_0 = Constant

X_1 = Family Type 2

- X_2 = Education 2
- X_3 = Education 3
- X_4 = Caste Category 1
- X_5 = Married Detail 1
- μ_i = Error

Table 7.12: Statistical Result of Dummy Regression Model

Source	SS	df	MS	Prob > F = 0.0011
Model	11354894	5	11354894	R-squared = 0.1280
Residual	3.87E+08	146	2648697	Adj R-squared = 0.0982
Total	4.43E+08	151	2936981	Root MSE= 1627.5

Source- Field Survey

Table 7.12 and 7.13 shows the dummy regression result of female employment income. Where the dependent variable is female participation and independent variables are family type, education, caste and marital status. Dummy variable is classified in terms of 0, 1. There are two types of categories of family type one for 'joint' and two for 'nuclear'. There are three categories in education one for 'illiterate', two for 'primary to senior secondary' and three for 'graduate and Professional'. The same way with caste that is divided into three categories one for General, two for OBC and three for SC. Finally, marital status is also divided into two categories one for 'married' and two for 'unmarried'. The model is statistically significant at 1 percent level of significance and the probability value is 0.00.

Table 7.13: Result of Dummy Regression Model for Factors Influencing of Female Employment Income

Variable	Coefficient	Mean Income	Standard Error	t value	p value
Constant	1872.032	1872.032	375.7942	4.98	0.000
Family type (nuclear)	-626.5705	1245.4616	267.389	-2.34	0.020
Education 2	624.28	2496.312	299.8519	2.08	0.039
Education 3	1491.303	3363.335	711.8944	2.09	0.038
Caste category 1	161.3476	2033.3796	435.2515	0.37	0.711
Married detail 1	690.4365	2562.4685	394.9318	1.75	0.083

Source- Field Survey

Family type and education variables are significant in this model but caste and marital status are insignificant. In this model, caste 1 is insignificant because they do not work in the outside and their husband or family members have better economic condition as compared to SC and OBC female workers. Coefficient of family type is negative for nuclear family in this model means joint family help to get employment. 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. While, the model is positively significant with other variables due to increases education qualification and less family size, income is also increasing in the surveyed area. Acharya A.K *et.al.* (2009), migrant women with their education and marital status are occupied in the informal sector are having little education and are married. Further, poor women in developing countries are burdened with the dual responsibility of taking care of housework and the need to supplement household income to meet the subsistence needs (Uma Rani 2003). Drucker (1980) also states that most of the married women stay in the labour force after first child. Gilmer (1984) found that working conditions were more important for female than for male workers, specially for married ones. Jaya Arunachalam (1984) report on Empowering Women for a positive revolution revealed attitude of families towards women's domestic responsibilities. This study found that lower income, lower wage are in the Unorganized sector than in organised

sector but education and skills are same in both sectors. So there is no impact of education on employment and income for women.

From this analyse result comes out there are many factors that affect female employment in the study area such as type of family, education , caste category and marital status special for female. All these factors directly affect female employment in the study area. The status of education of the respondents has been significant determinant of income or employment in the Unorganized sector in Uttar Pradesh. But quite often, the role of education is not significant for some social groups because of some types of occupations do not require more skill. It needs to be established elsewhere. Amount of investment in the Unorganized sector units is not an important determinant. Rather, it is estimated for the upper castes and females that it has negative impact on the earnings. Number of workers is helpful in leading the income level only in particular caste groups such as S.C and OBC. Working days in a month is not found to be a significant determinant of income in the study region.

Conclusion

The chapter discusses the factors influencing of female employment has been affected by many factors in the study region 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 female employment. These two factors are centre of all factors that affect female employment. Education is also the factors affect the employment. Employment is not only to help 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 of 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, this adds married women' works has become less than their husband' income (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.

CHAPTER-8

CONCLUSION AND

SUGGESTIONS

CHAPTER-8

CONCLUSION AND SUGGESTIONS

Females are the backbone of our society but suffer a lot of due to ill custom. The Sharmashakti 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 think more about family and children. Females have some fundamental essentials but due to lack of proper money they could not fulfil to complete 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 by the informal sector (Kamala, 2012). A high proportion of socially and economically under privileged sections of society are concentrated in the informal economy activities. Informal sector employment is generally a larger source of employment for female than for men in the developing country. It plays a very important role in informal sector especially in favor of women because they do have less minimum qualification and education. Female seek jobs in unorganized sector because it is easy to enter into this sector (Gupta, 2011). In the unorganized sector there is no need of a license or skill diploma. Therefore, women with without less educations and training can start the work. Females are 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. Such women, are the backbones of our society but suffer a lot of due to ill custom. They have to perform dual role of both outside employment in harsh and hostile working condition and their home come across problem, which needs a loud hearing (Neha, 2012).

The most important feature of unorganized sector is contract labours. The females belong to rural areas and unskilled labours. The women workers in the Unorganized 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 of the two (Kamala, 2012). In unorganized sector women have different work to do such as, rag pickers, domestic workers, coolies, vendors, beautician, and construction labour and garment workers (Kamala, 2012). An extremely high percentage of women workers are estimated to be employed in the unorganized sector; according to the NCEUS report (2007), 422.6 million workers of the total workforce are part of unorganized sector. According to the NSS 64th round (2004-05), out of the total estimated workforce of 457.5 million workers, 148 million are women. Out of the total female workforce of 148 million, 142 million are in the unorganized sector, making an overwhelming proportion of women workers in low paid, unskilled jobs. During 2011-12 the work population ratio was 36 per cent and 40 per cent in urban and rural area respectively (NSSO, 2012). Female percentage was 22 per cent and male was 54 per cent. The percentage of female was less than male in the unorganized sector. In case of distribution of workers (ps+ss) 52 per cent was for self-employed. The share of rural areas was near about 56 per cent and 42 per cent for urban areas. Female was much higher than male 56 per cent, 51 per cent respectively (NSSO, 2011-12).

This 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 is conducted in two districts of Uttar Pradesh as per requirement of study using structural questionnaires. One district is developed and second is a backward. The districts will be identified based on female literacy rate, proportion of workers in non-farm sector and per capita income. The sample size is 360 households; 180 from each district and 45 from each village. There are two villages from each district. Several statistical tools have been used in the present study to find out the result. There are 75 districts in Uttar Pradesh. But we have found 72 districts because of data of three districts are not available. Further, among 72 districts divided into two parts developed and backward on the basis of methodology. Finally, two districts have been selected namely Meerut from the developed side and Unnao is from the backward.

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, specially 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 decelerating rate of growth in workforce particularly that of females, during 2001-2011. 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 declining but a high rate of growth in workforce engaged in non-agriculture as compared to agriculture. It could not bring any radical change in the structure of workforce. The workforce is shifting towards non-agriculture. This increasing growth and employment has been significance much higher for the female workers as compared to male workers. Regular employment is also registered increasing trend 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 to 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 WPR for female members did not report to the labour force. Further, male members 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 Anganbadi or 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 of these finds possibly 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

service sectors in case of male 22.73 per cent and female 17.39 per cent as compare Unnao district male and female 14.14 per cent and 8.78 per cent respectively.

As we compare both districts, Meerut district is very forward 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 terms 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 district is high as 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 and 23835.46 rupees, respectively for male and female in district Unnao.

It is also observed that occupational distribution is significant key component and index of population composition. The study finds that the ratio of working population is low as compare to not-working population in both districts. If we compare between 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 scheme such as Mid Day Meal, Serva Siksha Abhiyan and Right to Education helps 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 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 is 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 issue 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 was also found 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 was also emerged in our field research 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 not positive link between education and employability established by the field survey. This has reinforced the Indian phenomenon of decreasing women's workforce participation rate with increase in literary and education. However, field study 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 stereotype 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 especially 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 result of logistic regression analysis also visibly recognizes the importance of education and skills in the life of female. There are many factors that affect female employment in both ways directly or indirectly 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. Study is also found that there is a U-shaped relationship between education and labour force participation rates. As education level increasing, labour force participation rates of female first start to decline and then increased in case of highly educated. Further, people with the high level of education were constitutes 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 affect the employment. Employment is not only to help 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, child 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 of 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, this adds married women' works has become less than their husband' income (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.

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