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FEMALE WORKFORCE PARTICIPATION: A CRITICAL ANALYSIS

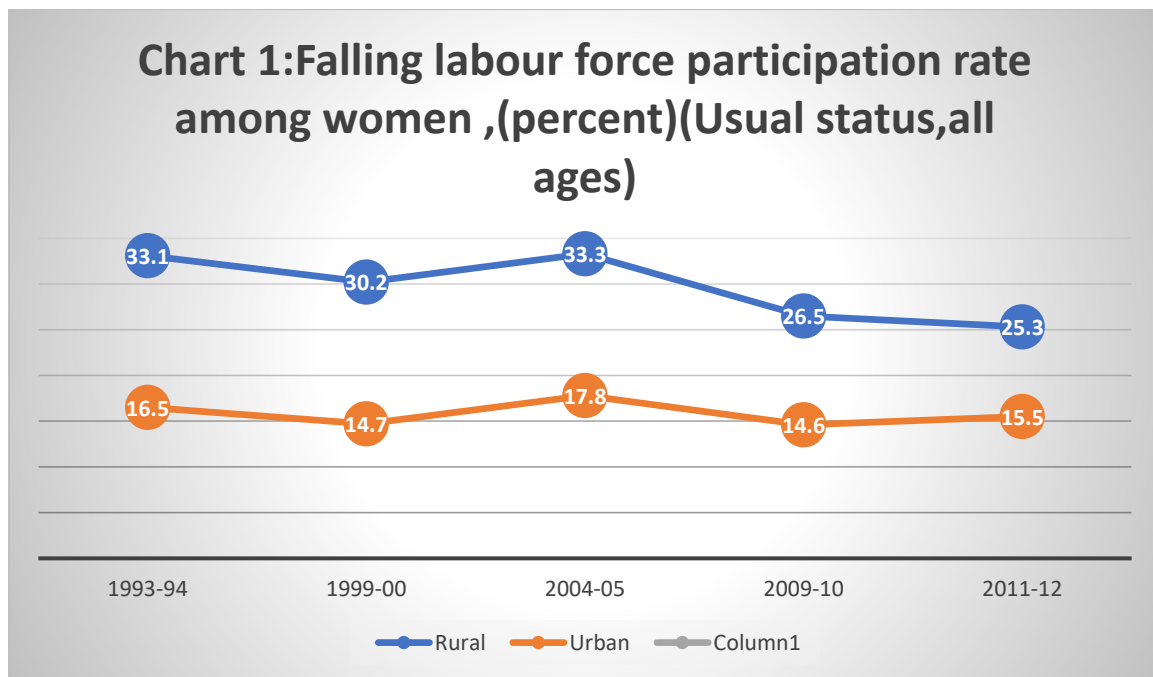
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Abstract: In 2015 United Nations members adopted sustainable development goals. These are 17 goals which all member country having target to achieve till 2030. Among of these 17 goals one of them is gender equality. Gender equality means all the powers and rights should be equally enjoyed by men and women there should not be any gender discrimination between them. To achieve these goal government is introducing policies and schemes day by day regarding the women empowerment. **SBI report, April 26, 2022** “policy needed to mandatory recruitment at least 30% of workforce as woman BCS”. In this research paper we find out that female workforce is decline from 1993 to till now but as of now recent report of NSO 2019-20 we found this ratio in increasing form. The study also focused so many reasons of this decline in women workforce like marriage, we are talking about sector wise women workforce it was found that most of the married women are working in agricultural sector whereas most of the unmarried women working in service sector. Cultural of employment is also very much important factor where we found that in urban area most of the women are regular employ whereas in rural area women having self-employment or casual employment. In this way researcher has tried to find out female workforce participation ratio which is very much important for any country growth and development.

Keywords: Women workforce, Rural and Urban area, Labour workforce participation, unemployment rate, regular wage salaried employee, casual wage salaried employee

Introduction: As we know India is celebrating ‘Amrit Kal’ of the next 25 years from India at 75 to India at 100. The blueprint of Amrit Kal is, focus on the growth and all-inclusive welfare, promoting technology enable development, energy transition and climate action and last but not least Virtuous cycle starting from private investment, crowded in by public capital investment. Inclusive welfare concern with the welfare of marginal people like landless farmers, women etc. Female workforce participation ratio is very important for growth of any country. By the trends of FLFPR of South Asia countries we can come to know it’s important. In Bangladesh female labour force participation is high due to textile industry which is labour intensive. This may be reason that India to continue trailing Bangladesh’s per capita income over next year. The average income earned by a Bangladeshi citizen was found to be \$1962 in 2020-21 against \$1935 pocketed by an average Indian: **IMF Data.** In Pakistan it is also albeit from a very low starting point. In Sri Lanka it is stable but in India this rate is falling. Evidence from the 68th round, in India FLFPR in respective years 1993-94, 99-00, 2004-05, 2009-10 and 2011-12 are 33.1%, 30.25, 33.3%, 26.5% and 25.3%



If India also wants to move towards this goal sustainable development women participation in economic activities should be increased. by this research paper researcher want to analysis women workforce participation in different ways like area wise i.e. How much urban and rural areas women are participation in workforce, like economic activity as economic activity is basically divided into 3 sectors that is primary secondary and tertiary, like according to rules and regulations i.e., how many women are working under formal and informal sector? In short, we can say to find out actual picture of women workforce participation here we have to filter all the data that has been given in NSO report of year 2019-20 and then we come to know the current trend of women workforce in India.

Methodology: The present study is based on secondary data which is taken by various annual report of NSO, Annual Budget of India 2022 and census of 2011. Researcher has taken data in a raw form and presented them according to study.

Objectives:

- The paper examines:(1) Percentage of female workforce participation in India.
- (2) Trend of female workforce participation in India.
- (3) Percentage and trend of female workforce participation in rural and urban areas.
- (4) Participation of female in different kind of employment in rural and urban area.
- (5) Comparison and trend of different kind of employment participation of female in rural and urban area.

Female workforce in India: This research paper will put light on all the dimension of female workforce in India. Table NO. 1 is related with the workforce participation data of various annual year from 2017 to 2020. This table consist various dimension like gender male/female, area rural /urban. Before do such analysis, that percentage and trend of female workforce we must be aware of some term i.e., FLFPR, LFPR, WPR, UR.

FLFPR stands for female labour force participation rate

LFPR: Labour force participation rate is defined as the percentage of person in labour force (I.e., working or seeking or available for work) in population.

WPR: Worker population ratio is defined as percentage of employed person in the population.

UR: Unemployment rate is defined as the percentage of unemployed persons in the labour force.

Table No. -1

2017-18

	Rural			Urban			Rural +urban		
	Male	Female	Person	Male	Female	Person	Male	Female	Person
LFPR	54.9	18.2	37	57.0	15.0	36.8	55.5	17.5	36.9
WPR	51.7	17.5	35	53	14.2	33.9	52.1	16.5	34.7
UR	5.8	3.8	5.3	7.1	10.8	7.8	6.2	5.7	6.1

2018-19

	Rural			Urban			Rural +urban		
	Male	Female	Person	Male	Female	Person	Male	Female	Person
LFPR	55.1	19.7	37.7	56.7	16.1	36.9	55.6	18.6	37.5
WPR	52.1	19.0	35.8	52.7	14.5	34.1	52.3	17.6	35.3
UR	5.6	3.5	5.0	7.1	9.9	7.7	6.0	5.2	5.8

2019-20

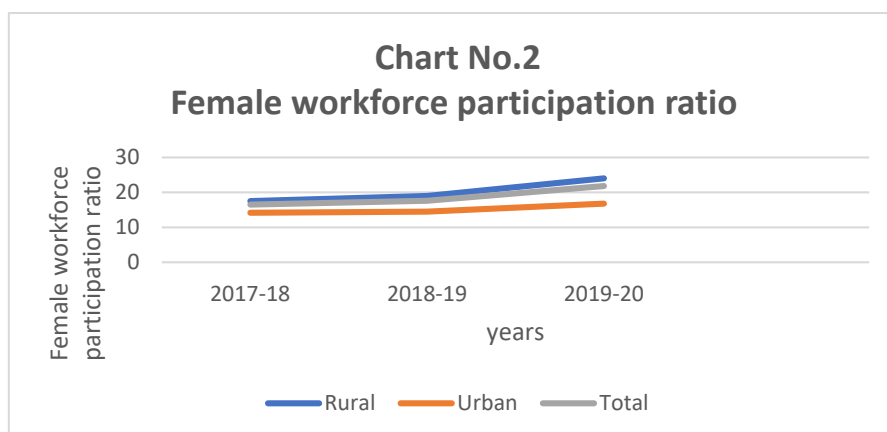
	Rural			Urban			Rural +urban		
	Male	Female	Person	Male	Female	Person	Male	Female	Person
LFPR	56.3	24.7	40.8	57.8	18.5	38.6	56.8	22.8	40.1
WPR	53.8	24.0	39.2	54.1	16.8	35.9	53.9	21.8	38.2
UR	4.2	2.6	4.0	6.4	8.9	7.0	5.1	4.2	4.8

Source: PLFS Annual report (July,2019 – June,2020) BY NSO

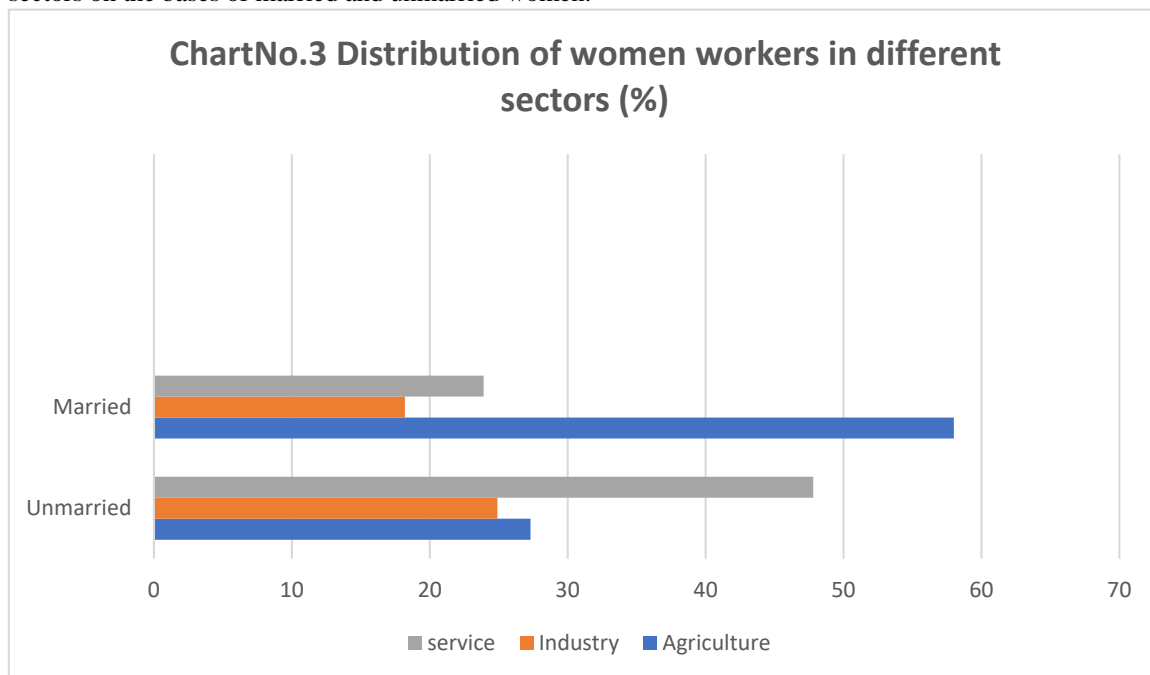
By with the help of table No. 1 analysis we can find out what is the actual picture of female workforce participation in India. This table gives the report of three annual year which is classified among male and female, rural and urban area wise.

As the table conclude that FLFPR among three years has been gradually increased, in 2017-18 it was 17.5,2018-19it was 18.6and in 2019-20 it was 22.8. Whereas FWPR has been also increased in 2017-18 it was 16.5,2018-19it was 17.6 and in 2019-20it was 21.8. Moreover, unemployment ratio of female is decreasing like in 2017-18 it was 5.7, in 2018-19 it was 5.2 and in 2019-20it was 4.2. This is very good significant that India is moving again towards increase in FLFPR and FWPR and decreasing in FUR (female unemployment ratio)

Now if analysis is moving towards area wise that is rural and urban., we can find out that rural area female participation is more than urban area in table no. 1 we can see that in 2017-18 in rural area female workforce participation is 17.5 where as in urban is 14.2, in 2018-19 rural area female workforce participation was 19 where as in urban area it was 14.5 and in 2019-20 rural area female workforce participation was 24 where as in urban it was only 16.8. It easy to understand by chart no.2 which is given below.



Distribution of women workers in different sectors(%): Distribution of women workers in different sectors means what the % of women lies in different sector of economic activity .According to economic activity sectors are divided among three parts i.e. Agricultural sector, Industry sector and services sector .Women workers participating in which sector is also basically depends on marital status of the women .As we find that most of the married women are engaged in agricultural sector whereas most of the unmarried women are engaged in service sector. Chart No.3, given below is concluding distribution of women workers in different sectors on the bases of married and unmarried women.



Source: PLFS 2018-19

Participation of female in different kind of employment: This is good to know that female workforce participation ratio is increasing day by day but here one thing is very much important to find out that in which kind of economic activity women are participating higher. So here we will discuss about three kinds of working categories I.e., self-employee, regular salaried employee, casual employee. Self-employee refers to working for own business, regular salaried employee refers to an individual who performs service for wages, A casual employee is an individual who haven't any security of employment. By table no. 2 we can conclude which kind of employment is preferred by women in rural and urban area.

Table No. -2

Period/area	Self-employee	Regular employee	Casual employee
2017-18 Urban	34.7	52.1	13.1
2017-18 Rural	57.7	10.5	31.8
2018-19 Urban	34.5	54.7	10.7
2018-19 Rural	59.6	11.0	29.3
2019-20 Urban	34.6	54.2	11.1
2019-20 Rural	63.0	9.5	27.5

Source: PLFS Annual report (July,2019 – June,2020)

First of all, if taking self-employment of urban area among the years like 2017-18, 2018-19, 2019-20 it was 34.7,34.5,34.6 Whereas in rural area it was 57.7,59.6,63.0 which shows that in rural area most of the female are self-employed as compare to urban, the reason is behind it they are doing farming and non-farming activity which required less finance and so many policies have been also lunched for them by government like SHGs, JLGs etc. In the term of regular employee urban area's female participation is more than rural area's I. e. For year 2017-18, 2018-19, 2019-20 is 52%, 54.7%, 54.2% where as in rural areas for same years is 10.5%, 11% and 9.5%. In the case of casual employment rural area's female are more than urban, in rural area for same three years women participation is 31.8%, 29.3%, 27.5% and for urban area it is 13.1%, 10.7%, 11.1%.

Conclusion: Female labour force participation ratio is important element of inclusive and sustainable development of a country. This ratio lies on different element of economic and social factors like education, fertility rates, urbanization, age of marriage, economic growth etc. We can take example of Bangladesh country, how they are trialling to India .with the help of NSO reports the outcomes

regarding FLFPR is that earlier the ratio of female labour force was high since 1993-94 i.e. 33.1% and gradually it started to decline and moved down to 25.2% in 2011-12. Now in the current report of NSO 2019-20 it is not in a good position because this ratio of FLFPR is only 22.8% which is less than 2011-12. Although if we go through three annual reports of NSO 2018-19 then we can find an increasing trend in this ratio. The one major factor that also affects female work forces is marriage; we also found from the study that most of the married women are engaged in the agricultural sector and most of the unmarried women are engaged in the service sector. When we found that FLFPR is declining, it means most of the rural women's FLFPR is declining. It can be improved when the female marriage age will be raised by 18 to 21, which is already proposed by the current government. If we are focusing on the participation ratio of rural and urban area women, rural area participation is more than urban area. As studying the data, it also has been concluded that in urban areas regular female employees are more than rural areas, most of the rural area's females are engaged with self-employment and casual employment. In short, by this research paper we come to know that the Indian government should focus on how this ratio is important for inclusive and sustainable development, should be increased, and also focus on regular employment should be increased in rural areas because FLFPR is directly affected by rural area's women.

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