



EMPLOYMENT AND GENDER DISPARITY IN INDIA- A STATE LEVEL ANALYSIS

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Abstract

This paper examines gender disparity in employment during the period 1991-2011. The results of the study noted that overall male and female workforce participation rate increased during the studied period. The rural urban decomposition of male-female workforce participation rate revealed that gender gap in workforce participation rate in rural areas shown decreasing trends, while gender gap almost remained stagnant in the urban areas during the studied period. The results of gender employment disparity index showed that at the national level gender disparity in employment status has declined during the studied period.

I

Equal employment opportunities are regarded as one of the most important aspects of women empowerment around the globe. However, men and women experience discrimination in employment opportunities worldwide. Public policies emphasise upon gender equality in employment opportunities. Women traditionally have to undertake household responsibilities and are usually allowed to pursue economic activities either as compulsion due to poverty or as additional responsibilities. In most of the developing countries women and girls are less educated, have poor health, are malnourished and have fewer professional opportunities. Though economic status of women has improved over time but still women belonging to socially and economically backward sections are lacking in education and skills and have to work in rural/agriculture sector and urban informal sector. Both of these sectors do not have any type of social security (Acharya and Matheani, 1993; Sen, 1990; Grown, Gupta and Khan 2003).

In India, employment opportunities and wages are increasing with the passage of time but gender disparities in employment and wage distribution still persist. Women are forced to do lesser productive work and thereby receive relatively low level of wages in comparison to their male counterparts. This type of bias against women prevails due to socio-economic factors through which the stereotypical thinking of agents of labour market adversely affect employment and earning status of women in India. Many socio-economic factors such as age, marital status, fertility, household responsibilities, asset and resource position, level of education, poverty, skill and training are responsible for gender disparities in employment and earnings (Rustagi, 2005).



However, there are certain segments in labour market which exclusively provide employment opportunities to female workforce. Historically, nursing profession is primarily dominated by women as women are good care givers. Similarly school education system worldwide have preponderance of women teachers. Lakhs of unskilled women workers are working as domestic helpers especially in urban areas and many of them are well-paid.

This paper examines disparity in women's employment during the period 1991-2011. In order to measure gender disparity in labour market, Gender Employment Disparity Index (GEDI) has been computed. This paper is organized into four sections. Section 1 is introductory in nature. Section II provides database and methodology. Section III discusses results and discussion. Section IV concludes the study.

II

Database and Methodology

The data for the present study has been collected from Census of India pertaining to the three time periods viz., 1991, 2001 and 2011. In order to estimate gender disparity in employment, Gender Employment Disparity Index (GEDI) is computed.

III

Results and Discussion

State wise Workforce Participation Rate in India-Total Workers

Workforce participation presents the proportion of working population to the total population in an economy. Table 1 provides state wise workforce participation rate among total workers. The results of the Table 1 indicated that overall workforce participation rate among females increased during the studied period. As a result of which gender gap has experienced declining trends. The decomposition of workforce participation rate into rural-urban segments revealed that female workforce participation rate in rural areas found to be lower than that of male WPR as positive gender gap is recorded in almost all the states during the studied period. Similarly, female workforce participation rate in urban areas in all the states is recorded consistently lower than the male workforce participation rate. Inter-state variation in FWPR as measured by value of coefficient of variation has declined from 1991 to 2011. Same trend has been found in rural and urban areas of states.

**Table 1 State wise Gender Gap in Workforce Participation Rate (Total Workers)**

States	1991	2001	2011	1991	2001	2011	1991	2001	2011
	Total			Rural			Urban		
Andhra Pradesh	20.63	21.12	20.8	15.09	15.02	13.8	36	37.59	35
Arunachal Pradesh	14.6	14.09	13.7	10.76	9.33	9	44.05	33.38	29.6
Assam	29.03	29.16	31.1	27.57	27.26	29.4	41.41	42.29	41.9
Bihar	32.26	28.53	27.4	31.76	27.87	26.5	36.3	34.65	34.5
Chhattisgarh	N/A	12.77	15.9	N/A	7.58	10.1	N/A	33.99	35.7
Delhi	43.86	42.69	42.4	41.25	39.24	39.6	44.15	42.94	42.5
Goa	29.03	32.24	34.9	24.93	28.12	32.9	35.05	36.51	36
Gujarat	27.27	26.96	33.8	19.31	16.92	25.1	42.93	44.5	45.8
Haryana	36.63	23.08	32.6	34.53	16.82	29.3	43.07	38.68	39
Himachal Pradesh	14.93	10.95	13.9	12.87	8.25	11.6	38.26	38.99	35.8
Jammu & Kashmir	N/A	27.54	29	N/A	23.29	25.5	N/A	41.04	38.2
Jharkhand	N/A	21.55	20.7	N/A	17.84	15.8	N/A	35.84	36.6
Karnataka	23.94	24.66	27.1	19.58	18.23	21	36.42	37.48	37
Kerala	30.91	34.82	34.5	30.08	34.16	33.4	33.22	36.97	35.8
Madhya Pradesh	24.64	18.29	21	19.58	12.28	15	36.36	35.43	36.6
Maharashtra	30.91	22.47	24.9	30.08	10.32	14.2	38.95	39.86	38.4
Manipur	7.86	9.1	13	6.02	7.72	11.2	12.53	12.69	16.7
Meghalaya	12.4	13.19	14.5	9.56	10.81	12	25.53	22.84	24.1
Mizoram	10.43	9.75	16.2	7.88	5.11	12	13.33	14.32	19.8
Nagaland	9.36	8.64	8.7	5.65	4.84	3.4	28.3	28.2	22
Orissa	32.89	27.87	28.9	31.96	26.05	26.8	40.1	39.04	40
Punjab	46.56	34.55	41.3	47.01	30.51	40.6	45.53	42.62	42.3
Rajasthan	22.06	16.46	16.4	17.11	10.11	9	39.25	37.87	38.8
Sikkim	0.86	18.87	20.6	-2.33	17.09	16.4	35.68	33.84	32.7
Tamil Nadu	26.13	26.1	27.5	19.48	17.7	18.8	39.24	36.86	36.7
Tripura	33.17	29.54	32.2	32.24	27.55	29	38.28	39.19	41
Uttar Pradesh	36.5	30.26	31	35.43	28.34	29.1	40.97	37.81	37.6
Uttaranchal	N/A	18.81	23	N/A	12.14	16.2	N/A	39.77	39.7
West Bengal	39.69	35.67	39	38.55	33.23	37.8	43.06	42.17	41.4
India	28.83	26.25	27.8	25.37	21.38	23	39.23	39.3	48.4
CV(Females Workforce Participation Rate)	48.06	32.49	33.24	48.03	32.74	35.40	60.10	52.06	35.09

Source: Census of India 1991, 2001 and 2011. Office of the Registrar General, India.

Gender Gap= Male -Female

Gender Employment Disparity in India

The results of Table 2 showed that at the national level, during the period 2001 to 2011, per cent change in GEDI is recorded -16.79 which indicates decline in gender disparity in employment status. All the other states have shown declining gender disparity in



employment during except for the states of Goa, Tripura and Chattisgarh during 2011 to 2011.

Table 2 State-wise Gender Employment Disparity Index (GEDI)

States	2001	2011	% Change in 2011 over 2001
Andhra Pradesh	GEDI	GEDI	-14.50
Assam	3.7845	3.2356	-50.00
Bihar	10.6305	5.3147	-25.29
Chhattisgarh	18.0936	13.5172	0.71
Delhi	11.4410	11.5224	-1.01
Goa	7.0209	6.9497	17.33
Gujarat	3.2639	3.8295	-19.39
Haryana	9.5489	7.6978	6.57
Himachal Pradesh	7.8176	8.3313	-18.20
Jammu & Kashmir	7.2252	5.9101	-4.09
Jharkhand	7.3073	7.0081	-
Karnataka	N/A	9.2558	-11.98
Kerala	2.4276	2.1367	-19.54
Madhya Pradesh	2.1164	1.7029	-7.78
Maharashtra	8.3554	7.7053	-14.35
Manipur	4.8976	4.1947	-33.59
Meghalaya	4.5196	3.0013	-27.46
Nagaland	8.5887	6.2301	-34.20
Orissa	4.6220	3.0414	-44.50
Punjab	10.2298	5.6775	-32.92
Rajasthan	12.1387	8.1422	-
Tamil Nadu	N/A	11.3276	-
Tripura	2.5436	1.9755	-22.33
Uttar Pradesh	7.3730	8.1617	10.70
Uttrakhand	13.3041	7.1933	-45.93
West Bengal	14.4441	9.3306	-35.40
India	16.3549	15.1766	-7.20
	4.4517	3.7042	-16.79

Source: Authors, calculation

Higher the value of the index, higher is the disparity.

N/A- Not available

Concluding Remarks

This paper examines gender disparity in employment in India during the period 1991-2011. The results of the study noted that overall male and female workforce participation rate has increased. The rural urban decomposition of male/female WPR has revealed that in case of rural areas, gender gap in WPR has shown decreasing trends while in case of urban areas gender gap almost remained stagnant during studied period.



At the national level, gender employment disparity index has declined which indicates that gender gap in employment has narrowed down. The results of gender employment disparity index showed that at national level gender disparity in employment status has declined during the studied period.

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