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Employment of Women: An Analysis

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Though woman is an equal partner of man's life in society, she is not an equal partner in economic sphere. Participation of women in economic activities is very much limited in the country. Their share in total employment, especially in the organised sector is very small. This is the reason why woman is dependent and victim of all social evils. Many evils like dowry deaths will disappear if women are given an opportunity to stand on their own legs. The utilisation of women in economic activities will speed up the process of economic development in the country. Economic development pre-supposes utilisation of human resources to the maximum extent.

The objective of the present paper is to know the post-liberalisation trends in the utilisation of women resources in the organised private and public sectors of the economy. It is pertinent to examine whether the high rate of growth of the economy witnessed during the reforms period was successful in providing a fair share to the women in the total employment.

The data on employment of women in relation to men in organised private and public sectors were collected from the various

issues of Economic Survey. Employment in private sector relates to non-agriculture establishments in private sector employing ten or more persons. Employment in public sector relates to all establishments irrespective of size. Employment is

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presented in lakhs. The period of study is divided into two sub-periods: 1991-2000 and 2001-2010. Average annual growth rates are used for analysis.

At the end of March, 2010 the total public and private sectors employment stood at 287.08 lakhs. Of this the female employment stood at 58.59 lakhs constituting 20.4% of the total.

The average annual growth rates of male and female employment in the public and private sectors between 1991 and 2000 are presented in Table-1. The male employment in the public sector decreased at 0.04% per annum between 1991 and 2000, while the female employment increased at 2.42% per annum. The total employment in the public sector increased at 0.31% per annum.

The male employment in the private sector increased at 0.63% per annum, while the female employment increased at 4.05% per annum between 1991 and 2000. The rate of growth of female employment in the private sector was substantially higher than that of male employment.

The male employment in the total public and private sectors increased at 0.15% per annum between 1991 and 2000. During the same period, the female employment increased at 3.06%. The rate of growth of female employment in the total public and private sectors was much higher than that of male employment.

The average annual growth rates of male and female employment in the public and private sectors between 2001 and 2010 are presented in Table-2. The male employment in the public sector decreased at 1.14% per annum between 2001 and 2010, while the female employment increased at 1.13% per annum. The total employment in the public sector decreased at 0.73% per annum.

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Table-1 Average Annual Growth Rates of Male and Female Employment (1991-2000)			
Sector	Rate of growth of male employment (%)	Rate of growth of female employment (%)	Rate of growth of total employment (%)
Public sector	-0.04	2.42	0.31
Private sector	0.63	4.05	1.30
Total public & private sectors	0.15	3.06	0.60

Table-2 Average Annual Growth Rates of Male and Female Employment (2001-2010)			
Sector	Rate of growth of male employment (%)	Rate of growth of female employment (%)	Rate of growth of total employment (%)
Public sector	-1.14	1.13	-0.73
Private sector	2.3	2.6	2.28
Total public & private sectors employment	-0.07	1.8	0.25

Table-3 The Average Female Employment as per cent of Total Employment		
Sector	1991-2000	2001-2010
Public sector	13.53	16.38
Private sector	21.06	24.50
Total Public & Private sectors	15.79	19.08

Source: Computed on the basis of the data collected from various issues of Economic Survey.

The male employment in the private sector increased at 2.3% per annum between 2001 and 2010. During the same period the female employment in the private sector increased at 2.6% per annum. The rate of growth of female employment in the private sector was higher than that of male employment.

The male employment in the total public and private sectors decreased

at 0.07% per annum between 1991 and 2000. During the same period, the female employment increased at 1.8% per annum.

Under the context of new economic policy, the right sizing of the size of employment in the public sector units affected adversely on the growth of employment of men in the public sector. Consequently there was a negative rate of growth of

employment of men in the public sector in both the sub-periods. The reforms process did not adversely impact the rate of growth of employment of women in the public sector. Instead there was substantial rate of growth of employment of women in the public sector in both the sub-periods.

The average female employment as per cent of total employment during 1991-2000 and 2001-2010 is presented in Table 3. The female employment percentage in the public sector which stood at 13.53% in 1991-2000 increased to 16.38% in 2001-2010. The female employment percentage in the private sector increased from 21.06% in 1991-2000 to 24.50% in 2001-2010.

From Table 3 it is evident that the female employment ratios in the private sector are higher than the public sector ratios in both the periods. It is further evident that the female employment ratio in the total public and private sectors increased from 15.79% in 1991-2000 to 19.08% in 2001-2010. Thus the situation of women on the employment front is improving year after year in the private and public sectors. The performance of private sector is better than the public sector in providing jobs to the women.

As at the end of March, 2010, the female employment as per cent of total public sector employment stood at about 16%. At the same time, the female employment as per cent of total private sector employment stood at about 25%. From this it is evident that the public sector is not providing enough justice to women. The parliament should pass an act reserving one-third of jobs to women in the public sector. This will pave way for empowerment of women.

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