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EMERGING TRENDS IN GENDER BASED EMPLOYMENT STRUCTURE IN RURAL INDIA

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ABSTRACT

Provision of employment opportunities is one of the principal objectives of economic planning. The process of economic development is generally associated with changes in the structure of employment and labour force. The structure of employment has numerous problems such as the high level of underemployment, emergence of low productivity jobs and underutilization of educated persons and gender based wage differentials in rural India.

KEYWORDS

employment structure, rural India.

INTRODUCTION

The occupational structure is a reflector of economic development of the nation. So it is necessary to throw light on question of changing the occupational structure of the economy. Economists think that it is of utmost necessary that a large part of workers in the agriculture sector should be transferred to industrial and service sector. The big army of the present day is of illiterate rural workers, most noticeably the female among them, would have much difficult job market situation to face. Though India is growing rapidly as a developed country yet the situation of unemployment is not much changed over the decades. A large segment of the country lives in the villages and the rural areas. The rural labour force suffers from limited mobility. To achieve a complete, rapid stable development and a strong position in the world economy, the most important is the planning at the human resource and its maximum utilization. Mere generation of employment is not going to deliver the goods. As the objective of five year plans, the employment to be gainful and sustainable: it should be able to yield a reasonable level of income to the workers and also generate surplus for further growth and employment generation.

REVIEW OF LITERATURE

The structure of working force in an economy has widely been analyzed by the scholars and economic theorists. This coming paragraph stat the efforts made by the researchers in this regard. **Krishnamuraty (1972)** analyzed the structure of working force in 1971. He concluded that the change in the industrial distribution of working force is a major indicator of changes in the level of economic development rate for male and female while the male workforce increased slightly, the female work force declined substantially. **Madheswaran and shroff (2002)** summarized the work participation rate for females and found that female labour is showing an increasing trend. But in case of males, work participation rate according to 1991 census was 52.5 per cent in the rural areas and 48.95 per cent in the urban area. **D'Souza (2002)** concluded that the proportion of male workers in the rural primary sector has been declining over the past 25 year. By contrast the female workers in the rural sector being more dependent on the primary sector for employment. **Rao and Rao (2008)** analyzed the emerging trend in rural employment conditions in Andhra Pradesh was largely unorganized rural and non-industrial in nature. The female work participation rate in rural AP was the highest in the country during 1983 to 2000. According to **Dash et.al. (2010)**, at state level, in Himachal Pradesh, Jammu and Kashmir, Rajasthan, West Bengal and Andhra Pradesh had an employment growth higher than national average during the period 1984 to 1993-94. In the subsequent period, among the major states only Punjab, Bihar and Assam have not attained the growth rates higher than the national average but have also succeeded significantly in improving their performance over the previous period. From the above studies it can be concluded that the work participation of females has increased during the last decade but in comparison of male workers it remains low during the past decades. There is also a huge difference between the wage rates of male and female workers.

RESULTS AND DISCUSSIONS

Table no: 1.1 has shown the state wise work participation rates for the males and females in rural area during 2009-2010. The highest work participation rate for males has been recorded in Karnataka during the time period. But in the case of females situation is different. The highest female work participation rate is observed in Himachal Pradesh. This is because of the improvement in the level of women in the state. It has created a strong preference for white color and salaried jobs. The increasing participation of woman in the labour force not only improves their status, but the well-being of the whole family as well.

TABLE NO 1.1: LABOUR FORCE PARTICIPATION RATES FOR PERSONS OF AGE 15-59 YEARS ACCORDING TO USUAL STATES (PRINCIPAL STATES + SUBSIDIARY STATES) (JULY 2009-JUNE 2010)

S.No	State/UT	(% (Rural)		
		Male	female	Persons
1	Andhra Pradesh	84.6	62.8	73.7
2	Arunachal Pradesh	75.4	44.7	61.3
3	Assam	87.2	25.6	57.5
4	Bihar	82.8	10.6	47.8
5	Chhattisgarh	79.8	57.6	68.9
6	Delhi	87.8	5.4	50.5
7	Goa	71.6	19.9	48.0
8	Gujarat	89.9	47.7	69.6
9	Haryana	79.8	38.1	60.2
10	Himachal Pradesh	82.6	68.5	75.3
11	Jammu & Kashmir	79.7	42.9	61.8
12	Jharkhand	84.1	26.4	56.6
13	Karnataka	89.7	52.7	70.9
14	Kerala	83.6	36.7	58.3
15	Madhya Pradesh	87.2	44.5	66.8
16	Maharashtra	83.6	56.0	70.0
17	Manipur	79.6	32.7	56.4
18	Meghalaya	83.8	56.4	70.8
19	Mizoram	90.4	59.7	75.4
20	Nagaland	74.5	48.8	61.7
21	Odisha	89.2	37.2	62.4
22	Punjab	82.5	34.9	58.5
23	Rajasthan	82.1	56.6	69.5
24	Sikkim	82.2	47.5	66.3
25	Tamil Nadu	85.9	56.0	70.2
26	Tripura	88.8	33.6	61.1
27	Uttarakhand	65.6	58.7	62.2
28	Uttar Pradesh	84.2	28.2	56.4
29	West Bengal	88.3	22.3	56.6
	UTs			
30	A & N Islands	89.7	35.8	63.8
31	Chandigarh	79.3	24.2	53.1
32	Dadra and Nagar Haveli	95.4	7.4	52.2
33	Daman and Diu	77.4	26.7	55.8
34	Lakshadweep	84.4	47.6	66.9
35	Pondicherry	85.4	50.3	67.9
	All India	84.4	39.8	62.9

Source: GOI, NSSO, Key Indicator of Employment & Unemployment Situation in India, 66th Round, July 2009-June 2010.

Mizoram, Andhra Pradesh, Tamil Nadu and Chhattisgarh had shown the significant growth rates for female in rural areas. In rural areas, female workers are mostly engaged in agricultural activities or in outside economic activity. A large number of females are participating in the family farming or other household business. From the table it can be seen that the growth rate for male is highly positive in the states like Andhra Pradesh (89.9%), Mizoram (90.4%), Dadra & Nagar Haveli (95.4%) and Gujarat (89.9%). A large number of workers are engaged in rural areas due to lack of efficiency, proper education and professionalism. On the other hand, programme of encouraging the growth of household and cottage industries under the rural industrialization programme is also contributed to the rural labour force. There has been also an increase in the proportion of workers engaged in trade, hostel and restaurant, transport storage and communications. The overall trend of male and female working population is increasing during time period. But in comparison to male workers the proportion of female's workers is increased during the past decades due to educational level. Woman workers (skilled and unskilled) constitute a significant and increasing trend. The overall picture that emerges is clear; the majority of the employed males and females are casual workers.

CONCLUSION

This paper revealed that the proportion of the male and female workers in the labour market has shown the significant growth rates. But education is facilitating women, s participating in labour market. The changes in the employment during the last decade have been so dramatic that the work place in the country is no longer a man, s preserve. Entry of women in larger proportion in to the labour force has been, to a great extent, the result of change in the macroeconomic policies during the Eighties, the Nineties and largely part of Twentieth century. But the condition of male workers in rural areas is not much changed. They always wished to get a regular and well-paid job. However, there has been an increasing trend in both of male and female workers with some exceptions.

SUGGESTIONS

1. Creation of public facilities for ensuring ten years of schooling for all the children must therefore, is a prior objective of educated system.
2. Unemployment among the educated is mainly due to over emphasis on theoretical aspects of various subjects. The education system is cut off from ground realities of the Indian economy. The education system requires some changes which would help a person to get job easily in the labour market.
3. New innovative skill development programmes for the working poor will need to be developed.

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