

Discrimination among Various Religious Groups of Indian Women in Wage Rate, Employment and Education level: An overview

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ABSTRACT

The aim of this study is to examine/investigate the condition of the Muslim women in Indian labour market after 2000s. This study is based on the NSS & PLFS data. Descriptive research has been used in this study. World's third largest Muslim population's home is India. Results indicated that Muslim women's Average wage per day, Monthly per capita consumption expenditure and education level all these indicators are less among Muslim women as compared to other religious group women. Mostly Muslim women are engaged in the self-employment category in rural as well as urban area. Lastly highest growth was recorded in unemployment rate in Muslim women in urban area from 2011-12 to 2017-18, it shows a discriminating picture among Muslims in India. Overall Muslim women condition is not so good as compared to other religious group women.

INTRODUCTION

The year 1991 was a landmark year for Indian economy, as India began to introduce major Economic reform in order to liberalize its economy. It bring major changes in the investment policies, trade policies, employment policies and industrial licensing policies. The GDP of India accelerated from 1.04 per cent in 1991 to 4.18 per cent in 2019ⁱ. The paradigm shift from self-reliance to a market-based economy has resulted in transition in the labour market. Together with these economic changes, social development has also been taken place with increased educational attainment and narrowing gender-gap of Muslims in education among major religious groupsⁱⁱ. These changes are expected to have a positive/deterministic impact on the pattern of employment in the Indian labour market. Nevertheless, condition of the labour market is not so good as the majority of the working population depends upon the unorganised/informal sector employment (looking at the share of formal and informal employment going by the data released in the PLFS of 2017-18, more than 90 percent of the workers are from the informal sector and only less than 10 percent are from formal sector)ⁱⁱⁱ with higher burden among women. The educational level of women among different religious groups has increased in rural and urban areas over the years, but their employment conditions impoverished in terms of low labour force participation rate (LFPR) which is only 19.9 per cent of the total labour force in India^{iv} along with higher concentration in the informal sector and high unemployment rate is 5.58 percent in 2018^v (world bank data).

As we can see, India is an economic powerhouse on the global stage. It is one of the fastest growing economies in the world, after 2011-12 it maintained the GDP growth above 7 per cent p.a. but female labour force participation rates touched to its lowest point during seven decades. The female labour force participation rate is higher in 1972-73 at 33 per cent after that it showed a declining trend and reaches to 26

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per cent in 1999-00. In 2017-18 FLFPR is only 17.5 per cent which is lowest in the Indian history^{vi}. The Indian labour market shows several striking features: the condition of women is not good or equal as compared to men, India has very low rates of female labour force participation in both rural and urban sectors, considerable variance in Muslim female labour force participation rate among different religious groups in both rural and urban sectors, and situation is same with WPR of Muslim females. Moreover, there are differences in wage rate & MPCE among religious groups. On the basis of previous literature (Mahapatro, S. R. 2013^{vii}, Sanghi, S., & Srija, A. 2014^{viii}, *Sher Verick, ILO 2014*^{ix}, Chatterjee, E., Desai, S., & Vanneman, R. (2018)^x D. Ashwini 2019^{xi},) the female LFPR in India have traditionally focused on how demographic characteristics and educational attainment affect the labour force participation decision of women.

The socio-economic changes that were set in motion in India after independence provided women with better educational and employment opportunities. Besides, a series of laws such as the Special Marriage Act 1954, the Hindu marriage Act 1955, Equal Remuneration Act 1976 passed by the government of India helped to improve the lot of women. Today educated Indian women have made a landmark in the non-conventional fields like consultancy, marketing, advertising, garment exporting, interior decoration, beauty parlours, road and building construction etc. Women have started coming forward in considerable numbers in certain spheres of higher category jobs like Civil service, Judiciary, Foreign Service, Medicine and Architecture. In organised sectors like banking, insurance, communication and air transport women's share in employment has recently doubled over the decade from 1971 to 1981 and government's intervention played an important role in this regard^{xii}.

LITERATURE REVIEW

Kingdon, G. G., & Unni, J. (2001)^{xiii} reveals that educational return is lower in female labour force as compare to men educational return, and women faces high level of wage discrimination in urban areas.

Ghosh, J. (2009)^{xiv} they said that NSSO data reveals that employment opportunity for women workers is less in future in India.

Klasen, S., & Pieters, J. (2012)^{xv} during India's economic boom, the women with low level of education got no improvement in the average real wage but the women with higher level of education got betterment in their average real wage.

Desai, S., & Temsah, G. (2014)^{xvi} they focused on the complicated relationship between gender family and religion of Muslim and Hindu women, it used the (IHDS, 2005) data to examine how gender and family norms are shaped in the context of communalized identity politics. Finding is that Muslim women are more likely to engage in veiling and less likely to venture outside the home for recreation and employment.

Ara, S. (2015)^{xvii} this study analyse the structure, trends, pattern and qualitative aspects of jobs available in urban areas for women workers after new economic reform (1991). Another aspect is to determine the determinant of female work participation and their choice of work toward sectorial and occupational. Finding of the study reveals that illiterate women & women from poor economic classes and lower caste's work participation has declined much in urban areas other finding is that female employment has increased only in regular salaried jobs and declined in self-employment and casual workers, majority of the women workers are from poorest class and are engaged in informal sector of the economy.

Naidu, S. C. (2016)^{xviii} shows that there is no guarantee to increase FLFPR and there is decrease in women participation in domestic activities with further increase in economic growth just because of structural condition of the labour market.

Dubey, A., Olsen, W., & Sen, K. (2017)^{xix} they focused on rural women's participation in labour force for the period of thirty years of NSS data from 1983 to 2011 and also captured both market and non-market work. Finding of this paper is long-term slow decline in the participation of rural women in wage work and self-employment, especially among Dalit and Adivasi women in poor agricultural labourer households.

Kanjilal-Bhaduri, S., & Pastore, F. (2018)^{xx} aim of the authors is to perceive whether low labour market returns to education in India are responsible for low female work participation, it used the 2011-12 NSS data to analyse the relationship between educational attainment and labour market participation through gender lens. Finding of the paper shows that U-shaped relationship between women's education and paid work participation, the labour market returns to education are insignificant and low for lower levels of

education, increasing significantly along the educational level, vocational training also provides a positive returns. Suggestion on the basis of results that to increase participation, women need to be educated above secondary level and more vocational training.

Desai, S., & Joshi, O. (2019)^{xxi} suggested that female work participation rate declined in the rural areas due to low level of education and poorest women.

Ray, S., & Debnath, M. (2020)^{xxii} this study examined to explore the factors which affect inter-regional variation in the percentage of female workers in rural areas and analyses its reasons. This study is based on the secondary data and finding of the study is that all-India pattern shows a great accentuation in regional differences in female work participation rate depending upon agro-ecological condition prevailing within physiographic region, STs and SCs women display much higher level of participation compared to non-Scheduled category women and disparity is far less in geographically difficult area.

METHODOLOGY AND DATABASE

In the 66th, 68th plfs, information on religion followed by the sample households were collected. The NSSO collect the data on seven major religions followed in India, viz. Hinduism, Islam, Christianity, Sikhism, Jainism, Buddhism & Zoroastrianism. Of these detailed analysis has been done for the four major religious groups, viz. Hinduism, Islam, Christianity and Sikhism while the other religions have been classified in the “others” category. We used the data in percentage (general education level, category wise employment, Work Participation rate (WPR) & unemployment rate) and absolute (sex ratio, wage & Monthly Per capita Consumption Expenditure)

PLAN OF THE STUDY

This study is divided into three sections.

In the first section discussing the sex ratio, average wage rate per day, monthly per capita consumption expenditure and growth in MPCE during last decade.

Second section deals with the female literacy rate of different religious groups in rural and urban areas.

Third section emphasis on the female working profile of different religious groups in both rural and urban areas and also discussed the unemployment situation.

OBJECTIVES OF THE STUDY

1. To examine the average wage per day, MPCE and its growth rate among different religious groups.
2. To analyse the impact of education on employment situation of women from different religion of India.

EMPIRICAL RESULTS

In this section we have to check the education level among different religious women and their impact on the employment situation in India.

Table no. 1 Sex ratio of various round for major religious groups

Rural				
NSS Round	Hinduism	Muslim	Christianity	All
61(2004-05)	961	968	994	962
66(2009-10)	949	921	1012	647
68(2011-12)	953	980	1013	957
PLFS(2017-18)	949	977	995	952
Urban				
61(2004-05)	912	932	1000	920
66(2009-10)	902	923	1012	909
68(2011-12)	921	911	1057	922
PLFS(2017-18)	955	995	1061	965

Source: NSS Report No.568: Employment and Unemployment situation among major Religious Groups in India. (61st to 68th round) and Author's own calculation of (plfs 2017-18)

Above table shows the sex ratio of different religious groups of rural as well as urban areas during 61st round 2004-05 to PLFS 2017-18, it shows important indicator of the social condition, particularly with respect to women's status, of any society is its 'sex ratio'. Sex ratio which is the number of females per one thousand male is 952 in rural area and 965 in urban area at national level. We can say that according to available data there is an improvement in urban sex ratios and deterioration in rural sex ratio in comparison with previous round data.

Hindu sex ratio are below the national average sex ratio of both (rural & urban area) while the others are above the average. The highest sex ratio is seen among Christian with 995 females in rural area but they reduced by 18 and urban area is increased by 4. Now coming to the Muslim's sex ratio, it increased in urban area and declined in rural area by 84 and 3 respectively as compare to 68th round. Constituting the largest segment of the population, the Hindus have a sex ratio of 949 females in rural and 955 females in urban areas.

According to Swati Narayan- in south Asia, low child sex ratios are increasingly an isolated Indian phenomenon. Within India, child sex ratios are 'normal' among Christian and Muslim but much lower among Hindus, Sikhs and Jains^{xxiii}.

The above table reveals that the overall sex ratio has declined in rural areas from 962 to 952 during 2004-05 and 2017-18, while it has improved in urban areas from 920 to 965 under the same period. Looking by religious groups, we find that Christians have the highest sex ratio, followed by Muslims and Hindus. In 2017-18, the sex ratio for the Christians was 995 in rural areas and 1061 in urban areas. The corresponding figures for Hindus and Muslims were 949 and 955, and 977 and 995 respectively.

Table no. 2 Average wage per day of female in regular employment by different religion 2017-18

RELIGION	Average wage of female's different religions (Per Day in Rs.)		
	Rural	Urban	Total
Hinduism	308.56	504.22	439.97
Islam	271.88	367.33	334.47
Christianity	305.1	604.19	493.9
Sikhism	346.47	704.67	515.69
All religion	309.02	505.12	439.2

Source: Author's own calculated from plfs 2017-18

Minimum wage or wage rate has played a crucial role in improving the standard of living of wage earners/receivers and their families, it is also an important indicator of economic growth and social justice. In this section, we show the Muslim workers are discriminated more in comparison of other religions of both (rural as well as urban), in terms of Average wage per day in regular employment.

The neo-liberal policy-oriented development process failed to register socio-economic progress that could reduce gender discrimination in public & private space of work. Furthermore, average wage rates per day in both rural and urban locations were found heavily biased against female workers in almost all the states. Same discrimination is with Muslim female workers of rural and urban locations.

As the national level female average wage per day is Rs.439, whereas rural female is Rs.309 and urban female is Rs.505, now coming to the rural female of all religions it is going in descending order i.e. Rs.346 for Sikh, Rs.308 for Hindus, Rs.305 for Christianity and now come to Islam which is second largest religion in term of population but the wage rate per day is lowest among all religious groups Rs.271 and in urban female it is Rs.704 for Sikh religion, Christian is Rs.604, in this location Hindus shift to third place which is Rs.504 and last one as usual Muslim female wage rate is Rs.367. As we can say that aggregate of both (rural & urban) Muslim female workers has lower level of wage rate in comparison with other groups that are better than Muslim female workers.

Indian economy has experienced strong economic growth during the past two decades, (GDP) in India has increased at an annual average rate of about 7 per cent since 1993. Low pay remains pervasive and wage inequality is still very high (ILO, 2018), the positive impact of this growth rate is to reduce the rate of poverty in India and employment pattern has been changed, the employment creation in the services and manufacturing sector while declining in the agriculture sector from 1993 to till now. In 2011-12, the average wage in India was about Rs.247 per day, and for casual workers was estimated at Rs.143 per day.

Household monthly per capita consumer Expenditure of various Religious Groups.

Table no. 3 Household monthly per capita consumer expenditure is usually taken to reflect the living standard of different religion wise for 2 different NSS rounds.

Monthly per capita consumption expenditure (MPCE)of religious groups			
	2017-18(PLFS)		
RELIGION	Rural Female	Urban Female	Rural + Urban
Hinduism	1481	2954	1944
Islam	1458	2069	1711
Christianity	1928	3662	2661
Sikhism	2690	3983	3004
Other	1360	2768	1682
All	1507	2846	1949
	2009-10 (66 th Round)		
Hinduism	888	1797	1125
Islam	833	1272	980
Christianity	1296	2053	1543
Sikhism	1498	2180	1659
Other	880	2073	1402
All	901	1733	1120

Source: Author's own calculated

On November 15, the Ministry of statistics and programme implementation (MSPI) withheld the results of the all India household consumer expenditure survey conducted by the national statistical office (NSO) during 2017-18 on account of "data-quality issues"^{xxiv}.

As per the 2017-18 survey version manifest that MPCE has declined at India level. That is the MPCE decreased by 3.7 per cent from Rs.1501 in 2011-12 to Rs.1446 in 2017-18^{xxv}.

At all India level, the average monthly per capita expenditure(MPCE) of Sikh household was Rs.1659 while that for a Muslim household was Rs.980 in 2009-10." Said a study titled "employment and unemployment situation among religious groups in India" by the National Sample Survey Office (NSSO). The average household MPCE is a proxy for income and reflects the living standard of a family. According to the study- the average MPCE for Hindu and Christians were Rs.1125 and Rs.1543 respectively.

The survey said that average monthly per capita consumption at all India levels was Rs.901 in villages and Rs.1773 in cities. Overall, the average of MPCE was Rs.1128. Muslims were at the bottom in rural areas, with an average MPCE of Rs.833 followed by Hindu at Rs.888, Christians at Rs.1296 & Sikhs Rs.1498. In urban area, Muslims average MPCE was also the lowest at Rs.1272 followed by Hindu at Rs.1797, Christian Rs.2053 & Sikh at Rs.2180^{xxvi}.

According to plfs report, the average monthly per capita consumer expenditure of Muslim females are lowest among other religious group is Rs.1458 in rural while in urban area was Rs. 2069 and all India level is also lowest among major religious groups is Rs.1711.

Sikh's highest average MPCE in rural area and urban area are Rs. 2690 & Rs.3983 respectively, also highest total is Rs.3004.

After the Sikh is Christian's MPCE which is Rs.1928 in rural and Rs.3662 in urban area also in total is Rs.2661. Hinduism is also highest is Rs.1481 in villages and Rs.2954 in cities respectively and the national level is Rs.1944.

Table no. 4 Growth rate in (%) MPCE during 2009-10 to 2017-18. (round off)

RELIGION	Rural Female	Urban Female	Rural+Urban
Hinduism	67	64	73
Islam	75	63	75
Christianity	48	78	72
Sikhism	80	83	81
Other	55	34	20

All	67	64	74
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Source: Author's own calculation

This section talked about growth rate of Monthly per capita consumer expenditure (MPCE) of different religious groups during 2009-10 to 2017-18. It shows the highest growth in MPCE of Sikh in rural areas as well as urban area is 80 per cent & 83 per cent respectively also at national level is 81 per cent, Islam is the second most highest growth gain in MPCE during the last decade is 75 per cent in rural area and in national level/total is 75 per cent but did not received same position in urban areas. As we talked about urban Islam female has minimum growth rate among religious groups. Christians received 48 per cent growth in rural and 78 per cent in urban areas and at national level is 72 per cent. Hinduism's growth in MPCE is 67 per cent in rural females and 64 per cent in urban areas. At the national level 73 per cent growth appeared in Hinduism. It shows the Muslims female in rural and aggregate levels received highest growth as compared to other religious groups^{xxviii}.

Section: 2- represent the percentage change during the period of 2004-05 to 2017-18 of usually employed (ps+ss) rural females of age 15 years and above by general education level for major religious groups. Literacy rate of different religious groups' female rural & urban:

Any analysis of employment and unemployment trends without discussing the educational level of the labour force would be incomplete as it reflects the quality of the labour force. The literacy rate among the working age population (15-59 years) was the highest for Christians, for both sexes in both rural and urban areas. Muslims had the lowest literacy levels: 31 per cent and 53 per cent for rural Muslim males and females, respectively, and 19 per cent and 35 per cent for urban Muslim males and females, respectively, were not literate. The proportion of persons aged 15 years and above with educational level secondary and above, was the highest for Christians, followed by

Table no. 5 per 1000 of persons of age 15 years and above by general education level for major religious groups: (Rural)

RELIGION	Rounds	Not literate	Literate up to primary	Middle	Secondary	Higher secondary	Diploma/Certificate	Graduate & above	All
Hinduism	61 st	677	178	85	34	14	4	8	1000
	66 th	589	221	104	47	20	4	15	1000
	68 th	578	211	107	56	24	5	19	1000
	PLFS	409	268	154	76	56	3	34	1000
Islam	61 st	683	202	74	25	7	3	6	1000
	66 th	592	258	95	30	11	2	12	1000
	68 th	544	270	90	47	26	8	15	1000
	PLFS	416	320	139	65	43	1	16	1000
Christianity	61 st	357	313	161	74	23	34	38	1000
	66 th	259	317	197	104	45	29	49	1000
	68 th	261	278	190	130	55	30	56	1000
	PLFS	245	322	216	96	63	14	44	1000
Sikhism	61 st	495	234	106	106	35	12	12	1000
	66 th	471	205	90	139	51	9	35	1000
	68 th	369	285	122	123	63	2	36	1000
	PLFS	304	273	151	117	90	8	57	1000
Others	61 st	664	184	87	36	14	6	9	1000
	66 th	578	226	106	49	21	4	16	1000
	68 th	564	218	108	59	26	5	20	1000
	PLFS	415	276	163	65	53	4	24	1000

Source: NSS Report No.568: Employment and Unemployment situation among major Religious Groups in India. (61st to 68th round) and Author own calculation of (plfs 2017-18)

(Kannan and Raveendran 2012), said that as we look at the nssso data it is clear that this decline is not limited to young workers.

As we talked about the no.5, of 'not literate' female in rural areas of different religions in this subsection the highest no. of 'not literate' female in Muslims from 61st to plfs is 683 to 416 per 1000s in this period it declined 39 per cent, second highest no. of 'not literate' female in Hindus religion is 677 to 409 per 1000s during the same period, it declined 39.5 per cent, third highest religion is Sikh in the category of no. of not literate females is 495 to 304 per 1000s. It declined by 38.5 per cent and the last one is Christian which is 357 to 245 female persons are 'not literate' and it declined by 31 per cent. Now we explain the second category of general education level that is 'literate up to primary'. It has been increased by all religions rural females but maximum improved by Muslims is 58.4 per cent, 50.5 per cent increased by Hinduism female, others improved by 50 per cent, 16.6 per cent increased by Sikh and Christians increased around 3 percent. In the 'Middle' level Muslims and others are increased by 87 per cent, 81 per cent increased by Hindus females, Sikh was 42 per cent increased and last one is Christian increased by 34 per cent from 2004-05 to 2017-18. In the 'Secondary' level Hindus and Muslims both increased by more than doubled the per cent, others 80 per cent improved, Christians increased by 29 per cent and minimum improvement in the Sikh was 10 per cent. Muslims increased by five times and Hindus and others three times improved, Sikh improved by around two times and Christian was increased by two times in the 'Higher Secondary' level. In the category of 'Diploma/ Certificate' level all the religions observed the negative growth in the no. of females engaged in this level in rural area now the last category of education level is Graduate & Above level has observed the highest growth in Hindus and Sikh improved by three times, Muslim and others was improved by two times which is second highest growing religions and last one is Christian improved by 15 per cent which is lowest growth in this category.

At last we say that the educational profile of rural females of different religions has been improved in all categories or levels of education; this is the positive thing in the rural females.

Table no. 6 Per 1000 of persons of age 15 years and above by general education level for major religious groups: (Urban)

RELIGION	Rounds	Not literate	Literate up to primary	Middle	Secondary	Higher secondary	Diploma/ Certificate	Graduate & above	All
Hinduism	61 st	373	204	117	47	52	31	149	1000
	66 th	298	193	125	85	62	25	212	1000
	68 th	274	183	127	96	71	25	224	1000
	PLFS	226	232	164	112	104	8	154	1000
Islam	61 st	494	221	126	32	29	29	69	1000
	66 th	401	238	149	50	50	10	102	1000
	68 th	406	285	110	49	49	14	87	1000
	PLFS	324	284	162	93	72	4	61	1000
Christianity	61 st	136	176	145	149	90	84	220	1000
	66 th	111	120	155	100	87	117	310	1000
	68 th	108	187	101	98	88	72	346	1000
	PLFS	126	207	178	140	105	25	219	1000
Sikhism	61 st	193	147	65	132	78	66	319	1000
	66 th	291	147	77	145	51	4	285	1000
	68 th	109	111	51	127	196	49	357	1000
	PLFS	180	213	140	133	136	16	182	1000
Others	61 st	373	203	119	73	51	34	147	1000
	66 th	298	193	128	84	62	28	207	1000
	68 th	278	194	123	90	71	27	217	1000

	PLFS	261	240	147	95	101	4	152	1000
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Source: NSS Report No.568: Employment and Unemployment situation among major Religious Groups in India. (61st to 68th round) and Author own calculation of (plfs 2017-18)

This trend shows the positive sign in terms of no. of 'not literate' females which has been continuously reduced round wise (NSS data shows the actual picture), we can say that overall decline is by 39 per cent from 61st round to plfs round, while the Muslims female data shows the same trend it declined by 34 per cent, now the third highest decline in others by 30 per cent, while remaining two religions shows the slight decline by around 7 per cent. Now come to the next 'literate up to primary' - highest overall growth in Sikh religion by 45 per cent from 61st to plfs but this growth mainly shows after 2012, second highest growth occur in Muslims that is 28.5 per cent, now the Hindus observed just 13.7 per cent increase, the no. of females and (Christians and other) almost same growth is 18 per cent, third category of education level is 'Middle' in this highest improvement in the Sikh females by more than two folds. Secondly, Hindu religion female improved by 40 per cent then Muslims females also improved but lesser than Hindus & Sikh is only 28.5 per cent and remaining two religions is Christians and others improved by only 23 per cent, this is the overall improvement in all religious groups from 61st (2004-05) to plfs (2017-18). Now we have to explain the 'Secondary' level in the Muslims females recorded highest growth rate in this time period is around three times increased the no. of females got educated second is Hindus female improves more than double others is improved by 23 per cent, Christian increased by 6 percent and Sikh religion has now improvement from 2004-05 to 2017-18. Now the fifth education level is 'Higher secondary' in this Muslim religion female more than three times increases while Hindus were improved just doubled, 74 per cent increase in the Sikh religion, Christians increases only 16 percent and last one is others improved by around doubled the figure. Sixth level is 'Diploma / Certificate' in this category of education all the religions have observed negative growth in terms of no. of females enrolled in this category of education. Now the last education level is 'graduate and above' Hindus was improved from 61st to 68th round by 50 per cent but in the last survey rounds this rate has been decline around 50 per cent while Muslim female enrolment increased from 61st to 66th round by around 48 per cent but after 2010 this rate continuously decline up to 2017-18, Christians also increased the enrolment ratio up to 2012 but after that this is declined by 37 per cent. In the Sikh religion female enrolment increased from 61st to 66th round by 10 per cent but after that this rate suddenly increased by 25 per cent but the same thing happened in the period from 2012 to 2018, there is decline in the no. of females by 50 per cent. Now coming to the last one is other religion's trend shows the positive growth up to 68th round but after that growth is negative by 30 per cent.

Above data on education level among Muslim women and women from other religious groups are available from the NSSO from 2004-05 to 2017-18, and is given in table no.6. The largest proportion of illiterate women is found among Muslims at all-India level. Once again found the lowest percentages of Muslims the categories of high school completion and above high school completion. The same pattern is observed in both rural female area and urban female areas. However, the differentials in educational levels between Muslim women and women from other communities are more substantial in urban areas. (Mistry, M. B. (2005) also said that same thing but based on different dataset in his research paper related to Muslim women)³

Section: 3- In this section we discussed the female working profile of different religious groups of both (rural as well as urban areas) like work participation rate of rural female and urban female during 61st (2004-05) round to plfs (2017-18),

Category wise employment situation among different religious groups during 66th (2009-10) round to plfs (2017-18) and unemployment rate of rural and urban female during 61st (2004-05) round to plfs (2017-18)^{xxix}.

³ Mistry, M. B. (2005). Muslims in India: A demographic and socio-economic profile. *Journal of Muslim Minority Affairs*, 25(3), 399-422.

Table no. 7 Represent the per 1000 distribution of usually employed persons (ps+ss) by status in employment are given for rural females and urban females belonging to the major religious groups:

Household religion	Employment types	Rural		
		66 th (2009-10)	68 th (2011-12)	PLFS (2017-18)
Hinduism	Self-employment	54.7	49.9	57.8
	Regular employment	4.1	9.5	9.8
	Casual employment	41.1	34.8	32.5
Muslim	Self-employment	64.9	49.2	65.7
	Regular employment	3.9	9.1	10.4
	Casual employment	31.2	34.4	23.9
Christianity	Self-employment	55.4	49.8	51.1
	Regular employment	11.4	16	30.9
	Casual employment	33.2	24.5	17.7
Sikh	Self-employment	78.9	48.7	47.4
	Regular employment	8.6	13.8	28
	Casual employment	12.5	30	24.7
All	Self-employment	55.7	49.8	57.7
	Regular employment	4.4	19.6	10.5
	Casual employment	39.9	34.5	31.8
Household religion	Employment types	Urban		
		66 th (2009-10)	68 th (2011-12)	PLFS (2017-18)
Hinduism	Self-employment	39.3	32.9	33.9
	Regular employment	40.4	43.9	52.5
	Casual employment	20.3	11.4	13.6
Muslim	Self-employment	59.7	50	50.5
	Regular employment	21.6	27.7	36.6
	Casual employment	18.7	15	12.8
Christianity	Self-employment	28.4	24.3	20.1
	Regular employment	60.7	45.8	74.8
	Casual employment	10.9	12.9	5.2
Sikh	Self-employment	51.5	45.6	33
	Regular employment	36.7	38.9	59.4
	Casual employment	11.8	4.1	7.6
All	Self-employment	41.1	35.3	34.7
	Regular employment	39.3	41.7	52.1
	Casual employment	19.6	11.8	13.1

Source: NSS Report 2009-10, 2011-12 & plfs-2017-18

According to the information provided by the office of Registrar General & Census Commissioner of India, As per Census 2011, the total number of female workers in India is 149.8 million and female workers in rural and urban areas are 121.8 and 28.0 million respectively. Out of total 149.8 million female workers, 35.9 million females are working as cultivators and another 61.5 million are agricultural labourers. Of the remaining female's workers, 8.5 million are in the household Industry and 43.7 million are classified as other workers.

Traditionally women's occupational status has always been closely associated with the home and family. She has only a secondary status because she is economically dependent on her father or husband.

In this section we discuss the different category wise female employment among religious groups in both (rural as well as urban) areas. In India the spread of decent jobs across religions, genders, and other communities sectors appears skewed. The labour market in the past decade has undergone change particularly in terms of continuous decline mostly in casual female employment in rural as well as urban areas while in urban areas self-employment category also decreased in same trends in above table no.7. the status of employment, in terms of self-employment, regular or casual employment indicates the quality of employment. Self-employment was the main occupation in rural economy while in urban economy self-employment and regular employment was almost on par.

As we talk about the 66th round, self-employment was highest in Sikh among all religious groups in rural areas while in urban areas Muslim was highest. Regular employment was highest in Christians in rural areas as well as urban areas is 11.4 per cent and 60.7 per cent respectively, now casual employment was highest in Hinduism in rural and urban areas is 41.1 per cent and 20.3 per cent respectively.

Now 68th round, self-employment was highest in Hinduism in rural areas while Muslims was highest in urban areas at 49.9 per cent and 32.9 per cent. In regular employment Christians was highest in rural and urban area is 16 per cent and 45.8per cent, Muslims was lowest in rural and urban area at 27.7 per cent and 9.1 per cent, now regular employment Hinduism was highest in rural area at 34.8 per cent but in urban area Muslim was highest at 11.4 per cent while lowest Christians in rural and Sikh in urban area.

Last or latest PLFS, self-employment was highest in Muslim of rural area and urban area at 57.8 per cent and 33.9per cent, regular employment was highest in Christians in rural and urban area at 30.9 per cent and 74.8 per cent, now casual employment was highest in Hinduism in rural and urban area at 32.5 per cent and 13.6 per cent respectively.

Represent the unemployment rate of rural and urban females of different religious groups:

Table: 8 Unemployment rate among different religious groups

Major Religious Groups	Rural Female				Urban Female			
	61 st	66 th	68 th	PLFS	61 st	66 th	68 th	PLFS
Hinduism	1.4	1.4	1.4	3.5	7	5.8	5.2	10
Muslim	3.8	2	3.9	5.7	5.5	6.8	4.4	14.5
Christianity	6.8	6	6.4	8.8	14.1	4.6	8.8	15.6
Sikh	3.8	1.7	1.3	5.7	9	8.3	5.5	16.9

Source: Annual Report, PLFS 2017-18

The details of unemployment rate accounted for the (ps+ss) from major religious groups- Hinduism, Muslims, Christians and Sikhism from the 61st (2004-05) round to PLFS (2017-18).

The Ministry for Labour and Employment had presented the all-India unemployment rates from the 2017-18 PLFS — 5.8 per cent for rural male, 3.8 per cent for rural female, 7.1 per cent for urban male, and 10.8 per cent for urban female^{xxx}.

Naqvi said, -that at 6.9 per cent and 8.8 per cent in rural and urban areas respectively, were the rate of unemployment among Christian & in rural areas the rate of unemployment among Sikh men was 6.4 per cent. On the other hand in urban area, 6.9 per cent Hindu men remained unemployed, 7.5 per cent was the rate among Muslim men and 7.2 per cent among Sikh men^{xxxii}.

Our focus was on women unemployment rate among different religions with special focus on Muslim women, Sikh women accounted the highest unemployment rate in urban area at 16.9 per cent and Christian women at 8.8 per cent in rural area. When we compare with previous round data it shows the rural Sikh women increased by 4.4 per cent and urban Sikh women by 11.4 per cent. As we saw the unemployment rate in the urban female of different religion is notably more with 15.6 per cent of Christian women unemployed, 10 per cent of Hindu women without jobs, and 14.5 per cent of Muslims women are unemployed. When we compare with 68th round data Christian are increased by 6.85 unemployment rate, Hindu as 4.8 per cent and Muslim urban women increased by 10.1 per cent.

In rural areas, the highest growth in the Sikh women was increased by 4.4 per cent, Christian by 2.4 per cent, Hindu women by 2.1 per cent and last one is Muslim women by 1.8 per cent.^{xxxii}.

It shows the second highest growth in Muslim women unemployment rate after the Sikh women in urban area and in rural area Sikh and Christian women were worse religion. This is a very bad picture of the labour market in Indian economy after the 2011-12 round.

Conclusion and policy recommendations:

The Muslim woman in India are socially and economically deprived. Although the Muslim community is the second largest community of India. She is educationally and economically backward and has few opportunities to participate in civic and social life.

Looking at the National Sample Survey Office data on employment and unemployment by major religious groups, this paper perceives that the Muslim community remains worse-off compared to all other religious groups on almost all indicators vis-average wage per day, MPCE, WPR and employment level.

Average wage per day of Muslim females is low at regional females as well as national level due to discrimination of wage in rural and urban areas.

As we talk about the MPCE of Muslim female in rural and urban area, it is less in comparison to other religion's female and also less at national level due to low wage rate of Muslim female.

There is no significant impact of education on employment status of Muslim female, the rate of employment does not increase as the rate of education level increases over the period of time, WPR of Muslim females is lowest among different religious groups in rural and urban areas from 2004-05 to 2017-18.

Consequences of low level of WPR and employment level of Muslim female is second most highest unemployment rate in rural area from 2004 to 2018 and in urban area rate varies from time to time but didn't come to lowest level from 2004 to 2018.

There is a need for better implementation of government schemes like (STEP) which was introduced to improve the status of Muslim women

The ICDS schemes which was formed to take care of health and nutrition of children and pregnant and lactating women. The coverage report of scheme observed and found poorer in case of Muslim ghettos so there is a need to increase the coverage of the scheme for Muslims

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