

The Structural Changes in Gender Based Employment in India

Pradeep Dahiya

Research Scholar, Department of Economics,
Maharshi Dayanand University, Rohtak (HR)

Abstract:

Present paper discusses the employment trends in Gender based employment in India. The study is based on secondary data. The sample covers period from 1990 to 2012. Data is collected through RBI's Website; Statistical Abstract of Haryana; DGE & T Ministry of Labour & Employment, Central for Monitoring of Indian Economy Pvt. Ltd. Analysis was done for the entire sample period. In this paper we discuss there are two major sectors in economy providing employment. These are Public Sector and Organised Private Sector. The share of Organised Private Sector in employment generation is continuously increasing in Haryana as well as in India whereas that of Public Sector is continuously decreasing in the State as well as in India. It shows that the employment in state economy is shifting from Public Sector to Organised Private sector, which is a sign of healthy economy. This paper will depict the structural change in employment and unemployment pattern in India.

Keywords: Employment, Unemployment, Public Sector, Organised Private Sector.

Introduction:

The size of employment in any country depends to a great extent on the level of development. Therefore, when a country makes progress and its production expands, the employment opportunities grow. In India, during the past three decades, production has expanded in all the sectors of the economy. In response to these developments, the absolute level of employment has also grown. However, during the planning period, unemployment in absolute terms has increased. This has happened because during the first three decades of economic planning, achieved rate of growth was considerably lower than the targeted rate. Therefore, employment opportunities in adequate number were not created. Further, economic growth by itself does not solve the problem of unemployment. A higher arithmetical figure of growth rate is neither a necessary nor a sufficient condition for alleviation of unemployment.

Employment is a most important instrument of Growth policy in India. After independence, Five Years Plans were focused on employment generation program in India. Public sector creates more employment opportunities in starting of planning period and to achieve fast growth rate of employment in the long run. Public sector investment was played the most important role in first three five years plans. The first three five year plans were provided more employment opportunities as compare to colonial India. India had established heavy and capital goods industries on behalf of public sector in second five years plan for rapid growth of employment. The first three five year plans were mainly focused on Agriculture and Industry for growth of employment in public sector. After the third five year plan we focused on both private and public sector for generating the employment opportunities. Indian Planning system was started many program for huge employment opportunities in India. Starting of first five year plan India has five public sector industries which were increased to 244 in 1990-91. The fourth to seventh five year plans were mainly focused on various employment generating activities to decrease unemployment in India. We were in a dire need of structural

adjustment program for removing the fiscal crisis in India. Public sector activities have gradually declined due to fiscal crisis and in private sector employment generating activities have increased for disinvestment policy of India. Introduction to structural adjustment programs, we shifted to market economy as compare to controlled economy.

In this paper while analysing the employment and unemployment trend the researchers will address the following issues:

- Structure of employment
- Employment trends in Gender based employment in India
- Employment Elasticity of Different Economic Activities
- Government Schemes for Employment Generation

Empirical Evidence:

In the recent past, there has been deceleration in the growth of employment in India in spite of the accelerated economic growth. Chandrasekhar (2010) argued that economic growth in India in recent years has not led to much employment generation. He stated that India's trajectory of growth is not matched by employment generation. This will lead to social unrest unless the Government rethinks its economic priorities.

Unni and Raveendran (2007) showed that how in recent years employment trends have moved. They noted on the basis of data from Full Employment- Unemployment Round (61st Round, 2004-05) of the NSS that the workforce increased to nearly 457 million with a substantial unemployed population of 11 million.

Objectives of Study: The present study is taken up to achieve following objectives:

- (1) To discuss the employment trends from 1990-91 to 2011-12 in Gender based employment in India.
- (2) To discuss Employment Elasticity in India from 1990-91 to 2011-12.

Methodology:

The study is based on secondary data. The sample period covers from 1990 to 2012. Data is collected through RBI's Website; Statistical Abstract of Haryana; DGE & T Ministry of Labour & Employment, Central for Monitoring of Indian Economy Pvt. Ltd.

Results and Discussion:

Objective 1: To discuss the employment trends from 1990-91 to 2011-12 in Gender based employment in India.

Table: - 4.1
Gender-wise Composition of Total Employment in India

Year	Male	Female	Total	Male (%)	Female (%)
1990-91	22952	3781	26733	86	14
1991-92	23148	3908	27056	86	14
1992-93	23151	4026	27177	85	15
1993-94	23221	4154	27375	85	15
1994-95	23683	4304	27987	85	15
1995-96	23252	4527	27779	84	16
1996-97	23802	4716	28519	83	17
1997-98	23373	4780	28151	83	17

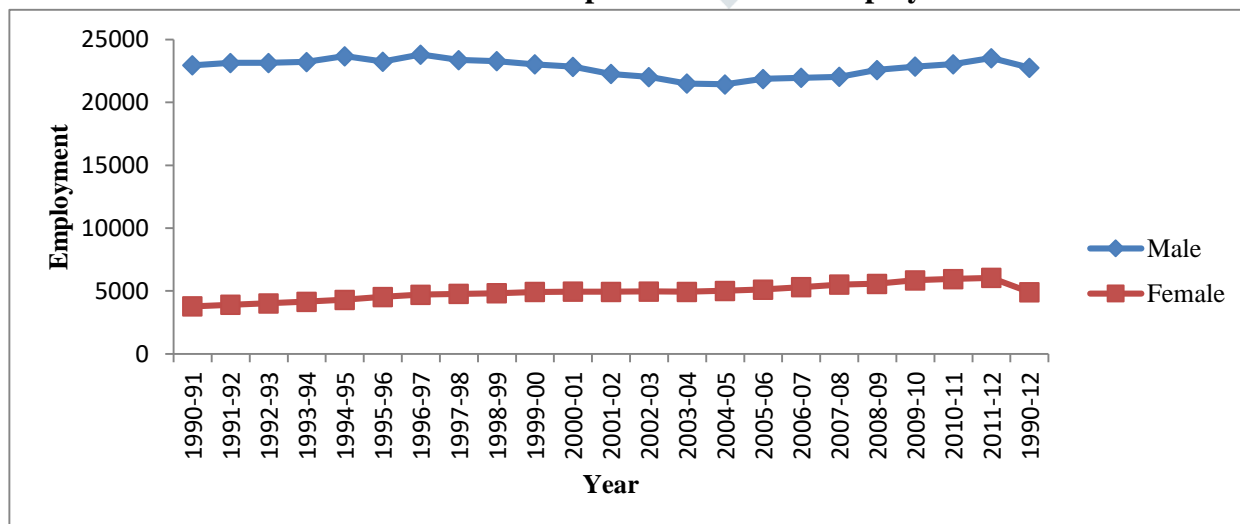
1998-99	23284	4829	28113	83	17
1999-00	23037	4923	27960	82	18
2000-01	22840	4949	27790	82	18
2001-02	22270	4935	27205	82	18
2002-03	22032	4968	27000	82	18
2003-04	21509	4937	26443	81	19
2004-05	21443	5016	26458	81	19
2005-06	21872	5121	26993	81	19
2006-07	21964	5312	27276	81	19
2007-08	22036	5512	27548	80	20
2008-09	22592	5580	28172	80	20
2009-10	22849	5859	28708	80	20
2010-11	23045	5954	28999	79	21
2011-12	23525	6054	29579	80	20
1990-12	22767.27	4915.682	27682.77	82	18

Source: -Centre for Monitoring Indian Economy

Gender-wise Composition of Total Employment in India is presented by table 4.1 and shown through graphs 4.1. It is apparent from this table and this graph that male employment in India has increased from 22952 thousand in 1990-91 to 23037 thousand in 1999-00 and since then continues to decline to the level of 21964 thousand in 2006-07 due to the public and private sector employment was declined to same time period and since then it has been continuously increasing to the level of 23525 thousand in 2011-12. From this table it is clear that female employment in India has been continuously increasing from 3781 thousand in 1990-91 to 6054 thousand in 2011-12. On the other hand, male and female employment in India has increased from 26733 thousand in 1990-91 to 28113 thousand in 1998-99 due to the privatization, industrialization and disinvestment policy of India, and since then it has been rapidly declining to the level of 26993 in 2005-06 and after that it has been continuously increasing from 27276 thousand in 2006-07 to 29579 thousand in 2011-12. Male employment per cent share in India has constant up to 1990-91 to 1994-95 and since then it has rapidly decreased from 84 per cent in 1995-96 to 80 per cent in 2011-12. On the other hand, Female employment per cent share in India has increased from 14 per cent in 1990-91 to 20 per cent in 2011-12.

Graph: - 4.1

Gender-wise Composition of Total Employment in India



Source:-
Centre for
Monitoring
Indian
Economy

Table: - 4.2

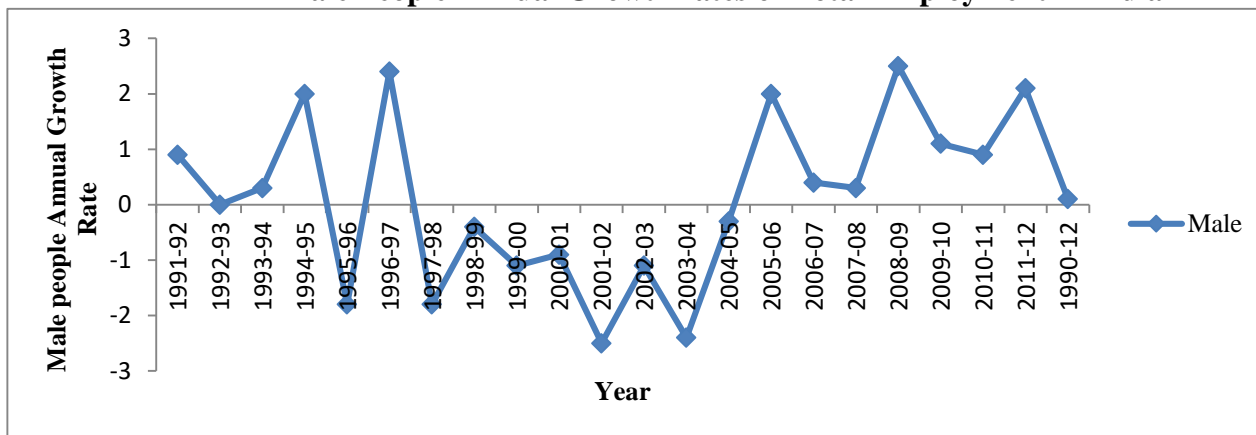
Ownership-wise Annual Growth rates of Total Employment in India

Year	Male	Female	Total
1991-92	0.9	3.4	1.2
1992-93	0	3	0.4
1993-94	0.3	3.2	0.7
1994-95	2	3.6	2.2
1995-96	-1.8	5.2	-1
1996-97	2.4	4.2	2.7
1997-98	-1.8	1.4	-1
1998-99	-0.4	1	-0
1999-00	-1.1	1.9	-1
2000-01	-0.9	0.5	-1
2001-02	-2.5	-0.3	-2
2002-03	-1.1	0.7	-1
2003-04	-2.4	-0.6	-2
2004-05	-0.3	1.6	0.1
2005-06	2	2.1	2
2006-07	0.4	3.7	1
2007-08	0.3	3.8	1
2008-09	2.5	1.2	2.3
2009-10	1.1	5	1.9
2010-11	0.9	1.6	1
2011-12	2.1	1.7	2
1990-12	0.1	2.3	0.5

Source: -Centre for Monitoring Indian Economy

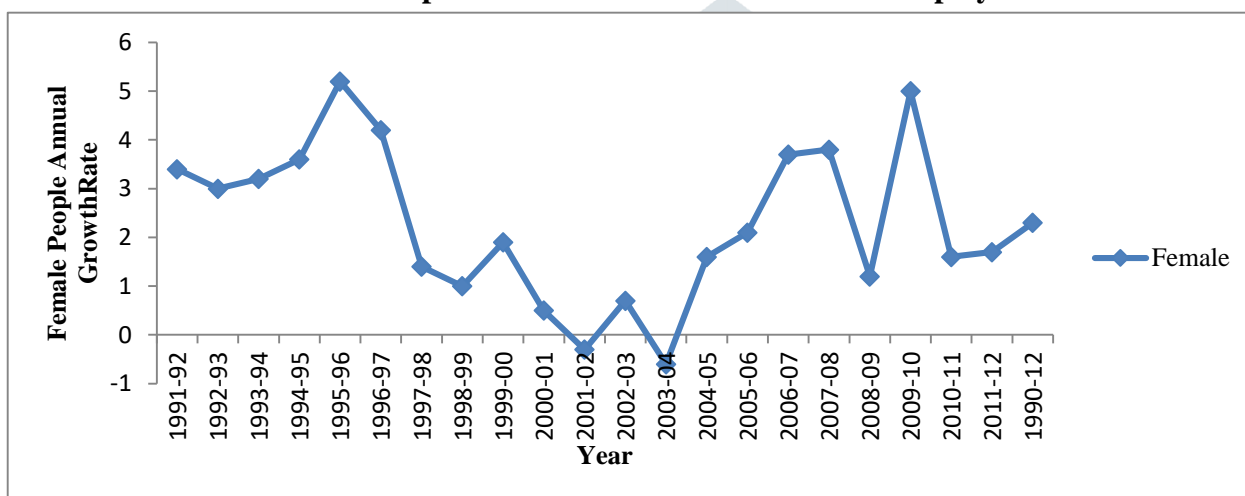
Ownership wise annual Growth rate of total employment in India are presented in Table 4.2 and shown through graphs 4.2 to 4.5. From this it is crystal clear that the annual growth rate of male employment has remained significantly higher from 2008-09 to 2011-12 when compared to 1991-92. Annual Growth rate of male employment has increased from 0.9 per cent in 1991-92 to 2 per cent in 1994-95 due to public and private employment had declined from the same time period. Since then it has been decreasing to the level of -1.8 per cent in years 1995-96. Since then it has been continue to decline to the level of -0.3 per cent in 2004-05. After that it has increasing during 2005-06 to 2011-12. On the other hand, annual growth rate of Female employment has increased from 3.4 per cent in 1991-92 to 5.2 per cent in 1995-96 and since then it has declined from 4.2 per cent in 1996-97 to -0.6 per cent in 2003-04 and after that it has been continuously increasing to the level of 5 per cent in 2009-10. Annual growth rate of total employment has increased from 1991-92 to 1996-97. After that it has continue to negative from 1997-98 to 2003-04. After that it has increased from 0.1 per cent in 2004-05 to 2 per cent in 2011-12. 2008-09 to 2011-12. due to various causes like establishment of competition commission of India, disinvestment policy and financial sectors reforms.

Graph: - 4.2
Male People Annual Growth rates of Total Employment in India



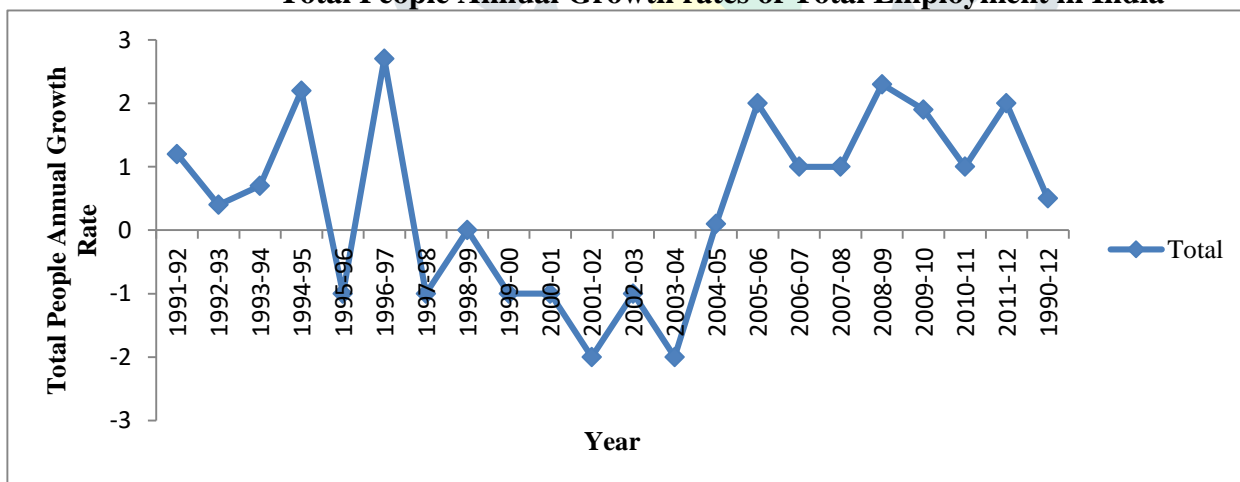
Source:-
Centre for
Monitoring
Indian
Economy

Graph: - 4.3
Female People Annual Growth rates of Total Employment in India



Source: -
Centre for
Monitoring
Indian
Economy

Graph: - 4.4
Total People Annual Growth rates of Total Employment in India



Source: -
Centre for
Monitoring
Indian
Economy

Table: - 4.3

Absolute and Percentage Contribution of Male and Female in the Growth Rate of Total Employment in India

Year	Absolute contribution			Percentage contribution		
	Male	Female	Total	Male	Female	Total
1991-92	0.73	0.48	1.21	60.7	39.3	100
1992-93	0.01	0.44	0.45	2.48	97.5	100
1993-94	0.26	0.47	0.73	35.4	64.6	100

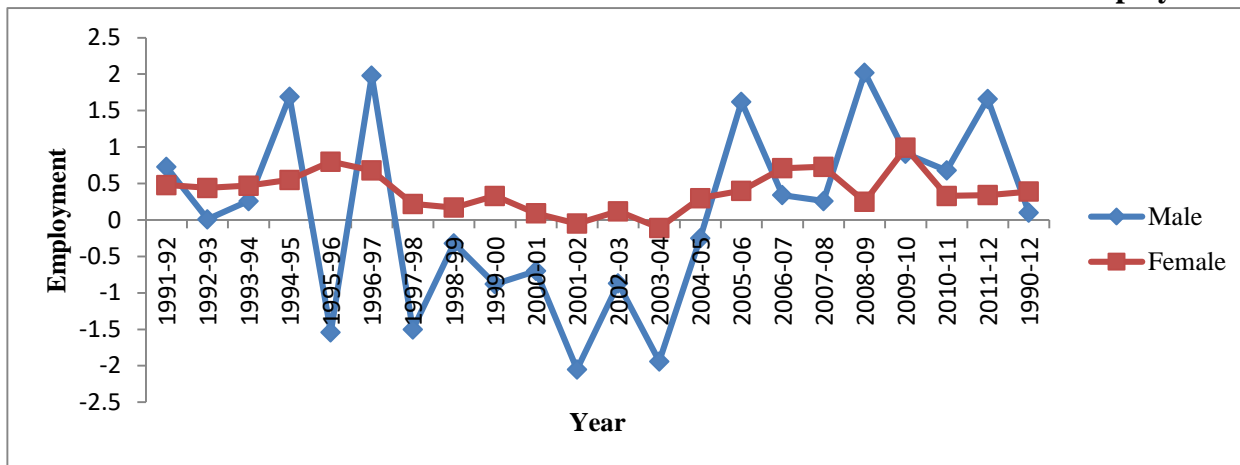
1994-95	1.69	0.55	2.24	75.5	24.5	100
1995-96	-1.54	0.8	-0.74	207	-107	100
1996-97	1.98	0.68	2.66	74.4	25.6	100
1997-98	-1.5	0.22	-1.28	118	-18	100
1998-99	-0.32	0.17	-0.14	223	-123	100
1999-00	-0.88	0.33	-0.54	161	-61	100
2000-01	-0.7	0.09	-0.61	115	-15	100
2001-02	-2.05	-0.05	-2.1	97.6	2.4	100
2002-03	-0.87	0.12	-0.75	116	-16	100
2003-04	-1.94	-0.11	-2.05	94.4	5.6	100
2004-05	-0.25	0.3	0.05	-508	608	100
2005-06	1.62	0.4	2.02	80.3	19.7	100
2006-07	0.34	0.71	1.05	32.5	67.5	100
2007-08	0.26	0.73	1	26.5	73.5	100
2008-09	2.02	0.25	2.27	89.1	10.9	100
2009-10	0.91	0.99	1.9	47.9	52.1	100
2010-11	0.68	0.33	1.01	67.4	32.6	100
2011-12	1.66	0.34	2	82.8	17.2	100
1990-12	0.1	0.39	-0.49	61.9	38.1	100

Source: -Centre for Monitoring Indian Economy

Absolute and Percentage Contribution of male and female in the Growth Rate of Total Employment in India is presented in Table 4.3 and shown through graphs 4.5 to 4.6. Absolute contribution of male employment in the growth rate of total employment in India has declined from 0.73 per cent in 1991-92 to -1.54 per cent in 1995-96, because per cent share of male employment has also decline in same time period shown as table 4.2 and since then it has increased to the level of 1.98 per cent in 1996-97 and since then continue to decline to the level of -0.25 per cent in 2004-05 and after that it has been constantly increasing to the level of 1.66 per cent in 2011-12. This was due to disinvestment policy of government of India. On the other hand, Absolute contribution of female employment in the growth rate of total employment in India has also declined from 0.48 per cent in 1991-92 to -0.05 per cent in 2001-02. Absolute contribution of female employment in the growth rate of total employment in India increased with rapid rate in the year 2002-03; privatization is the sole reason for this increment. After that absolute contribution of private sector in the growth rate of total employment declined rapidly from year 2003 to 2012. From this table it is clear that percentage contribution of male employment in the growth rate of total employment in India has increased from 60.7 per cent in 1991-92 to 207 per cent in 1995-96 and since then continue to decline to the level of 74.4 per cent in 1996-97 and after that it has increased to the level of 223 per cent in the year 1998-99 and after that it has constantly declined from 161 per cent in 1999-00 to -508 per cent in 2004-05 and after that it has been constantly increasing to the level of 82.8 per cent in 2011-12. From this table, it is apparent that percentage contribution of female employment in the growth rate of total employment in India has declined from 39.3 per cent in 1991-92 to 17.2 per cent in 2011-12.

Graph: - 4.5

Absolute Contribution of Male and Female in the Growth Rate of Total Employment in India

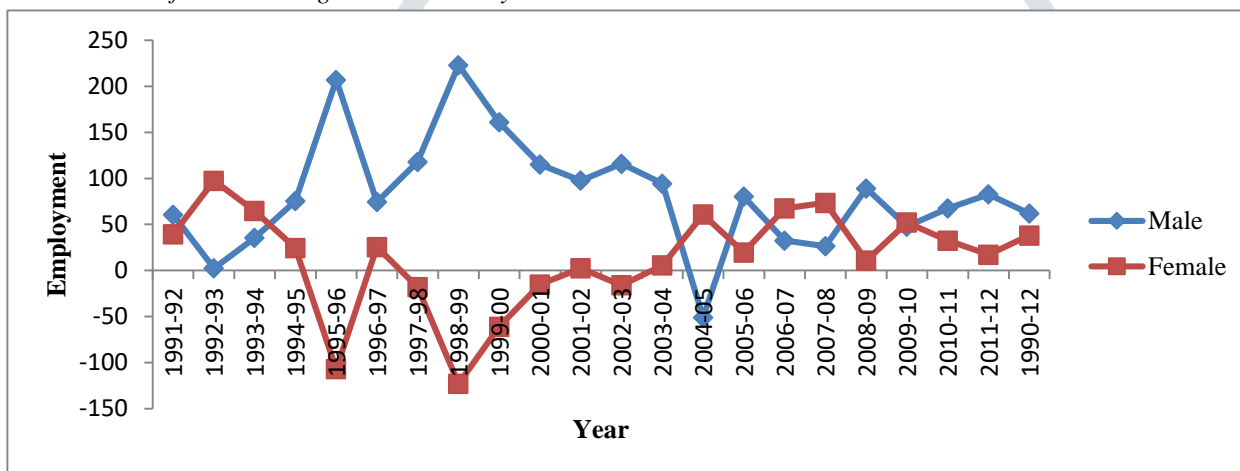


Source: -
Centre for
Monitoring
Indian
Economy

Graph: - 4.6

Per cent Contribution of Male and Female in the Growth Rate of Total Employment in India

Source: Centre for Monitoring Indian Economy



Objective 2: To discuss the Gender-wise Employment Elasticity in India

Table: - 4.4

Gender-wise Employment Elasticity in India

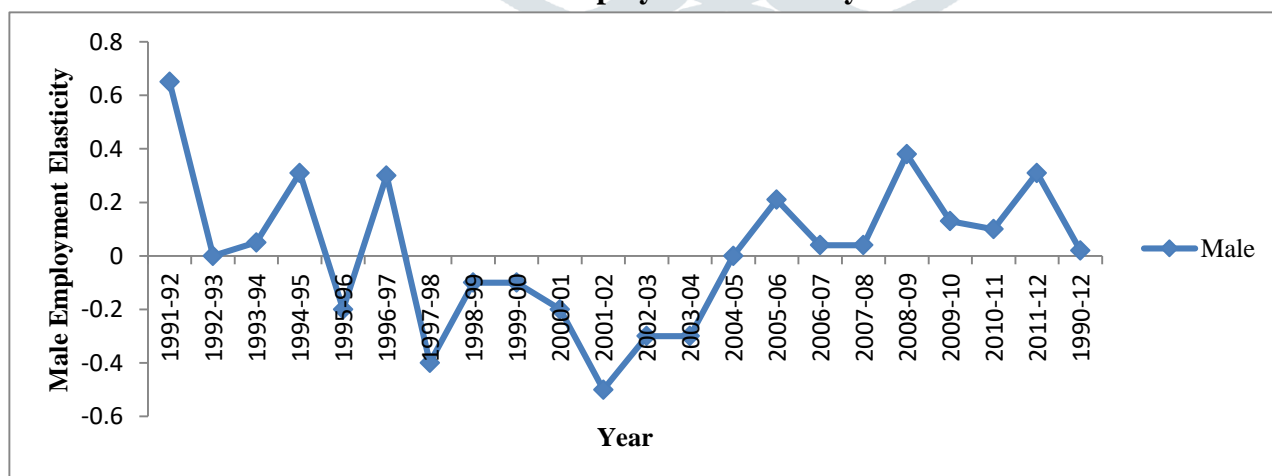
Year	Male	Female	Total
1991-92	0.65	2.57	0.92
1992-93	0	0.57	0.08
1993-94	0.05	0.56	0.13
1994-95	0.31	0.57	0.35
1995-96	-0.2	0.71	-0.1
1996-97	0.3	0.52	0.33
1997-98	-0.4	0.31	-0.3
1998-99	-0.1	0.15	-0
1999-00	-0.1	0.24	-0.1
2000-01	-0.2	0.13	-0.1
2001-02	-0.5	-0.1	-0.4
2002-03	-0.3	0.17	-0.2
2003-04	-0.3	-0.1	-0.3
2004-05	-0	0.23	0.01
2005-06	0.21	0.22	0.21
2006-07	0.04	0.39	0.11

2007-08	0.04	0.4	0.11
2008-09	0.38	0.18	0.34
2009-10	0.13	0.58	0.22
2010-11	0.1	0.18	0.11
2011-12	0.31	0.25	0.3
1990-12	0.02	0.42	0.08

Source: -Centre for Monitoring Indian Economy

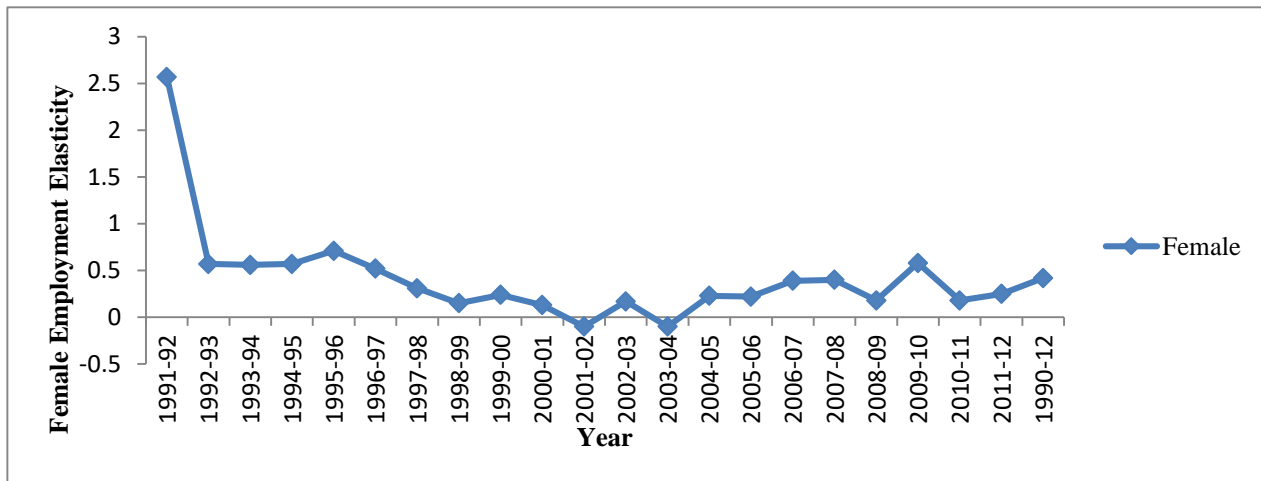
Gender wise Employment Elasticity in India is presented in Table 4.4 and shown through graphs 4.7 to 4.9. It is apparent that total employment elasticity has declined from 0.92 in 1991-92 to -0.1 in 1995-96. The reason for this decrement is Disinvestment policy of Government of India or agriculture, industry and service sector employment elasticity have also declined for same time period. Total employment elasticity increased in the financial year 1996-97 due to the privatization and financial sectors reforms in India and since then total employment elasticity has continuously declining from 1997-98 to 2003-04, because Agriculture and Industry employment elasticity has also declined for same time period. After that it has been continuously increasing from 2004-05 to 2011-12. Male employment elasticity has been rapidly declining from 1991-92 to 2004-05, this means that opportunities of male employment has continuously declined in India because agriculture, industry and service sectors employment elasticity also declined during 1991-92 to 2004-05. Male employment elasticity increased in the financial year 2005-06 and since then it has been continuously declining from 2006-07 to 2011-12. Employment elasticity of female has rapidly declined from 1991-92 to 2003-04, this means that opportunities of female employment has continuously declined in India, and since then female employment elasticity has increased from 2005-06 to 2011-12. Employment elasticity of Agriculture and Industry sector have declined from 1991-92 to 2011-12 but employment elasticity of Service sector has increased from same time period, this means that employment opportunities has increased in Service sector as compression Agriculture and Industry sector.

Graph: - 4.7
Male Employment Elasticity in India



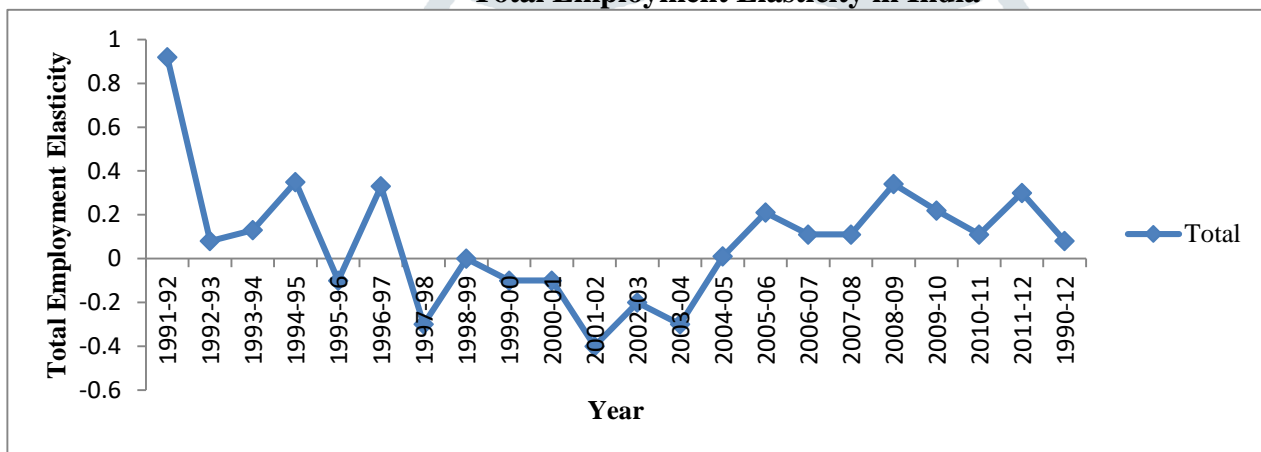
Source: -
Centre for
Monitoring
Indian
Economy

Graph: - 4.8
Female Employment Elasticity in India



Source: -
Centre for
Monitoring
Indian
Economy

Graph: - 4.9
Total Employment Elasticity in India



Source: -
Centre for
Monitoring
Indian
Economy

Poverty reduction and Employment generation have been an important goal of development policy since the inception of planning in India. Various anti-poverty, employment-generation and basis services programmes have been in operation for decades in India. Employment generation programmes has three broad components: promotion of economic growth; promotion of human development and to address multi-dimensional nature of poverty. Some Employment generation programmes which are in operation in India are as follows:

Government Schemes for Employment Generation:

Mahatma Gandhi National Rural Employment Guarantee Act (MNREGA) – MNREGA flagship scheme was started in India February 2006. This flagship scheme was to provide livelihood security of rural household by guaranteeing one hundred days of wage employment in a financial year to every household in which adult member volunteers to do unskilled manual work. The MNREGA is started in all districts in rural areas. This scheme has at least 33% of the beneficiaries of women. This flagship programme is increasing employment opportunities in rural India.

Swarnjayanti Gram Swarozgar Yojana (SGSY). This scheme was merged the following employment generating schemes these are (i) Integrated Rural Development Program(IRDP), (ii) Training of Rural Youth for self Employment (TRYSEM), (iii) Development of Women and Children in Rural Areas(DWCRA), (iv) Million Wells Scheme (MWS), (v) Supply of Improved Toolkits to Rural Artisans (SITRA) and (vi) Ganga Kalyan Yojna. SGSY is launched by the Government of India in 1999 to provide self-employment in rural areas of the country. The SGSY was establishment of self-help groups for providing employment in rural areas. SGSY scheme was merged in National Rural Livelihood Mission (NRLM) and further renamed Ajeevika. This scheme was provided a huge opportunity to removal of unemployment problem in rural areas of country.

Swarna Jayanti Shahari Rozgar Yojana was launched on 1 December 1997 by Government of India. The scheme has to provide employment opportunities to the urban unemployed and underemployed poor. Most people have benefited in Swarna Jayanti Shahari Rozgar Yojana in urban areas. This scheme is encouraging skill development and self employment in urban poor. This scheme covers most urban areas of urban India where the people were unemployed to provide employment opportunities.

Sampoorna Grameen Rozgar Yojana (SGRY) in India which came into effect on 25 September 2001 by merging the two schemes, Employment Assurance Scheme and Jawahar Gram Smridhi Yojana. Both these programmes have provided gainful employment for unemployed people in rural areas of the country. Sampoorna Grameen Rozgar Yojana creates employment activities in rural areas of the country.

Prime Minister's Employment Generation Programme (PMEGP) - Government of India has started Prime Minister's employment Generation Programme in 31 March 2008 for solving the problem of unemployment of rural areas. This programme is merging two schemes namely Prime Minister's Rozgar Yojana and Rural Employment Generation Programme (RLGP) for providing employment opportunities through establishment of micro manufacturing industry in rural areas as well as urban areas. PMEGP is providing continuous and sustainable employment opportunities in rural as well as urban areas of the country.

Conclusion:

The private sector has marked a rapid growth in employment generation. It has an important role in the growth momentum of the economy. However, the importance of public sector appears to be slowly declining. The results of the analysis revealed that there are two major sectors in economy which provide employment. These are Public Sector and Private Sector. The share of Organised Private Sector in employment generation is continuously increasing in Haryana as well as in India whereas the share of Public Sector is continuously decreasing. It shows that the employment in state economy is shifting from Public Sector to Organised Private sectors, which is a sign of healthy economy. Employment elasticity of Agriculture and Industry sector have declined from 1991-92 to 2011-12 but employment elasticity of Service sector has increased from same time period, this means that employment opportunities has increased in Service sector as compared to Agriculture and Industry sector.

References:

- Chowdhury, Subhanil (2011), "Employment in India: What Does the Latest Data Show?" *Economic & Political Weekly*, Vol. XLVI, No.32, pp. 23-26.
- Foxley, A. (1981), "Stabilization Policies and Their Effects on Employment and Income Distribution", in Cline and Weintraub (1981).
- Krishnamurthy, J. and G. Raveendran. 2009. "Measures of Labour Force Participation and Utilization." New Delhi: National Commission for Enterprises in the Unorganized Sector.
- McKinsey Global Institute (2010) India's Urban Awakening: Building Inclusive Cities, Sustaining Economic Growth.
- Papola, T.S. and Sahu, Partha Paratim (2012), *Growth and Structure of Employment in India – Long-Term and Post-Reform Performance and the Emerging Challenge*, Institute for Studies in Industrial Development, New Delhi.
- Srinivasan, T N (2008) "Employment and Unemployment since the Early 1970s", in Radhakrishna (ed.) India Development Report 2008, New Delhi: O U P.
- Government of India, National Sample Survey Office (2013) *Employment and Unemployment Situation in India among Major Religious Groups in India: July 2009-June 2010*, Report No. 552 (66/10/7).
- Chandrasekhar, C.P. and Jayati Ghosh (2007), "Recent employment trends in India and China: An Unfortunate Convergence?" Paper presented at ICSSR-IHD-CASS seminar on "Labour Markets in India and China: Experiences and Emerging Perspectives," 28-30 March 2007, New Delhi.