

A STUDY ON GENDER DIFFERENCES IN EMPLOYMENT IN INDIA

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Abstract

This study analyses difference in employment of male and female in various sector such as primary, secondary and tertiary sectors in India. The data for the study collected from RBI database. To analyze the gender wise difference of employment, the study applied discriminant analysis. It is found from the analysis that in primary sector there is high level of gender discrimination. And it is also evident that the exposure for women in service sector is very less and hence the employment rate of women in tertiary sector is less. Compared to other two sectors the discrimination on the basis of gender is less in industrial sector.

Key words: Primary sector, Secondary sector, Tertiary sector, Gender discrimination

Introduction

Economic activities are classified into three sectors in India, viz. Primary, Secondary & Tertiary. Employment rate in each sector is different. Gender differences in access to economic opportunities are frequently debated in relation to gender differences in labor market participation. Indeed men's and women's jobs differ greatly, whether across sectors, industries, occupations, types of jobs or types of firms. While these differences evolve with economic development, the resulting changes in the structure of employment are not enough to eliminate employment segregation by gender. So women all over the world, appear to be concentrated in low productivity jobs. They work in small farms and run small firms. They are over represented among unpaid family workers and in the informal sector and they rarely rise to positions of power in the labor market. This study is to analyze whether there is any difference among male and female in choosing their job in Primary, Secondary and Tertiary sector.

Review of literature

Francine D. Blau and Lawrence M. Kahn (2010) considered the gender pay gap in the United States. Both gender-specific factors, including gender differences in qualifications and discrimination, and overall wage structure, the rewards for skills and employment in particular sectors, importantly influence the gender pay gap. They found that declining gender differentials in the U.S., and the more rapid closing of the gender pay gap in the U.S. than elsewhere, appear to be primarily due to gender-specific factors.

Richard J. Boden Jr (2006) present direct evidence that there are substantial gender differences in the reasons why individuals become self-employed. In particular, women—especially women with young children—are more likely than men to cite flexibility of schedule and family-related reasons for becoming self-employed. Men's reasons for becoming self-employed show little association with their parental status.

Objectives

The major objectives of the study are:-

- To identify the employment status of men and women in each sector viz, Primary sector, Secondary sector, Tertiary sector.
- To check whether there is any difference in the employment of men and women in the three sectors.

Data and sample

Data for the study has been collected from the open source of RBI database related to socio economic indicators. The latest available data related to employment is used for the purpose of analysis in this study.

Tool used: Discriminant Analysis using SPSS

- Grouping Variable:
 - Gender – Male & Female
- Independent Variable:
 - Primary (Employment rate in primary sector)
 - Secondary (Employment rate in Secondary sector)

- Tertiary (Employment in Tertiary sector)

Results and discussions

Analysis of the study comprises the SPSS output of Discriminant analysis. Following are the major tables to be noted for deriving the inferences.

Group Statistics

Gender		Mean	Std. Deviation	Valid N (list wise)	
				Un weighted	Weighted
Male	Employed in Ps	369.7500	313.41865	200	200.000
	Employed in Ss	246.1000	97.58823	200	200.000
	Employed in Ts	383.8500	216.49803	200	200.000
Female	Employed in Ps	502.1500	339.92635	200	200.000
	Employed in Ss	213.4500	111.68493	200	200.000
	Employed in Ts	284.4000	229.12704	200	200.000
Total	Employed in Ps	435.9500	329.61282	400	400.000
	Employed in Ss	229.7750	104.83234	400	400.000
	Employed in Ts	334.1250	225.71507	400	400.000

Group statistics table gives the Mean and Standard deviation of each group. Mean and Standard deviation is checked to identify the discrimination. If the mean and standard deviation of each group is different from each other, it represents there is discrimination. As per my example;

- The mean value for employment in primary, secondary and tertiary sectors among the group of male and female are different from each other.
- Mean of women employed in Primary sector is more than the mean of men employed in Primary sector. Mean of men employed in secondary sector is more than the women employed in secondary sector, and in Tertiary sector employment of men is more compared to women.

Tests of Equality of Group Means

	Wilks' Lambda	F	df1	df2	Sig.
Employed in Ps	.919	1.640	1	38	.008
Employed in Ss	.975	.969	1	38	.031
Employed in Ts	.920	1.991	1	38	.006

In Test of equality of group means table it is important to look into significance value and the Wilks' Lambda (Lower the Wilks' Lambda higher the discrimination is). Here:

- Employment in Primary sector and employment in tertiary sector are significant at 1% level. Employment in secondary sector is significant at 5% level.
- Wilks' Lambda is least in Primary sector which means that gender discrimination is more in primary sector employment. Next to that more discrimination is present in Tertiary sector. Among the three sectors, Secondary sector employment is less discriminated compared to the other sectors.

Log Determinants

Gender	Rank	Log Determinant
Female	2	16.141
Male	2	16.844
Total within-groups	2	16.582

Generally, the difference between Log determinants among groups must be relatively smaller. Here the log determinants are almost near values. So it is favorable for the study.

Test Results

Box's M	3.397
Lambda prox.	1.068
df	3
Sig.	259920.000
Sig.	.361

The null hypothesis is that the population covariance matrices are equal across the groups. Box's M should not be significant to accept the null hypothesis. Here the Box's M is not significant at either 1% or at 5% level.

Summary of Canonical discriminant Function

Eigenvalues

Function	Eigenvalue	% of Variance	Cumulative %	Canonical Correlation
1	.604 ^a	100.0	100.0	.712

In this table two values are important one is Eigen value and the other one is Canonical correlation.

- Larger the Eigen value discrimination is more. Here the Eigen value is more represents that the discrimination is more.
- Canonical correlation should be more than 0.5 to infer there is higher degree of discrimination among the groups. Here it is 0.712 which is more than 0.5 means highly discriminating.
- Square of Canonical correlation gives the percent of variance in dependent variable that can be explained using the independent variables. Here it comes 0.5069 that means more than 50.69%.

Wilks' Lambda

Number of Function(s)	Wilks' Lambda	Chi-square	df	Sig.
1	.831	6.865	2	.002

Wilk's Lambda shows the statistical significance of the discriminant function. It should be significant. Here it is significant at 1% level so, it is good for the study.

Functions at Group Centroids

Gender	Function 1
Male	-.440
Female	.240

Group centroid is the mid-point of the group. Here the centroid for male is -0.440 and for female is 0.240.

Classification Results

			Predicted Group Membership		Total
			Male	Female	
Original	Female	130	70	200	
	Male	60	140	200	
		65.0	35.0	100.0	
		30.0	70.0	100.0	

This table shows how much of the sample is correctly classified under each group. In this case:

- Among 200 male observations 130 are correctly classified and 70 are incorrectly classified.
- Among 200 female observations 140 are correctly classified and 60 are incorrectly classified.

Conclusion

The perception of men and women in choosing their employment in Primary, Secondary and Tertiary sector is different. Gender discrimination is high in Primary sector because women prefers primary sector more. Exposure for women in service sector is very less and hence the employment rate of women in tertiary sector is less. Compared to other two sectors the discrimination on the basis of gender is less in industrial sector. Women work force should be brought up to other two sectors also (other than primary sector) to have balanced growth in the economy.

Reference

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