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A STUDY ON GENDER DISPARITIES AND FACTORS OF FEMALE LABOUR FORCE PARTICIPATION

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Abstract:

Nearly half of the world's population is women, who have enormous potential but are underutilized in terms of contributing to the country's economic progress. The primary goal of the study is to analyze the gender disparities and socioeconomic variables that have an impact on women's employment, specifically with regard to Punjab. The employment of women is influenced by a variety of socioeconomic factors, including marital status, family history, education, and consideration of neighbors and relatives, among others. These variables have an impact both directly and indirectly. This research article analyses the comparative study between the Ludhiana and ferozepur district using primary data. To determine the real outcome, descriptive statistics are used to analyze the data. The result



revealed that Ludhiana women have more jobs as compare to ferozpur district. There are 38.6 percent of females who have never been married in Ludhiana district, 55.4 percent of them who are currently married, 6.7 percent who are widowed, and 2.5 percent who are divorced and live apart from their spouses in ferozpur while 1.6 percent in Ludhiana district.

Key word: — Female employment, Marital status, Education, descriptive statistics

Introduction:

A country's socioeconomic progress depends on the involvement of women in the labour force, which encourages efficiency and equity. Higher economic and social statuses and women's empowerment are generally implied by high female labour force participation. Every country potential to advance economically relies on how well its entrepreneurial society performs.

It supports both a country's overall progress and the success of individual entrepreneur (Punjabi and Mehta, 2017). Although women make up about half of the population worldwide, they are the most distinctive segment of the human resource, and their contribution to entrepreneurship is crucial to the economic growth of the majority of nations (Mishra et al., 2019). Approximately 40% of the world's workers are women today. However; women's labour force participation is significantly lower than men's in the majority of countries (World Bank, 2016). Academics, policymakers, and everyone interested in gender equality are interested in trends in women's participation in the workforce in India (FLFP).

In India, the general rate of female involvement has remained low in comparison to other nations. India was rated 68th in terms of inflation rate out of 83 nations in 1994. According to Laxminarayan and Sharmila's (2019) rankings of 131 countries, the nation comes in at 120. India has slower FLFP than anticipated and even lower gender representation than average. Developments in FLFP rates in India have been particularly puzzling as the rates decreased from 34.1 percent in 1999-2000 to 27.2 percent in 2011-2012.

Women typically work fewer hours than males. These issues are crucial in determining the degree of gender inequality in the employment market. Many attempts have been undertaken in industrialized nations to determine how much of the average gender wage gap is caused by disparities in human capital traits like education and job experience, as opposed to differences



between genders in wages paid for specific attributes (Blau and Kahn, 2000 ; Nordman and Roubaud,2006).

The remaining part of the essay is divided in as follows. Section 2 provides an overview of the study's literature review. Section 3 addresses the study's objective. The research's data technique is described in section 4. The wage disparity between men and women is discussed in Section 5. Finally, in section 5, we summaries and draw conclusions from the main findings.

Review of Literature:

The core of the literature on the effects of urbanization on the rate of female labour force participation is the U-shaped curve theory on female labour force participation and economic growth. Economic development initially negatively affects women's employment, but after they reach a certain threshold, women's participation in the labour market rises in direct proportion to the degree of development (Goldin's, 1994).

Malhotra (2017) examined the connection between education and female labour force participation using the India Human Development Survey from 2005 to 2012, a less frequently utilized dataset in this field of study. This research discovers a hazy association between schooling and a woman's decision to enter the workforce using a test of independence, graphical analysis, and regression analysis. We see a correlation between a woman's likelihood of entering the labour force after completing middle-secondary education and the type of education she received. Her caste and location, however, have an impact on this relationship as well.

Kanjilal-bhaduri and Pastore (2017) Identified whether India's low labour market returns to schooling are to blame for the limited participation of women in the workforce. The relationship between educational attainment and labour market participation is examined through the lens of gender using the Employment Unemployment Survey (EUS) unit level data of India from the National Sample Survey Office (NSSO) for the year 2011–12. The findings indicate a U-shaped association between women's education and participation in paid job. With education levels above the required secondary education, there is an increasing trend in the likelihood of participating in the paid labour market.



Lama (2021) investigated the factors that have contributed to the rise in female employment, such as policies that have promoted girls' education and the sectoral transition from "brawn-based" industries to services. The repercussions of these gains in female education and labour supply, notably on women's wellbeing, are also covered in the article.

Mitra (2019) noticed that female labour force participation in both the rural and urban sectors of Odisha was negatively impacted by urbanization in particular. Based on a cross-sectional analysis of the districts of Odisha performed in 2011–12 using principal component analysis, this study was conducted. However, Chatterjee et al. (2015) found that the detrimental effects of urbanization are exaggerated and contend that "where you live is less important for women's labour force participation than the jobs nearby." Based on an analysis of the 61st (2004-05) and 68th (2011–12) rounds of the NSS employment and unemployment surveys for all of India, this conclusion was reached. Therefore, it wouldn't be overly pessimistic to say that India has been stuck at the bottom of the U-shaped curve for a while and will soon turn the corner, provided that urbanization and growth are made to be more gender inclusive. Therefore, more research is required to determine the factors that contributed to this perplexing phenomenon of rapid growth and low female labour participation.

Ali and Hennekam, (2018) Investigate gender disparity in Saudi Arabia from a relational viewpoint that considers the interconnectedness of the various elements that affect this phenomenon. There was a total of 21 in-depth interviews with Saudi Arabian female employees, which were conducted and then thematically examined. The results demonstrate how a variety of macro and micro factors, including religious and cultural ones, the social influence of wasta, ideas about female modesty and family honors, and problems with gender segregation, discrimination, and harassment at work, interact to affect women's access to equal opportunities in Saudi Arabia. Additionally, Saudi women's experiences vary according to social class, family situation, and other aspects of personal identity, which contributes to the growing body of intersectional research.



3. OBJECTIVES OF THE STUDY:

1. To study the gender disparities in labourforce participation and employment in India.
2. To examine the factor effecting of female employment in Punjab.

4. DATA AND METHODOLOGY: The employment and unemployment surveys (EUS) from the NSSO serve as the article's main data sources. To better understand the trajectory in India's labour force and employment, the research divided participation rates by demography (rural-urban), education level, age structure, and types of employment. The method entailed comparing estimates at the national and Indian level and looking at disparities between men and women. In order to meet the study's goals, graphic representations of the data were created.

GENDER DISPARITIES IN LABOUR FORCE PARTICIPATION AND EMPLOYMENT IN INDIA DURING 2010-2021

Table: 1 male and female labour force participation rate in India during 2010 to 2021

Year	Male	Female
2010	75	49
2011	75	49
2012	75	49
2013	74	48
2014	74	48
2015	73	48
2016	73	48
2017	73	47
2018	73	47
2019	73	48
2020	71	46
2021	72	47

Source: International Labour Organization. "ILO modelled estimates database" ILOSTAT and World Bank, 2023



Table 1 summarizes and displays the labour force participation rate for men and women in India as determined by the World Bank and International Labour Organization. Table 1's statistics clearly demonstrates that the LFPR (Labour Force Participation Rate) of women is consistently and significantly lower than that of men. The rate of female labour force participation exhibits more erratic trends as Compared to India's rate of male labour force participation. There is a significant gender difference between men and women who participate in the labour force. There are significant differences between the participation rates of men and women from 2015 to 2020.

Table: 2 Male and Female employment in agriculture sector, industry sector and service sector in india during 2010 to 2021

Year	Employments in agriculture sector		Employment in industry sector		Employment in services sector	
	Male	Female	Male	Female	Male	Female
	2010	47	67	24	16	29
2011	45	64	25	17	30	19
2012	44	60	26	19	31	21
2013	43	59	26	18	31	22
2014	43	59	26	18	31	23
2015	42	58	26	18	32	24
2016	41	57	27	18	32	25
2017	41	56	27	18	33	26
2018	40	56	27	17	33	27
2019	40	55	27	17	33	28

Source: International Labour Organization. "ILO modelled estimates database" ILOSTAT and World Bank, 2023



In India, creating jobs has been a top goal for the growth plan. Nevertheless, it has undergone various eras of transformation during the past 50 years. In the early years of development planning, it was not anticipated that unemployment would become a significant problem; however, care was made to ensure that employment of a sufficient size was created in the growth phase to utilize the expanding labour force effectively. The employment rate dramatically dropped after 2005. According to table 2, there are much fewer men working in agriculture than there are women. Only 16% of female participants and 24% of male participants in the industry sector in 2010 were female. When compared to other industries, the participation of women in the service industry.

Factors Affecting Female Employment

Females have consistently encountered worse problems than men throughout all spheres of life, levels of development, and socioeconomic status. Female labour force participation is influenced by a number of variables that can vary from one category to another. Economic, social, cultural, demographic, and psychological factors influence these variables. These categories of factors have a significant part in every woman's life. Every civilization relies heavily on women to advance the country. Whether or not it is obvious, she always has a specific and important function to play. In contemporary society, women play very essential roles as mothers, wives, and sisters. She is reliant on men to survive in their society. Men and women have extremely different rights in terms of job, employment, incomes, education, health status, and decision-making authority. The average earnings of women are frequently or consistently far lower than those of men.

Households Income: Acquiring employment depends greatly on household income. Women's decisions on whether or not to work are influenced by household income. The husband's income plus the income of the family members makes up the household's income. According to neoclassical economics, the degree of supply and demand for workers in the economy has a significant impact on labour market participation.



Table 3: Percentage of household's income for livelihood is sufficient or not

District	household's income for livelihood is sufficient	
	Yes	No
Ferozpur	75.2	21.5
Ludhiana	78.2	20.8
Total	100.0	100.0

Only 20.8% of households earn enough to support their families, according table 3, while 78.2% of households do not earn enough to support their families. Because of this, women in the Ferozpur district desire to work more, yet their current workload does not meet their family's needs. So, the employment situation for women in the Ferozpur district is not excellent.

Marital status

According to NSS (2001), marriage is a legally accepted union of people of different sexes that is based on social conventions, recognized law, or other legal methods. Marriage is a social institution and a legal requirement. Because there are more employment prospects in Ludhiana than in Ferozpur, a higher percentage of women work before getting married. The distinguishing categories for describing a person's connection with a significant other in society are their marital statuses. It is a physical and moral relationship that is acknowledged by a family-centered society. Married women's labour force participation rate is a significant issue.

Table: 4 marital status of the Ludhiana and ferozpur district

Marital Status	Ferozpur	Ludhiana
	Percent	Percent
Married	55.4	53.5
Widow/Widower	6.7	5.8



Unmarried	35.3	38.6
Divorcee	2.5	1.6
Separated	.1	.5
Total	100.0	100.0

Source: primary survey

Table 4 details the impact of marital status on the district of Ludhiana labour force participation n rate. There are 38.6 percent of females who have never been married in Ludhiana district, 55.4 percent of them who are currently married, 6.7 percent who are widowed, and 2.5 percent who are divorced and live apart from their spouses in ferozpur while 1.6 percent in Ludhiana district. These women are active members of the labour force.

Getting Job through Education:

One important mechanism for the empowerment of women is seen to be education. Their perspective is altered by education, which also increases their employment prospects, makes it easier for them to participate in public life, and affects their fertility. In general, higher education levels are associated with higher employment opportunities. This generally applies to higher-paying or more skilled jobs. One can work in the unorganized industry, nonetheless, without having much formal schooling.

Table: 5 Getting Job through Education in Ludhiana and ferozpur district

District	household's income for livelihood is sufficient	
	Yes	No
Are you Getting Job through Education		
Ferozpur	46	50
Ludhiana	75	25
Total	100.0	100.0

Source: primary survey



Education is classified as easy obtaining a career or service in the districts Ludhiana and ferozpur .In ferozpur, 50% of women concur with this perception. It represents 75 percent in Ludhiana. Females stated that they may find employment in the market with the right education. The number of educational institutions is growing quickly every day. People are therefore actively engaging in education. High awareness prevails. As a result, District Ludhiana has emerged as the centre of education.

FINDING AND CONCLUSION:

According to a field survey, the primary issue with employment, particularly for women, is that when men walk outdoors to work, women face numerous obstacles. Due to the close proximity of the hamlet to the urban areas, career opportunities are more readily available in Ludhiana district. Few employment opportunities exist for women. Women performed a wide range of domestic tasks, including cleaning, cooking, raising children, and caring for the elderly. Household duties dictate the daily time pattern for working women. The workplace presented several difficulties for women, including "physical harassment," which might take many different forms, including abuse, reprimands, staring, physical torture, physical touching, and sexual exploitation. In addition to these factors, women also experience many other serious issues like wage discrimination, declining income, and stressful conditions. The government should implement some policy for the new job opportunities and give some vocational programs.



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