

The changing role of women in workplace and home with the Development of Economy

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Abstract-For achieving growth with equity efficiency working of female is very much important. The conflicting roles and the constant shifts in power equations where women are leading in her work space but taking on a backseat in her family sphere, these very women who serve in the house also take up the role of a head, which creates a conflict in terms of their roles in different spaces. This research paper describes the role of women varies with the level of economic development. In developed economies researcher seek to measure women's well being by examining factors influencing women participation and by measuring and understanding the gender gap in wages to determine why women's wages are less on average than these of men, even after controlling for education and market experience. But in developing economies like India earning in the paid labour force outside the household are often not a major source of family income. The survey indicates that only 27.6% of men and 5.6% of women aged 12 or older did any work as employees and the remainder were self employed or worked as "free labour" in family enterprises. According to 66th National sample survey (NSS) that female who are working or seeking for work has been disappointing despite an Annual Gross Domestic Product growth of over 8% and a population growth of 1.74% adding 98.12 million people between 2004-5 and 2009-10. Data for working women is lowest since 1993-94 both in rural and urban areas. It is about 27% in rural and 15% in urban areas which is decreased by 6% for rural and 3% for urban areas during 2004-05 to 2009-10. This paper describes the changing role of women through five sections. Section first gives introduction about changing role of working women as economy develops. Second section compares the working level of Male and Female in India. Third section describes factors affecting the working conditions of female in India. Fourth section analyses the role of education in the life of women and the last section conclude the paper and also show the status of working women in the working world

Keywords: working women, developing economy, labour, workplace, household

1. Introduction

Working in a world dominated by male decision makers and their established practices, women encounter a variety of barriers impeding their surge to the top their careers. Few women have managed to shatter the "glass ceiling" the concept used to describe the barriers blocking women from top level positions. Economic independence of women is important as it enhances their working women, who control their own income, do contribute towards economic needs and their views are given due weightage before any final decision. Working women do use and spend their income at their own sweet will but sometimes permission of the husband becomes necessary for the purpose. However when it comes to making investments, they often leave it to their husband or other male member of the family to invest on their behalf. Many of them do not take decision even in case of important investments, like life insurance, national saving schemes or other tax saving investments. Working women do feel concerned about the economic needs of the family but when not consulted in such matters, they regret being ignored especially when they contribute monetarily towards economic well being of the family. It has been advocated by many researchers (AmartyaSen, 1990) that independent earning opportunities reduce the economic dependence of woman on men and increase her bargaining power in the family. This bargaining power depends on the nature of work she is employed in. But the income earning activities increase the workload of a woman unless the man accepts an increased share in domestic work. Although the broad field of women studies includes research on gender inequality in the economic as well as within the family, women status occupies a limited segment of this area. According to the Pilot Time use survey conducted in 18620 households in six states. It concludes that per day a woman spent 2.1 hrs on looking, 1.1 hrs in cleaning and 3.16 hrs per week for take care of children as compare to only 1 hour spent by male.

The greatest social change in last two decades felt. But with compare to 1965 study of working age women reveals that majority of married women felt that being married disqualified a women from working. At that time women felt that mother with children less than five years should stay at home. But there has been a fairly radical change in beliefs about women with children. Women and employment survey 1980 found that only 46% of women held the view that a woman place is in the home. Yet 52% agreed that husband's job is to earn money and a wife job is to care for the home and family. Economic activities of women are common ground between Economics and Demography.

2. Methodology

The present study is based on secondary data. Secondary data have been collected from the annual reports, E-journals, News paper reading and so on. The data is analyzed with the help of different models, charts, graphs and tables.

3. Comparison of working level of male and female

With more and more women joining the workforce in various sectors, there are new challenges and areas of conflict arising in areas where there was only male dominion earlier. There are rising instances of various forms of issues emerging in the workforce starting from exploitation, sexual harassment, mental and emotional conflicts that hinge on the gender divide and stereotyping .In a deeply patriarchal society, where women are still meant largely to be seen and not heard; their visibility in position of equal footing is leading to new arenas and vistas of power equations and struggle. In the workspace, these very women who serve in the house also take up the role of a head, which creates a conflict in terms of their roles in different spaces. The conflicting roles and the constant shifts in power equations where women are leading in her work space but taking on a backseat in her family sphere where patriarchy still rules leads to domestic conflicts where she is often the subject of physical abuse while men who are not able to play the more ‘powerful’ role in their work sphere because of their lowly position where he is superseded by women or other men mostly tend to take out their frustration in their domestic sphere, resulting in domestic abuse again.

4. Comparison of working level of male and female in India and the status of company as compared with other companies

At overall level, LFPR has been worked out to be 359 thereby implying that 359 persons are either employed or available for work per 1000 population. At overall level, the LFPR of males and females is estimated to be at 538 and 163 persons respectively. The sex ratio of the labour force, at overall level is estimated to be 279. Female labor force partition rate is very low in comparison male at both rural and urban area (NSS, 2009)

Table I. Labor Force Participation Rate for male and female in India (2009/2010)

Indicator	Rural		Urban		Overall		Overall
	Male	Female	Male	Female	Male	Female	Person
LBFPR	539	176	534	129	538	163	359

Source: NSS 66th round GOI (2011), key indicators of Employment and Unemployment in India 2009-2010, 66th Round, National Statistical Organization

Table II. Usual Participation status of female (aged 15-59) in India, (2009/2010)

FLBF	52.75
NLBF	47.25

Source: NSS 66th Round, Authors own calculations.

In India Female labor force participation has been low in comparison to developed countries like, US, UK, China, Brazil and South Africa. In developed economics, the profile of female participation is, however, increasingly becoming similar to that of men and rates are also approaching male levels. (ILO 2011)

Table III. Inter Country Female Labor Participation Rate, (% of female population ages 15 and older)

	2007	2008	2009	2010
India	34	32	31	29
Indonesia	51	51	51	51
Japan	49	49	49	50
UK	55	56	55	56
US	58	58	58	58
China	69	68	68	68

5. Factors affecting female working conditions in India

The level and pattern of labor force participation depends on employment opportunities and the demand for income, which may differ from one category of persons to another. There are different important factors which affecting female working conditions in India like Demographic variables, Marital Status, Women Education and Malnutrition.

5.1 Demographic variables

Demographic variables such as age, marital status and childcare responsibilities, have a significant effects on labor force participation.

5.2 Age

Labor force participation is generally lower for female than for males in each age category. At the prime working age the female rates are not only lower than the corresponding male values, but often exhibit a somewhat different pattern. During this period of their life-cycle, women tend to leave the labor force to give birth to and raise children, returning – but at a lower rate – to economically active life when the children are older in India, as elsewhere, people face a conflict over time spent on housework and childcare versus time spent on paid work. In order to find out the labor force participation among different age group people here, ‘‘Age’’ Variable is disaggregated in to nine categories. The table suggests that lowest participation of women is solely in the younger age groups 15-19. Enrolment of young people for education has been main reason for this decline in LFPR.

Table IV. Labor force participation of female in India on the basis of age, 2009/2010

Age	In LBI(%)	Nor In LBF (%)
15-19	4.85	25.13
20-24	15.23	13.98
25-29	13.38	9.52
30-34	12.53	8.17
35-39	15.60	15.35
40-44	9.00	7.53
45-49	17.05	9.78
50-54	5.56	6.14
55-59	7.00	4.41

Source: NSS 66th Round, Authors own calculations

5.3 Marital Status

Labor force participation rate of married women first declines and then rises as countries develop (Goldin, 1994). In order to find out how marital status is influencing the female labor force participation in India, here ‘‘marital status’’ variable is disaggregated in to four categories never married, currently married, widowed, and Divorced/separated women and it is low for currently married women.

Table V. Labor Force Participation of Female (aged 15-59) according to Marital Status, 2009/2010

Marital Status	NLBF (%)	LBF (%)
Never married	45.63	54.37
Currently married	51.06	48.94
Widowed	36.64	63.36
Divorced/ Separated	38.64	61.36
Total	47.54	52.46

5.4 Women Education level

In India Women’s Education is consider as a way to gain social status and not just future wages; and a sense among household members that they can afford to enable one woman to stay at home most of the time. Labor force participation of women decline with higher level of education in India.

5.5 Malnutrition

One of the major causes of mal nutrition among Indian women is gender inequality. In many parts of India, especially rural India, women are the ones who eat last and least in the whole family. This means they eat whatever is left after the men folk are satiated. As a result most of the times their food intake does not contain the nutritional

value required in maintaining the healthy body. In villages, sometimes women do not get to eat a whole meal due to poverty. The UNICEF report of 1996 clearly states that the women of South Asia are not given proper care, which results in higher level of malnutrition among the women of South Asia than anywhere else in the world. This nutritional deficiency has two major consequences for women first they become anemic and second they never achieve their full growth, which leads to an unending cycle of undergrowth as malnourished women cannot give birth to healthy children.

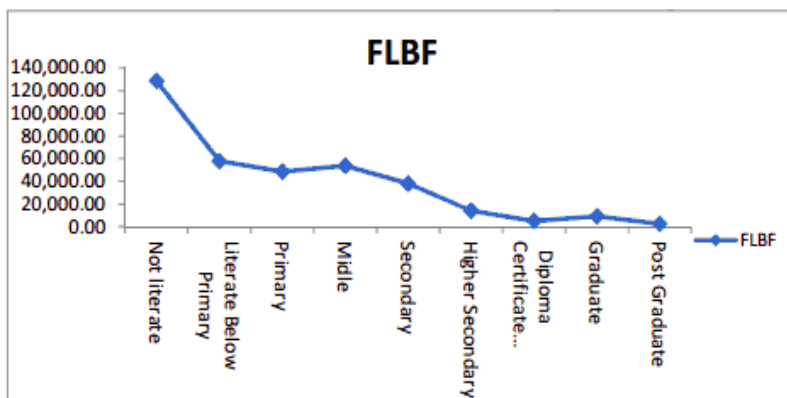


Fig 1

Source: NSS 66th Round, Authors own calculations

5.6 Social Indicator

Table VI. The statistics testifies to the brutalities afflicted on women folk

Social Indicator	India	World
Infant Mortality Rate, per 1000 live births	73	60
Maternal Mortality Rate, per 100,000 live births	570	430
Female Literacy, %	58	77.6
Female School Enrollment	47	62
Earned Income by females, %	26	58
Underweight Children, %	53	30
Total Fertility Rate	3.2	2.9
Women in Government, %	6	7
Contraception usage, %	44	56
Low birth weight babies, %	33	17

6 Education level and Economic development in context to modern Indian women

According to 1992-93 figures, only 9.2% of the households in India were headed by females. However, approximately 35% of the households below the poverty line were found to be headed by females.

Education Level

Though it is gradually increasing, the female literacy rate in India is less than the male literacy rate. Far fewer girls than boys are enrolled in school, and many girls drop out. In urban India, girls are nearly on a par with boys in terms of education. However, in rural India girls continue to be less well-educated than boys. According to the National Sample Survey Data of 1997, only the states of Kerala and Mizoram have approached universal female literacy. According to scholars, the major factor behind improvements in the social and economic status of women in Kerala is literacy. Under the Non-Formal Education programme (NFE), about 40% of the NFE centres in states and 10% of

the centres in UTs are exclusively reserved for females As of 2000, about 300,000 NFE centres were catering to about 7.42 million children. About 120,000 NFE centres were exclusively for girls. According to a 1998 report by the U.S. Department of Commerce, the chief barriers to female education in India are inadequate school facilities (such as sanitary facilities), shortage of female teachers and gender bias in the curriculum (female characters being depicted as weak and helpless).

The status of women in India has been subject to many great changes over the past few millennia. From equal status with men in ancient times through the low points of the medieval period, to the promotion of equal rights by many reformers, the history of women in India has been eventful. In modern India, women have held high offices in India including that of the President, Prime Minister, Speaker of the Lok Sabha and Leader of the Opposition. As of 2011, the Speaker of the Lok Sabha and the Leader of the Opposition in the Lok Sabha (Lower House of the parliament) were women. However, women in India continue to face atrocities such as rape, acid throwing, dowry killings, forced prostitution of young girls. According to a global poll conducted by Thomson Reuters, India is the "fourth most dangerous country" in the world for women and the worst country for women among the G20 countries.

The status of women in modern India is a sort of a paradox. If on one hand she is at the peak of ladder of success, on the other hand she is mutely suffering the violence afflicted on her by her own family members. As compared with past women in modern times have achieved a lot but in reality they have to still travel a long way. Women have left the secured domain of their home and are now in the battlefield of life, fully armored with their talent. They had proven themselves. But in India they are yet to get their dues. The sex ratio of India shows that the Indian society is still prejudiced against female. There are 917 females per thousand males in India according to the census of 2011, which is much below the world average of 990 females.

7 Conclusion

Women's participation in the labor force is a signal of declining discrimination and increasing empowerment of women. Generally when male participation rate dominate over women in activities, it is recognized to be economically efficient and that is why female labor participation does not get much attention in the policy decision of government. This is indeed a role reversal of sorts. A recent survey by a matrimonial website on 'What Indian women want' has revealed that 51.2% of the female respondents wanted their husbands to help them with household chores while 39.5% said they 'secretly expected their men how to cook'. Women in India are beginning to follow the direction that the women of the Western world took more than eighty years ago; demanding treatment as human equals. the key targets remain similar: improvement of health care, education and job opportunities in order to gain equality between men and women in the various settings of public society, the workplace, the school yard and – possibly the most fundamental setting of all – the home. The additional complexities that the women of India must also challenge are the caste system, the heavy religious customs, older and more traditional roles of the sexes, as well as the even stronger power that men hold in India. the role is slowly succeeding in its development through both independent groups of women and national and worldwide organizations based on the goal of gaining equality. There are few eye-opening stats to see where women really are in the working world and get some inspiration to see where changes need to be made and where advancements can be lauded for this generation and the next:

- Women comprise 36% of the total labor force
- Women make only 70 paisa for every rupee then men earn due to personal choices like child rearing, hours at work.
- The more education a women has, the greater the disparity in her wages.
- Women may work longer to receive the promotions that provide access to higher pay.
- Women business owner employ more people as compare to men business owner companies.
- Only 53% of employers at least some replacement pay during period of maternity leave.
- 40% of the world wide companies have no women in senior management.
- Women earned less than men in 99% of all occupation.
- Minority women fare the worst when it comes to equal pay.

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