

# **A STUDY ABOUT THE DETERMINANTS OF FEMALE LABOR FORCE IN INDIAN RURAL AND URBAN AREA**

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## **ABSTRACT**

In every country, the participation of women in the labour market is different. This difference occurs with the difference in economic development, access to facilities, former child care perspectives, education levels, and many other services that support female participation in the labour market. Social norms are also a key factor in determining whether female participation in the labour market is more or less in a particular country. The participation rate varies from country to country. The lowest rate is found in South Asia, especially India. The reason for the lowest rate of participation of women in the labour force market is that, especially in rural areas, it occurs because of less economic growth. Some critical issues are raised when it comes to the reason why women's participation is lower in rural India as compared to other countries. The participation rate indicates whether the potential of a company to grow in the market is high or low in the country. If other developing countries are concerned, the participation rates of women are no less than a copying mechanism which arises because of economic drawbacks that hit the household. Economic empowerment may be another driving factor that decides the participation rate of women in the potential labour market. In countries like India, policies made in favour of women's participation are amended on a yearly basis, providing support to women to grow financially and professionally. Training programs are provided and child care is promoted with special effects on legal measures to ease the burden of domestic duties. Safety for women is specially instasize upon, along with encouragement for women into the private sector and industries, which helps them to create job opportunities in India. This paper seeks to research rural and urban women's participation in the labour market and its drawbacks, and would also recommend and suggest measures in which women's participation may be increased in the near future.

**KEYWORDS:** Labour, Women, Rural, Urban, Participation, Empowerment.

## **INTRODUCTION**

The benefit of women's participation in the labour market in India in both urban and rural sectors will help fight gender inequalities and will obviously help maintain the GDP of India.

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As compared to other countries where women's participation in every sector is huge and prominent, India is lacking behind in the educational and job areas. The participation of women is a great contribution to key economic sectors and will help reduce the stress of gender. This can be only done by framing policies and procedures in this respect. Gender discrimination should be reduced when women's participation increases. There is always a contradicting relationship between the increase in women's participation and the reduction in gender discrimination. Women's participation can really help reduce many other inequalities, other than gender inequality. This can be a method of empowering women and utilising their capacity and decision making power to take the country to new economic heights. Women's engagement in the labour market and development outputs have a significant relationship as both are complex in nature. There are two possible outcomes for women's participation. On one hand, women's employment may be driven by economic necessity, whereas, on the other hand, educational attainment and societal norms play a role in the increment of participation rate. Talking about the first perspective, women's participation is increased during times of economic crisis, and this is generally in response to a deficiency in the income for the household and the result of unemployment of the male family members. Men usually choose a job which is low-paid as well as low-productivity in nature. The tremendous entry of women into the labour market is not always a desired situation, but may be driven by distress and should not reflect an increase in decent jobs. Majority of women's work in the industrial and labour sector is always overlooked and undervalued because the means are basically considered as home-arranged and usually they contribute to non-market activities. They are basically indulged in caregiving, which can only be an economic benefit for households and not for any economic sector.

In the past two decades, women's participation in the labour market has remained relatively stable. Approximately 52% in 2014, according to the ILO report, was estimated. Recent reports have suggested that participation rates among Indian rural and urban female workers are declining tremendously. The fertility rate has also fallen rapidly. Educational attainment has improved in recent years. The basic reason behind the fall in women's labour force participation is due to the declining number of women workers in rural areas, and this is because the policies and procedures that are made in the context are not followed. To understand the complex nature of women's participation requires taking into consideration a wide variety of socio-economic factors at the micro and macro level. This basically includes macroeconomic conditions and local opportunities for jobs and the cost of searching for a job. Household critical factors play a key role for non-participants.

The participation rate of the female workforce often gives an idea about the potential of a country to grow. There is a complex relationship between women's participation and the development outcomes of the country. In India, the following trends in the female workforce can be explained by the key explanations:

1. Educational enrolment of young men is rising day by day.
2. Employment opportunities are not provided for women so frequently and easily.
3. Household income affects the participation of women in the labour workforce.

The government is framing policies and procedures and, as a result, they are a little ahead in providing education for girls, as an increasing number of women working have enrolled in secondary schools. The nature of economic growth also depends upon women's participation. The jobs which are created in a way that provides opportunities for women to grow rapidly are for good sake.

## LITERATURE REVIEW

The writing on female work supply or support can be concentrated as far as both hypothetical assumptions and real proof. The choice to take part in paid work market exercises as opposed to staying inactive is normally considered as a work supply issue. Addressing the choice to partake in paid work market exercises instead of staying inactive (for instance, homegrown obligations, schooling, and so on) An enormous assemblage of exploration exists on the different determinants of female workforce investment (like individual and family attributes, cultural standards, social mentalities, instructive accomplishment, and urbanization), as well as the connection between financial turn of events and female workforce interest. This part takes a gander at research on India that is both relative and national. In the fundamental static work supply model, work markets are thought to be serious (albeit this is harder to build up in non-industrial nations), and work supply choices depend on the overall strength of the pay and replacement impacts. The chance expense of a lady's time whenever she is utilized is her projected compensation. Expanded compensation has a replacement and balancing pay impact (on the off chance that it offsets the replacement impact). Expanded unmerited cash (for instance, from a spouse or through friendly exchanges) will just affect ladies' work supply choices, conceivably prompting a withdrawal from the work market. Boosts in salaries for women who are now jobless, as per Mammen and Paxson (2010), can just have replacement impacts, bringing about an ascent in labor market investment. Notwithstanding the essential work supply model, home work supply conduct and its suggestions for ladies' financial interests have been portrayed by utilizing "unitary" and "aggregate" family models. In the traditional "unitary" worldview, the house is considered as a dynamic unit. The model accepts that the family has a solitary utility capacity and doesn't consider

the people's hidden inclinations. The conveyance of pay among family individuals is irrelevant, yet family cash that has been pooled assumes a part in the dynamic (Becker, 1965). Numerous exact investigations have shown that unitary models don't represent intra-family bartering, and there is likewise solid proof to recommend that aggregate models ought to be liked (Duflo and Udry, 2004; Luke and Munshi, 2011; Schultz, 2012).

Singular inclinations are unmistakably established on the "system" home work supply model, and asset control drives family dealing. As indicated by this worldview, women's expanded authority over home assets might work against their government assistance by expanding their arranging power inside the family. Ladies in lacking countries, then again, get less useful assets inside their families and henceforth have less haggling influence, as per an abundance of exact information on aggregate models (Mammen and Paxson, 2010). As per this hypothesis, female workforce investment decreases in the beginning phases of financial advancement prior to ascending as the nation improves. Various factors add to this connection, including financial sectoral movements, urbanization, and financial changes like changes in training and ripeness, as well as pay and replacement impacts. Many examinations back up this hypothesis, demonstrating that women's work market cooperation is most noteworthy in major league salary and low-pay nations, and least in middle-pay nations. From one perspective, crosscountry proof backs the U-molded hypothesis by exhibiting an immediate connection between monetary development and women's work market investment. The results of the board information examination, then, have been questionable. A straight or non-direct connection has been found in a few examinations. Singular investigations suggest that the U-molded connection isn't (yet) apparent in India (Bhalla and Kaur, 2011; Lahoti and

Swaminathan, 2013; Rao et al., 2010), while others have discovered it in Pakistan (Bhalla and Kaur, 2011; Lahoti and Swaminathan, 2013; Rao et al., 2010). (Bhalla and Kaur, 2011; Lahoti and Swaminathan, 2013; Rao et al., 2010). Mujahid et al. (Mujahid et al., 2013). However, the drop in India's support rates is bewildering. Tantalum patterns have been seen all throughout the planet, most notably in Turkey, where ladies' interest rates dropped from 36.1 percent in 1989 to 23.3 percent in 2005. The cycle of urbanization and primary change can clarify this descending pattern: as families moved to metropolitan regions and life partners moved out of horticulture, ladies left the workforce (showing more homegrown commitments) (World Bank, 2009). Instruction is quite possibly the main element affecting female work investment. Human resources hypotheses accentuate the importance of schooling in making proficient progress. Generally, an individual's instructive fulfillment affects their choice to enter the work market (Tansel, 2001). Better instructive accomplishment, as indicated by human resources writing, prompts expanded workforce support and usefulness (Ejaz, 2007; Psacharopoulos and Tzannatos, 1989; Tansel, 2001). In the static work supply model, the overall power of the replacement and pay impacts decide the impact of schooling on female workforce support. First off, schooling builds expected income, henceforth expanding the chance expense of not working. Second, as an individual's pay builds, the person favors recreation over work and works fewer hours. Which power is predominant decides the net impact. As indicated by various examinations, ladies have higher instructive returns than men (Duraisamy, 2000; Psacharopoulos, 1994; Schultz, 1994). As per the examination, more significant levels of human resources lead to higher remuneration, which expands ladies' commitment to market exercises. Then again, the connection between instructive accomplishment and female workforce interest is a long way from

clear. In arising nations, the connection between schooling and female workforce interest is normally U-formed. Studies exhibiting this U-formed connection between training and business show that less taught ladies' work is driven by difficulty, and they are pushed to attempt to help themselves and their families, like the focus made above with regards to the monetary turn of events. Then again, alluring open positions with more significant salaries propel better-instructed ladies to work, and the shame related to working might be lower for these ladies (Klasen and Pieters, 2012). A few examinations in South Asia recommend a negative relationship (Das, 2006; Olsen and Mehta, 2006), while others show a positive relationship (Das, 2006; Olsen and Mehta, 2006). (Das, 2006; Olsen and Mehta, 2006). (Hafeez and Ahmad, 2002; Faridi, Malik, and Basit, 2009; Bhalla and Kaur, 2011). Past investigations have even found a negative relationship between the two (Das and Desai, 2003; Dasgupta and Goldar, 2005; Kingdon and Unni, 1997; Kottis, 1990).

## **OUTCOMES OF THE LABOR MARKET IN RESPECT TO WOMEN IN INDIA**

The most notable feature of economic development in India is the shift of women from household work to commercial employment. This is a single aspect in which India's record has been dramatically changed. The low participation rate in India is a result of many factors. I also mentioned India in its global employment trend report of 2013 that out of 131 countries, India ranked 11 from the bottom in relation to women's labour force participation. The 66th round of the employment and unemployment survey 2010 surprised and cleared the debate that surrounded the trends emerging from the current data. The figures show that the growth in the employment area from 2010 to 2012 was considerably high. However, there are some rays of hope in urban areas. The women's labour force participation in urban India is comparatively high.

The reason is obvious and simple: in urban India, women have access to education and are well aware of their writing and functionalities. This trend can be clearly explained by assuming the upbringing of women in urban India.

Regardless of extraordinary advancement during the 2000s, ladies' workforce support stayed low in India, notwithstanding huge contrasts between metropolitan and rural regions. Besides, enormous sex inconsistencies in support rates exist (see maps 1 and 2 in the index). Longer-term patterns show that women's support in the work market has diminished from around 40% during the 1990s to 29.4% in 2004-05. The 68th Round's discoveries show no general improvement in the female workforce support rate, which is currently expected to be 22.5 percent (for all ages), down from 23.3 percent in 2009-10. In metropolitan regions, be that as it may, there is a critical qualification. In this sense, the female workforce cooperation rate in rural regions has been consistently falling, while the rate in metropolitan regions has expanded. In India, rustic ladies' commitment tumbled from 26.5 percent in 2009-10 to 25.3 percent in 2011-12 (regular status definition), though metropolitan ladies' cooperation rose from 14.6 percent to 15.5 percent during that very year. This pattern can be clarified partially by the rising number of working-age ladies taking a crack at optional schools, as well as rising family profit, as ladies from wealthy families have lower support rates. Estimation hardships and an overall fall in ladies' work chances are two other potential components (Kapsos et al., 2014; Lahoti and Swaminathan, 2013; Mazumdar and Neetha, 2011).

In India, the high proportion of females describing their activity status as attending to domestic tasks is the flip side of a low female labour force participation rate. Domestic duties were performed by 35.3 percent of rural females and 46.1 percent of urban females in India in 2011-12.

Despite the way that most ladies in India work and add to the economy somehow or another, a lot of their business isn't archived or represented in true insights. The significance of ladies in proliferation and an assortment of errands inside families, including kid and senior consideration, cooking, and other homegrown tasks, isn't perceived by the public bookkeeping framework or other financial information. As per Mazumdar and Neetha (2011), this could be one reason behind women's supposedly low workforce investment rates.

Another inquiry is whether ladies' support for home liabilities is completely deliberate. In such a manner, 34% of provincial ladies and 28% of metropolitan ladies said they would take work if it was available at their home. In both the provincial and metropolitan regions, fitting was the most famous work. In both rustic and metropolitan settings, practically 95% of ladies who were ready to acknowledge work at their home supported normal work. Around 74% of individuals in rural districts and 70% of individuals in urban communities favored ordinary "low-maintenance" work, though 21% of individuals in rustic regions and 25% of individuals in urban communities favored normal "everyday" work. As per the latest figures, India's general labor force extended by 13.9 million from 2009-10 to 2011-12, ascending from 459 million to 472.9 million. In examination, from 2004-05 to 2009-10, there was just a 1.1 million development in business. As indicated by the NSS information, India's metropolitan regions have overwhelmed work development, while country regions have remained generally static (tables 3 and 4). In 2011-12, 101.8 million ladies in provincial districts and 27.3 million in metropolitan regions worked, as per the ordinary primary and auxiliary status (UPSS) rules. Provincial India saw a huge drop in female workers from 2004 to 2005, while metropolitan India saw the contrary pattern. The number of women representatives diminished by 21.3 million from 2004-05 to 2009-10, with 19.5

million living in rustic regions. As indicated by ILO research, factors incorporate expanded instructive enrolment, expanded male laborer profit, which debilitate ladies' monetary commitment, and an absence of business possibilities at specific degrees of abilities and certifications, which debilitate ladies from searching for work.

### **DETERMINANTS AFFECTING FEMALE PARTICIPATION IN THE LABOR FORCE**

1. Earth India is a place where agriculture is the primary source of income in rural areas. There is still male dominance in the country about wages and payments. Inequality is the major determinant of low female labour force participation in India.
2. The concept of reservation wage was introduced in the year 2014, which critically describes that the gap between the wages of men and women is correspondingly higher.
3. There is no clear pattern set out in the wage distribution across the country. Wage differentials are within the white collar services and not for general services. This clearly suggests that the public sector does not categorise job vacancies on the same pay scale for both men and women. Despite the existence of pay laws, women are critically sufferers from low wages.

There is no doubt that India is a male-dominated country. Women are not getting a chance to internalize their societal positions and status through the ages. Practically, women are not able to create their own ways in the labour sector. Some vital reasons for women's participation in the labour market are:

1. Women do not have access to higher education, which excludes them from entering into well-paid and high-status jobs.
2. The burden of responsibility lies on the shoulders of the famine as far as domestic responsibilities are concerned. They need to

play various roles during their lifetime, from a mother to a breadwinner.

3. Women do not possess any kind of independent identity or status in society and are always considered by the names of their husbands.
4. There is always an occupational inequality that sustains in the labour market. Allocation patterns are not always followed.

There are several things which can increase the rate of female participation in the labour market. Special family welfare programs should be organised to focus on an integral part of maternal and child health. Population studies should also be conducted at a consistent level. In early India, women were just classified as playing a reproductive role, whereas in current India, women are considered equal to men in all respects. The gross domestic product of India should be considered while conducting workshops and teaching the citizens and the population that the contribution of women plays a crucial role in maintaining the GDP of India.

### **ACTIVITIES OPTED TO PROMOTE WOMEN'S PARTICIPATION**

There have been many activities in recent times to promote women's participation in the labour market. In India, the amendment of 2017 to the maternity benefit act of 1961 promotes women's participation in the labour force by providing them with benefits like increasing maternity leave from 12 weeks to 26 weeks and trying to ensure that every establishment that has more than 50 employees working should follow the new amendment guidelines. From 1990 to 2013, the fertility rate in India was 2.5 children for women.

Many researchers have found out that in India, women are still facing legal, normative and economic constraints at work. There are several laws in India which purport to help women succeed at their workplace. For example, to make

sure that women are safe at the workplace. section 66 (11) (B) of the factories act 1987 was incorporated, which states that every woman should only work between 6:00 a.m. and 7:00 p.m. in any factory.

## CONCLUSION

By this review paper it has been concluded that the participation of the women in labour force or labour market is different in every country. This review paper explains the situation in India. The major reason of non-participation of women in labour force market is due to many determinants which may differ from rural to Urban. The condition differs from different region to different region. As far as urban India is considered the determinants are high responsibility criteria and time scheduling issues .Whereas in rural India the determinants are more as compared to the urban one. Low literacy rate, lack of access to amenities, male dominant societies are the major concerns and affect the rate of participation of the women in the labour force. Literature review has been abstracted from different journals and majorly secondary sources are being used to write this review paper. At the end the solutions are stated regarding what could be done to make the situation better and also the importance of female participation is provided in this review paper.

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