



(REVIEW ARTICLE)



Women and the employment sector in India – A Review

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Abstract

Women constitute half of the population in India women development and empowerment is the pillar to enhance the economy of India. If India includes 50 % of the women into the workforce the annual growth can reach from 1.5 % GDP to 9 %. Just because half of the population is kept away from the workforce, our development is slow. Gender inequality is the main drawback of the Indian society, which has made India remained underdeveloped in many ways. Traditional values and orthodox mentality has never allowed India developed internally. Poverty and hunger is also the product of gender inequality in India, women discrimination at the workplace, there is less payment for more work no social security they are becoming victims of sexual exploitation where as there are some states which are very safe for women like Pune Chandigarh where the police is in charge of making the city safe for women and girl. It is very necessary for the starting to promote gender equality at the school level, people should taught on sex education, violence, sexual violence, there should be more coed schools where both girls and boy study together strict rules and regulation in the society with women police available for the safety of women.

Keywords: Women; Safety; Gender equality; Poverty; Workplace; Discrimination

1. Introduction

A country can be developed only when all its citizen equality participate in the economy. India is a developing economy 5th largest in the world but poverty and inequality inside the nation has kept it behind of other countries in term of development where the Indian women are not part of the economy if India wants to develop and growth it require the women workforce which will not only make the work efficient but double the GDP grown in a few years. Today in the 21st century in the age of liberalization, globalization women in India are still at home doing household work and kept out of the mainstream economy. Agricultural which is the key source of economy growth. Rural constitute a majority of the populace and 50% of the people are employed there it was after the Industrial revolution that men went to the urban sector in such of jobs and left the fields in the hand of women to look after and that's where women entered the economy. With growing time women have been working in the field they are working in the horticulture industry the government have launched where programmes for the empowerment of women they have their community kitchen gardening together women are working in the village non agricultural sector we see girls are being educated and women been digitalized through computer skills they are being trained in handicraft business jewellery making and other activities. Urban sector which is more of a westernized model have a modern view and a progressive attitude over the years women have entered the employment sector in urban India today maximum women living in the urban area are educated there are working many have started their own start up cooking has become now a professional job also we see women working as chef in various hotels they are part of hotel management no more the women sit at home they are digitally educated majority of them go to universities we even have women running big Industries ruling the nation. By including women into the job sector we have been successful in reducing poverty in India. Gender inequality is the

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major cause of Indian economy not growing There were many countries apart from India which got Independence at the same time but they are way developed than us. South Korea Japan, Singapore all these countries are developed but India is still behind even Bangladesh has improved and performing better than India which women working. Bangladesh garment industry has provided employment to thousands of women their present prime minister is a women and for the first time Bangladesh per capita growth was more than India. India traditional and orthodox thinking needs to end to bring about a change and economy development in the country.

1.1. Research Methodology

For the purpose of this exploration, I have used a amalgamation of two of the archetypical social sciences research tools application—as they are authentic and brilliant method to assemble statistics from multiple appellant in an methodical and convenient way. Question were asked to the common youth, public policy Analyst urban people, slum dwellers, survey, interviews –consisting of several interrogation which were dispersed among representative of each contender group.

Objective of the Research Paper

The main areas of exploration in this paper incorporates

- Women safety and women at the workplace.
- Gender inequality a problem in India Analysis.
- What is the future of Urban women and how we can eliminate gender inequality in India.

2. Literature Review

India GDP growth is 1.5% annually if 50 % of the women enter the workforce it can reach to 9 % annually. India ranks 120 when it come to female labour participation. Gender inequality has been one of the crucial problem in India since ages where women have been considered as a machine of production and reproduction. Human rights which are universal are inaccessible to women in India there are kept within the four walls of a room unknow about what is happening outside. However with rising women communicate with other people in the neighbourhood by which they come to know about a new world. Over here the gender inequality indicates the discrimination made in the health economic political and education sector it is after years of fight struggle and women movement which finally allowed women to gain education be a part of politics and enter the labour force it was during the time of Independent when thousands of women took part in the freedom struggle there have many women freedom fighters who played a noteworthy note who went door to door fighting there were these women who fought for women education and started schools and college of girl education there have been social reformers feminist movement to bring women into the forefront of the society even when the women were treated as Queen we had Indian women has freedom fighters there was a time when women were educated in India and have all the benefits India was rich and women was a part of the economy growth. After Independence women status again deteriorated and they went back staying at homes with rapid urbanization and modernization it is the only the infrastructure that has developed and changed the traditional orthodox mentally has continued till today which has kept women away from the working sector. People will broad mentality have led women move out of their homes and find a place for themselves in society we can see women being part of the sports there are shooters in the army women are IAS, IPS officers, there are freely travelling alone across the world they drive themselves you see today on the road women driving scooter going to work being Independent. But still the number of women into the workforce is reducing day by day which will have an effect on the over all economy. It might bring out per captia income, this reducing is happening because of the lack of safety and security at different workplace, transportation for women. However many states have been successfully in making the city safe for women, but then there a lot of states where women are illtreated in the society, particularly women belonging to the lower caste like Dalits.

3. Findings

Even if India develops there is modernization and infrastructure development and a new luxury lifestyle that doesn't mean the mentality of a society change or there is a change in the outlook of people. In India ethics morality and traditional view are like the lifeline of people. Even after 1000 years of living generation after generation since the Vedic age ha continued with this varna system caste system women are to be kept at home what is the sense of urban development and adopting a western style of living when you can bring a change in your though procedure. In the age of technology revolution people are adopting artificial intelligence and looking at the world with great hopes the Indian society is living with the old customs and backwardness where as this rituals and mindset has been set by a few

individuals who have passed away, this is one of the biggest reason India has remained underdeveloped Corruption lack of political leadership adds to the problem, where rituals and customs are more important than the laws and this is why in many cases in spite of some many laws for the protection of women are made by the government, we don't see a decrease in the cases, because people have been practicing this since days,the problem is with the cultural in India. Women are facing sexual harassment in the workforce, they are given money and told to keep their month closed, in most of the cases women are blamed for this kind of attitude because of their dress sense, no one blames the male counterpart.

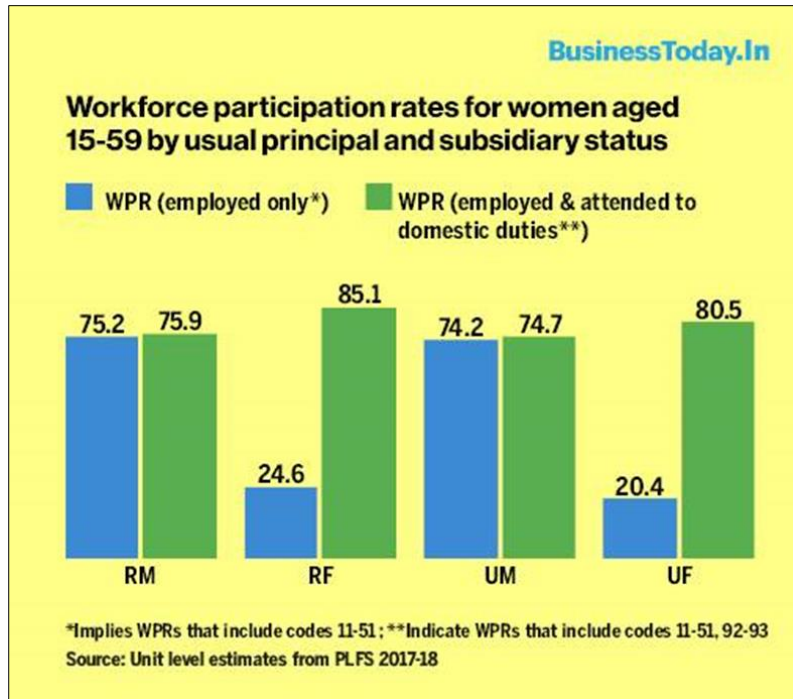


Figure 1 Indicates how many women are employed and women employed and performing domestic duties

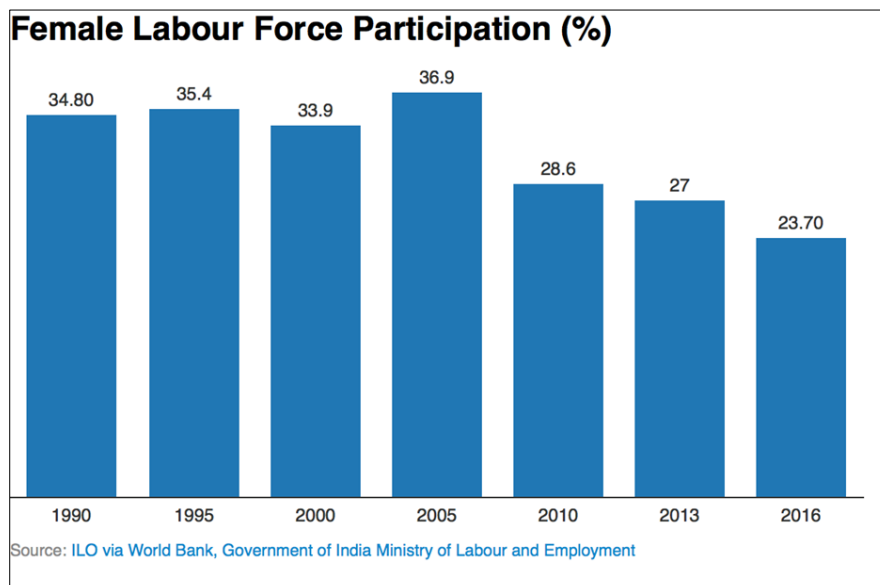


Figure 2 Female labour Force and a decline of women workforce

Women are not part of the decision making process when it is something related to the profit of the company because it is believed that a male can handle it in a better way and the women is not even given a chance. There is unequal pay of women for the same job and same efforts. Some women are told to work later at night, but what about their social

security, how will they travel back safety, there is less women as police in the railways station area, no traffic, less street light above al restrictions from the family, so how can you expect a girl to work.Today only 7% of the women in India have paid jobs.this is for the cases of private sectors.

Most of the people living in the urban area not rich, the poor and the vulnerable section constitute a huge population, where women have to work to feed their family, just a male work is not enough, these women have to work as domestic labourers or they will get work in the construction sites or start their own business as street vendors, in Delhi 30 % of the street vendors are women, in every state /city who find women selling utensils s, clothes, running small shops, they have their own food stalls to earn minimum amount for their family living, many a times they are exploited and even become a victim of sexual violence at their workplace, Urban area is modernized but still extremely unsafe for women. During this COVID-19 period every min there has been a case reported on a crime against women, urban women have reported this crime as they are educated and know about it, the cases reported where more than the cases reported in the past 10 years, this shows that how unsafe the country as a whole easy, it is not that living in the urban India, a women is protected, it differs from society, community and the mentality of the people along with how strict is the rules and regulation of a country. For instance in Mumbai and Pune, a women can easily travel mid night there is not fear and tension, because of the lifestyle and modern attitude of people same is for Pune, where people have night life in a comfortable and secured way, people take late night shift and many women are also part of it working in the IT hubs, Chandigarh is also very safe for women, there is complete security of women at night and day time, women can easily travel later at night and the state government and police take full charge of women security.

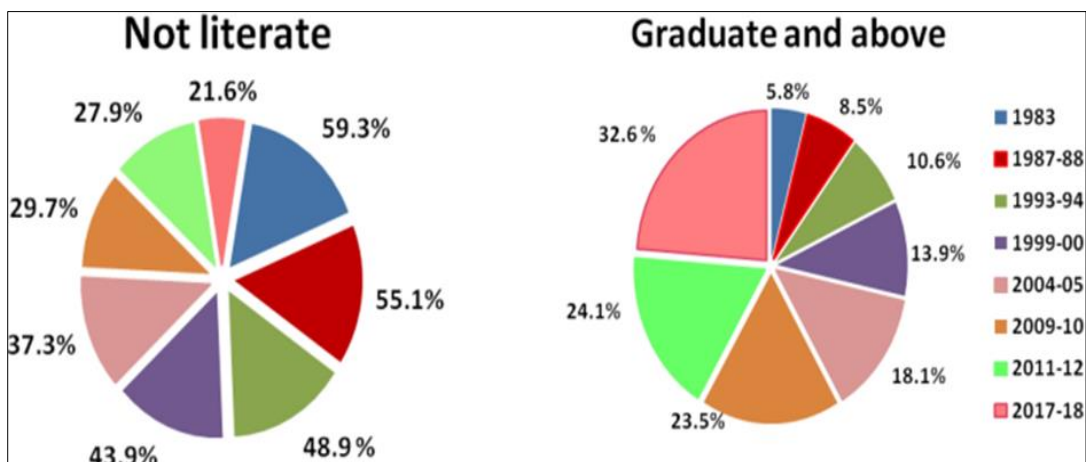


Figure 3 Development and Growth in women employment over the years

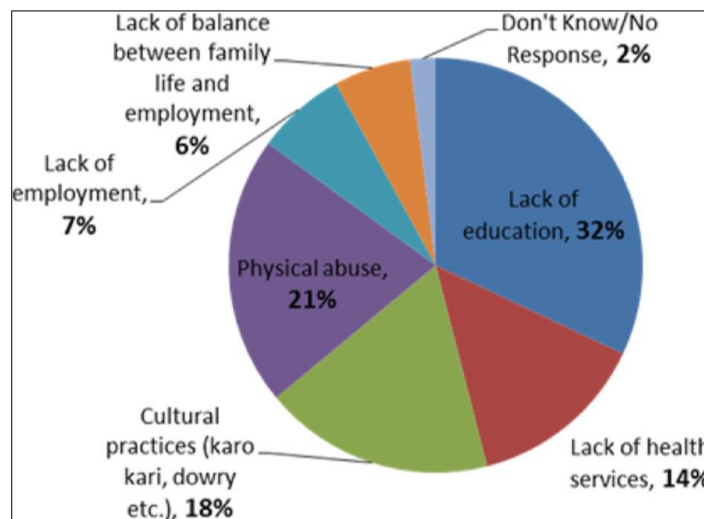


Figure 4 Indicates what are Problems faced by women to become a part of the employment sector

Rape is very common in India, many people find it unsafe to travel to India, no women knows whether she will be able to return back home safely or not the time she leave home, this has also led many women to leave the workforce. In

order to double the economic of India it is very necessary to bring in gender equality and provide women with ample opportunities and maintain safety. Security should be maintained at every point for women. A broad outlook and a liberal and progressive nature needs to be adopted in the 21st century, else India will continue to remain an underdeveloped country and the growing economy will also minimize if half of the population in India is kept away from the work force.

Urban India doesn't provide much benefits to the women, it is only that part of the society where people have broad thinking power and treats women equally with them, that were development has happened in India.

4. Way Forward

It is important to bring women into the employment sector for over all economic development and sustainable living, Gender inequality should be eliminated and it should be mandatory to provide education to women up to college. Free education to adult women with decent work for all. Gender inequality should be eliminated with equal education to be provided in all schools, where the teacher process needs to be changed. Students in their school age should be taught about sex education, gender, violence and everything. There should be provided with liberal idea and critical thinking. There should be more coed schools where children will learn together this will also work to remove gender inequality as both are learning the same thing together, there will a sense of equality, the foundation has to be made strong to bring a positive change, both in the rural and urban culture. Women should stand up for themselves and police should be made available during emergence. More women police should be allocated for women safety at railway stations, in traffic zones to make India critically developed. We require social laws in our country, the current laws protecting women are not enough to allow women to freely travel at night. We need to safeguard women rights in the employment sector. We need to motivate more women start ups and entrepreneurship into the mainstream society with special loan and insurance scheme for women empowerment and running of Business. Today many women have started working from home, The pandemic situation has brought many women into the employment sector with the new slogan of work from home, a positive sign.

5. Conclusion

We need to bring women into the limelight and provide them their human rights which deserve. Women should be provided with opportunity equal to men, Gender equality and strict rules and regulation should be introduced, the central and the state government should collaborate and work to bring in gender equality and work toward the safety of women in the cities, Rapid urbanization should also bring a rapid change in the mindset and not only in the infrastructure and development projects, In order to amplify the economy of India and make India a developed country and attain Sustainable Development goals it is necessary to make women educated, healthier, economically and politically powerful.

Compliance with ethical standards

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Disclosure of conflict of interest

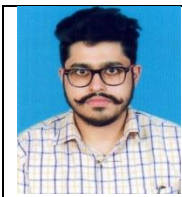
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Author's Short Biography



Dr. Sumanta Bhattacharya is a Research Scholar at MAKAUT and a Public-Defence-Foreign Policy Analyst. He has 180 research papers, 27 Patents and 27 Book chapters, holds the record for maximum number of degree courses, have won International and national awards for his excellences in Education and Policy Making.