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IMPACT OF ECONOMIC REFORMS ON WOMEN EMPLOYMENT IN UTTAR PRADESH: CHALLENGES AND OPPORTUNITIES

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ABSTRACT

The state economy has been playing an important role and has achieved various successes in the country. The success of the economy is well defined by various developments, achievement in term of the rate of the growth and per capita income, production, education, employment, wages, capital and reducing poverty. To increase employment opportunities among the people is the main important goal of the state as well as the country. The government has implemented a new economic policy to increase the employment, but the dimension of the employment has been changing in the state. The economy has been experiencing unemployment situation. The employment opportunities are decreasing in organized sector in the state. Uttar Pradesh has initiated several programmes to increase more employment opportunities. But the target of the programmes and policies is not achieved. The contractual and casual wage employment is increasing in the state. Hence, an attempt is made here to study the impact of economic reform on women employment in the U.P. state. This paper base on the secondary data collected from various rounds of National Sample Survey Reports. The major share of the women labour is migrating from agriculture to other sectors in the state. Women migrate from the backward regions to the developed regions as they get more income earning opportunities there.

KEYWORDS: *Self-Employed, Regular & Casual Labour, Income, Wages, etc.*

INTRODUCTION

Uttar Pradesh has achieved significant growth in all sectors since independence. The state economy has achieved growth, employment, self-reliance and social justice. The majority of the population was dependent on agriculture for the employment. There are many changes in the state economy that reduced the share of agriculture and allied sectors and had increased the share of secondary sector and tertiary sector. The fluctuation in the various sector brought change in the stability of women employment and non-employment in the state economy. Agriculture and allied activities make the single largest contribution to women employment. The contribution of agriculture, industry and service

sector in the state income was 31.7percent, 22.2 percent, and 46.1 percent in 2011. Agriculture sector provides livelihood to about 70 percent of the total population, and it generates huge employment for the state women workforce. The sustainable and balanced development in all sectors, raising national income and living standard are a vital goal for the state government.

The economies of the Uttar Pradesh and its development have a vital impact on the overall development of India. The economically rich state with it huge market could be an engine of growth for rest of the country. The growth of women employment has always been the featured as elements of development policy in Uttar Pradesh.

Several five-year plans have received attention for generating women employment. However, it is varied from time to time. Thus, it has several approaches and strategies as well as policies and programmes for women employment generation. The growth of women employment had emerged as an important issue for the government of state after independence when it was realised that economic and demographic performance of the state economy could not enhance the women employment as a results unemployment has been increased. The government should launch more employment oriented programmes and encourage growth intensive sector to create more women employment including implementation of macroeconomic and sectoral policies. The state should also develop special employment programmes for creating short as well as long-term wage employment and self-employment and job security.

The Government had implemented new economic policies in 1991 such as liberalization, privatization, and globalization for foreign trade and investment regimes. These policies have increased the use of machinery and technology not only within the state but also in the country and the world. The connectivity of people has been increased to each other, and the diffusion of the communication technology has raised the area of knowledge of the women in the state. The new economic policies were implemented for increasing women employment as well as to achieve a higher growth rate in all the sectors. But it has been seen that there was continuous declined of women employment in the unorganized sector and increased the employment in the organized sector. Liberalization has reduced the market for many goods as well as decreased the income of unorganized women. Labour security, as well as social security, is not available for the women in the state. On the other hand, the new economic reforms have benefited those women's which are engaged in the organized sector or service sector. The employment opportunities for women in IT sector, BPO has increased and decreased the employment opportunities in the agriculture sector. In spite of higher growth of the economy induced by liberalization, it was expected to lead towards the faster expansion of women employment. But, the growth rate was accelerated, and employment growth of women saw a deceleration. The government of the Uttar Pradesh has launched several employments programmes to improve the living standard of women in urban and rural areas as parts of new economic reforms. Therefore, there are some employment programmes like, Development of Women and Children in Rural Areas (DWCRA) was launched September 1982 to provide suitable opportunity self-employment to the women belonging to the rural facilities who is living below

the poverty line. Self-employment programmes for the urban poor (SEPUP) were launched September 1986 to provide self-employment to urban poor through provision of the subsidy and bank credit. One of the main employment programmes like Jawaharlal RozgarYojanawas implemented for providing employment to unemployed rural people as, and Nehru RozgarYojanawas implemented for providing employment to urban unemployed. A scheme of urban wage employment (SUWE) was launched to provide wage employment after arranging the basic facilities for poor people in the urban areas where the population is less than one lakh. The SwarnaJayantiShahariRozgarYojana was implemented December 1997 to provide gainful employment to urban unemployed and underemployed poor through self-employed or wage employment. The SwarnaJayanti Gram SwarozgarYojana was launched April 1999 to eliminate rural poverty and unemployment and promoting self-employment. In the same way, the SampurnaGraminRozgarYojana was started on 25 September 2001, providing employment for poor rural people and food security. Recently, the Mahatma Gandhi National Rural Employment Guarantee Act (MNREGA) was launched on February 2, 2006, to provide at least 100 days wage employment in every financial year to every household in rural areas. Generally, it is experienced that these programmes were not capable of increasing the women employment in rural and urban areas of the state. All the employment programmes and new economic policies could not create long-term employment and job security for women in an unorganized sector in the state. Hence, the employment pattern of the women in the state is changing. The organized sectors like service sector (public and private) are generating job opportunities for the women. The unorganized sectors are producing employment for the limited people. The self-employment and casual labour are increasing. The migration of the women in the state is alarming. Hence, an attempt is made to study the impact of new economic reform on women employment in Uttar Pradesh and highlights the challenges & opportunities of women employment in the state of Uttar Pradesh.

This paper analyses the employment trends of women among all religious and social groups in the state and examines the prospects for generating productive women employment. This paper is analyzed the self-employed, regular and casual women employees in the state. This study which also analyses the women employment trends among the different minority and social groups of the state of Uttar Pradesh. There are several studies on women employment growth at national and state level. Most of the study of the studies has focused on generating

employment and employment situation in the nation and state level. Some of the studies discussed here. Deshpande and Deshpande (1993), in the study of “New Economic Policy and Female Employment” focused on female labour activity and found that urban female working in service industry earns as much as more than men of the same level of education. Bishwanath Goldar (2000), in his study on “Employment growth in organized manufacturing in India” discussed on the pattern of growth in employment in organized manufacturing in 1990’s to (or “intending to”) identifying some of the factors that caused an acceleration in employment growth. Srivastava (2003), shows a small decline in both women’s and men’s labour force participation from 1993-94 and 1999. VijayaRajni (2007), in this study on “Casual labour contracts of the agriculture labour in east and west Uttar Pradesh” and studied the nature of casual contracts prevailing in the rural market in the region with adverse socio-economic pattern of development. G.S.Bhalla (2008), in this study on “Globalization and Employment Trends in India” devoted to the discuss the impact of globalization on growth, employment, income, and poverty reduction in India. He found that trade and investment would generate higher employment in developing countries is not always correct. Anjani Kumar, (2008) in his study “Rural employment diversification in Eastern India: Trends and Determinants” show the rural employment diversification, especially towards non-farm sector towards high-value commodities. He also examined socio-economic factors, affecting rural employment towards non-form sectors. He found that role of the non-form sector in providing rural employment in one of the poverty struck a region of India has increased. He also suggested that education and skill development could be increased employment opportunities. NishaSrivastava& Ravi Srivastava (2009), have focused on the trends and pattern of women employment in rural India and found that higher work participations do not indicate a higher level of welfare. They suggested that education could improve the welfare of rural women workers. T.S.Papola&ParthaPratimSahu (2012), have studied in “Growth and structure of employment in India, Long-term and Post reforms Performances and the emerging challenges”. It shows that growth and structural changes in the long run and short run with a special focus on the period of the liberalization. He found that a faster growth even with relatively low employment elasticity could generate high employment growth with high productivity. Most of the studies explained employment growth, trends, pattern as well as workforce participation in rural areas at the national level and state level. The few studies have attempted to analyse the women labour participation, but no studies have been analysed the

impact of new economic reform on women employment in Uttar Pradesh systematically and changing the pattern of women employment across the sections. Hence, an attempt is made here to study the impact of new economic reform on women employment among different sections of the people and to highlight the diversification of women employment in U.P state. It is a micro level study of women employment in the state of Uttar Pradesh. The following variables are taken and analysed. The categorical variables have been used to explain rural & urban woman employment ratio among self-employed, regular employees and casual labour. Women labour force participation among different religions and social groups also analysed with the help of the simple calculations. Data have taken from several rounds of National Sample Survey Organization (NSSO). The study also seeks to compare employment growth from the year 1993-94 till 2011-12.

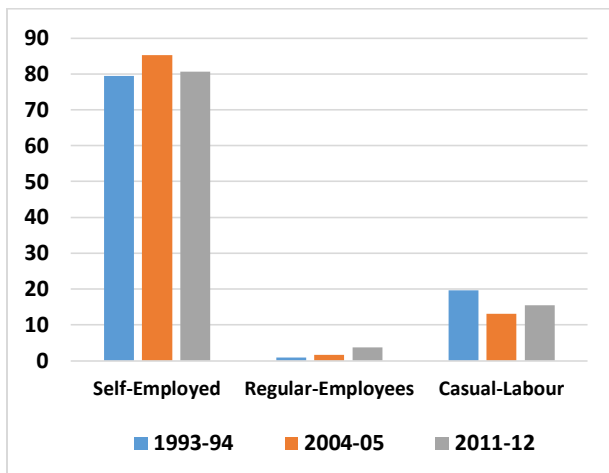
GROWTH & TRENDS OF WOMEN EMPLOYMENT

Uttar Pradesh is the most populous state in India. The economy of the Uttar Pradesh is considered an agrarian & rural economy, about 70 percent population depend on agriculture sector for their livelihood and employment. The growth of the Uttar Pradesh is the catalyst to increase the growth of the whole economy. The role of the women in Uttar Pradesh economy is very significant to increase the growth and balance the economy. Women participation in the economic activities is increasing the income of the state. She is working both in organized and unorganized sector. The women are participating in domestic work like cooking, cleaning, kitchen gardening, tending the cattle, post-harvesting processing, livestock maintenance, gathering of fuels, forest produce, unpaid family labours in the family and now in all sectors in rural and urban Uttar Pradesh. The women participation in economic activities not only increases the state income but also improve the standard of living of the women. The share of the women in economic activities is increasing. However, women employment is a major challenge for the state. The Government of Uttar Pradesh has launched several programmes to increase women employment and income, reduce poverty. Here the share of the women employment is described. It is important to explain that the percentage of the women employment among different minorities and social groups in Uttar Pradesh. The opportunities for the women participation should be equitable and balanced among all religions so that every section of the women could grow and sacrifice for state activities. Therefore, in this section an effort is made to analyse the women

employment among Hindu, Muslim, Christian and all minority groups and social groups in rural and urban Uttar Pradesh. The figure-1 shows that the percentage of the per 1000 distribution of usually employed (PS+SS) women in rural Uttar Pradesh during 1993-94 to 2011-12. The figure shows that the percentage of the female self-employed was 79.5 percent in 1993-94 and increased to 85.5 percent in 2004-05 and further become 80.7 percent in 2011-12 in the state. In the same way, the percentage of regular female employees was 0.9 percent in 1993-94 and increased up to 3.8 percent in 2011-12. On the other hand, the percentage of casual female labour was 19.6 percent in 1993-94 and decreased to 15.5 percent in 2011-12 in the state. It is experienced that the percentage of the female self-employed and regular employees are increasing during 1993-94 to 2011-12 in rural Uttar Pradesh. On the other hand, it is also observed that the percentage of women in casual labour is declining during 1993-94 to 2011-12 in the rural Uttar Pradesh. Figure-2 reveals that the percentage of the

per 1000 distribution of usually employed (PS+SS) women in urban Uttar Pradesh during 1993-94 to 2011-12. The figure shows that the percentage of the female self-employed was 65.7 percent in 1993-94 and increased to 67.5 percent in 2011-12 in the state. In the same way, the percentage female regular employees in urban areas were 19.6 percent in 1993-94 and increased up to 21.7 percent in 2011-12 in the state. On the other hand, the percentage of casual female labour decreased from 14.7 percent in 1993-94 to 10.8 percent in 2011-12 in urban Uttar Pradesh. It is observed that the percentage of regular female employees in rural and urban Uttar Pradesh has been increasing and the percentage of casual female labour has been decreasing respectively during 1993-94 to 2010-11 in rural and urban Uttar Pradesh. It means that casualization of female workers in rural and urban Uttar Pradesh has been decreasing during 1993-94 to 2011-12.

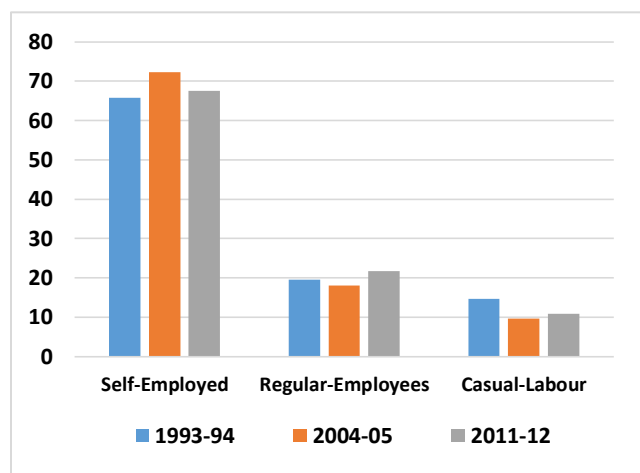
Figure 1: Per1000 distribution of usually Employed (PS+SS) women in rural Uttar Pradesh during 1993-94 to 2011-12



Source-several rounds of NSSO Source-several rounds of NSSO

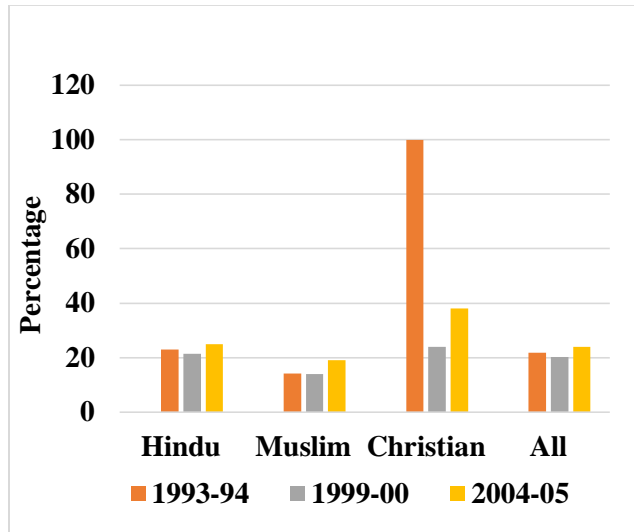
Figure 3&4 analyse the percentage of per 1000 distribution of employed women in the major religious groups in rural and urban Uttar Pradesh during 1993-94 to 2004-05. The figure shows that the percentage of the female Hindu, Muslim, Christian and all religious groups were 23.0, 14.1, 100, and 21.8 percent in 1993-94 and become 24.9, 19.0 and 38.0 and 24.0 percent in 2004-05 in rural Uttar

Figure 2: Per1000 distribution of usually Employed (PS+SS) women in urban Uttar Pradesh during 1993-94 to 2012



Pradesh. In the other hand, the percentage of the female Hindu, Muslim, Christian and all minority groups was 10.0, 10.4, 31.1 and 10.2 percent in 1993-94 and become 10.4, 14.7, 20.5 and 11.7 percent in 2004-05 in urban Uttar Pradesh.

Figure 3: Per1000 distribution of employed Women in major religious groups rural Uttar Pradesh during 1993-94 to 2004-05.

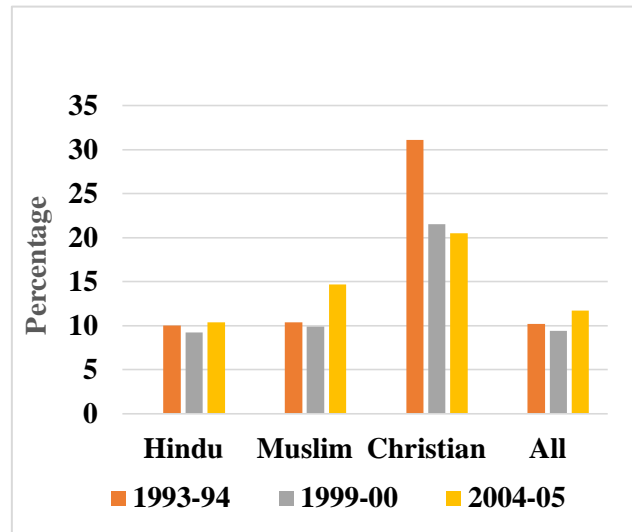


Source-several rounds of NSSO Source-several rounds of NSSO

It is observed from the table that the percentage of the Hindu female workers is increasing, and the percentage of the Muslim female workers are also increasing during 1993-94 to 2004-05 in rural Uttar Pradesh. The percentage of the Christian female workers is decreasing in the same period. On the other hand, the percentage of all female minority groups is increasing in rural Uttar Pradesh. In the case of the urban Uttar Pradesh, the percentage of Hindu female workers is about stagnant, and the percentage of Muslim female workers is increasing during 1993-94 to 2004-05 in the state. In the same way, the percentage of Christian female workers is declining, and the percentage of all female minority groups is increasing in the same period in urban Uttar Pradesh. It is also experienced that the percentage of female participation in rural and urban Uttar Pradesh is very less compare to male after reforms.

Table 5&6 reveals that the percentage of the schedule tribes (ST) female worker in usual status was 18.6 percent and the percentage of the schedule caste (SC) female workers was 16.2 percent in 1999-2000 in rural Uttar Pradesh. The percentage of the other back word (OBC) and other social group's female workers was 12.3, 8.3 percent in 1999-2000 in rural Uttar Pradesh. In the case of urban, the percentage of the ST female was 9.6 percent in 1999-2000. The percentage of the SC & OBC female workers was 49.7, 5.7 percent in 1999-2000

Figure 4: Per1000 distribution of employed women in major religious in groups in urban religious Uttar Pradesh 1993-94 to 2004-05



respectively. The percentage of other social groups was 6.0 percent in 1999-2000. It reveals that in usual status, the percentage of the ST female workers was highest and the percentage of the other social groups' female workers was lowest in 1999-2000 in rural Uttar Pradesh whereas in urban, the percentage of the SC workers was highest and OBC female workers were lowest in 1999-2000. On the other hand, in usual and subsidiary status, the percentage of the ST&SC female workers was 48.6, 25.8 percent whereas the percentage of the OBC female workers was 20.8, 15.1 percent in 1999-2000 in rural Uttar Pradesh. Similarly in the case of urban, the percentage of the ST&SC female workers was 49.9, 13.5 percent in 1999-2000 whereas the percentage of the OBC & others female workers 48.2, 8.5 percent in 1999-2000. It shows that ST female workers were highest whereas other female workers were lowest in 1999-2000 in rural Uttar Pradesh and also ST female workers was highest whereas in "other" groups female workers was lowest in 1999-2000 in urban Uttar Pradesh. In current weekly status, the percentage of the ST&SC female workers was 45.7, 20.3 percent whereas the percentage of the OBC & 'other female workers was 45.8, 13.2 percent in 1999-2000 in rural Uttar Pradesh. In the case of the urban, the percentage of the ST&SC female workers was 47.7, 12.7 percent whereas the percentage of the OBC & 'other 'female workers was 47.5, 7.3 percent in 1999-2000. It had seen that the percentage of the

SC female workers was highest whereas in ‘other’ female workers was least in 1999-2000 in rural Uttar Pradesh. Similarly, the percentage of the ST female workers was highest while in ‘other’ female workers was least in urban Uttar Pradesh. In current daily status, the percentage of the ST&SC female workers was 43.2, 16.1 percent whereas the percentage of the OBC & ‘other female workers was 44.2, 9.6 percent in 1999-2000 in rural Uttar Pradesh. In the case of the urban, the percentage of the ST&SC female workers 45.9, 9.5 percent whereas the percentage of the OBC & ‘other female workers was 46.7, 6.3 percent in 1999-2000. It reveals that the percentage of the SC female workers was highest whereas in ‘other’ female workers was least in 1999-2000 in rural Uttar Pradesh. Similarly, the percentage of the ST female workers was highest, and OBC female workers were least in urban Uttar Pradesh. It is experienced that the new economic policy has affected more urban female workers compare to rural female workers. The rural female workers are migrating to urban areas for better job opportunities. Therefore, the percentage of the female workers has increased in the urban Uttar Pradesh. It is also experienced that the new economic policies were not made under consideration of rural female workers or unorganized female workers. The employment opportunities of women in the unorganized sector were not generated. Hence, the female workers are suffering from increasing economic violence, social security, and low income.

CONCLUSION

Women are playing a vital role in the development of the state economy. The participation of women is increasing in organized and unorganized economic activities in the state. It is experienced that the new economic policies were not made under consideration of rural female workers or unorganized female workers. However, unorganized sector is providing about 90 percent of employment to the female workers. The female workers are suffering from increasing economic violence, social security, and low income. From the above analysis, it is observed that the percentage of female self-employed

and regular employees is increasing in rural and urban areas of Uttar Pradesh. The percentage of the casual female labour is decreasing in rural and urban areas. In the same way, the percentage of the Hindu female employed people has been increasing in rural areas. In all minority groups, the percentage of the employed female workers has been increasing in rural and urban areas. The percentage of the Christian female employed workers has been decreasing in rural & urban Uttar Pradesh. On the other hand, the percentage of the ST female workers was highest, and the percentage of ‘other’ social groups’ female workers was lowest in 1999-2000 in rural Uttar Pradesh whereas in urban, the percentage of the SC workers was highest and OBC female workers were lowest in 1999-2000. The public and private sector have failed to create a regular job for the marginalized women, but the casualization of the female workers is decreasing.

The new economic reforms have a positive impact on women employment in organized sector whereas the negative impact on the unorganized sector in the state. The income of the women employed in unorganized sector has declined, and migration of the women is increasing from unorganized sector to organized sector. It means that the population of the women is increasing in the organized sector, and it has become a great challenge for the government to provide better space, employment, social security and job security in the state. The majority of the women labours are living with insecurity in the state. Uncertainties of women employment are dominant among the society in the state. The new economic policy has affected more urban female workers compare to rural female workers. The rural female workers are migrating to urban areas for better job opportunities. Therefore, the percentage of the female workers has increased in the urban Uttar Pradesh. There is a rapid need for the government to implement the appropriate and balanced policy and programme for increasing women employment in the state of Uttar Pradesh.

Appendix

Table 1: Per 1000 distribution of usually employed (PS+SS) women in rural Uttar Pradesh during 1993-2012

| Year | Self-Employed | Regular-Employees | Casual-Labour | All |
|---------|---------------|-------------------|---------------|------|
| 1993-94 | 79.5 | 0.9 | 19.6 | 1000 |
| 2004-05 | 85.2 | 1.7 | 13.1 | 1000 |
| 2011-12 | 80.7 | 3.8 | 15.5 | 1000 |

Source: several rounds of NSSO

Table 2: Per1000distributionof usually employed (PS+SS) women in urban Uttar Pradesh during 1993-2012

| Year | Self-Employed | Regular-Employees | Casual-Labour | All |
|---------|---------------|-------------------|---------------|------|
| 1993-94 | 65.7 | 19.6 | 14.7 | 1000 |
| 2004-05 | 72.3 | 18.0 | 9.7 | 1000 |
| 2011-12 | 67.5 | 21.7 | 10.8 | 1000 |

Source: several rounds of NSSO

Table 3: Per1000distributionemployed women in major religions in rural Uttar Pradesh during 1993- 2005

| Year | Hindu | Muslim | Christian | All |
|---------|-------|--------|-----------|------|
| 1993-94 | 23.0 | 14.1 | 10.0 | 21.8 |
| 1999-00 | 21.4 | 13.9 | 24.0 | 20.3 |
| 2004-05 | 24.9 | 19.0 | 38.0 | 24.0 |

Source: several rounds of NSSO

Table 4: Per 1000 distribution employed women in major religions in urban Uttar Pradesh- during 1993- 2005

| Year | Hindu | Muslim | Christian | All |
|---------|-------|--------|-----------|------|
| 1993-94 | 10.0 | 10.4 | 31.1 | 10.2 |
| 1999-00 | 9.2 | 9.9 | 21.5 | 9.4 |
| 2004-05 | 10.4 | 14.7 | 20.5 | 11.7 |

Source: several rounds of NSSO

Table 5: Number of women employed per 1000 according to the various approaches during 1999-00 in rural Uttar Pradesh

| Year | ST | SC | OBC | Other |
|---------|------|------|------|-------|
| UPS | 18.5 | 16.2 | 12.3 | 8.3 |
| UPS+SPS | 25.9 | 25.8 | 20.8 | 15.1 |
| CWS | 20.2 | 20.3 | 16.8 | 13.2 |
| CDS | 15.0 | 16.1 | 13.0 | 9.6 |

Source: several rounds of NSSO

Table 6: Number of women employed per 1000 according to the various approaches during 1999-00 in urban Uttar Pradesh

| Year | ST | SC | OBC | Other |
|---------|------|------|-----|-------|
| UPS | 9.6 | 9.9 | 5.7 | 6.0 |
| UPS+SPS | 18.4 | 13.5 | 8.7 | 8.5 |
| CWS | 13.1 | 12.7 | 7.9 | 7.3 |
| CDS | 11.1 | 9.5 | 6.2 | 6.3 |

Source: several rounds of NSSO

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