

DISCUSSION PAPER

THE INDIAN LABOUR MARKET: A GENDER PERSPECTIVE



No. 8, February 2016

GOVINDAN RAVEENDRAN

FOR PROGRESS OF THE WORLD'S WOMEN 2015-2016

The UN Women discussion paper series is a new initiative led by the Research and Data section. The series features research commissioned as background papers for publications by leading researchers from different national and regional contexts. Each paper benefits from an anonymous external peer review process before being published in this series.

This paper has been produced for the UN Women flagship report *Progress of the World's Women 2015-2016* by Govindan Raveendran, Independent Researcher on labour, poverty and gender issues and former Additional Director General, Central Statistical Office, Ministry of Statistics and Programme Implementation, Government of India.

© 2016 UN Women. All rights reserved.

ISBN: 978-1-63214-036-4

The views expressed in this publication are those of the author(s) and do not necessarily represent the views of UN Women, the United Nations or any of its affiliated organizations.

Produced by the Research and Data Section
Editor: Christina Johnson
Design: dammsavage studio

DISCUSSION PAPER

THE INDIAN LABOUR MARKET: A GENDER PERSPECTIVE



No. 8, February 2016

GOVINDAN RAVEENDRAN

FOR PROGRESS OF THE WORLD'S WOMEN 2015-2016



TABLE OF CONTENTS

SUMMARY/RÉSUMÉ/RESUMEN	i	7.3 Level of education and activity status	21
1. INTRODUCTION	1	7.4 Social group and activity status	22
2. CHANGES IN POPULATION STRUCTURE	2	7.5 Per capita consumption deciles and activity status	22
3. CHILD LABOUR	3	8. WORKERS BY ECONOMIC ACTIVITY	24
4. GENDER DIFFERENTIALS IN THE ACTIVITY STATUS OF THE ADULT POPULATION	4	9. WORKERS BY OCCUPATIONAL CATEGORIES	27
5. AGE-SPECIFIC LABOUR FORCE PARTICIPATION RATES OF ADULTS	7	10. PLACE OF WORK OF NON-AGRICULTURAL WORKERS	28
6. DETERMINANTS OF LABOUR FORCE PARTICIPATION AND GENDER DIFFERENTIALS	9	11. GENDER DIFFERENTIALS IN QUALITY OF WORK	29
6.1 Age profile	9	11.1 Informality of employment	29
6.2 Marital status	10	11.2 Regularity of work	32
6.3 Households with small children	12	11.3 Full-time/part-time work	32
6.4 Socio-religious groups	14	11.4 Work availability in all seasons	33
6.5 Area of residence – rural or urban	15	11.5 Membership of union/association	33
6.6 Level of education	16	11.6 Working poor	34
6.7 Per-capita consumption expenditure groups	17	11.7 Wage differentials of women and men	37
7. WORKERS BY ACTIVITY STATUS	18	11.8 Measuring gender inequality in quality of work	43
7.1 Workers by area of residence and activity status	19	12. CONCLUSION	44
7.2 Age group and activity status of workers	20	ANNEX	45
		REFERENCES	46

SUMMARY

The paper is based on a study commissioned by UN Women in 2014 to analyse women's work in India. It provides an in-depth analysis of trends in labour outcomes of women in India based on unit level datasets of employment-unemployment surveys undertaken in 1999–2000, 2004–2005 and 2011–2012. The paper brings out the gender differentials that exist in the employment status of women and men despite the existence of legal and policy framework for the empowerment of women in the country. The labour force participation rates (LFPRs) of women are not only less than half those of men but also

declined in 2011–2012. Age, marital status, presence of children, socio-religious status, area of residence, level of education and relative affluence of households are some of the determinants of labour force participation of women and men in India. There has never been a steady state for women's employment; peak employment comes later in life, so any possible gains in increased wages are short-lived. The deprivation of women in terms of quality of work is three times that of men, and wage rates of women are significantly lower. There has also been a decline in real wages of regular informal workers since 1999–2000.

RÉSUMÉ

Le document est fondé sur une étude commandée par ONU Femmes en 2014 dans le but d'analyser le travail des femmes en Inde. Il fournit une analyse approfondie des tendances du marché du travail pour les femmes en Inde fondée sur des ensembles de données unitaires obtenus à partir d'enquêtes menées sur l'emploi et le chômage en 1999-2000, 2004-2005 et 2011-2012. Le document met en évidence les différences entre les sexes en ce qui concerne l'emploi, et ce en dépit de l'existence d'un cadre juridique et politique favorisant l'autonomisation des femmes dans le pays. Les taux d'activité des femmes sont non seulement inférieurs à ceux des hommes (moins de la moitié), mais ils ont également diminué en 2011-2012.

L'âge, la situation matrimoniale, la présence d'enfants, le statut socioreligieux, la région de résidence, le niveau d'éducation et la richesse relative des ménages sont certains des déterminants du taux d'activité des femmes et des hommes en Inde. La situation relative à l'emploi des femmes n'a jamais été stable ; le pic de l'emploi survient plus tard dans la vie, et donc les gains possibles suite à une augmentation de salaire sont de courte durée. Les privations des femmes à propos de la qualité du travail sont trois fois plus prononcées que celles des hommes, et les niveaux de salaire féminins sont nettement inférieurs. De plus, les salaires réels des travailleurs informels réguliers ont baissé depuis 1999-2000.

RESUMEN

El artículo está basado en un estudio encargado por ONU Mujeres en 2014 con el fin de conocer la situación laboral de las mujeres en la India. Ofrece un análisis exhaustivo de las tendencias observadas en los resultados de las mujeres en términos de empleo en dicho

país, con base en conjuntos de datos extraídos de las encuestas de empleo y desempleo realizadas en 1999–2000, 2004–2005 y 2011–2012. El artículo pone de relieve las diferencias de género que existen entre la situación de los hombres y las mujeres en el mundo

del trabajo, a pesar de la existencia de un marco jurídico y normativo que fomenta el empoderamiento de las mujeres en el país. Las tasas de actividad de las mujeres no solo equivalen a la mitad de las masculinas, sino que además descendieron en el período 2011–2012. Edad, estado civil, presencia de hijas e hijos, condición social y religiosa, zona de residencia, nivel educativo y riqueza relativa de los hogares constituyen algunos de los factores que determinan la

participación de mujeres y hombres en el mercado laboral de la India. El empleo de la mujer jamás ha llegado a estabilizarse; el pico de empleo llega en una fase tardía de la vida, por lo que cualquier incremento salarial es efímero. Los índices de precariedad de las mujeres triplican los de los hombres, y los salarios de aquellas son significativamente menores. Además, desde 1999–2000 se observa una reducción de los salarios reales de las trabajadoras del sector informal.

1.

INTRODUCTION

Gender inequalities in respect of education and employment curtail the productive capabilities of women and hence impede the process of development of nations. This is particularly the case in developing countries such as India, where women are subjected to a number of restrictive social norms and ethos despite the principle of gender equality being enshrined in the Constitution. The Constitution also empowers the State to adopt measures of positive discrimination in favour of women, which has led to several laws, policies and development plans/ programmes being put in place specifically for the advancement of women in different spheres.

There has been a shift in the approach to women's issues from welfare to development since the Fifth Five Year Plan (1974–1978). A National Perspective Plan for Women (1998–2000) was launched to give direction for the all-round development of women in the country. A National Commission for Women was set up by an Act of Parliament in 1990 to safeguard the rights and legal entitlements of women. The 73rd and 74th Amendments (1993) to the Constitution provided for the reservation of seats in local bodies of Panchayats and Municipalities for women and laid a strong foundation for their participation in decision-making at the local level.

The Ninth Five Year Plan (1997–2002) adopted the concept of a Women Component Plan (WCP) as an important strategy and directed both the Central and State Governments to ensure that “not less than 30 per cent of the funds or benefits are earmarked for women”. This paved the way for gender-responsive budgeting. The Central Government also announced the National Policy for the Empowerment of Women in 2001, which was declared the Year of Women's Empowerment so as to bring women into the mainstream of development

and political empowerment, strengthening of mechanisms for effective implementation of women-related legislation and augmenting delivery mechanisms for gender mainstreaming. The National Mission for Empowerment of Women (NMEW) was set up on International Women's Day in 2010 with the objective of strengthening the overall processes that promote the all-round development of women.

The Twelfth Five Year Plan (2012–2017), which was intended to achieve faster, sustainable and more inclusive growth, envisaged engendering of development planning and making it more children centric. The ending of gender-based inequalities, discrimination and violence was made an overriding priority.

In spite of constitutional provisions and a multitude of developmental efforts, however, the labour force participation rates (LFPRs) of women in India are not only low but have been declining systematically over the years. This has serious implications for the nation's development agenda and thus needs immediate attention. An attempt is made in this paper to provide an in-depth

预览已结束，完整报告链接和二维码如下：

https://www.yunbaogao.cn/report/index/report?reportId=5_22118

