

FOR EMPLOYABILITY AMONGST THE WOMEN FOLKS: A POLICY MEASURE

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Abstract:

As per Budget, 2017. Only 23.7 percent of eligible India women are part of the workforce compared to 75 men. In urban areas share of women further drops to 16 percent when compared to 69 percent amongst men. The unemployment rate was high of 8.7 percent compared to 4 percent for men. Women in India represent only 24 percent of the labor force whereas an average of 40 percent of women represents in force globally. Our economy has kick-started to be green economy through environmental components in the year 2009 with stimulus packages. We have pledged to take up green projects in areas of renewable energy, transport infrastructure, auto companies, green building, and factories to generate green growth for sustainable development. Women have been marginalized in the energy sector whereas less than 6 per cent of technical staff and below one per cent of top managers were present. Women hold less than nine per cent in construction jobs. Women in Apprenticeship and Nontraditional Occupations policy framework should be shaped to give funding for Non-Traditional Training and Apprenticeship center for women to make them participate in the workforce.

Keywords: Workforce, labor, infrastructure, transport, flexibility, discrimination, employability, marketing

As per Budget, 2017. only 23.7 percent of eligible India women are part of the workforce compared to 75 men. In urban areas share of women further drops to 16 percent when compared to 69 percent amongst men . The unemployment rate was high of 8.7 percent compared to 4 percent for men. Women in India represent only 24 percent of the labor force whereas an average of 40 percent of women represents in force globally.

In 2015, India has produced 6.3 mn graduates and 1.4 mn postgraduates. Out of it 3.2 mn are women graduates and 0.74 mn are postgraduates. In 2015- 16, only 35 percent of working age are employed whereas in men this was 61 percent. The share of women in the workforce in 2011-2012 was 104 mn whereas by 2015-16 it has reduced to 94.9 mn. In percentage terms, in 2011-12 it was 30.3 but by 2015 -16 it has reduced to 29.2 percent in rural India. Whereas in urban India, the share of women in the workforce was 24. 6 mn in 2011-12 by 2015-16 it reduced to 23.9 mn. In percentage terms, 2011-12, it was 19.8 percent and this reduced to 17.8 percent by 2015-16.

In 2011-12 36 percent more women (i.e) 66 mn than in 2004-5 dropped out of the workforce. This decline was from the age group between 35-54 years. Women coming out of the workforce from each of the 5 years groups has increased by 50 percent or more.

Only 691 females attend colleges for every 1000 males. There are 1403 females who have never attend any educational institution for every 1000 male who has never attended. Women are dwindling in the workforce despite their enrolment rates in higher education has been increasing from 39 percent to 46 percent between 2007 to 2014.

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This is ground reality regarding women workforce in India As I am given to draw conclusions and suggest certain policy framework to address the issue of reinforcing missing women into the informal sector (i.e.) Telecom, Banking Oils, Gas, Power, etc

Female participation has been dropping in 2004 - 05 despite 42 percent of women who are graduates. The share of women in Service and Industry is less than 20 percent. The reason why women participation in the workforce has been low because a larger number of younger women are opting to stay in schools as said by a senior country economist of world bank

Frederico Gill Sander. Many are dropping out of the workforce due to lack of opportunities and others due to rising income levels.

Rising household income levels withdraw women from the paid labor force and engage themselves in status production at home (i.e.) work that maintains and enhance the family social standing. Eg. Upkeeping of suitable work clothes, provision of food at the workforce, entertainment of colleagues and feeding hired hands and co-workers within the women 's family.

Sher Singh Verick, Deputy Director of International Labour Organisation for the South Asian States says that if women get a reasonable salary that will act as a pull factor to get into the labor force. If wages remain very low, incentive becomes low for women to get into the labor force.

The NSSO Survey on Employment and Unemployment (1993- 94) reveals that skilled percentage of the workforce is evidently very low. In rural areas, only 10. While urban areas only 19.6 percent of male and 11.2 percent of females skills. Only 5 percent of younger members of the labor force (i.e). 20-24 years age group .have vocational skills. Whereas these percentage points were high as 60 to 80 in developed countries.

Our conventional educational system is excessively oriented towards general with little or no vocational orientation. Our system is primarily driven by formal education of getting an academic degree which is necessary to obtain government job, This, in turn, is highly secure and pay scales are much higher than market wages. One can say 'Making of Employability 'for a bright future.

Policy measure:

In 2010, a working paper published by International Labour Organisation (ILO) suggests that India should have an Employment Policy which is gender specific and sector specific in nature that can absorb more of labor supplies of women .Service sector has been a growing and has a development to employ more and more of labors. This is evident and visible in the structural shift that is taking in with both general and female ward specific labor force participation rates. World Bank and United Nations have focused on women in development assistance and poverty reduction strategies (i.e.) more Gender Specific approaches than Gender Neutral to bring in faster economic growth.

We should give more space in creating skill in our conservative educational system, For that, we need more skill training schools, colleges, and universities to give more of Certificates,

Diplomas, and Degrees in the specified areas that can help create more skilled labors in the labor market.

Social Campaign should be organized which drives homes that women need to work. For that, we need to create thinking that helps them to reinforce them to the labor market. There has already an increase in education levels but we need to imbibe the desire to be independent and reduce the focus on early marriages and reproduction.

Create incentives, safety and conducive environment for the women to work in generating greater economic dividends. A pilot survey says that jobs near home attract women to work. So Local job creation is more suggestible

work spot flexibility, availability of childcare and adequate pay are critical to boosting women participation.

Indian women do 9.8 times the care work than Indian men do as per Mc. Kinsley. Such unpaid care work like cooking and cleaning should be pushed for equality in share with their male counterparts. Such intangible can be addressed through campaigns like Swachh Bharat Drive. The government of India has already begun in such areas like bringing in our landmark Maternity Benefits Bill. This brings a work-family balance.

Need for more income-generating programmes like MGNREGA which has generated 45 percent more women labors in the workforce as it has reserved one –a third of the workforce for women only.

Quotas for a number of women managers in the governmental and private organization be reserved at all levels including Boards of decision making.

More aid should be focussed on increasing income generating initiatives role in the home, health services, etc

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References

- Self authored