

CHAPTER - I

INTRODUCTION

Labour is an integral factor of development. Its quality and quantity affect specialization and division of labour. Developed and developing countries have been witnessing dramatic transformations in the labour market today. The division of work between men and women were originally based on the biological differences. The role of women in the present scenario has been undergoing lot of changes. The men became the bread winner and women the household manager. With advancement of society women started encroaching upon the exclusive male domain. It has been increasingly realized that women along with men play a vital role in the context of the prosperity of the country and in raising the standards of living of the people. Throughout the world women participation in labour markets had been increasing more than ever before. Women contribute significantly to the socio-economic development of a country yet are not treated as an integral part of the labour force, though planned economic development depends upon efficient utilization of human resources both men and women (Schults,1968).

Women of the modern times play the triple role of a housewife, a career woman and as an enlightened citizen. With increasing number of women entering the labour market, opportunities of interaction with public is witnessed. Labour force participation of women enhances their ability to exercise their choice and to take independent decisions by reducing their economic dependence on men. From time immemorial, services rendered by women went unrecognized and their work was not documented officially since women were confined to their homes and their mobility was restricted. Women's withdrawal from home is a silent testimony of her economic success and her labour force participation has been a major symptom of social change.

The period since 1980 has witnessed increasing participation of women in paid employment which intensified since the 1990's due to changes in the macroeconomic policies. However the pattern of change varied between

countries. The share of women's participation in the organized sector employment in India has been rising over the years, sometimes even displacing men from their coveted jobs as a result of higher educational attainments, most of whom belong to the better off sections of the society. There are many others who form the bulk of the female population employed in the unorganized sectors with no security of jobs and poor working atmosphere. According to Census 2011, women represent 40 percent of the global labour force and the female labour force participation rate has hovered around 50 percent over the past two decades. Under enumeration of women's economic activities had been one of the main causes for low female labour participation in India. The lower female participation rate is partly attributed to social inhibitions, cultural issues, caste structure and religious affiliations. The society accorded a dependent status to women. They had to accept the subordinate status and follow strict role segregation. Marriage was considered more important than career. They presumed that commitment to career was detrimental to domestic obligations. They have no other choice other than to withdraw from jobs due to the disproportionate amount of unpaid tasks at home. Women constituted more than half of the world's population but their contribution to economic activity, growth and well- being is far below their potential. Women constitute nearly 50 percent of the population of India. They could not be ignored or neglected. For centuries women were molded to limit their ambitions and were not given any exposures to the world of work.

Presently women are getting exposed to the world of work so there is visibility enhanced in the economic front. Their lives have been shaped by customs and traditions which are centuries old. The triple burden stems from patriarchal tradition which is still followed in most of the countries of the world. With income earning activities, the time spent by women in various work related activities also increased. It has been disappointing to note that the labour force participation rate of women was falling from 37 percent in 2004-05 to 29 percent in 2009-10 (ILO, 2013). Women accounted for most of the unpaid work and when they are employed in paid work they are over represented in the informal sectors and among the poor. Discriminations in labour markets in

many countries restricted women's option for paid work. An analysis by the (ILO, 2010) finds that women are over represented in sectors that are characterized by low status and pay.

No country can have a competitive edge over the other countries if the status and role of women are not improved. Measures are geared up to enhance the status of women in India. All round development of women has been one of the focal point of the planning process in India.

During the first five year plan (1951-56) in India, welfare measures were provided and Central Societal Welfare Board (CSWF) was established in 1953 for the benefit of women. Organization of Mahila Mandals and Community Development Programs were the other few steps taken in this direction.

The second five year plan (1956-61) felt the need for women organization and imparted training for women as the empowerment of women was closely linked with the overall approach of intensive agricultural development programmes. The third and fourth five year plans (1961-1966 and 1969-74) supported female education as a major welfare measure. Rural welfare services, resources and education were given priority besides providing maternal health and child welfare, education, nutrition and family planning. The fifth five year plan (1974-1979) coincided with the 'International Women's' Decade' (1975 - 1985) and submitted Report of the Committee on the Status of Women in India. In 1976, Women Welfare and Development Bureau was setup to act as a nodal body coordinating policies and programmes for women development.

The 6th five year plan (1980-1985) shifted the emphasis from welfare to development having recognized the fact that women lack accessibility to resources impending growth.

The 7th five year (1985-1990) plan focused on operational concern for equality and empowerment of women. With 1990's structural reforms importance to privatization and deregulation of the domestic economies and

employment issues were accorded high priority earlier suddenly it became less important. This was felt as though it was marginalizing women. It was for the first time that qualitative aspects such as inculcation of confidence, awareness to their rights and skill development were given top priority.

The 8th five year plan (1992-1997) focused on women empowerment at the grass roots level through Panchayat Raj Institutions.

The 9th five year plan (1997-2002) adopted a strategy of women components plan with no less than 30 percent of the funds were earmarked for women specific programmes.

The 10th five year plan (2002-2007) aimed at empowering women through National Policy for Empowerment of Women put into action and ensuring survival, protection and development of women and children through rights based approach.

The 11th five- year plan (2007-2012) with a separate section on “Gender Equity” came to be included in the Draft Approach paper. The strategy for women was confined to three areas namely, violence against women, economic empowerment of women and women’s health. Other thrust areas included provision of relief and rehabilitation for women in distress, nutrition, education and income generating activities. “Swayam siddha”, a flagship scheme for women was implemented for the holistic economic empowerment of women. Other schemes included Training and Employment Program (STEP), which aimed at raising income of rural women by up grading skills in traditional sectors. Support systems such as working women hostels, provision of crèches to help working women. “Swadhar” and short stay homes have been set up for women in distress.

In the 12th five-year plan (2012-2017), empowerment of women was envisioned to realize the full potential of women’s rights to access opportunities, resources and choices with freedom to make decisions within and outside home. There has been a paradigm shift in seeing women not as

mere recipients of welfare benefits but also to mainstream gender concerns and engage them in the development process of the country. The National Policy for the Empowerment of Women (NPEW), 2001 was formulated for the advancement, development and empowerment of women. Policy prescriptions in legal-judicial system for more responsive and gender sensitive women's need were emphasized. Women friendly personnel policies were drawn to encourage women participation in developmental process. Various empowerment schemes such as 'Beti Bachao Beti Padhao Scheme', 'One Stop Centre Scheme', 'Women Helpline Scheme', Ujjawala: Scheme for prevention of trafficking and rescue, rehabilitation and re-integration of victims of trafficking and commercial sexual exploitation, working women hostel, Rajiv Gandhi National Crèche scheme, Swadhar Greh scheme for women in difficult circumstances, IGMSY-A conditional maternity benefit scheme were introduced.

The degree of empowerment of women can be seen through the parameters 'work participation rate'. In India according to 2011 census work participation rate for males has been around 53.3 percent and for females it was 25.5 percent. The ILO feels that in developing economies the employment of women is marginal either due to neglect or due to low priority. Being the index of their economic status the employment of women is given top priority today. The role of women at home was gradually becoming lighter and easier due to globalization and technical progress. Today the economic role of women has gained importance and they cannot be isolated from the process of development.

There has been a substantial change in the participation of women in economic activities due to economic growth and education. Earlier they were traditional bound and over burdened with unpaid tasks such as cleaning, cooking, washing, taking care of elders etc. By increasing the opportunities of work for the women and changing the attitude and mindset of people towards their occupational mobility and independence the women are slowly and steadily becoming active in domains which were monopolised by males and

have had made a mark. By work opportunities undertaken outside home, women reduced their dependence on men giving them better control over their earnings and in decision making. Women prefer flexi schedules and job assignments to realize their potentialities and responsibilities and develop self esteem (Kalpagam.U, 1999).

Generally women work in informal sector where they are paid low wages. Women workers are also engaged in piece work and sub-contracting at exploitative rates. Women are relegated to secondary status within household and workplaces due to patriarchal norms. They are devoid of equal opportunity from birth, in spite of having equal potentialities as men. They remain confined to household activities which are invisible in nature. They work longer hours than men but their work goes unrecognized (UNDP, 1995). The work participation of women has not increased proportionately to their level of education although there is considerable increase in the enrolment of girls in schools and colleges. In spite of the increased literacy and educational attainments they are underrepresented in decision making process under representation of women in India's labour force has been a chronic problem (Ashwaq Masoodi, 2016). Violence against women is increasing (National Crimes Records Bureau, 2011) to the extent of 7.1 percent over the year 2010. There has been 2, 41,986 incidence of violence and harassment in work place even though they are educated because of the lack of legal awareness of their rights.

The labour force participation of women in India is low because women take the primary responsibility of domestic work. Most of the women seek work intermittently. India's labour force is largely less skilled. The labour force participation rate of women moves along the 'U' shaped curve with rise in the level of education. It is a mirror image of the inverted 'U' shaped curve along which the rate of full time engagement of women in house work moves as the level of education rises. So the end points in the inverted 'U' shaped curve are above to those on the U shaped curve. This means that the percentage of women engaged in house work exceeds the percentage of

economic activities at all levels of education. Thus the level of education of women engaged in house work is significantly higher than that of women in labour force. The incidence of poverty varies inversely, with levels of education. The child dependency ratio and child women ratio also shape the overall labour force participation of women. Larger the proportion of children in the population lower will be the overall work force participation of women. The child women ratio is a constraint to their participation in economic activities as the burden of child care activities and child rearing is to be shouldered by the women themselves. If the number of children per adult is significantly higher for person with little or no education, the labour force participation with little or no education is lower than that of the rest of the population. Another fact is that a large section of the women with tertiary education seems to be neither in the labour force nor engaged in home work as they belonged to well off households who are under no pressure to earn and can hire domestic help for home work (Wendy Olsen and Smita Mehta,2006)

Economic factors need not necessarily be the dominant concern for women to be in labour force, there are social and cultural norms which forbid women to take up paid work outside home. The labour force participation of women in economic activities is a symptom of social change. As women's participation increases in employment, the problem related to child care and elder care takes place (Hindu Business line, 19th June 2006). It was reported that with younger children at home women face more family -work conflicts (Narayana, 2013).

The attitude of the society towards women have to be changed so that more and more number of women could come to the labour force assured of their rights and make the world of work a place to cheer. Research done by ILO shows that there has been some increase in women employment in urban areas, but the rural areas showed the opposite trend since 2004. This has been attributed to three reasons namely, increase in educational enrolment, improvement in the earnings of male workers and lack of employment opportunities at certain levels of skills and qualifications discouraging women

participation in economic activities. But no study on Indian women is complete without giving due consideration to their contribution to household work which goes unaccounted in national accounting (Suchetana Ray, 2016).

Time Use Survey

Time use survey is relatively new survey tool being used by several developed and few developing countries. To get a better measure of well being as well as workforce, time use survey technique is the only survey technique that is available at present which provides a comprehensive information on how individuals spend their time on daily and weekly basis and reveals the details of individuals' daily life with the combination of specificity and comprehensiveness not achieved in other social survey. Data collected under a time use survey does not have any socio cultural bias as the information collected refers only to how individuals spend their time. Since the information is collected about all the twenty four hours, no activity is likely to be missed out.

Time use studies provide data on the following namely allocation of time by men and women between the system of National Accounts (SNA), Extended SNA and Non SNA activities. SNA activities are activities covered under the National Accounts System and falling within the SNA Production Boundary. The Extended SNA activities include all the activities that fall outside SNA Production Boundary but fall within the General Production Boundary, consisting of mainly unpaid services. Non SNA activities are personal services which cannot be delegated to others like sleeping, eating walking etc.

Reconciliation between work and family is most challenging task for working women. There has been various studies carried out on time allocation between paid and unpaid work of women (vide discussion in Chapter III) .In India the Time use survey conducted by the Central Statistical Organisation in 1998-1999 was the first of its kind that was designed to capture women's' contribution to unpaid work. It revealed that heavy responsibility was thrust on women to manage the household and care of its members. It could be seen that the entry of women into the paid work force has reduced the time allocated

to the care of family. The unpaid work within the production boundary and outside where women are disproportionately concentrated has been kept out of the monetized stream. There is a clear bias on the basis of gender in the amount of time spent on different activities. Men dominated the SNA activities whereas ESNA activities were the sole responsibility of women in general all over the world. Time use varies by region and historical period. And within a country the time use of particular groups can be affected by the kind of household and the employment status of its members (Human Development Report, 1995). Unpaid work remained invisible in the national accounts. Though a certain degree of statistical invisibility of unpaid work in the economy is a global phenomenon, it is predominant in India and in south Asian countries mainly due to orthodox socio- cultural settings. Hence time use survey has been effective in unfolding the statistical invisibility of unpaid work across countries. In the light of the above, the present study on “A Comparative analysis of working and non working women and their time management in Mahe District” has been taken

Objectives of the Study

Based on the above discussions the investigator has selected the study “A Comparative analysis of the working and non- working women and their time management in Mahe District” with the following objectives.

1. To examine the determinants of women participation in work force
2. To study the motivational factors for women to enter job
3. To find out the time management of women in terms of SNA, NSNA and ESNA activities.
4. To monetize the ESNA activities of women
5. To illustrate the problems faced by working and non working women.

In the course of the study the following hypotheses were tested.

Hypotheses

1. H_0 : Work status of women is independent of social, economic and demographic factors

H_a: Work status of women is dependent of social, economic and demographic factors

2. H₀: Time management of working and non working women are the same

H_a: Time management of working and non working women differ.

Limitations of the Study

All scientific inquiries are subject to few limitations, although these may differ with respect to the magnitude of limitations. The findings of the current research work are also subject to the following limitations:

1. The study area was confined to the smallest district in India. Hence the results of the study may not be applicable at macro level.
2. The study pertains to a certain time period. The result may not be valid for over a longer period of time due to fast changing socio-economic and socio-cultural setting
3. The results drawn from this study may have limited application and cannot be assumed to provide information, capable of generalization over other regions and could have regional biasness
4. The responses were given based on 'recall' method only.

Scheme of the study

The research work is carried out in five chapters. Chapter I gives the reasons for undertaking the study with the objectives, hypotheses and limitations. Chapter II analyses the theories of labour supply, reasons for women to enter into workforce and the problems that women face and the time use studies. Chapter III narrates the selection of the problem and area, profile of selected place, how data were collected, the quantitative tools applied in the analysis of data and the concepts used in the study. Chapter IV elaborately gives the findings of the study. Chapter V briefly summarises the findings of the study and conclusions drawn from the study with suggestions and the scope for future research.