



Socio-Economic Empowerment of WOMEN

Initiatives for Impoverished

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Contents

<i>Preface</i>	v
Acknowledgement	vi
1. Gender Disparity in Higher Education—An Empirical Analysis of Indian States <i>Dr. R. Annapoorani and C. Vijayalakshmi</i>	1
2. Empowering Women through Spiritual Intelligence <i>Prof. (Dr.) R. Venkatapathy and D. Anbugeetha</i>	8
3. Self Employed Women in Vending Activities in Coimbatore City <i>Dr. P. Ambiga Devi and Dr. S. Gandhimathi</i>	13
4. Factors Influencing Entrepreneurship and Problems Faced by Rural Women Entrepreneurs with Special Reference to Vellore District <i>Dr. M. Jayasudha</i>	18
5. Awareness of Rural Women towards Financial Inclusion Schemes <i>J. Thiravia Mary Gloria and Dr. P. Santhi</i>	23
6. Empowerment of Women through Access to Water and Sanitation in India: A Note <i>R. Rathika and Dr. V. Mohanasundaram</i>	28
7. Interrelation between Employment Status and Economic Empowerment of Women—State Wise Analysis <i>Dr. R. Annapoorani and R. Ponmani</i>	34
8. Motivational Factors as a Strategy for Entrepreneurial Development among Women in Coimbatore District <i>Dr. R. Jansi Rani</i>	41
9. Trends and Disparity in the Distribution of Female Headed Households in India <i>Priya and Dr. S. Gandhimathi</i>	45
10. Perception of Generation Y on Empowerment of Women <i>Dr. Geetha Bai, P. Puliampatti and Dr. P. Ambigadevi</i>	48
11. Women Empowerment through Lifelong Learning <i>Dr. Suman Buwa</i>	52
12. Policies and Programmes towards Women Entrepreneur <i>Dr. S. Rajalakshmi and P. Kalaivani</i>	56
13. Empowering Women through Micro Finance <i>Dr. A. Vimala</i>	63
14. Kudumbashree—A Way of Attaining Empowerment of Women with Special Reference to Kannadi Panchayath in Palakkad District of Kerala <i>S. Mahima</i>	67
15. Social Inclusion through IGNOAPS and IGNWPS—A Micro Level Study <i>Dr. K. Shobha and Kandaswamy</i>	72
16. Empowerment of Women through Self Help Group <i>Anupriya M.V.</i>	76

7

Interrelation between Employment Status and Economic Empowerment of Women—State Wise Analysis

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Abstract—The empowerment of women is anchored on their economic status in the society. Employment of women is an index of their economic status in society especially with response to equality. In India, the work participation rate of women steadily rose from 22.27% in 1991 to 25.68% in 2001. But the gender empowerment value for India was only 0.0228. In this context a research study on “Interrelation between employment status and economic empowerment of women—State wise analysis in India” was formulated with the objectives of finding out the Statewise variation in employment status of women on their economic empowerment of women and the impact of employment status of women on economic empowerment of women. The study was related to 16 major states of India for 2001 and 2006. The study estimated Theil’s inequality index and multiple regression analysis. As per the study female workforce participation rate was found to be maximum in Andhra Pradesh (35.11) and lowest in Kerala (15.38). TamilNadu ranks first with regard to number of women employed in public sector (423060) followed by Maharashtra (373770). The proportion of female main workers in rural areas was found to be the highest in Maharashtra (30.47 percent) and lowest in Uttar Pradesh (6.83 percent). However, Himachal Pradesh had the highest women economic empowerment measure index of (0.63) and Assam had the lowest index of (0.12). The inequality was found to be more among the States with regard to number of women employed in private sector since the estimated Theil’s inequality index was the highest (0.4496). The estimated equation indicates that number of women employed in private sector and literacy rate had a positive impact on economic empowerment of women.

INTRODUCTION

Women constitute almost 50 percent of the World’s population but as their social status is concerned they are not treated as equal to men in all the places, though in the western countries women are treated on par with men. It is now widely believed that empowerment of women, i.e. providing equal rights, opportunities and responsibilities to women will go a long way in removing the existing gender discrimination. Empowering may be understood as enabling people, especially women to acquire and possess power resources, in order to make decision on their own or resist decisions that are made by others that affect them. The process of empowerment involves not just an improvement in physical and social condition, but also equal participation indecision making processes, control over resources and mechanisms for sustaining these gains.

Women constitute a significant part of the work force of India but they lack behind men in terms of level of employment. Majority of women are employed in agriculture as labourers and cultivators. Amongst the women workers in the urban areas 80 percent are employed in unorganized sector. Within the organized sector, public sector accounts for more employment of women than in the private sector. Although women are entering the labour market in increasing number, their employment is concentrated in a relatively small number of ‘female’ areas and occupations which tend to attract lower rewards and prestige.

The empowerment of women is anchored on their economic status in the society. This status emerged with capacity building facilitated by employment. Employment of women is an index of

their economic status in society especially with response to equality. In India, the work participation rate of women steadily rose from 22.27% in 1991 to 25.68% in 2001. However, the empowerment of women in India is not satisfactory. The gender empowerment value for India was only 0.0228 as compared to 0.72 in Canada, 0.675 in USA and 0.664 in Germany. India occupies 95th rank in gender empowerment index. (Central Statistical Organization 2001).

Many researchers like Mustiray Begum (2006), Selvaraj (2007) and Sultan mohiden (2012) tried to analyse the issues of women empowerment. However, the interrelationship between employment status of women and economic empowerment of women remains an unexplored area of research. Hence the current research study on “Interrelation between employment status and economic empowerment of women–State wise analysis in India” was formulated with the following objectives:

1. To find out the regional variation in employment status of women.
2. To find out the Statewise variations in economic empowerment of women.
3. To find out the impact of employment status of women on economic empowerment of women.

METHODOLOGY

The study was related to 16 states of India–Andhra Pradesh, Assam, Bihar, Gujarat, Haryana, Himachal Pradesh, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Orissa, Punjab, Rajasthan, TamilNadu, Uttar Pradesh and west Bengal. The study was related to 2001-07. The information on work participation rate of women, proportion of female main workers to total population, number of women employed in public and private sectors, literacy rate and Women economic empowerment index were compiled from the following sources:

1. Statistics of Women in India-2010.
2. Census-2001.
3. Himachal Pradesh Development Report, Planning Commission, Government of India 2006.

HYPOTHESES

The study formulated the following hypotheses:

1. There is no regional variation in employment status of women.
2. There is no state wise variation in empowerment of women.
3. The employment status of women is an insignificant determinant of economic empowerment of women.

QUANTITATIVE TOOLS APPLIED

THEIL'S INEQUALITY INDEX

The study tried to find out Theil's inequality index for female work participation rate in rural area, female work participation rate in urban area, female work participation rate in rural and urban area combined, number of women employed in public sector, number of women employed in private Sector, proportion of female main workers in rural area, proportion of female main workers in urban area and women economic empowerment measure index. The formula used was:

Theil's inequality index = $\text{Log } N - \sum [\alpha_i (\log 1/x_i)]$

$X_i = x_i / \sum x_i$ and $N =$ Number of observations.

MULTIPLE REGRESSION ANALYSIS

To find out the nature and extend of relationship between employment status of women and economic empowerment of women multiple regression of the following form was applied.

$$Y = \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + E$$

Where,

$Y =$ Women economic empowerment measure index,

$X_1 =$ Number of women employed in public sector.

$X_2 =$ Number of women employed in private sector.

$X_3 =$ Proportion of main female workers to total workers

$X_4 =$ Literacy rate.

FINDINGS OF THE STUDY

ANALYSIS OF FEMALE WORK FORCE PARTICIPATION IN VARIOUS STATES OF INDIA

The participation of women in work force was universally recognized as important in developing countries as such the current study tries to analyses the work force participation rate of women for various states of India. Table 1 presents the information on female work participation rate in rural and urban area for various States of India.

Table 1: Female Work Participation Rate in Rural and Urban Area for Various States of India-2001

S. No	States	Rural	Urban	Combined
1	Andhra Pradesh	43.28	13.17	35.11
2	Assam	22.15	10.61	20.71
3	Bihar	20.18	7.04	18.84
4	Gujarat	38.54	9.41	27.22
5	Haryana	33.91	10.55	27.22
6	Himachal Pradesh	46.42	15.23	43.37
7	Karnataka	39.87	16.37	31.98
8	Kerala	15.90	13.64	15.38
9	Madhya Pradesh	40.72	11.98	32.31
10	Maharashtra	43.61	12.57	30.81
11	Orissa	27.12	10.02	24.66
12	Punjab	23.37	10.44	19.05
13	Rajasthan	40.63	9.55	33.49
14	TamilNadu	41.40	18.94	31.54
15	Uttar Pradesh	19.05	6.80	16.54
16	West Bengal	20.86	11.57	18.32

Source: Women and Men in India (2007), Ministry of Statistics and Programme Implementation, Central Statistical Organization. (2007). New Delhi. p. 49.

In rural areas female workforce participation rate was highest for Maharashtra (43.61) and lowest for Kerala (15.90). In urban area Tamil Nadu had the highest participation rate (18.94) and Uttar Pradesh had the lowest participation rate (6.80). As a whole female workforce participation rate was found to be maximum of Andhra Pradesh (35.11) and lowest of Kerala (15.38).

ANALYSIS OF EMPLOYMENT STATUS OF WOMEN IN ORGANIZED SECTOR

To examine the trend of women employment, the economy has been broadly divided into two sectors, viz., organized sector and unorganized sector. The organized sector consists of all public

sector establishments which include all government services at the central, state and local government levels, all public sector undertakings in the field of agriculture, industry, credit financing, public utilities/services etc; and all non-agricultural private establishments which employ 10 or more persons. Table 2 represents the information of women employed in public and private sectors by industrial category.

Table 2: Women Employed in Public and Private Sectors by Industrial Category in 2004 and 2006

S. No.	Industrial Activity	Women's Employment (in Thousands '000)			
		Public Sector		Private Sector	
		2004	2006	2004	2006
1	Agricultural Forestry, Fishing and Hunting	47.7	56.92	411.0	438.03
2	Mining and quarrying	66.0	76.98	7.3	8.49
3	Manufacturing	81.5	77.73	867.9	812.66
4	Electricity, gas and water	49.7	50.37	2.4	2.18
5	Construction	62.6	61.37	3.4	4.16
6	Wholesale and Retail Trade, hotels and restaurants	14.0	12.85	32.0	23.82
7	Transport, storage and communication	179.0	180.42	10.4	10.24
8	Financing, Insurance, Real Estate and Business services	206.0	217.53	81.2	87.20
9	Community, social and personal services	2183.6	54.08	628.8	10.66
	All Sectors (Total)	2890.0	788.25	2044.4	1397.44

Source: Women and Men in India (2007), Ministry of Statistics and Programme Implementation, Central Statistical Organization. (2007). New Delhi. p. 46.

Table 2 makes it evident that both in the public and private sectors, women employment has shown an upswing in almost each category over a period of time. While the public sector offers more employment to women as compared to the private sector, the latter employs more number of women than the former in agriculture, manufacturing, trade, community, social and personal services.

Table 3 presents the information of number of women employed in public and private sectors in various states of India.

Table 3: Women Employed in Public and Private Sectors in Various States of India-2005-2006

S. No	States	Public Sector		Private Sector	
		2005	2006	2005	2006
1	Andhra Pradesh	241.8	241.46	231.8	194.23
2	Assam	81.7	83.58	284.9	295.59
3	Bihar	29.5	20.46	2	1.88
4	Gujarat	144.7	147.51	90.2	94.24
5	Haryana	60.7	60.54	38.2	38.68
6	Himachal Pradesh	44.4	44.17	7.5	9.17
7	Karnataka	268.4	267.69	309.9	323.61
8	Kerala	187.6	187.28	262	240.55
9	Madhya Pradesh	124	123.67	19.2	18.78
10	Maharashtra	357.7	373.77	215.4	233
11	Orissa	98.1	104.42	10.5	10.59
12	Punjab	89.8	101.77	39.1	44.79
13	Rajasthan	138.1	150.92	40.8	42.44
14	TamilNadu	419.8	423.06	288.3	293.13
15	Uttar Pradesh	171.1	173.01	4.9	53.03
16	West Bengal	106.4	107.24	113.6	120.08
	India	2921	3002.82	2095.2	2117.69

Source: India, Ministry of Labour, Directorate General of Employment and Training. (2008). Employment Review 2005-2006. New Delhi. p. 65.

Tamilnadu ranks first with regard to number of women employed in public sector (423060) followed by Maharashtra (373770). The state of Bihar had the lowest number of women employed in the public sector 20.46 percent. With regard to employment of women in private sector Karnataka had the highest number (323610) while Jammu and Kashmir had the lowest number of women employed in the private sector.

ANALYSIS OF PROPORTION OF FEMALE MAIN WORKERS TO TOTAL POPULATION

The distribution of female workers in different industrial categories as per the census data would reveal the activities in which the female workers were engaged more and the occupational classification would reveal the economic status in terms of position they engaged themselves. Table 4 highlights these aspects.

Table 4: Proportion of Female Main Workers to Total Population-2005-06

S. No.	States	Rural	Urban	Combined
1	Andhra Pradesh	16.65	9.42	14.68
2	Assam	9.97	8.79	9.82
3	Bihar	9.38	4.7	8.91
4	Gujarat	18.83	7.23	14.6
5	Haryana	15.67	7.66	13.38
6	Himachal Pradesh	21.87	12.99	21.09
7	Karnataka	24.75	13.78	24.75
8	Kerala	10.9	10.71	10.85
9	Madhya Pradesh	20.56	8.7	17.46
10	Maharashtra	30.47	10.47	22.23
11	Orissa	8.98	7.29	8.73
12	Punjab	14.34	8.5	12.39
13	Rajasthan	20.08	6.5	16.97
14	TamilNadu	30.2	16.18	24.04
15	Uttar Pradesh	6.83	4.54	6.36
16	West Bengal	9.08	9.21	9.12

Source: India, Ministry of Labour, Directorate General of Employment and Training. (2008). Employment Review 2005-2006. New Delhi. p. 65.

According to Table 4 the proportion of female main workers in rural areas was found to be the highest in Maharashtra (30.47 percent) and lowest in Uttar Pradesh (6.83 percent). However, the proportion of female main workers in urban areas was found to be the highest in Tamil Nadu (16.18 percent) and lowest in Uttar Pradesh (4.54 percent).

ANALYSIS OF ECONOMIC EMPOWERMENT OF WOMEN

Gender empowerment is conceived as a process by which women can overcome many of the hurdles that they face such as education, work status, employment opportunities, health care, social security, position in decision making by virtue of their gender. Thus gender empowerment veritably implies empowerment of women to do away with "subordination" or "discrimination" and "injustices" done to them in male dominated society. The Government of India as well as various state governments have taken numerous measures and are continuing in their endeavors to raise the status of women in the society. The constitutional obligations and different plans, programmes and policies have laid emphasis on women's empowerment, to make them active participants in the process of development. Table-5 presents the Women empowerment measure index in various states of India.

Table 5: Women Empowerment Measure Index in Various States of India-2006

States	Women Education Empowerment Measure Index (WEMI)	Women Health Empowerment Measure Index (WHEMI)	Women Political Empowerment Measure Index (WP.E.M.I)	Women Economic Empowerment Measure Index (W.E.E. M.I)	Women Social Security Empowerment Measure Index (W.S.S.E.M.I)	Women Empowerment Measure Index (W.E.M.I)
Andhra Pradesh	0.45	0.52	0.47	0.48	0.25	0.43
Assam	0.49	0.15	0.79	0.12	0.67	0.44
Bihar	0.04	0.09	0.33	0.28	0.93	0.33
Gujarat	0.53	0.34	0.34	0.50	0.43	0.41
Haryana	0.63	0.3	0.5	0.58	0.45	0.49
Himachal Pradesh	0.68	0.41	0.5	0.63	0.61	0.57
Karnataka	0.58	0.55	0.22	0.36	0.63	0.47

Table 5 (Contd.)...

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Kerala	0.99	0.89	0.13	0.59	0.83	0.69
Madhya Pradesh	0.41	0.12	0.36	0.31	0.37	0.31
Maharashtra	0.68	0.48	0.29	0.36	0.52	0.47
Orissa	0.4	0.18	0.51	0.26	0.68	0.41
Punjab	0.64	0.46	0.39	0.52	1.00	0.6
Rajasthan	0.12	0.17	0.55	0.37	0.05	0.25
TamilNadu	0.74	0.67	0.21	0.37	0.59	0.52
Uttar Pradesh	0.17	0.11	0.25	0.27	0.82	0.32
West Bengal	0.37	0.34	0.52	0.25	0.75	0.45

Source: Himachal Pradesh Development Report, Planning Commission, Government of India 2006.

The analyses of women economic empowerment index indicate that Himachal Pradesh had the highest women economic empowerment measure index (0.63) and Assam had the lowest index (0.12). On the basis of average women empowerment measure index of (0.39); the states were classified in two categories on states with high index were Andhra Pradesh, Gujarat, Haryana, Himachal Pradesh, Kerala, Punjab and states with lowest index were Assam, Bihar, Karnataka, Madhya Pradesh, Maharashtra, Rajasthan, TamilNadu, Uttar Pradesh and West Bengal.

ESTIMATED THEIL'S INEQUALITY INDEX OF SELECTED VARIABLES

Table 6 presents the estimated Theil's inequality index of the selected variables.

Table 6: Estimated Theil's Inequality Index of the Selected Variables

S. No	Items	Theil's Inequality Index
1	Female work participation rate in rural area	0.0506
2	Female work participation rate in urban area	0.0332
3	Female work participation rate in rural and urban area combined	0.0331
4	Number of women employed in public sector	0.2310
5	Number of women employed in private Sector	0.4496
6	Proportion of female main workers in rural area	0.2459
7	Proportion of female Main workers in urban area	0.3395
8	Women economic empowerment measure index	0.0675

Source: Calculated figures based on data compiled

The inequality was found to be more among the states with regard to number of women employed in private sector since the estimated Theil's inequality index was the highest (0.4496). However, there exists only less inequality in the proportion of female main worker in rural and urban area combined as the estimated Theil's inequality index was found to be the lowest (0.0331).

IMPACT OF WOMEN EMPLOYMENT ON ECONOMIC EMPOWERMENT OF WOMEN

To find out the nature and extent of relationship between women employment and economic empowerment of women the study applied multiple regression.

The estimated multiple regression equation is as follows.

$$Y=0.175-0.195X_1 + 0.105X_2-0.175X_3 + 0.731X_4.$$

$$(-5.97)^* (0.357) (-0.703) (2.81)^*$$

$$R^2=0.60$$

$$DW=2.046$$

$$N=16$$

The estimated equation indicates that number of women employed in private sector and literacy rate had a positive impact on economic empowerment of women. However, women employed in public sector had the negative impact on women economic empowerment. The estimated equation was statistically valid as indicated by the R² value of 0.60.

CONCLUSION

- There exist state wise difference in the number of women employed in public and private sector.
- The proportion of female main workers has got a significant impact on economic empowerment of women.

RECOMMENDATIONS

To improve women empowerment the study recommends the following measures:

1. Self-confidence building and improved communication skills through training, increased mobility, exposure and collective action.
2. Improved status of women in the family and society, through access to credit, increased control over resources, improved skills and collective action, and
3. The minimum age limit to enter the public services should be higher in the case of women workers against men workers.

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