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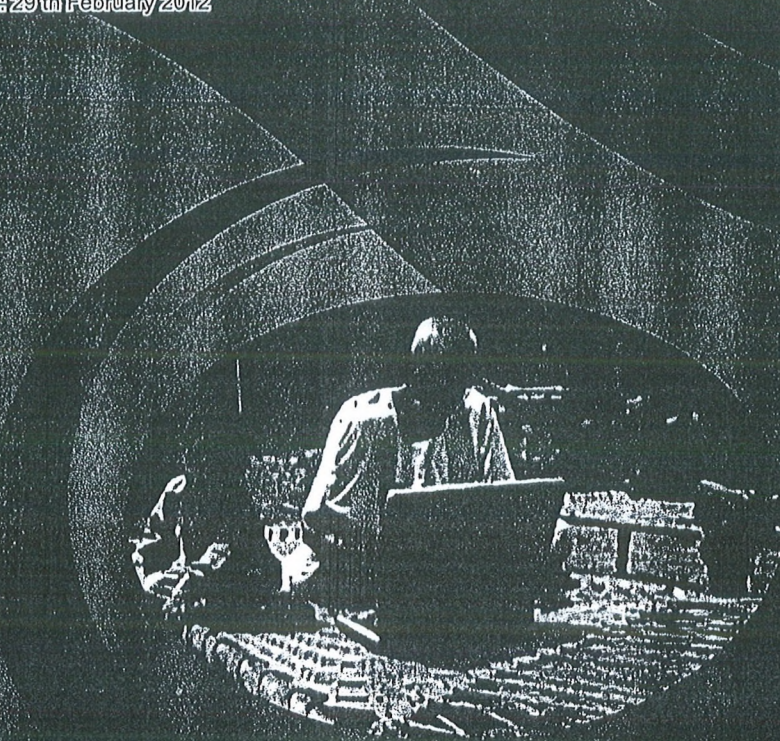
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## GANDHIJI AND INCLUSIVE GROWTH STRATEGY WITH SPECIAL REFERENCES TO WOMEN PARTICIPATION IN WORKFORCE IN INDIA

*V.Rajam - Professor,*

*C.Parvathi - Assistant Professor- SS, Dept. of Economics,*

*Avinashilingam Institute for Home Science and Higher Education for Women, Coimbatore-*

### ABSTRACT

*The present study deals with distribution of villages in India and the Women participation in various workforce. This paper gives the idea and details about the female employment. Labour force participation in India responds to economic, social, cultural and demographic mechanisms. Women workforce constitutes an integral part of total workforce in India. On 31st march 2004, women constituted 19 per cent of the total workforce. The participation of women in the labor force has always been lower than that of men, in the rural as well as urban areas.*

**Key words :** inclusive growth , Globalization , economic development, Women Participation

#### **Introduction**

Gandhiji had said " India lives in Villages" and this is true even today. The idea of village self sufficiency has received great deal of attention from social scientists and policy makers over the period of years. The reason for this may be political, academic or even human considerations. In fact, the problem of improving the lot of our population that lives in rural areas has assumed greater significance because of its explosive nature which is threatening our very existence. The present approach is of inclusive growth strategy which implies that we cannot visualize development of our economy unless we incorporate the development of our villages and living conditions of the poorest of poor people residing in those villages under the broad strategy of globalization and economic development.

According to 2001 census, India has a population of 1029 millions, of which 741 millions i.e. 72.2% reside in the rural areas, constituting of 6.38,365 villages. In 1990.00, 26.1% of our population lived the below poverty line. The percentage/number of people in rural areas living below the poverty line was much higher. They have been subjected to economic deprivation,

discrimination and oppression of the worst kind, of all types. Development of rural areas has been one of the concerns in the various Five Year Plans.

#### **Women Participation on work force**

In rural India, agriculture and allied industrial sectors employ as much as 89.5 percent of the total female labour. In overall farmer production, woman's average contributor is 55 percent 66 percent of the total labour. According to World Bank report, (1991), women accounted for 94 percent of total employment in dairy production in India. Women constitute 51 percent of the total employed in forest based small scale enterprises.

One of the based small scale enterprises. One of the most famous female business success stories is the Shri Mahila Griha Udyog Lijjat Papad. In 2006, Kiran Mazundar-Shaw who started Biocon-one of India's first biotech companies was rated India's richest women. Lalita Gupta and Kalpana Morparia (both were the only business women in India who made the list of the Forbes World's Most powerful women, run India's second largest bank ICICI Bank.

#### **Pattern of female employment**

The changing level and pattern of female employment can be seen in many different ways.

For example, it can be viewed as changes in percentage total female work during the pre and post reform periods. Similarly, the comparative changes in female work

Participation rates (FWPRS) in rural and urban areas explain the area wise shift of changing employment opportunities at local levels. The following table 3 helps in this analysis.

The work participation rates (WPRS) for India (both at rural and urban) are presented in Table 3, using both the usual and status and principal status measures. At the all India level the share of the female workforce in the pre reform period increased from 21.6 percent to 28.6 percent and remained stable at 28.7 percent in 2004-05.

As far as rural work participation is concerned, Table I shows that the work participation rates of rural women in India decreased from 34.0 percent in 1983 to 32.8 percent in 1993-94 and further to 32.6 in 2004-05

In urban India, the female work participation in 1983 and 1993-94 remained almost the compound unusual growth rates of employment by sex. The Average annual growth rate of female work force in India declined from 5.26 percent during the pre-reform period to 2.12 percent during the post-reform period.

As far as the rural areas compounded growth rates are concerned, table 4 shows that the employment growth rate for rural female workers in India increased from 1.67 percent (1983 to 1993-94) to 1.83 percent (1983 to 1993-05). The compounded growth rate during 1983 to 2004-05 remained reasonable good for rural males, females and total people in India.

As far as urban areas are concerned female employment growth rate in India decreased from 3.59 percent during the pre-reform period to 3.40 percent during the post reform period.

## Conclusion

For the socio-economic translations of women in general at rural women in particular at it is that programmes are impeded through women's organizers. The direct involvement of women in such activities create sense of responsibility in the government machinery supportive service for women and make women powerful and indispensable agents of social change of department. When household have secure opportunities to use their labour to good purpose and household members are skilled, educated and healthy, minimum standard of living age ensured and poverty is claimed when such opportunities are lacking and access to social service is limited, living households are unacceptability low.

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