

**COMPARATIVE STUDY OF THE WAGE RATE OF RURAL AND URBAN
FEMALE WORKERS**



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ABSTRACT

The proportion of the population that is actively looking for work in India is influenced by economic, social, cultural, and demographic processes. In the Indian National Sample Survey that was conducted in 1999/2000, measures of employment, unemployment, and unpaid labour were all taken. The official labour force participation rate for males was 85%, but the rate for women was just 35%. Since 1989, there has been a general trend towards a lower rate of female involvement in the labour force. In addition, problems with measurements cast doubt on the veracity of the reported rates of change for women's self-employment. The job that women conduct in the home and on farms can sometimes be argued to qualify as independent contractor work. On the other hand, a significant number of women identify themselves as housewives. According to the data, there is a U-shaped relationship between female employment and educational levels. There is presented here a comprehensive analysis of not only domestic work but also other forms of unpaid labour as well. Women who identify as belonging to the Muslim cultural group perform more work outside the home (and are more likely to identify as belonging to the category of 'inactive') than women who identify as belonging to other cultural groups. The presence of economic deprivation makes finding work more likely. We present a variety of explanations that assist explain both the work patterns and the house wifization trend. These reasons are interrelated. These include things like personal preferences as well as things like the local economy and population.

keywords: Wage Rate, Rural, Female

INTRODUCTION

People in India, like people everywhere else, struggle with finding a balance between the time they spend on paid job and the time they spend on housekeeping and child care. In a twist of irony, if workers are paid market rates for childcare and culinary chores, then fairly high valuations are placed on these ostensibly "domestic" jobs. Market rates are determined by supply and demand. There have been several attempts made to estimate the national income that take into account the unpaid and unmarketable domestic labour that occurs in the United States (*Ref Femecon).

These numbers indicate significant gains in the nation's gross domestic product. However, given that the activity in question is not truly monetized, individuals in general do not customarily attribute 'domestic labour' the values that are imputed in research of this nature. Instead, they put a low value on it, and the majority of people regard it to be the domain of women. Domestic labour and child rearing are almost universally considered to be women's responsibilities in India, despite the country's many cultural and geographical variations. It is often implicitly seen as undignified for a man to actually get involved in the dirty work of child cleaning, the messy work of dishwashing, or the time consuming jobs that are traditionally considered to be women's jobs, such as cooking curries or sweeping the floors. This is because these tasks are considered to be the domain of women. It is always women who are in charge of cleaning public restrooms, and the working circumstances that certain dalit people (those who were once known as harijans, untouchables, or sweepers) are forced to endure while doing their duties as bathroom attendants are deplorable and disgusting.

Thorstein Veblen, who is more known for his idea of the leisure class, conducted research on the unpleasant elements of domestic labour and wrote about his findings. Veblen argued that the dominant members of the leisure class would openly engage in time-wasting behaviours (such as participating in sports or watching artistic performances) while they depend on the devoted or enslaved labour of others who would do all of the essential services such as cooking, cleaning, and clearing away. Veblen was referring to the fact that the dominant members of the leisure class would visibly display time-wasting behaviours. Veblen contended that both feudal and capitalist ruling classes demonstrated their superiority and position by demonstrating that they maintained a higher standard of cleanliness than the working classes. Their enormous personal autonomy and control over other people's body motions, even when they were not

engaged in combat, contributed significantly to their already impressive physical prowess during times of war. The theory of conspicuous consumption is Veblen's most well-known work. According to this thesis, even the middle classes have been observed to imitate the sluggish and excessively extravagant behaviours of the wealthy. (His statistics were from the United States from 1910 to 1925.) Why do people from the middle class do this? This is due, in part, to the fact that modelling one's actions after those of a higher social class is a visible demonstration of one's want to be part of that class.

This recognition can have a slight but encouraging influence on conventional markers of unemployment, which in this case are not actually applicable. Instead, the time spent not working should be the primary focus of our attention. The National Sample Survey Organization (NSSO) in India has on many occasions provided measurements of the amount of time that women spend on a wide variety of activities that fall under the umbrella term of the informal sector. However, these measures are only offered if and only if the woman initially states that she does not have any paid employment, is not unemployed in the traditional sense, and is just doing domestic duties.

OBJECTIVES OF THE STUDY

1. To examine the determinants of women participation in work force
2. To study the motivational factors for women to enter job

RESEARCH METHODOLOGY

This present study on "A comparative analysis of working and non working women and their time management in Bihar District" applies a technique that is explained in this chapter under the following heads: The process of selecting the issue The contribution of labour to economic growth is vital. Both the quality and quantity of available labour have an impact on the ability to specialise and divide work, as well as on the market for goods and services. The supply and demand for labour are the primary factors that influence the utilisation of the labour force. The idea of women having jobs has begun to assume an increasingly important position in the day-to-day operations of the economy, not just in our nation but also on a worldwide scale. It is becoming more and more apparent that women play a significant role in the framework of the economic growth of the nation as well as the improvement of people's overall standard of living. Not only is the inclusion of women in economic activity an issue of human fairness, but it is also a path towards growth that is both more rapid and more environmentally friendly.

Women in every region of the world have made significant contributions to the expansion of

the economy in their own countries. The greater participation of women in economic activities not only boosts their productivity and earning potential, but it also helps to reduce women's reliance on men and raises their social standing; it also helps to reduce fertility and slow down population growth, which in turn improves child health and bestows greater decision-making power both within and outside the home, which, in turn, raises women's own standard of living and, in the long run, helps to reduce poverty and slow down population growth. (Sarala Gopalan,1995) According to the 2011 Census, women in India make up about half of the country's total population, which amounts to 586.5 million in absolute numbers. In addition, women make up one third of the country's workforce. The fact that women are taking on the dual job of giving care to members of the family while also doing paid employment outside the home demonstrates that change is making its way into the global economy and that it is taking the form of a woman's face. "Manpower being the basic resource of every nation, and women forming more than 50 percent of the population of India, we cannot hope to enrich India by disregarding and ignoring women," he said. "Women constitute more than 50 percent of the population of India" (Dr.B.K.Krishnaraj Vanavarayar). A report that was released not too long ago by the United Nations (2009) came to the conclusion that the progress of women is directly tied to economic growth. There is a correlation between the advancement of women and consistent economic prosperity in the nation. In contrast, economies have been unable to recover in nations where women's rights have been severely limited (R.K.Kushwaha Atish Verma, 2015).

If the position of women and the roles they play are not elevated, then no nation can gain a competitive advantage over other nations. For many generations, women have been encouraged to curb their aspirations and have had fewer access to opportunities. At this time, women are gaining more exposure, which has resulted in an increase in their visibility in the commercial realm. However, the importance of their part is sometimes overlooked. In this context, it is emphasised that trustworthy methods need to be reviewed in order to estimate the contribution that women make to their families, particularly contributions that are not monetary in nature (Indira Hirway, 2002).

DEMOGRAPHIC FEATURES

There are 30,014 people in Bihar who are not employed, with 10,050 men and 19,964 females making up the non-working population of the state. There are male employees accounting for 47.5 percent of the total workforce, while female workers make up 11.9 percent of the whole workforce. The work participation rate is 28.2 percent. The following

table presents the selected statistics indicators for Bihar.

Table 1 Selected Statistical Indicators Of Bihar (2011)

Indicators	Units	Description
Area	Km ²	9
Population	Person	41,816
Male	Person	19,143
Female	Person	22,673
Sex ratio	Per '000 males	1,184
Population density	Per sq.km	4,646
Literacy rate	Percent	97.87
Male	Percent	98.63
Female	Percent	97.25
Work participation rate	Percent	28.2
Male	Percent	47.5
Female	Percent	11.9
Total workers	Person	11,802
Male	Person	9,093
Female	Person	2,709
Non workers	Person	30,014
Male	Person	10,050

Female	Person	19,964
Other workers	Person	10,264
Male	Person	8,181
Female	Person	2,083
Religion		
Hindus	%	68.77
Muslims	%	30.98
Christians	%	2.22
Others	%	.037

Source: Census Report 2011

DATA ANALYSIS

In this chapter, we will analyse the conclusions of the recent research on "A Comparative analysis of working and non-working women and their time management in Bihar District." The study was entitled "A Comparative analysis of working and non-working women and their time management in Bihar.

Social, Demographic And Economic Characteristics Of Working And Non-Working Women

It is believed that cultural and societal norms have a significant influence on women's decision to participate in the labour market and choice of work, as well as on their mobility. The social, economic, and demographic background of women is a major factor in determining the factors responsible for their participation in the labour force in general. This is especially true in South Asia. These standards can be seen operating on several tiers of society, such as religion, caste, and regional distinctions. It is a generally held belief that women are discouraged from pursuing paid job as a result of cultural standards, and that as a result, women are relegated to the position of primary carers (Desai and Jain, 1994; Panda 1999; Das and Desai, 2003; Jaeger, 2010; Goksel 2012).

The rights that women have in the workplace and their ability to participate in the workforce are restricted by cultural considerations. In many different cultures, gender standards are still largely determined by religious beliefs and practises. This is notably the case in South Asia, where women's roles in society are constricted by gender roles and familial relationships, and their activities are limited to (unpaid) care labour. In addition, women's education levels are significantly lower than those of males (Das, 2006). Klasen and Pieters (2012) focused on the position of women in urban India and found that increased social standing had a detrimental influence on women's labour force participation as that of the "Sanskritization"¹ process. This was discovered via their examination of the situation of women in urban India.

Social And Economic Status Of The Sample Households

On the basis of the survey that was carried out, the results of this section reveal the social profile of working women as well as non-working women. It gives significant characteristics of the families of working and non-working women with relation to religion and community, which explain the demographic make-up of the population as well as their socioeconomic structure.

Table 2 Socio - Economic Characteristics Of The Sample Households

Work status		Working women	Non-working women	Total
Characteristics				
Hindu	Religion			
	N	215	185	400
	R	54	46	100
	C	86	74	160
Christian	N	20	10	30
	R	67	33	100
	C	8	4	12

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Muslim	N	15	55	70
	R	21	79	100
	C	6	22	28
Total		250	250	500
Community				
OC	N	82	55	137
	R	60	40	100
	C	33	22	55
OBC	N	161	150	311
	R	52	48	100
	C	64	60	124
MBC	N	5	42	47
	R	11	89	100
	C	2	17	19
	C	1	1.2	2.2
SC/ST	N	2	3	5
	R	40	60	100
	C	1	1.2	2.2
Total		250	250	500
Type of family				

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Nuclear family	N	154	138	292
	R	53	47	100
	C	62	55	117
Joint family	N	96	112	208
	R	46	54	100
	C	38	45	83
Total		250	250	500
		Size of family		
1-3	N	34	22	56
	R	61	39	100
	C	14	9	23
4-7	N	158	140	298
	R	53	47	100
	C	63	56	119
>7	N	58	88	146
	R	40	60	100
	C	23	35	58
Total		250	250	500

Source: primary data, N-Number Stated, R-Row percentage, C-Column percentage

According to the data that belong to the religion of the respondents, it is shown that Hindus comprised the majority of both working and non-working women. The percentage of Hindus

who are working women is 86 percent, while the percentage of Hindus who are not working women is 74 percent. According to the community-wise classification of the data, it was found that there were as many as sixty-four percent of the working women who belonged to the "other backward class" (OBC), and there were sixty percent of the non-working women who belonged to the OBC.

Sixty-two percent of the working women out of the total of 250 were part of a nuclear family, whereas only fifty-five percent of the women who were not employed had this status. As a result, there were many single-parent families included among the houses that were chosen for the sample. This is in accordance with the conclusions of research done in the past (Anitha,2006: Ambiga Devi and Geetha,2011)

The majority of working women, which accounted for 63 percent of the total, had family sizes ranging from four to seven individuals. 56 percent of the women who did not participate in the labour force had families with between four and seven members.

Demographic Characteristics Of The Family Members

In this part, the demographic features of the family members are explored by doing an analysis of the sex ratio, the educational level of the family members, the age of the family members, and the marital status of the family members.

Age Of The Family Members

A categorization of the data based on age provides us with information about the demographic make-up of an area. It is possible to determine the number of family members who rely on others for support, such as children and elderly people. It has been demonstrated in the research conducted by Dante Contreras and Gonzaloplaza (2010) that the presence of a large number of dependents in the family increases the likelihood that a woman would participate in the labour force. In addition to this, it provides an analysis of the prospective population of a region that is of working age. The following table 4 provides a classification of the members of the households of working women and non-working women according to their ages.

Table 3 Age Of The Family Members

Age	Working women	Non-working women
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(years)	Males	Females	Total	Percent	Males	Females	Total	Percent
≤ 5 years	38	26	64	6.8	43	60	103	7.5
5-10	46	35	81	8.6	49	44	93	6.8
10-15	44	36	80	8.5	55	40	95	6.9
15-20	38	40	78	8.33	64	82	146	10.68
20-30	85	92	177	18.91	179	185	364	26.63
30-60	169	239	408	43.59	211	296	507	37.08
60+	22	26	48	5.13	12	47	59	4.32
Total	422	494	936	100	613	754	1367	100
Sexratio	1117.64				1230.07			

Source: calculation based on primary data, 2014

During the course of the research, the dependents were split up into two distinct categories: the first was the kid population, which included children aged 0–5 years, 5–15 years; the second was the old age population, which included the people in the 60+ year age group. The population that is potentially available for work falls into the age range of 15 to 60 years old. Children in working women's homes who are younger than or equal to five years old make up 6.8 percent of the total population, while children aged five to fifteen make up 17.1 percent of the total population. And the number of those aged 60 and over accounts for 5.13 percent of the total. One may get the conclusion that 71 percent of the population is capable of working and that 29.03 percent of the population is dependent on women who are employed. There were 7.5 percent of children in the age category of less than or equal to 5 years old in the non-working women homes, and there were 14 percent of children in same age group who were between the ages of 5 and 15. Therefore, the population of dependent children in households headed by non-working women was 25.82 percent, while the population of people aged 60 and more was 4.32 percent. A total of 74.39 percent of non-working households headed by women had members who were of prime working age. According to the findings, there are significantly

more dependents in households headed by working women (29.03 percent), as compared to families headed by women who are not employed outside the home (25.82 percent). And the number of prime working age people in households with working women is lower (71 percent), compared to the population of prime working age people in families with non-working women (74.39 percent). In the families that were analysed for this particular research project, the proportion of females to males was much higher. In households headed by working women, there were 1118 females for every thousand males, while in families headed by non-working women, the ratio was somewhat higher, standing at 1230 females for every thousand males.

Marital Status of family members

In this part, we will cover the classifications that are determined by the marital status of the family members of both working women and women who do not work outside the home. The information on the same may be seen in table 5 below.

Table 4 Marital Status Of Family Members (Number Stated)

	Marital Status	Working women	%	Non working women	%
1.	< 18 years old	282	30	430	31
2.	Unmarried	249	27	362	26
3.	Married	353	38	469	34
4.	Widow	33	3	74	6
5.	Divorcee	19	2	32	3
	Total	936	100	1367	100

Source: calculations based on primary data, 2014

The percentage of married women was high in the families of both working and non-working women, with the percentage of married women being 38 percent in the homes of working women and 34 percent in the households of non-working women respectively. As a

consequence of this, 27% of working-age women were not married, 3% of them had lost a spouse to death, and 2% of them had been divorced at some point in their lives. 26 percent of the women in the households headed by non-working mothers were never married, 6 percent had lost their husbands to death, and 3 percent had been divorced.

Educational level of the family members

There is a correlation between the educational attainment of the family members and the employment status of the home's female heads of household (Rupa Subramanaya,2013). Table 6 below provides information on the educational attainment of members of the families of both working and non-working women.

Table 5 Educational Level Of Family Members (number stated)

S.No	Educational level	Working women	%	Non working women	%
1.	Illiterate	83	9	201	15
2.	Primary	322	34	416	30
3.	Secondary	201	21	328	24
4.	Higher secondary	92	10	129	10
5.	Under graduate	113	12	98	7
6.	Post graduate	44	5	32	2
7.	Professionals	81	9	163	12
	Total	963	100	1376	100

Source: calculations based on primary data, 2014

According to the data presented in the table above, around nine percent of the members of working women's families lacked basic literacy skills. The vast majority, 34 percent, had completed primary school, while 21 percent had finished secondary school, 12 percent were

undergraduates, and 5 percent were graduates. Within the households headed by stay-at-home mothers 15% of them were incapable of reading or writing. 30 percent of them had completed the elementary level of education, 24 percent had completed the secondary level, 10 percent had completed the upper secondary level, 7 percent of them had achieved the undergraduate level of education, and 2 percent had completed postgraduate studies.

CONCLUSION

According to the Census taken in 2011, women make up forty percent of the total labour force throughout the world, and the percentage of working women has remained consistent at roughly fifty percent over the course of the preceding two decades. The under-reporting of women's economic activities in India was one of the primary factors contributing to the country's low rate of female labour participation. At the moment, more and more women are entering the workforce, which has led to an increase in visibility on the political and economic fronts. Women spent more time in various work-related activities as they increased the number of activities in which they participated in which earned them revenue. Women performed the majority of unpaid labour, and even when they are employed in paid work, women are disproportionately represented in informal sectors and among the poor. Women also accounted for the majority of the people who were unemployed.

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