

Higher Education in India: Women Employment, Why So Few Among So Many?

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ABSTRACT: Progress of a country weather social or economical is largely resolute by the active contribution and participation of its labor force. Both men and women create the labor force; but it has been noted that since past decade, India has been seen a steady decline in Female Labor Force Participation (FLFP) from 37% in 2005 to an all-time low of 23 percent in 2016. On the other hand, percentage of women participation in the higher education increase. The enrolment ratio of women in higher education increased from 22% in 2012 to 26% in 2016 as per study of AISHE. The objective of this paper is to know reason behind decline in labour participation of women, as their ratio in higher education increase. The study was totally based on secondary data. This work examines the reason of women labor force participation, as against the backdrop of India having one of the lower most participation rates for female among peer countries. The research work has revealed that in modern world women are much more creative and innovative than men. Women by nature are economical and not cause undue wastage of resources and needless expenses. If they are on condition that with the right entree backed by the right governmental strategies, they can also influence the well-being of the environment and public health at national level. The main finding is that a number of program initiatives can help in boosting female in social and economic participation in India, including labor market flexibility, speculation in infrastructure, and improved social outlay.

Keywords: Higher Education, Female labor force participation, India.

INTRODUCTION

In South Asia a number of countries show mystifying trends in the contribution rates of women, India being recorded most notable for its falling rates in recent years. The Indian economy growth has swiftly increased over the past two decades, reaching an average of 8 per cent growth. On the other hand, the fertility rate has been dropping quite rapidly (Bhalla and Kaur, 2011), while educational attainment ratio has increased considerably in recent decades. In this context, the fall in the female labour force, due to a decline in women working in rural areas, emerged as a major surprise to policy-makers. The correlation between educational attainment and female labour force participation is by no means straightforward. Generally, in India the relationship between education and female labour force participation is often U-shaped. The broader context of economic development, studies detailing this U-shaped relationship with education reveal that poorly educated women employment is suffering driven, and they are forced to work to sustenance themselves and their families. In contrast, good-looking jobs with higher wages encourage educated women to work and disgraces attached to taking up employment may be lower for women (Klasen and Pieters, 2012). Worldwide, women labor market participation has remained moderately stable from 1993 to 2013, whereas the men participation percentage has steadily declined. Though about 345 million women have joined the labour market in the past 20 years,

women still only account for approximately 40 per cent of the global labour force. Since 2015, the regional estimates for the participation rate of female labour varied from 19.1 per cent in the Middle East and 65.5 per cent in Sub-Saharan Africa. The India participation rate was just 30.5 per cent in 2015. India is a region which comprises varied sociocultural and traditional populations, economic, political forces and religious beliefs, all of which great impact upon the lives of women. It is mainly agriculture-dependent, enormously populated and tradition-bound region, where gender matters represent a complex challenge. At the same time, the education levels have study upgraded among girls, while fertility ratio have fallen. Moreover, since the 1990s, in India it has been able to attain continued high rates of economic growth. However, in spite of these growth paths, the formation of productive employment chances continues to be a foremost challenge in India. Taking an economic viewpoint, it is an important to imitate on whether women have benefited from these expansions in terms of participating in the labour force. Historical gender roles continue to affect consequences, even in the setting of a quickly changing society.

REVIEW OF LITERATURE

Bhalla and Kaur (2013), revealed their study that the education level of the spouse has a greater negative correlation (each additional year of male education means 1 percentage point

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drop in feminine participation) than about the self-confident effect on the contribution of women education increase). They also catch some signal about miserable effects of the emerging middle class female labor force participation.

Jaumotte (2003) working for a salary is chosen by women only if pays at least make up for the lost home manufacture (and the associated costs), suggesting a higher elasticity of female labor supply to wages. Many studies have also highlighted the position of education in models of female labor supply.

Klasen and Pieters (2012) told that in urban India, women participation in the workforce at a very lower education levels are verbalized by economic necessity and there also pull factor coming into play for highly-educated women ingoing the workforce. The deterioration in female labor force contribution in urban areas of India between 1987 and 2009, and also find that demand and supply factors were also at play. On supply side of the labor, the main drivers also growing spouse’s education, national incomes and the dishonor against educated women looking for unskilled work. On the other hand, they also find that employment opportunity from these sectors for educated women appropriately grew much less than educated labors supply, result many women withdrawing from the labor market is demand side factor.

Cuberes and Teigner (2014) survey about the quantitative effects of gender gaps in labor force contribution on productivity and standard of living. They simulate a work-related choice model with varied agents that executes several

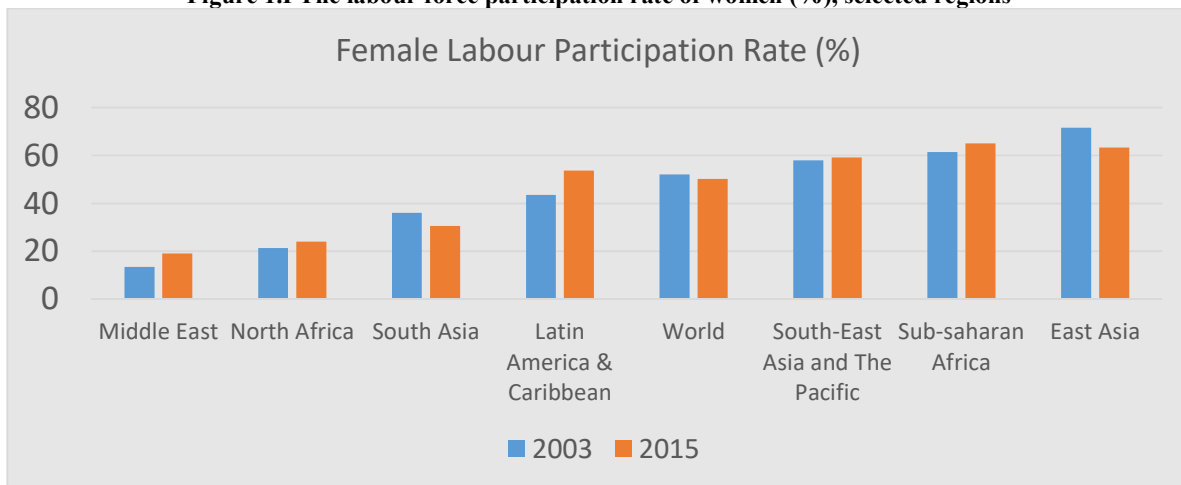
frictions on female economic participation and their wages, and shows that gender gaps in labor force participation significantly reduce per capita income. For India, they find that about gender gaps subordinate overall per worker incomes by near about 26 percent.

Agenor (2015) examines an overlying generations model in which time use is showed over three phases (working, childhood and retirement) and they simulate the effect of public policies on economic growth and participation choices. the study finds that different policies also raises participate rate of female labor force. Through review of these works the objective of the study is to know reason behind decline in labour participation of women, as their ratio in higher education increase. The secondary source of data was for this study.

Explaining global trends in female labour force participation

Worldwide, women contribution in the labour market has endured relatively stable from 1993 to 2015, while the participation rate for men has deteriorated steadily over the same period. About 345 million women have joined the labour force in past two decades, women labour force still only account approximately 40 per cent in the world. In 2015, in South Asia women labour force was just 30.5 per cent in 2015. The women labour force rate has increased over last two-decades in Latin America, Middle East and Caribbean. But in contrast, the rate of women labour force has fallen in South Asia (driven by the situation in India).

Figure 1.I The labour force participation rate of women (%), selected regions



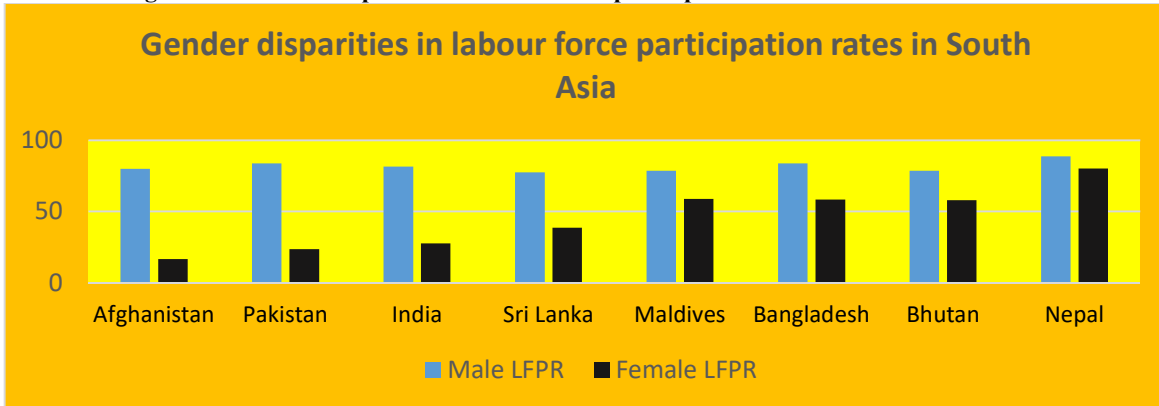
Source: ILO, 2015.

Beyond the worldwide picture, participation rate of women in the labour force diverges significantly across the emerging

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countries and developing economies, the gender disparity is highest in countries of South Asian, particularly in Afghanistan, Pakistan and India, and lowest in Nepal.

Figure 2.II Gender disparities in labour force participation rates in selected South Asia



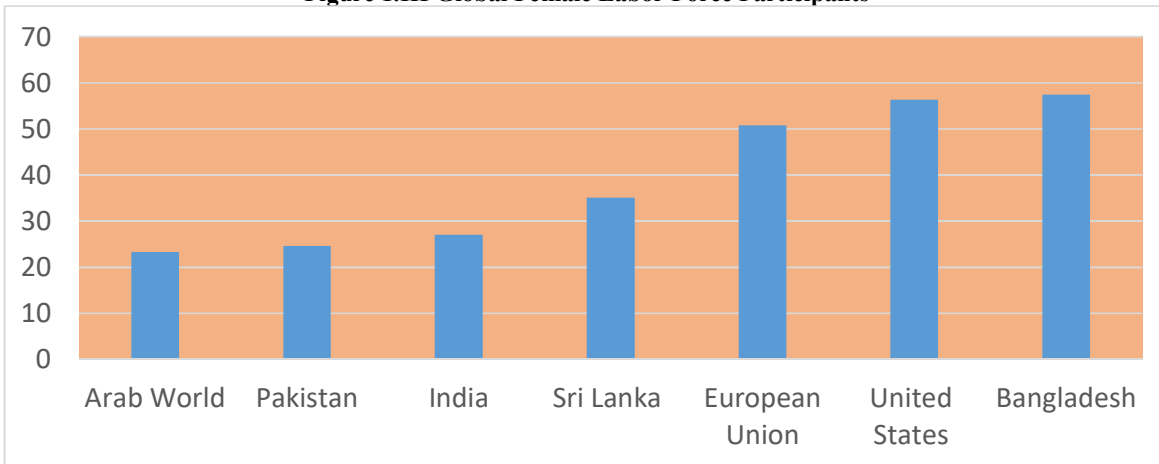
Note: LFPR = labour force participation rate.

Source: ILO, 2015

South Asian countries comprises with diverse socio, economic, cultural, ethnical, religious beliefs and political forces, all of which influence upon the lives of women. India is extremely populated, mainly dependent on agriculture sector, where gender related issues represent a big challenge. The education levels have improved among the women, on the other hand fertility rates have fallen. However, in spite of growth

trajectories, the formation of productive employment continues to be a major challenge in south Asia (especially in India). Taking about economic perspective, it is imperative to reflect on whether women participating in the labour force and employment outcomes have benefited from these developments.

Figure 1.III Global Female Labor Force Participants



Source: World Bank

In India only 27% of women are currently in the labor force. Among all the G-20 countries, only Saudi Arabia is poorer. In the year 2013 Within South Asia, India had the lowest women employment rate after Pakistan. Since last two decades

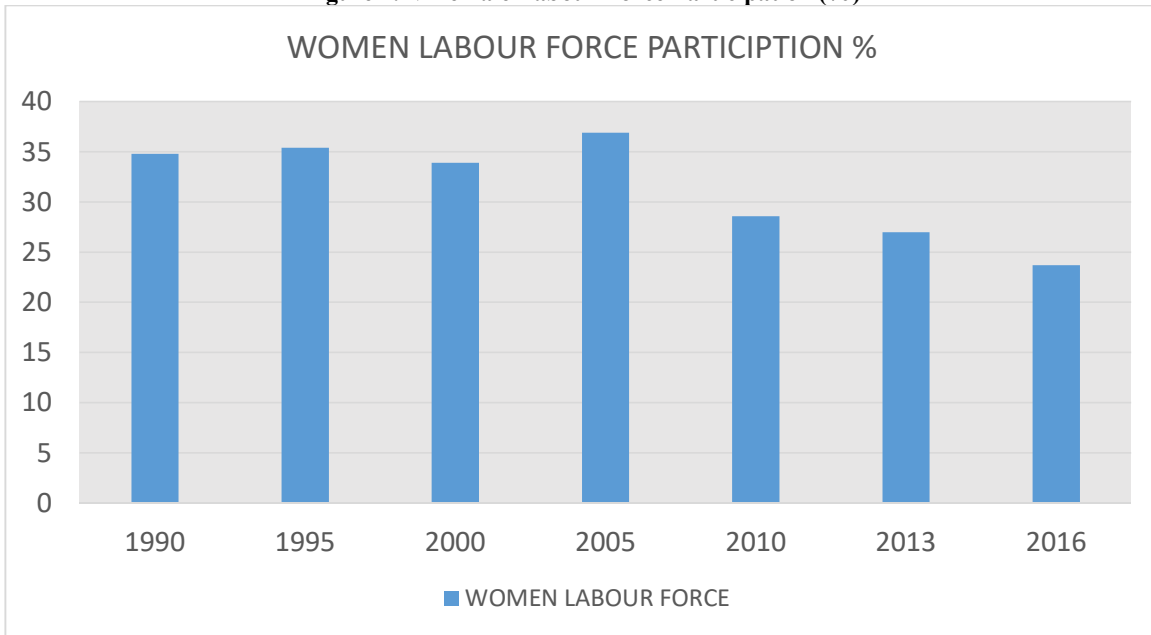
preceding of year 2013, women labor force participation percentage in India fell from 34.8% to 27%, giving to an April 2017 World Bank report. The female labour force participation rate (FLFP) is high among illiterate’s women in rural as well as

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urban India, World Bank, analyzed government data from (2004-05 to 2011-12) in March 2017, that illiterates and those with college education, are also the groups that experienced the largest drops in FLFP rates over this period. There are also not any kind of indications and clues that it's getting better. Much

of this slide has come since post liberalization, when you would visualize that a growing economy would fling open doors of chances and opportunity. Unevenly the same time that female was leaving jobs, a new extra 24.3 million men went to work, according to an April 2017.

Figure 1.IV Female Labour Force Participation (%)



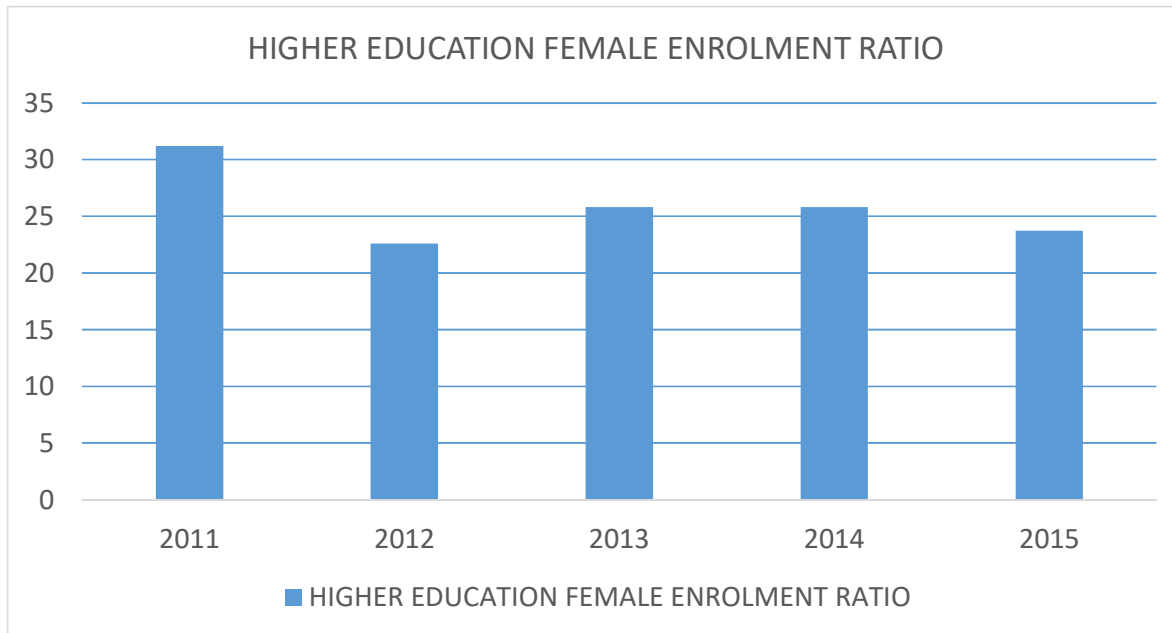
Source: - ILO via World Bank, Government of India Ministry of Labour and Employment

Mysteriously, women went missing from workplaces at exactly the same time when girls were making massive advances in education. The girl's enrolment ratio in elementary education is nearly about 100% and in higher education, it's nudged up from just only 7.5% in 2002-03 to 20% in the year 2012-13. In future India Spend will track declining women participation rate in labour force done on-the-ground reports that seek to comprehend the various constraints that hinder them to

employment and participation in the workforce. Education sector should lead more and more jobs, but unfortunately that's not happening in India. The positive relation with education provides employment is broken in India, in rural areas almost 67% of girls who are graduates do not work and in urban India 68.3% of female who are graduate, but don't get opportunity of paid jobs, by United Nations Development Programme (UNDP) a 2015 report.

Figure 1.V Higher Education Female Enrolment Ratio (%)

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Source: AISHE

By Pronab Sen head for the India Central Programme, more and more girls are being educated than boys in country. According to the study by think tank McKinsey Global Institute in a 2015, in India presently women workers contribute only 17% to the country's GDP, well below 37% of the global average level. The Women income earnings activities also linked to their personal comfort and security, woman when brings her money into house is likely to have greater clout and status in family. Improved labour market forecasts for women could lead to greater and greater investment in their education and health sector.

Reasons why Women in India are Unemployed, even after being Educated

By Swami Vivekananda 'education is the manifestation of perfection present in man', this excellence present in everybody needs to reach its maturity, it doesn't originate to us as a gift but we are to achieve it. Education is very much used and even criticized word. People believed it as the studies accepted out through classroom teaching and books used to pass an examination, thus securing a degree and is considered as end of education. But we often forget that education is very broad concept than just schooling or college, getting a degree is not just end but what next comes how to utilize it, the purpose of education is making a proper utilization of it. The literacy rate of India is at 74.04% in that the youth literacy rate is 81.1% these numbers indicate a huge amount of education (degree)

owned by people. Among these ratios 86% are boys and 72% are girls. In India as a developing country around 72% of girls getting educated could be seen as a positive sign for development of a country, but what next? As all we know that only degree is not the end of education and these percentages are based on the numbers of people passing their high school. Out of those 72% girl student only half of them are getting towards the higher education, rest are merely framing their degrees making them show piece. Employment is much need or way to survival in modern world, but unhappily unemployment is a main problem not only in India but in many of other developing countries. Unfortunately, it is more serious concern in India in view of widespread of poverty. This is not because of lack of qualification but, leaving the unskilled ones even for the skilled people there are not enough jobs found. In this confusion of unemployment women are being most widely affected. Now as we have seen that education ratio has increased over the past few years there has been definitely a change in a society regarding the status of women. But, when it comes to employment the ratio falls poorly and possibly it fails to shock anyone anymore. the Indian census data and government reviews conducted by various agencies it has been well-known that in urban India for every 54.6 employed men there were just only 14.7 working women. So what are reasons behind it, even after being properly educated, women are still unemployed. So Reasons Why Women in India are Unemployed, even after being Educated are given below.

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1. The most of the women are highly educated and even have ability to secure a job for themselves, but it's a fact that they are not 'paid enough' and this rises a feeling of discrimination against their male colleagues with same experience and knowledge getting paid more. This unfairness causes a negative state and this leads many of the working women to left their job as they don't find it appropriate enough for their qualification.
2. As we know The most of women not having being employed is not being quailed enough to secure their job, as many them getting a dead end degree, which is having of no use. Only a graduation level certificates won't help them to get a genuine job. The reason behind women are not reached higher education is "early marriage" they get married.
3. On the other hand, those women who even after getting married plans to get a job and luckily they get. But they are quitting their jobs, as in India having the world's second largest population the "fertility rate" is very high, and for every child a woman has it meaningfully decreases her possibility of working. Although in India there is three months paid maternity leave when they become pregnant.
5. insufficient college system in our country that brings out thousands of graduates every year but are not capable of providing job opportunities. Also most of the colleges are not even making their students having some job oriented skills and the result with end up with unemployed.
6. there are group of girls who not desire to exert oneself and not having any kind of exposure, this is the very common reason for girls not getting employed opportunity. They have no desire to develop their career or not having interest in uplifting their personality. These are the women coming under this group, where their degrees help them as a subject of qualification in their bio data.
7. In most of the developing countries like India, women are not free to follow a jobs like driving truck or cab, these works are measured as man oriented jobs and this jobs mentality prevents from having such kind of professions for women. There are limited job oriented places for women in our country, hence this results reducing the employment rate.

was too much lower than the rate for women in other countries. As emphasized above, these low rates are largely due to cultural attitudes and social norms, which work against women in the workplace. In India with diverse socio, economic, cultural, ethnical, religious beliefs and political forces, all of which influence upon the lives of women. India is extremely populated, mainly dependent on agriculture sector, where gender related issues represent a big challenge. The education levels have improved among the women, on the other hand fertility rates have fallen. Women income earnings are also linked to their personal well-being, a woman who brings money into their house is probable to have greater clout and status in that family. Improved labour market forecasts for women could lead to greater and greater investment in their education and health sector.

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CONCLUSION

As exemplified by the cross-country results, women in India is very smaller amount likely to have a job. The ratio of female labor ratio was just 31.8 per cent in 2015 in India, on the other hand the male was 81.4 per cent. In India, the rate for women was much lower than the global average of 51.1 per cent, and it