

Economic Development and Changing Women Lives: Evidence from Women Employment Participation in India

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Abstract

This paper examines the trends and patterns of women employment in India with the use of NSSO data from 1984 to 2011-12 and the latest PLFS data from 2017-2022. The paper draws out the changes in female employment during the period 1984-2022 by using exploratory research methods. The paper analyses the temporal trends from 1984 to 2022 across rural and urban areas and presents an overview of the status of female employment in India. The results show that over the period of last ten years the women employment in India has increased with manifold. The employment opportunities of women are showing an increasing trend with a shifted patterns of employment from agriculture sector to territory sector. The WPR of rural women of

15 years and above has increased to 35.8 percent. Whereas, among the urban female, it has been increased to 21.9 percent Moreover, the Indian economy is also witnessing the women entrepreneurship development in the country. Results shows that the unemployment rate (in percent) in usual status (ps+ss) among rural women has declined from 3.8 percent in 2017-18 to 1.8 in 2022-23. Whereas, among the urban female it has declined from 10.8 percent to 7.5 percent in the recall period. Therefore, the present paper attempts to analyze the economic

development and the changing women employment participation in both organized and unorganized sector in India.

Keywords: Economic Development, Woman Employment, Women Entrepreneurship, Workforce Participation, Organized Sector and Un-organized Sector, India.

1. Introduction

Indian economy has experienced a massive shift and has achieved substantial growth and development. However, the challenge of generating employment and creating quality jobs on a large scale continues to be a significant concern for the Indian economy (Sunita & Srija, 2014). Since the second five-year plan, creating job opportunities in the economy has been established as a key goal for attaining economic development. The eighth five-year plan intended to generate employment in the nation. The eleventh and twelfth five-year plans sought to achieve inclusive economic development (Behera, 2012). The Indian labor market has witnessed a significant change, the economy has been shifted from primary sector to tertiary sector with the distribution of occupations among gender in the country (Sunita & Srija, 2014).

The employment trends in India, particularly women employment have remained in a substantial debate among academicians and policy makers. Nonetheless, women constitute half of the population in India, but the share of women in labor force was only one fourth of the total labor force in the country (Bhalla & Kaur, 2011). In fact, women had always remained the victim of gender inequalities in India. However, over the period of last ten years, the women employment in India has increased with manifold. The employment opportunities of women are showing an increasing trend. The employment patterns of women have been shifted from agriculture sector to territory sector. Moreover, the Indian economy is also witnessing the women entrepreneurship development in the country. There are enormous number of evidence which shows that the share of women workforce participation has increased in India. In the era of 21st century, globalization has led rapid shifts in labor market across the globe (Sundari, 2020). Therefore, with the introduction of liberalization and globalization, the physical and financial limitations from Indian economy have abolished and it has improved the job participation rates in the country. Many of these changes, particularly for women, are supposed to have profound benefits for the degrees and quality of jobs or participation in economic activities (Anant *et al.*, 2006). However, women's employment in the informal

sector has consistently increased over the few decades (Kundu, 2015). As a result, majority of women workers are engaged in the unorganized sector. Although, the data reveals that majority of women workers are engaged in the informal sector in India (Chen, 2012), but the work participation rates of women have increased. Earlier the women were highly engaged into traditional household and unpaid work, even women were carrying the burden of unpaid childcare and household chores in the country (Lota, 2011). At present, many women are also engaged into self-employment work and most of them are entrepreneurs, who are providing now employment to many other people in the country.

On the other women are also engaged into the formal sector (Mehrotra, 2019; Sundari, 2020) and they enjoy leisure or find it as a respectable job. and they have no other choice than to take low-wage positions that allow them to meet their major needs. In fact, 2011 women workforce constituted 20.5 percent of total employment in organized sector in the country. However, as per the previous employment assessment of Directorate General of Employment & Training (DGE&T), about 59.54 lakh women workers were employed in the organized sector (Public and Private Sector). At present, women are employed in a variety of organizations and enterprises within the organized sector. In the public sector, job opportunities exist in central government, state government, quasi-government organizations (autonomous entities such as educational institutions, developmental institutions, public sector enterprises, etc.) and different municipal authorities. Therefore, the present study aims to explore the women employment participation in organized and unorganized sector in India.

2. Review of Literature

There is an extensive evidences which shows that a large proportion of women are opting to stay out from the labor force to attend the domestic duties, reflecting the pressures of household and caring obligations of women (Sarkar *et al.*, 2019; Pattnaik & Lahiri-Dutt, 2020; Li, 2023; Goel, 2023; Chakrabarti, 2023).There are also other studies which reflects that the low women job rates are mainly due to the lack of employment opportunities in the non-farm sector, especially for rural women in India (Sabreen & Behera, 2021; Menon & Nath, 2022; Das & Mahanta, 2023).The previous literature also highlights that the work participation rate (WPR) among women is decreasing in India, as the income of the households increases a vast chunk of women are getting enrolled in the schools due to which the women work force are declining (Chatterjee *et al.*, 2018; Bhattacharya, 2023; Goli *et al.*, 2023). Therefore, female enrolment in schools have resulted the withdrawal of female labor force participation

in India (Krishna et al., 2016; Natarajan et al., 2020; Biswas & Banu, 2023). However, over the past few years, the Govt of India is more concerned about women empowerment and in this regard even the Government of India has passed a bill in the parliament which seeks to reserve one-third of the total number of seats for women in Lok Sabha, State Legislative Assemblies and Delhi Assembly to have a better participation and representation of a women in the country (Akar & Meshram, 2019; Sharma, 2023). Therefore, the affirmative policies of the government of India have increased the workforce participation rates of women and a vast literature shows that over the past few years the women employment in both organized and un-organized sector has been increased in India (Mahapatro, 2019; Sundari, 2020; Gupta, 2021; Mehta, 2021; Chatterjee & Banerjee, 2023). Therefore, the women employment needs in-depth study to understand its trends and patterns in India.

3. Methodology

The present paper is exploratory study based on the descriptive statistics, which aims to explore how women employment trends have changed in organized and un-organized sector in India. The study is based on secondary data, which have been taken from various rounds of the National Sample Survey Organization (1983 to 2011-12 round) and Periodic Labour Force Survey (PLFS) 2017-18 to 2021-22, Statista and Indiastat.com. The study explores the temporal trends from 1993 to 2021-22, contrasting rural and urban areas, and offers an overview of the status of female employment in India. The paper is based on the descriptive statistics and the compound growth rate has been calculated by using following formula $(1/N)*LN$ (current year/previous year)*100. Whereas, N=number of years and LN= Natural Logarithm.

4. Results and Discussion

Work Participation Rate (%) Trends in India by Usual Status (ps + ss).

The Workforce Participation Ratio (WPR) accurately reflects the total number of employed persons within an economy, and it is obtained by dividing employed persons with the total population. The Usual Principal status encompasses all those who have worked for a relatively long part of the 365 days preceding the date of survey, and Usual principal subsidiary status encompasses individuals who did not engage in employment for most of the 365 days but were employed for a minimum of 30 days within the 365-day reference period prior to the survey date. Table 1 below reveals that among rural male, the WPR was 54.7 percent in 1983, which has increased to 55.3 percent in 1993-94 and after that it has remained constant in between 53 to 54 percent till 2011-12. Whereas,

among urban male it has increased from 51.2 percent to 54.6 percent in the recall period. However, in 2017-18 the Periodic Labor Force Survey (PLFS) measures the WPR in two categories i.e. 15 years and above and all ages. The 15 years and above data reveals that the WPR of rural male workers have been increased from 72 percent in 2017-18 to 75.3 percent in 2021-22 and among urban male, it has increased from 69.3 percent to 70.4 percent respectively.

The WPR of rural women was 34.0 percent in 1983, which has declined to 24.8 percent in 2011-12. Whereas, in case of urban females, it has decreased from 15.1 percent in 1983 to 14.2 percent in 2011-12. However, the Periodic Labor Force Survey (PLFS) shows that the WPR of rural women of 15 years and above has increased from 23.7 percent in 2017-18 to 35.8 percent. Whereas, among urban female, it has been increased from 18.2 percent to 21.9 percent in the recall period. Therefore, the results indicates clearly that the WPR of women has increased significantly from 2011-12 to 2021-22 in the country.

Table 1: Work Participation Rate (%) Trends in India by Usual Status (ps + ss).

	Male Workers		Female Workers	
	Rural	Urban	Rural	Urban
38th Round (1983)	54.7	51.2	34	15.1
43rd Round (1987–1988)	53.9	50.6	32.3	15.2
50th Round (1993–1994)	55.3	52.1	32.8	15.5
55th Round (1999–2000)	53.1	51.8	29.9	13.9
61st Round (2004–2005)	54.6	54.9	32.7	16.6
66th Round (2009–2010)	54.7	54.3	26.1	13.8
68th Round (2011–2012)	54.3	54.6	24.8	14.7
PLFS (2017–2018) 15 years &above	72	69.3	23.7	18.2
All Ages	51.7	53.0	17.5	14.2
PLFS (2018–2019) 15 years &above	72	68.6	25.5	18.4
All Ages	51.7	52.7	19.0	14.5
PLFS (2019-20) 15 years &above	74.4	69.9	32.2	21.3

All Ages	53.8	54.1	24	16.8
PLFS (2020–2021) 15 years &above	75.1	70	35.8	21.2
All Ages	54.9	54.9	26.6	17
PLFS (2021–2022) 15 years &above	75.3	70.4	35.8	21.9
All Ages	54.7	55	26.6	17.3

Source: NSSO, 68th Round, Report No. 554, Employment and Unemployment Situation in India, 2011– 2012 and Periodic Labour Force Survey, 2017–2018, 2018-19, 2019-20, 2020-21, 2021-22.

Gender Wise Labor Force Participation in India by age group (In millions)

It has been observed from the table 2 that the labor force participation among male in the age group of 15-24 years were 64.08 million in 2010, which has been declined to 55.04 million persons in 2021. However, the labor force participation rate among male in the age group of 25-54 years has been increased from 237.62 million persons in 2010 to 277.58 million persons in 2021. Similarly, the labor force participation of male in the age group of 55-64 is also showing an inclining trend i.e., it has been increased from 32.89 million in 2010 to 42.13 million in 2021.

Similarly, the labor force participation of females in the age group of 15-24 years has declined drastically from 22.27 million persons to 14.14 million persons. Similarly, the force participation rate of females in the age group of 15-24 years have also declined from 82.45 million in 2010 to 74.91 in 2018. However, after that it has been increased to 86.18 million in 2021. The declining women labor force participation is mainly associated with the increasing school admissions/ educational attainment among females, which has been discussed in the literature section. Moreover, the labor force participation of females in the age group of 55-64 has increased slightly from 11.02 million persons in 2010 to 12.19 million in 2021.

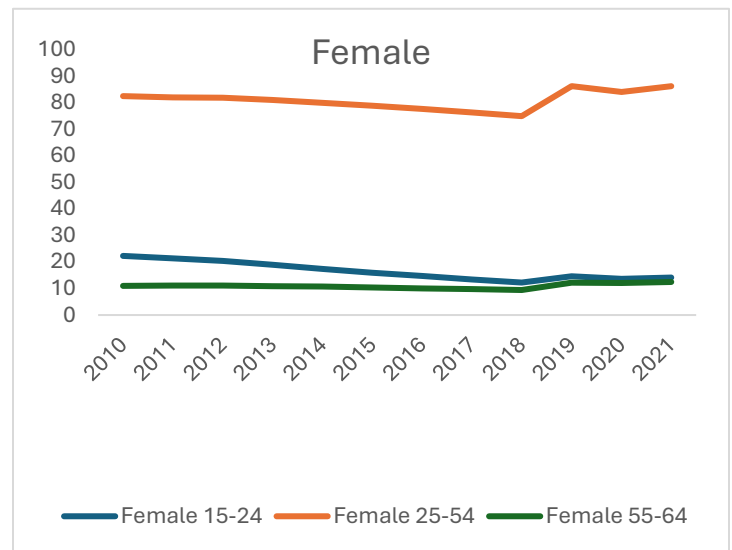
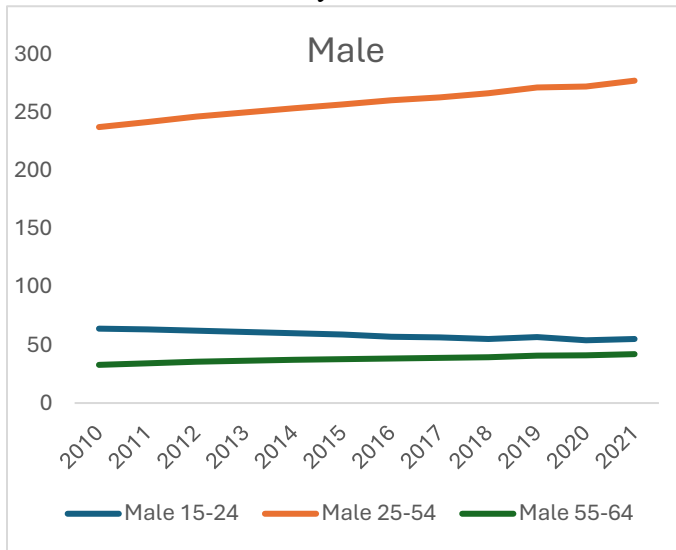
Table 2: Gender Wise Labor Force Participation in India by Age Group (In millions)

Year	Male			Female		
	15-24	25-54	55-64	15-24	25-54	55-64
2010	64.08	237.62	32.89	22.27	82.45	11.02
2011	63.53	242.09	34.22	21.35	82.02	11.06
2012	62.19	246.53	35.53	20.44	81.89	11.09
2013	61.19	250.16	36.52	18.88	80.97	10.92
2014	60.09	253.74	37.29	17.39	79.95	10.69
2015	58.96	257.21	37.89	15.96	78.83	10.41
2016	57.08	260.61	38.44	14.66	77.62	10.01
2017	56.56	263.09	38.92	13.41	76.33	9.77
2018	55.19	266.88	39.34	12.24	74.91	9.43
2019	56.72	271.64	40.74	14.65	86.21	12.19
2020	54.05	272.45	41.05	13.59	84.02	12.01
2021	55.04	277.58	42.13	14.14	86.18	12.45

Source: Statista.

Figure 1: Gender Wise Labor Force Participation in India by age group (In millions)

Source: Calculated by Authors



Trends of Sectoral share of Female Employment in India.

Over the past twenty-five years, India has experienced swift economic growth, structural transformations within its economy, heightened educational attainment, and accelerated urbanization (Lahoti & Swaminathan, 2013). Table 3 below indicates that the employment percentage of rural females in the primary sector has decreased from 87.8 percent in 1883 to 73.4 percent in 2017-18. The most significant reduction occurred between 2004-2005 and 2009-2010, as well as between 2009-2010 and 2011-2012, with rural female employment shares decreasing by 3.9 percentage points and 4.5 percentage points, respectively.

In the secondary sector, the proportion of employment among rural females has rose from 7.1 percent in 1983 to 13.4 percent in 2017-18. The most significant upward trend was noted from 2004-2005 to 2009-2010 and from 2009-2010 to 2011-2012, i.e. the share of employment among rural females has increased by 2.8 percentage points and 3.8 percentage points respectively. In the Tertiary sector, the proportion of rural female employment rose from 5.1 percent in 1983 to 13.2 percent in 2017-18. The most significant growth was from 2011-2012 to 2017-2018, during which the percentage share of female employment in the tertiary sector rose by 4.9 percentage points.

Comparable patterns have been noted among urban females. The proportion of urban female employment in the primary sector has decreased from 31.6 percent in 1983 to 9.3 percent in 2017-18. The most significant decrease happened between 2004-2005 and 2009-2010, as well as between 2009-2010 and 2011-2012, with the employment share among rural females decreasing by 4.1 percentage points and 3 percentage points, respectively. Whereas, in case of employment in the Secondary sector of urban females it is showing meandering trend, i.e. its percentage share of employment has increased from 30.0 percent in 1983 to 30.9 percent in 1987-1988, then it has declined to 29.0 percent in 1999-2000. After that, it increased to 33.7 percent in 2011-12 and has later declined again to 29.9 percent in 2017-18. In the Tertiary sector, the employment percentage among urban females has significantly risen from 38.4 percent in 1983 to 60.8 percent in 2017-18. The most significant upward trend was from 1993-1994 to 1999-2000 and from 2011-12 to 2017-18, during which the percentage share of urban female employment rose by 7.3 and 5.7 percentage points, respectively.

Table 3: Trends of Sectoral share of Female Employment in India.

Rural

	1983	1987- 1988	1993- 1994	1999- 2000	2004- 2005	2009- 2010	2011- 2012	PLFS 2018	2017- 2018	CAGR
Primary	87.8	85.1	86.6	85.7	83.6	79.7	75.2	73.4		-2.56
Secondary	7.1	9.6	7.9	8.7	9.9	12.7	16.5	13.4		9.07
Tertiary	5.1	5.3	5.5	5.6	6.5	7.6	8.3	13.2		13.59

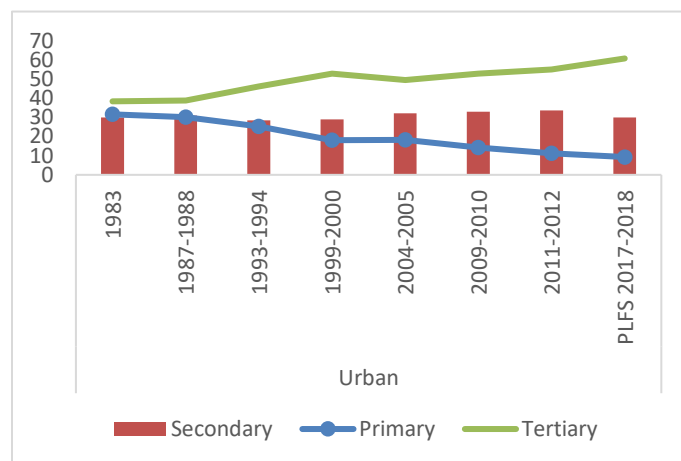
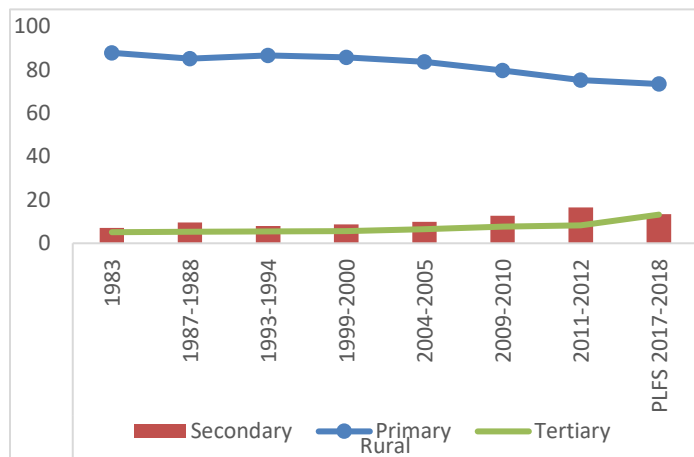
Urban

Primary	31.6	30.2	25.3	18.1	18.3	14.2	11.2	9.3		-17.47
Secondary	30	30.9	28.5	29	32.2	33	33.7	29.9		-0.05
Tertiary	38.4	38.9	46.2	52.9	49.5	52.8	55.1	60.8		6.56

Source: NSSO, 68th Round, Report No. 554, Employment and Unemployment Situation in India, 2011– 2012 and Periodic Labour Force Survey, 2017–2018

Figure 2: Trends of Sectoral share of Female Employment in India (Rural & Urban)

Source: Authors Calculation



Diversification of Occupations Among Female Workers in India (in Percentage).

Comprehending the occupational diversification in India is much complexed, as Indian economy being in a transitional phase and shift of employment from one sector to another sector indispensable and it leads to major reshuffle in employment. The present section explores, the occupational diversification of female workers in India. Results in table 4 below explores that in rural areas, it has been observed that during 1983 to 2017-2018, the proportion share of female employment has declined from 87.5 percent in 1983 to 73.2 percent in 2017-18. It has been also observed that the female employment in manufacturing sector increased slightly from 6.4 percent in 1983 to 8.1 percent in 2017-18.

Moreover, in construction sector the female employment is also showing positive improvement, the female employment in construction sector has increased from 0.7 percent in 1983 to 5.3 percent in 2017-18, but it has improved more significantly from 2009-2010 to 2017-2018 and was maximum 6.6 percent in 2011-2012. Nonetheless, similar trends have been observed in the Trade sector. Employment in the Trade sector has gradually increased from 1.9 percent to 4.0 percent, but it has increased by 1 percentage point from 2011-2012 to 2017-2018 respectively. However, the employment of female in other sector is also showing a significant increase from 2.8 percent in 1987 to 8.9 percent in 2017-2018, however, the most significant improvement in female

employment in other sectors was observed during 2011-2012 to 2017-2018. In this period, the female employment in other sectors has increased by 3.7 percentage point change.

Similarly, the female employment in urban areas is showing compressively different trend than urban areas. In urban areas, the female employment in the agricultural sector has experienced a significant decline from 31.0 percent in 1983 to 9.1 percent in 2017-2018. Nevertheless, in the manufacturing sector, the employment rate of urban females remained increased of 28.7 percent in 2011-2012, but its overall performance in-terms of female employment are significant as compared to other sectors. Employment of urban females in construction sector is showing a perpetual trend of 3 to 4 period in the recall period. Nonetheless, the trade sector is showing a notable expansion in the employment of urban females. i.e. the employment of females in trade sector has increased from 9.6 percent in 1983 to 13.1 percent in 2017-2018 and reached a maximum of 16.9 percent during the 1999-2000 period. During this span, it has risen by 6.9 percentage points. Employment in the transportation sector is also showing a steady improvement i.e. employment in transportation sector has increased from 1.5 percent in 1983 to 3.3 percent in 2017-2018. Employment in other services has risen significantly from 27.3 percent in 1983 to 43.4 percent in 2017-2018. The employment in other services has increased by 6.8 percentage points during 1987-1988 to 1993-1994. The compound annual growth rate

Table 4: Occupational Diversification of Female Workers (in Percentage).

Period/sectors	Agriculture	Mining	Manufac- turing	Electricity	Construc- tion	Trad e	Transpo rt	Other services
RURAL								
1983	87.5	0.3	6.4	0	0.7	1.9	0.1	2.8
1987–1988	84.7	0.4	6.9	0	2.7	2.1	0.1	3.0
1993–1994	86.2	0.4	7.0	0	0.9	2.1	0.1	3.4
1999–2000	85.4	0.3	7.6	0	1.1	2.0	0.1	3.6
2004–2005	83.3	0.3	8.4	0	1.4	2.5	0.2	3.9
2009–2010	79.4	0.3	7.5	0	5.2	2.8	0.2	4.6
2011–2012	74.9	0.3	9.8	0	6.6	3.0	0.2	5.2
PLFS (2017– 18)	73.2	0.2	8.1	0	5.3	4.0	0.3	8.9

URBAN

1983	31.0	0.6	26.7	0.2	3.1	9.6	1.5	27.3
1987–1988	29.4	0.8	27.0	0.2	3.7	9.8	0.9	28.2
1993–1994	24.7	0.6	24.1	0.3	4.0	10.0	1.3	35.0
1999–2000	17.7	0.4	24.0	0.2	4.8	16.9	1.8	34.2
2004–2005	18.1	0.2	28.2	0.2	3.8	12.2	1.4	35.9
2009–2010	13.9	0.3	27.9	0.4	4.7	12.1	1.4	39.3
2011–2012	10.9	0.3	28.7	1.0	4.0	12.8	2.7	39.6
PLFS (2017-18)	9.1	1.2	25.2	0.6	4.1	13.1	3.3	43.4

Source: NSSO, 68th Round, Report No. 554, Employment and Unemployment Situation in India, 2011–2012 and Periodic Labour Force Survey, 2017–2018

Unemployment Rate (in percent) in usual status (ps+ss)

UPSS is a more inclusive measure to identify the unemployed persons in the country. We have already defined the usual (ps+ss in above section) therefore, the present section explores the unemployment rate (in percent) in usual status (ps+ss) in India. It has been observed from table 5 that the unemployment in both rural and urban areas has declined drastically. The results reveal that the unemployment rate of rural male workers has significantly declined from 5.7 percent in 2017-18 to 3.7 percent in 2022-23. Similarly, among urban male workers the unemployment has also declined from 6.9 percent to percent in the recall period. However, among the rural females, the unemployment rate has been declined from 3.8 percent to 1.8 percent in 2022-23. Which is 1 percent and 2.9 percent lower than rural and urban male workers. Moreover, the unemployment among the urban female workers has also declined from 10.8 percent in 2017-18 to 7.5 percent in 2022-23. Although it is higher than the rural female workers, but it is declining drastically over the period. Therefore, the overall observation highlights that the rural female works are having better job opportunities now, compared to the past trends in the country.

Table 5: Unemployment Rate (in percent) in usual status (ps+ss)

Survey Year/Age group	Male Workers		Female Workers	
	Rural	Urban	Rural	Urban
PLFS (2017–18) 15 years &above	5.7	6.9	3.8	10.8
All Ages	5.8	7.1	3.8	10.8
PLFS (2018–19) 15 years &above	5.5	7.0	3.5	9.8
All Ages	5.6	7.1	3.5	9.9
PLFS (2019-20) 15 years &above	4.5	6.4	2.6	8.9
All Ages	4.5	6.4	2.6	8.9
PLFS (2020–21) 15 years &above	3.8	6.1	2.1	8.6
All Ages	3.9	6.1	2.1	8.6
PLFS (2021–22) 15 years &above	3.8	5.8	2.1	7.9
All Ages	3.8	5.8	2.1	7.9
PLFS (2022–23) 15 years &above	2.7	4.7	1.8	7.5
All Ages	2.8	4.7	1.8	7.5

Source: PLFS (2017-18), PLFS (2018- 19), PLFS (2019-20), PLFS (2020-21), PLFS (2021-22) and PLFS (2022-23)

Figure 3: Unemployment Rate (in per cent) in usual status (ps+ss)

Source: Authors Calculation



Number of Women Entrepreneurs (Beneficiaries) under Prime Minister Employment Generation Program (PMEGP) in India

The present section explores the number of women entrepreneurs who were beneficiaries under Prime Minister Employment Generation Program (PMEGP) in India. It has been observed from the table 6 below that the number of women entrepreneurs who were beneficiaries under (PMEGP) in India has been significantly increased from 4930 beneficiaries to 39192 beneficiaries in 2021-22. The highest growth rate has been observed during 2009-10, in which the number of beneficiaries has jump from 4930 to 10845 beneficiaries with a growth rate of 219.98 percent respectively. After that the highest growth rate has been observed during 2018-19 in which the growth rate of beneficiaries has jumped from 15669 to 25434 beneficiaries with a growth rate of 162.32 percent. The overall compound annual growth rate has remained 13.50 percent from 2008-09 to 2022-23 respectively.

Table 6: Number of Women Entrepreneurs (Beneficiaries) under Prime Minister Employment Generation Program (PMEGP) in India

Year	Women Entrepreneurs	% Growth
2008-09	4930	-
2009-10	10845	219.98
2010-11	12072	111.31
2011-12	14299	118.45
2012-13	13612	95.20
2013-14	13448	98.80
2014-15	13394	99.60
2015-16	11356	84.78
2016-17	14768	130.05
2017-18	15669	106.10
2018-19	25434	162.32
2019-20	24720	97.19
2020-21	27285	110.38
2021-22	39192	143.64
2022-23	32626	83.25
CAGR	13.50	-

Source: Indiastat.com

Women Employment in Central Public Sector Enterprises (CPSEs) in India

Central Public Sector Enterprises are crucial in the advancement of the nation. The role of CPSEs in employment generation, economic growth, infrastructural development, market competition, regional balance, and price stabilization is highly acknowledged in India. In addition, the CPSEs are significantly contributing to fulfilling social responsibilities, including education, skill development, and healthcare. Nonetheless, over time, employment

generation in Central Public Sector Enterprises (CPSEs) has declined in India (PES Report 2016-17). Table 7 indicates that the overall number of management personnel in the public sector was 276,387 in 2012-13, decreasing to 269,135 in 2018-19. The overall number of supervisory staff positions has decreased from 139,966 individuals in 2012-13 to 106,123 individuals in the subsequent period.

Moreover, the workers employee jobs have also declined from 985,166 persons in 2012-2013 to 655,791 persons in 2018-2019 respectively. However, in case of female managerial employee jobs, it has been observed that the number of female managerial employee jobs have been increased from 26,506 persons in 2012-2013 to 27026 persons in 2018-19 and was highest in 2016-2017 i.e., 28,631 persons respectively. Although, the female managerial employees are quite low as compared to total numbers, but the trend is inclining among female managerial employees.

However, in the case of supervisor posts, the number of employees has declined drastically from 10,163 persons in 2012-2013 to 6720 persons in 2018-2019 and has declined more drastically in 2017-2018 and 2018-2019 respectively. Similar, trends are observed in among female workers employees, the number of employees has declined from 92,787 persons in 2012-2013 to 53921 persons in 2018-2019. The overall total female employees have declined from 129,456 persons in 2012-2013 to 87667 persons in 2018-2019. Moreover, the female employees as a percentage of total shows that, the female managerial employees have remained almost 10.0 percent from 2013-2014 to 2018-2019, except 2017-2018 and has remained highest as 10.82 percent in 2016-2017. In, case of female supervisors, as a percentage of total it trend has remained meandering and was highest i.e., 9.87 percent, in 2016-2017.

Table 7: Women Employment in Central Public Sector Enterprises (CPSEs) in India

Year	Managerial	Supervisors	Workers	Total
Total Employees				
2012-2013	276387	139966	985166	1401519
2013-2014	270151	129173	949818	1349142
2014-2015	264497	130208	896469	1291174
2015-2016	262665	117487	803681	1183833

2016-2017	264648	104404	760209	1129261
2017-2018	265543	108622	712563	1086728
2018-2019	269135	106123	655791	1031049

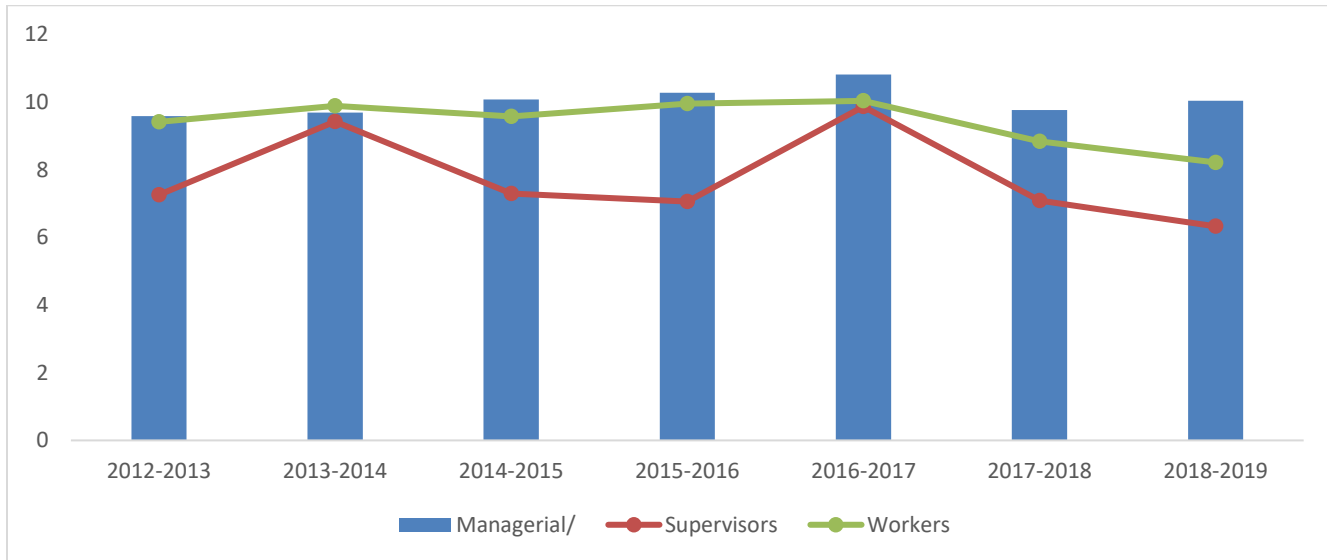
Total Female Employees

2012-2013	26506	10163	92787	129456
2013-2014	26186	12176	93931	132293
2014-2015	26661	9506	85907	122074
2015-2016	27010	8297	80011	115318
2016-2017	28631	10308	76299	115238
2017-2018	25931	7706	62968	96605
2018-2019	27026	6720	53921	87667

Female Employees as percentage a of total

2012-2013	9.59	7.26	9.42	9.24
2013-2014	9.69	9.43	9.89	9.81
2014-2015	10.08	7.3	9.58	9.45
2015-2016	10.28	7.06	9.96	9.74
2016-2017	10.82	9.87	10.04	10.2
2017-2018	9.77	7.09	8.84	8.89
2018-2019	10.04	6.33	8.22	8.5

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Figure 4: Women Employment in Central Public Sector Enterprises (CPSEs) in India

Conclusion

The overall results indicates that the employment proportion of rural females in the primary sector decreased from 87.8 percent in 1,883 to 73.4 percent in 2017-18. In the secondary sector, the employment proportion of rural females rose from 7.1 percent in 1,983 to 13.4 percent in 2017-18. In the Tertiary sector, the proportion of rural female employment rose from 5.1 percent in 1,983 to 13.2 percent in 2017-18. Comparable patterns have been noted among urban ladies. The proportion of urban female employment in the primary sector decreased from 31.6 percent in 1,983 to 9.3 percent in 2017-18. Whereas, in the Secondary sector, it is showing a meandering trend, i.e. its percentage share of employment has increased from 30.0 percent in 1983 to 30.9 percent in 1987-1988. However, in case of Tertiary sector, the proportion share of employment among urban females has sharply increased from 38.4 percent in 1,983 to 60.8 percent in 2017-18 respectively.

Moreover, the Periodic Labor Force Survey (PLFS) shows that the WPR of rural women of 15 years and above has increased from 23.7 percent in 2017-18 to 35.8 percent. Whereas, among urban female, it has been increased from 18.2 percent to 21.9 percent in the recall period. Therefore, results indicates clearly that the WPR of women has increased significantly from 2011-12 to 2021-22 in the country. Apart from this, results also reveal that the number of women entrepreneurs who are beneficiaries under (PMEGP) in India has been significantly increased

from 4,930 beneficiaries to 39,192 beneficiaries in 2021-22. So, the results conclude that the Women's involvement in the workforce is critical to a country's economic growth. In addition, women's labor force participation is critical for reaping the benefits of the demographic dividend and for economic empowerment.

Limitations of the Study

Due to data constraints, the study doesn't cover the sector wise trends and patterns of women employment in the organized sector in India. Therefore, more focus has been given to the trends and pattern of women employment in the informal sector. Moreover, the study explores, the overall trends of women employment in India and doesn't show the state wise scenario of women employment in India.

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