

WOMEN EMPLOYMENT JUSTICE IN INDIA: DEVELOPMENT STRUCTURE AND GROWTH

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Abstract: The main purpose of study is to understand the gender gap that exists in the work force participation between the societies in Indian context. The focus of this paper is to examine different factors and reasons for the low level of participation in the workforce. The study has been carried purely based on secondary sources. In this study, we as researchers have analyzed through the secondary reports for further studies to understand the economic life of women various governmental reports, reports of ILO and the annual reports are reviewed. The study finds out the existing gender divide that exist irrespective of the development, female population are a sector of population that is highly vulnerable to economic perspectives. The study focuses on government interventions, specific public policies that guarantee rights to the female sector of population. The majority of studies on the divide are more focused towards the mental health problems associated with women. This research aims to address the gap by focusing on economic aspects of particularly women and the structure of their growth specifically the economic aspects.

Keywords: Women growth, Economic Opportunities, Workforce participation, Opportunities for women, government policies.

Introduction

Employment is one of the crucial aspects of population structure. It is as significant as that of other population distribution, population characteristics, population growth and its outcomes on the social, economic, cultural and political programs and problems of a nation. This aspect has undergone a diverse change not only in its content but also in its approaches. There are sections of questions emerging and new themes are being adopted. In this context, one of the very crucial theme which emerged is the field of economical aspects in position to women and gender. The gripping need for raising the question, however, arises on the one hand, from the constantly growing awareness among economist to make their discipline socially committed and on the other hand, necessary correctives to analyze and bring out the conclusions to be arrived at, by other school of social sciences disciplines on specific social problems using own specialized expertise, methodology and tools and techniques. Women face restrictions of those already placed on them by other build hierarchies. When a family suffers economical crisis, people often think that a female should go out and work, yet on the contrast the females participation in workforce outside the home is viewed as slightly inappropriate, subtly wrong and definitely dangerous to their womanly virtue and chastity.

Literature Review

Shafiquallah, 2010 described employment determining the socio-economic conditions of livelihood. It has multilateral dimensions in the economic planning and production. Employment provides information about the nature and extent of their utilization and the human resources. It is having great subjective significance in the field of economics, sociology and demography and is gaining vast subjective significance with the growing emphasis on the regional approach and regional planning respectively in the utilization of human resources to the population policy.

Chowdhury (2011) has described in study that a grim picture of a limited creation of jobs between 2004-05 and 2009-10 could be witnessed as shown in the 66th round of National Sample Survey Organization data during the year 2009-10 on the employment situation. There is massive withdrawal of particularly women from the labor market and steady growth of employment in the non agricultural sector. Also, there was a increases in education level among the age-group 15-24 years although it is a positive development, but does not suffice the decline of the employment level, labor force participation rate.

Neff and Kunal(2012) examined that there was a sharp decline between 2004-05 and 2009-10 in the female labor force participation in rural areas. There are four factors associated for this:

- (a) Women in rural areas are pursuing higher education and the rate of enrollment is getting even higher.
- (b) This resulted in the tendency of women to withdraw from the labor force to attend to domestic duties, which resulted in decreased employment opportunities, cultural and social factors amplifying the effects.
- (c) The outcomes suggested that the decline in rural women labor market is tentatively due to increase in income and partly due to more women pursuing education.

Devi (2012) concluded that the conditions of women's workers, specifically of Manipur indicates that the tribal women work more than 16 hours a day as compared to maximum 9 hours a day in case of men. The tribal women not only perform unpaid household work, but also constitute the majority of unrecognized contributors to agricultural activities and allied economic activities.

Hirway (2012) located the trends of employment and unemployment in Haryana, Madhya Pradesh, Gujarat, Orissa, Tamil Nadu and Meghalaya as analyzed by the National Sample Survey Office for the past decades. Through the longitudinal analyses, argues that the

missing employment does not imply withdrawal of women from the labor force; rather a large part of missing worker is missing only from the NSSO data, but is very much active in labor market. It appears 'missing' because of the inability of the NSSO surveys to capture it adequately. This 'non-missing labor resource' has important significance for labor policy and employment in the country. The paper also argues that time use statistics has the strength of overcoming some weaknesses of the NSSO by adding new information on the labor employed.

Shaw, A (2013) analyzed the Employment and Unemployment Survey 2011-12 (68th Round) which reveal that over 9 million persons found employed. The Share of workers in primary sector declining at the same time in secondary and tertiary sector increased. The results also revealed that a growing proportion of the workforce is moving to non-farm activities, and a falling percentage is engaged on a casual wage. Unemployment rates have been declining over the last decade in all categories in 2011-12, but the rural female has been constant in leaving the labor force. Workers increased in urban male 108.28 million and rural male 230.97 million in 2011-12. Rural females declined from 80.92 million in 2009-10 to 72.13 million in 2011-12, urban females increased from 20.97 million to 23.26 million during the same period.

Nikore M.(2019) "Where are India's working women?" explains how women's decision to enter workforce is influenced by her family, marital, educational and social status also focused on the interventions by all relevant stakeholders highlighted the constant decline in labor force and explained through the data occupational segregation and concentration of women in low growth sectors, Nikore concludes if women had access to work opportunities as men, there will be an increase three times higher in the tenure.

Sundari S.(2020) undertook a detailed study through secondary sources at the trends and patterns of changes in women employment structure for the time period of 1983- 2018. The study conducted, also revealed the lower quality of women's participation, overcrowding in agriculture sector, low level incomes, poor literacy levels and major women's self employed with unpaid work, large- scale informal employment.

Nayyar(2012) studied the quality of employment on the basis of three parameters- wages, availability of written job contracts and social benefits. Nayyar also highlights the role of education in determining the quality of the workforce. Author establishes a direct relation between higher education and higher earnings thereby the labor force being of high quality.

Objectives of the Study

The objectives of the study are as follows:

1. To understand the growth and structural changes in the women workforce participation rates in India.
2. To locate the age-structure, mode of employment and casualization of women in India.
3. To examine the determinants of women employment in India.

Research Methodology

This paper is descriptive and thematic based, analytical in nature. In this paper focus has been made to analyze the Growth and Structure of Women Employment in India. The data used in composition of this paper is purely extracted from existing literature, secondary sources as per the need of the study.

Determinants of Labor Laws and Women Employment

There are numerous determinants of unequal distributions of employment of women in India. Some of them are crucially vital, they are, demographic, economic, social, cultural and political. All these factors differ in different countries in different periods. The demographic factor is composed of age structure, age and birth rate, death or longevity of life, migration and average size of the family in a household.

Demographic Determinants

Gender and age specific participation in various occupations is another determinant of population structure which falls under fertility rates. The participation in workforce of the under twenties and even under fifteens tends to be relatively high in countries of high fertility rates, whereas it is not major in substantial magnitude areas of low fertility as there is no compulsion and exertion to take up some gainful employment at the adolescent stage, as a result of high participation of youngsters is a relative predominance of miscellaneous and wage laborers in the occupational structure. This is majorly because the unemployment makes people badly job hungry and the lack of required education and training acts as a wall in the way of taking up specialized occupation required skill and training.

Economic Determinants

That is the second crucial element in employment. The types of occupations that are accessible in industrial civilizations and those in an agricultural economy are extremely different from one another. In contrast to industrialised nations, where chances for work are more plentiful in rural regions, female employment in India is greater in rural areas and

lower in urban ones, lower in rural fields and metropolitan cities. In India, women only work in a small number of mostly unskilled positions. This is due to the fact that emerging countries women are likely not in a position to enter the workforce, mostly because they do because they are mothers of large families and because they possess the requisite education and are not permitted to leave the house to work.

Social Determinants

The number of the working population is affected by a variety of social and cultural factors, but marital status, reading level, and education unquestionably stand at the top. Education and literacy levels have a big impact on the rate of employment. The position of women in society and the resulting acceptance or rejection is another societal norm for women to engage in activities outside of the home.

Women's Access to Vocational Training/Skills

"VOCATIONAL TRAINING FOR WOMEN" under Directorate General of -Employment & Training:

DGE&T is the main organisation in charge of offering women vocational training in traditional and modern courses as well as certification in order to supply the country's industries, services, and other sectors with skilled workers. The Women Vocational Training Program has institutes established up specifically to train women, and they are listed below.

- National Vocational Training Institute (NVTI) for Women, NOIDA
- Regional Vocational Training Institutes (RVTIs) for Women at Mumbai, Bangalore, Thiruvananthapuram, Panipat, Kolkata, Tura, Allahabad, Indore, Vadodara and Jaipur
- Moreover EFC has approved for setting up the New RVTIs in the States of Punjab, Himachal Pradesh, Tripura, Goa, Uttarakhand, Bihar, J&K and Tamil Nadu. These RVTIs would be operational by August, 2015

The Crafts Training Scheme (CTS) and the Crafts Instructors Training Scheme are offered by the National/Regional Vocational Training Institutions for Women (CITS) As of December 2013, there were around 1431 women's ITIs and women wings in general ITI/ITCs, with a total of 82,390 training seats, according to data provided by the relevant State Governments.

Women Industrial Training Courses		
Basic Courses	Advanced Courses	Post - Advanced Courses
Dress Making	Dress Making	Principles Teaching

Hair & Skin Care	Beauty Culture & Hair Dressing	
Preservation of Fruits & Vegetables	Embroidery & Needle Craft	
Electronic Mechanic	Electronics	
Stenography (Hindi)	Secretarial Practice(Hindi)	
Secretarial Practice(English)	Secretarial Practice(English)	
Architecture Draughtsmanship Desk top Publishing	Architecture Assistantship	
Computer Operator & Programming Assistant		
Fashion Technology		
Instrument Mechanic		
Catering & Hospitality		

Source: <https://labour.gov.in/womenlabour/about-women-labour>

Empowerment of Women through Five Year Plans:

Five-Year Plans (1951–2014) created, carried out, and overseen by the Planning Commission and the NITI Aayog (2015-2017). Indian economic policy was centred on planning from 1947 to 2017. The planning commission had a designated deputy chairman who was a cabinet minister, and the prime minister served as the body's ex-officio chairman. The commission's final deputy chairman, Montek Singh Ahluwalia, left his position on May 26, 2014. The Gadgil formula was adopted in 1969 as a result of resource allocation prior to the Fourth Plan being based on schematic patterns rather than a clear-cut method. Since the Twelfth Plan's tenure ended in March 2017, updated versions of the formula have been applied to assess how much central aid should be given to state plans. The National Institute for Transforming India (NITI) Aayog will take over as the Planning Commission's head under the new administration headed by Narendra Modi, which was elected in 2014.

Since the Planning Commission was disbanded, no official economic plans have been developed; nevertheless, five-year defence plans are still produced. 2017 through 2022 would have been the most recent. There isn't a thirteenth five-year plan, though.

13th Five-Year Defence Plan (2017-22) – A Re-Run of the Past:

A total of Rs 29,07,803.07 crore would be needed for the following four years at an average yearly amount of Rs 7,26,950.76 crore as the current fiscal year is the first year of the 13th five-year plan and a total of Rs 3,59,851.43 crore has already been allotted for the current year. The whole demand of the armed forces, other organisations, and defence pensions would therefore add up to Rs 33,67,654.50 crore, assuming that the requirement has been

worked out based on flawless costing and there would be no cost overruns or new requirements. If more money is allotted or less is allotted at the Revised Estimate (RE) stage, this value can be slightly altered.

In light of the disintegration of the national five-year centralised planning regime and the Niti Aayog's pledge to enter the military industry, the full spectrum of defense planning has to be reviewed. It is irrelevant to include defensive plans in the three-tiered defense planning system. There is no evidence that the Niti Aayog's defense vision is taken into consideration in the planned 13th defense strategy. Even though it may seem repugnant, it is necessary to acknowledge that financial viability, including the methods of enhancing financial resources, is an essential component of planning.

Structure and Growth of Women Employment in India

Growth of Women Employed in India:

The rate of Female labor participation in India came down to 16.1% during the month of July-September 2020 quarter, the lowest of all the major economies, as mentioned in a government report, reflecting the widened job crisis and the adverse impact of health crisis, pandemic.

With reference to the month of April-June 2020, the percentage of women in the labor force had fallen to a record low of 15.5% a period during which India imposed strict lockdown to prevent the spread of COVID-19 virus, in the report mentioned by the Ministry of Statistics.

The rate of unemployment among women touched 15.8%, as compared to 12.6% with the male workers unemployed during the tenure of three months which ended in September 2020, the latest period for which data was been issued. The health crisis have severely hit the financial independence of women, a study conducted by Kumar and Pal(2021) “Coronavirus likely to lock India’s women out of Job market for years” studied the status of women employment crisis faced during the pandemic and the study revealed despite women’s being ready to accept 50% less of their earlier incomes they are being redundant of the employment during the covid crisis.

Reliability of Periodic Labor Force Survey (PLFS) 2019–20 Data :

The urban sector's quarterly statistics for the months of April through June (2020) revealed a sharp fall in the labour participation rate and a sharp rise in the unemployment rate. Nevertheless, compared to the two preceding rounds of estimates from the Periodic Labor Force Survey, the yearly average labour force participation rate increased substantially in 2019–20, while the average unemployment rate decreased steadily.

World Development Indicators: labor force structure

Labor force participation rate		Labor force (ages 15 and older)				Labor force (growth%)		
Male	Female	Total				Female		
%ages 15 and older		millions				% of labor force		
2000	2019	2000	2019	2000	2019	2000	2019	
2010-2019								
India	83.9	75.9	30.4	20.8	396.8	494.7	25.6	20.3

Total labour force divided by adult population, excluding those serving in the military or in prison, is how the labour force participation rate is calculated. According to a report by the International Labor Organization using the ILOSTAT database, the labour force participation rate for both men and women in India has been declining steadily since 2000. In 2000, 30.4% of the country's adult population was employed or actively looking for work. In 2019, the participation rate fell to 20.8%, a decrease of 9.6% over the years, while the data for men in the age group of 15 and older showed a decline of 7.1%, reaching 83 percentage.

While talking of the percentage of labor force among females there is a fall of 5.3% over the years 2000-2019 being 25.6 and 20.3 respectively.

Source:<https://www.reuters.com/world/india/indias-female-labour-participation-rate-falls-161-pandemic-hits-jobs-2021-08-03/>

Demonetization was declared to combat corruption and black money in the overall demand, which resulted in a drop in cash holdings. This significantly decreased the amount of economic activity and labour demand, as seen by a steep increase in the jobless rate. After then, it was anticipated to accelerate significantly. Nevertheless, other from a small percentage-based marginal drop in the unemployment rate, the subsequent round of PLFS data from 2018–19, which was continuous with the prior round, did not provide any appreciable improvement on the job aspect.

The quarterly data for the urban sector, which was released in the wake of the health crisis, the pandemic, and the nationwide lockdown, revealed a sharp decline in the workforce participation rate (WFPR) and a sharp rise in the unemployment rate in the months of April and June for the 2019–20 period. Despite this, the yearly average WFPR statistics increased significantly in 2019–20 compared to the previous two rounds of PLFS projected data, which led to a 1 percentage point decrease in the average unemployment rate from 5.8% in the previous year to 4.8% by the year of 2019–20 as noted in (Table 1). Table 1:

Trend of Labor Market Indicators in India- Usual Status Rate(PS+SS) (%)

All India	Rural						Urban		
	Male	Female	Person	Male	Female	Person	Male	Female	Person
Labor Force Participation Rate(LFPR)									
2004-05	55.5	33.3	44.6	57.0	17.8	38.3	55.9	29.4	43.0
2011-12	55.3	25.3	40.6	56.3	15.5	36.7	55.6	22.5	39.5
2017-18	54.9	18.2	37.0	57.0	15.9	36.8	55.5	17.5	36.9
2018-19	55.1	19.7	37.7	56.7	16.1	36.9	55.6	18.6	37.5
2019-20	56.3	24.7	40.8	57.8	18.5	38.6	56.8		22.8
40.1									
Work Participation Rate(WPR)									
2004-05	54.6	32.7	43.9	54.9	16.6	36.5	54.7	28.7	42.0
2011-12	54.3	24.8	39.9	54.6	14.7	35.5	54.4	22.0	38.6
2017-18	51.7	17.5	35.0	53.0	14.2	33.9	52.1	16.5	34.7
2018-19	52.1	19.0	35.8	52.7	14.5	34.1	52.3	17.6	35.3
2019-20	56.3	24.7	40.8	57.8	18.5	38.6	56.8	22.8	40.1
Work Participation Rate(WPR)									
2004-05	54.6	32.7	43.9	54.9	16.6	36.5	54.7	28.7	42.0
2011-12	54.3	24.8	39.9	54.6	14.7	35.5	54.4	22.0	38.6
2017-18	51.7	17.5	35.0	53.0	14.2	33.9	52.1	16.5	34.7
2018-19	52.1	19.0	35.8	52.7	14.5	34.1	52.3	17.6	35.3
2019-20	53.8	24	39.2	54.1	16.8	35.9	53.9	21.8	38.2
Unemployment rate (UR)									
2004-05	2.6	1.6	1.8	1.7	3.8	6.9	4.5		2.2
2.3									

2011-12 2.4	2.2	1.7	1.7	1.7	3.0	5.2	3.5	2.1		
2017-18 5.7	6.1	5.8	3.8	5.3	7.1	10.8	7.8	6.2		
2018-19 5.2	5.8	5.6	3.5	5.0	7.1	9.9	7.7	6.0		
2019-20		4.5	2.6	.4	6.4	8.9	7	5.1	4.2	4.8

PS= Principal status; SS= Subsidiary status

The Periodic Labor Force Survey (PLFS), developed with two main goals for measuring employment and unemployment, was established by the National Statistical Organization to analyse the important indicators for employment and unemployment in both urban and rural regions annually.

Overall, according to the NSS estimates, the unemployment rate has increased significantly by 2.5% for both men and women across all of India when compared to the years 2004–05 and 2019–20. Despite being 42.0% or 38.2% in the years 2004–05 or 2019–20, respectively, the labour force participation decreased by 3.8%. 43.0% in the year 2004–2005 fell to 40.1% in the year 2019–20, a 2.9% decline in labour force participation.

According to the NSS trend data on the labour market, India's unemployment rate is consistently rising, whether it is in the urban or rural areas, and labour force participation is declining despite the country's emphasis on women's empowerment.

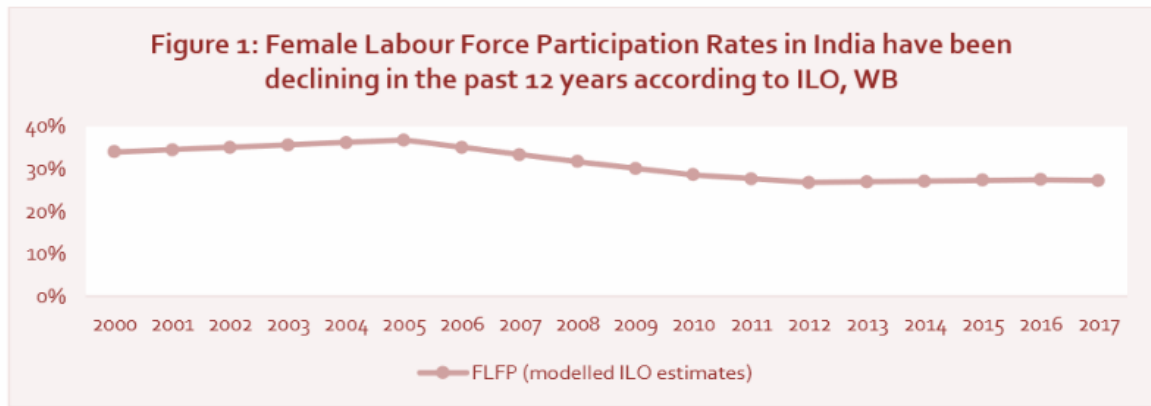
Source: PLFS Annual Report, 2018-19 and 2019-2020

Source:

<https://www.epw.in/journal/2021/39/commentary/reliability-plfs-2019-20-data.html>

The Status of Women Employment in India

Due to its inherent connection to female empowerment, the condition of women's employment in India has been a hotly debated topic in national forums from the very beginning. According to an analysis of the Economic Survey 2017–18 by the Organizations for Economic Cooperation and Development (OECD), the percentage of women in the workforce has steadily decreased over the course of a decade, falling from 36% to 24% (the analysis of 2015–16), representing a decline of 33.3 percent in female labour force participation (FLFP) over the course of ten years. The poll also revealed that India's Labor Force Participation Rate (LFPR) gender disparity is currently greater than 50%.



Source: ILOSTAT database, 2017 ILO Labour Force Estimates

The aforementioned graphic shows India's Female Labour Force Participation Rate (FLFPR) yearly changes since the year 2000. It was 34 percent in 2000, to a peak of 37 percent in 2005, and then decreased to 27 percent by 2017—a negative decrease of 20.5 percent from 2000.

Suggestions

The results of the current study show that, despite several initiatives and programmes for creating jobs, India's labour participation rate, particularly for women in general and female employment in particular, is still quite low.

Some suggestions can be addressed to the readers of this study:

- The government should take the lead in fostering primary sector growth that is more rapid. This infrastructure will improve agricultural employment on a more sustainable basis with both productivity and economic well-being, in addition to improving agricultural production.
- The creation of job prospects in non-agricultural and domestic businesses, where there is a large need for labour and less-skilled female employees.
- Glass ceilings should not exist, and the only way to do this is to educate businesses and organizations about the issue and establish enforceable policies requiring equal pay for equal work for men and women. With stringent laws, the government should outlaw occupational segregation and all other types of job discrimination.
- Programs for women workers need to be prioritized in order to help them increase their productivity, find better jobs, and be able to take on new positions requiring technological advancements. This will help them more easily adapt to technological advancements, which tend to displace women more than men, primarily due to a lack of education, orientation, training, and skill development programmes.

- Modern audio-visual aids are a great way for the government to help with health-related support. Women should also have access to improved medical facilities, a welcoming environment, and education for a better life. This would involve a wide range of educational initiatives, such raising the number of women in the workforce and promoting good nutrition, sanitation, family planning, health improvement, and child care and cleanliness. Women should have a holistic education because they can manage the multiple responsibilities of home and job when they are educated.
- Because professional education is expensive, parents and society see professional education for women negatively, and there aren't enough colleges, universities, or other institutions that cater to women, a substantial percentage of women in rural regions choose to pursue non-professional education. Government funding should go into a facility that trains women in technical and professional fields. Women should receive vocational training in their line of work to boost their productivity and provide them the chance to acquire local jobs. There are universities, but there are also schools and colleges.

Employment exchange centre's that give details on the availability of jobs in various industries should be established.

Since independence, a number of laws have been established for the welfare and benefit of women, however there are still gaps and uncertainties. As women make up half of the population, there is a lot that needs to be done to improve their lot. Social, political, and economic empowerment for women is necessary for the laws to be effectively enforced and for things to progress. Let's hope that working women in India will have a bright future and that it will be possible to provide a secure atmosphere for their advancement.

Conclusion

According to the preceding survey and the dropping rate of female labour force participation, there hasn't been much progress made in terms of female employment despite the Government of India's strenuous attempts.

Improvement in this area is only possible if society undergoes structural changes and a shift in attitude towards female engagement outside of the four walls of the home, as demonstrated by Japanese policy action and implementation plan.

To encourage new sectors that are the main sources of employment for women, eco-political techniques can be adopted, as they were in other Asian nations (such Bangladesh and Vietnam). While attitudes and beliefs cannot change quickly, targeted economic outcomes can replace the current customs thanks to technological innovation. The appropriate business

incentives will provide industry and entrepreneurship the boost they need to advance and remove obstacles to female employment in India.

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