

A Case Study On Women Employment: Perspective & Dilemma

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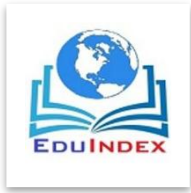
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CASE STUDY:

EXECUTIVE SUMMARY:

Women's participation in economic activities is essential not only for achieving social & economic development but it significantly builds the base for the human development in the Nation. Women constitute roughly half of the Indian population, but their contribution to economic activity is far below the potential. Unlocking this large potential could work as catalyst in achieving goals as set under Sustainable Development Goals. Women Employment in the light of economic participation & entrepreneurship has been a much deliberated topic in the economic sphere and needs further thoughtful steps.

The perspective related to Women empowerment & employment has been discussed & deliberated by authors, governments, agencies and independent researchers. The predominantly Male oriented society had immense functional difficulties in gender parity towards employment. It was after the independence that the awareness about the significance of participation of women in the workforce started gaining attention. Various remedial measures in the fields of education, health and employment have brought about significant changes in increasing the economic empowerment of women. Major steps taken by government such as compulsory primary and secondary education for children, criminalization of female infanticide and feticide, as well as general changes in socio cultural norms with the help of feminist movement have been part and parcel of the ascend towards creating an egalitarian work culture in India. According to World Economic Forum's global

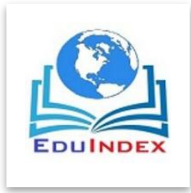


gender gap index (2017), India ranks at 108th position among 144 nations studied. Thus, there is no denying that it is the need of the hour to address the low participation of women in workforce and bring about more effective remedial changes to increase their participation. Few major problems analyzed for the progression of women's career had been pay disparity, discriminative task allocation, lack of opportunities for promotion etc.

WOMEN EMPLOYMENT:

The status of women in India has experienced & witnessed many changes over the span of a spread past. Their position in society deteriorated in early periods due to practices such as female infanticide, dowry, child marriage and the taboo on widow remarriage. It is a general belief that dependence of women in economic terms is their major obstacle to empowerment. Therefore Women's participation in the labor force is regarded as an index of their empowerment. It is believed that economic independence gives women liberty and the power of decision making. Independent Researches have demonstrated that a decline in women employment adversely affects their fertility, mortality, and nutrition. If viewed from an angle then women who work as labour, not only in their private homes, but also as paid workers – maid servants, labour on daily wages, and women employed in salaried jobs – both skilled and non-skilled can be considered as empowered. But still there are a sizeable number of women who are out of the labour force.

Women make up approx. half of the Indian population but have not benefitted equally from India's rapid economic growth, 65% of women are literate as compared to 80% of men. India is among the lowest female labour participation rate in the world. Less than a third of women are working actively looking for a job. Currently India's Female Labour Force Participation Rate (LFPR) has fallen to a historic low of 23.3% in 2017-18, i.e. over three out of four women over the age of 15 in India are neither working nor seeking work. While the LFPR for women aged 15-29 fell by eight percentage points between 2011-12 and 2017-18 to 16.4%, the LFPR for women fell by at least seven percentage points for every age bracket between 30-50 as well. The decline is the highest among women aged 35-39 years (LFPR for this age bracket fell 9 percentage points to 33.5%). Among women in the prime working ages of 30-

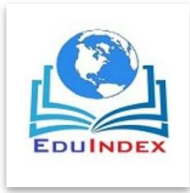


50, more than two in three women are not in the workforce, with the majority of them reporting that they are “attending to domestic duties only”.(www.livemint.com)

WOMEN EMPLOYMENT: PERSPECTIVE

Economic Survey 2018, Stressing on the need to increase women participation in labour force, said that lower women engagement adversely affects the growth potential of the economy. “Among developing countries, there exists gender gap in labour force participation rates. In the case of India, the gender gap in labour force participation rate is more than 50 percentage points,” said the survey tabled by Finance Minister Arun Jaitley in Parliament. Terms of employment are the responsibilities and benefits of a job as agreed upon by an employer and employee at the time of hiring. These generally include job responsibilities, work hours, dress code, vacation and sick days, and starting salary. A woman is economically empowered when she has both the ability to succeed and advance economically and the power to make and act on economic decisions. Reducing gender gap in participation in economic activities contributes towards multiple benefits, right from home to Nation. The economic activities are broadly classified as organized and unorganized, each of which may be in the formal or informal sector. Participation of women in economic activities in formal sectors of industries, services and agricultural sector is measurable, but activities of women in informal sectors such as house works, training and education of children, activities in agricultural sectors and household services are still not measured.

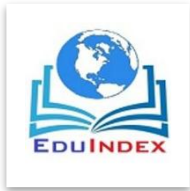
The 48% female population of India has a tertiary education enrollment of just 27% which is almost as much as males according to the census of 2011. In recent years females have been observed to perform better in academics as compared to men at all levels, still Female Labour Force Participation Rate hit the lowest i.e. 26% in 2018 as compared to approx 36% in 2005. Females are not being given equal opportunities even if they are better performing than men. Even with this number approx 94% of the females work in unorganized sector or unpaid jobs. Only 19% of these women work in organized sector in which public sector is the highest contributor with 70% of female employment. In agricultural sector, approx 60% of the



agricultural work in India is done by females, yet they earn only 50-75% of the wages earned by their male counterparts doing the same job. In the corporate and manufacturing sector initially female participation of male and female is almost the same at the entry level jobs, but female percentages fall steep reaching the higher pedestals, indicating that they are not provided with equal opportunities for growth and promotion. Only 19% females make it to the top level as compared to 81% men. (<http://graphics.wsj.com/how-men-and-women-see-the-workplace-differently/>) Women workers are found both in the organized and unorganized sectors. Some estimates suggest that 94 per cent of women are employed in the unorganized sector. In the organized sectors, they are generally employed in factories, mines, and plantations. Irrespective of employment category (casual and regular/salaried), organised or unorganized sector, and location (urban and rural), women workers in India are paid a lower wage rate, says a report by Oxfam, an international non-profit organisation.

WOMEN EMPLOYMENT: DILEMMA

Reaching Gender parity will have greater impact on India than on any other country in the world. India will have almost 20% of the global workforce by 2027. Increasing women labour force participation by just 10% could add \$700 billion to Indian GDP. (McKinsey, 2015). Yet, in World Economic Forum's Global Gender Gap Index, India was ranked 108th among 144 nations. Since the government sets the narrative, it is important that it clearly reflects the actions that will be taken by the government and ensure that implementation of government policies and programmes will be taken seriously. The Equal Remuneration Act of 1976 requires that employers pay the same wages to men and women doing the same or similar work. How many women do actually get equal pay? The Maternity Benefit (Amendment) Act and the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act of 2013 are meant to protect women workers. However, these are not strictly implemented in the informal sector, and as a result female workers do not feel adequately compensated or safe at the workplace. Other Acts prohibit employment of women between 7



pm and 6 am in factories, mines, plantations and other places. Some rules regulate working hours for women, put conditions on the amount of weight to be lifted by them, and prescribe norms for their safety and welfare. But how many of them are actively implemented and honestly followed by our organization? The sovereign constitution of India provides equality to all. Where is the equality for women employment and welfare? These and many more are the societal dilemma with respect to the Women Empowerment and Employment in the nation. Does the nation require a deliberation in these aspects? YES.

TEACHING NOTES FOR THE CASE:

TEACHING OBJECTIVES:

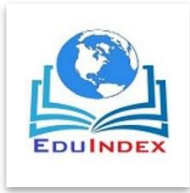
The following Teaching Objectives may be considered with respect to the case:

1. To equip the readers with the perspective & dilemma surrounding the Women Employment in Indian context.
2. To broaden the concept of Women Employment for the stakeholders and present a literature for reference.
3. To enable the readers / participants with the understanding on the current scenario of Women Employment and way forward.

LEVEL OF ANALYSIS:

The present case is a type of Teaching case with focus on Appraisal Case approach. The analysis attracts understanding of perspective & dilemma surrounding the Women Employment in Indian context. This case is suitable for the practical & case study approach at the level of Management Students. To be specific BBA Final Year students & MBA Students shall have a deserving benefit out of this General Management case. Executive MBA Students & start ups in respective Industry may also get benefitted. Industry at large will be a party to the benefits of the learning from the case.

STUDENT ASSIGNMENTS:



As part of the case study delivery, students / participants may be assigned certain tasks pre & post delivery of the case.

Pre discussion Task: Gather fair understanding on Women Employment through observations, reading journals & books in Library and through E-Sources

Post discussion Task: Conduct review of further literature pertaining to the theme of the case. Post discussion schedule shall also include discussion round on a few questions pertaining to the case.

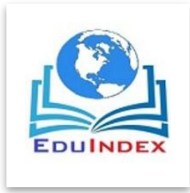
BROAD DISCUSSION QUESTIONS:

- Q.1: “Women Employment in the Nation has witnessed a not so affirmative response from the society at large”. Enumerate the statement while highlighting the status of Women Employment in India.
- Q.2: Discuss the role of stakeholders in the Society towards the development of the Women Employment in the Nation.
- Q.3: Discuss the avenues of Women Employment in the light of contemporary opportunities witnessed in the society.
- Q.4: “Women Entrepreneurship is a leading avenue towards the economic empowerment of Women and adds to the economic empowerment of the Nation”. Discuss in light of Women Employment.

READING REFERENCES FOR READERS / STUDENTS:

The following references may be helpful in gaining further insights on the theme of the case:

- ▶ **Nagayya, D. & Shahina Begum, S. (2012).** *Women Entrepreneurship and Small Enterprises in India*, New Century Publications, New Delhi
- ▶ **Nandy, S. & Kumar, S. (2014).** *Women Entrepreneurship in 21st Century India*, GJFM, Vol. No. 6, Issue No. 9, 2014



- ▶ **Sharma, A. & Saha, S. (2015).** Female Employment Trends in India: A Disaggregated Analysis
- ▶ **Vinitha, M. (2015).** Trends in employment status of women in India, IJAR, Vol.2, Issue-2(1), April-June, 2015
- ▶ **Bulsara, H.P., Chandwani, J. & Gandhi, S. (2014).** Women Entrepreneurship and Innovations in India: An Exploratory Study, IJI, Vol. 2, Jan-Jun 2014
- ▶ **Mckinsey Global Institute,** The Power Of Parity: Advancing Women's Equality In India, November 2015
- ▶ **Sharma, R. (2017).** Women Entrepreneurs in India - Emerging Issues and Challenges, IJDR, Vol. 07, Issue No. 12, Dec. 2017
- ▶ <http://www.yourarticlelibrary.com/speech/speech-on-women-employment-in-india/41338>

POTENTIAL BENEFITS OF THE CASE:

▶ **Students of Higher Education:**

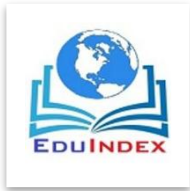
The Case benefits the students with the opportunity of pondering into the need & status of Women employment in the Nation. The statistics presented in the case support the learning avenue of the students and anchors them to reach the focal point of discussion regarding understanding of the Women Employment scenario.

▶ **Executive of Companies:**

One of the important stakeholder in the society is the Industry at large. The Case develops an ambience of reflection for the Industry and specifically for the Executives in the companies to assess their role in supporting the women employment. The details presented in the case shall support the executives to deliberate on the theme and construct a better way of approach towards imparting employment & supporting women in employment.

▶ **Women related Institutions:**

Women related institutions may constitute to be government institutions, NGOs, academic institutions etc. who shall benefit from the case in terms of reflection on the status of the Women employment. The case has the potential to instigate a sense of responsibility among women related institutions to support Women Employment.



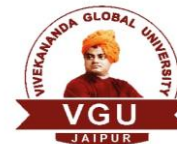
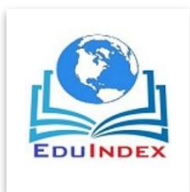
► **Government Personnel:**

The Government at large is going to benefit from the case in terms of its role of developing overall Employment opportunity for the citizens. In this context the case shall assist the Government to contribute a better atmosphere towards development of the Women Employment in the Nation. Policy making and dissemination of the schemes are government prerogative, such cases help in modeling the policies towards developmental avenues.

PROPOSED SESSION PLAN:

The case study delivery may have the following session plan:

Action sequence	Session Details	Duration
Action – 1	Pre Case Discussion ► State the objectives of the Case ► Announce the students to gather understanding Women Employment status in Indian Context	3 Days before the discussion session
Action – 2	Case Discussion ► Nominate specific sections to students to narrate (Soft copy Display / Hard Copy distribution) ► Appoint a set of 3 students to record the key points ► Allow the appointed students to narrate the key points after case narration ► Facilitator to conclude with major learning from the case and the case implications	1 ½ Hours

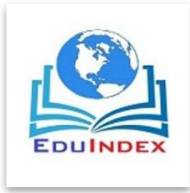


Action - 3	Post Discussion ▶ Submission of written responses to the discussion questions for the case ▶ Select a set of Two teams comprising of 4 students each (during Action -2) and assign the task of presenting the same case one by one in front of the class. (Action -3) ▶ Open the forum for discussion & conclusion of the case	3 days post the discussion 15 minutes presentation time to each team 30 minutes
Action – 4	Examination Case study ▶ The case may be presented with precise draft (case let) as a question of General Management Strategic Subject in Management Faculty or in the faculty of Women Studies. ▶ A 20 marks allocation to case with 30 minutes time slot	As per Examination Schedule
Teaching Aid	▶ Projector to display the Soft copy of the Case and handover of the same through respective mode. ▶ Black / White teaching Board for facilitator & student presenters	

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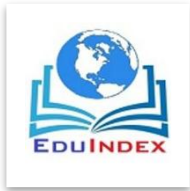
Disclaimer:

This case developed by the Authors is the representation of their thoughts and intended to enhance the discussion potential in the respective subject. The readers have the prerogative to seek necessary deliberation cues from the case however the Authors have no relevance with the responses of the articulated thoughts post review of the case.



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