



GENDER EQUALITY AND LABOUR FORCE PARTICIPATION: A STUDY OF NCR VILLAGES OF DELHI

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Abstract: The position and status of women have been changed as per changing the time. Women are suffering from many social problems like as gender inequality, lack of education, discrimination, exploitation, harassment and so on. These problems are affecting on their development and growth. Difference of region, class, caste, religion, occupation all are also affecting on the advancement of women. Women cannot take part in the social, cultural, political, economic development due to lack of opportunities. Women cannot get opportunities and rights like men. Where higher number of women are working, at that workplace women have to spent numbers of hours to work without taking its payment, which is stated as per the data of Mckinsay Global Institute. This paper introduces the concept, definition of gender equality with reference to labor force participation, causes of gender inequality and its impact on women in Delhi NCR.

Keywords: Gender, Equality, Labour, Women, Participation, Villages, Delhi.

Gender Equality

The physical structure is different, but on the basis of physical structure no one can discriminate or no one can be considered as they are not human being. There have not any type of abolition, prevention or discrimination between men and women to enjoy equal rights. The equality among gender is a fundamental as well as human right, which is indicating equality among men and women. Gender Equality is one of the split issue in our society in that men and women are not treating with equality, girls are not getting right to born also in this recent days, our society is suffering from the stereotypes and prejudice regarding men and women. There is requirement to remove stereotypes regarding women that women are not equal to men, women cannot education or property like men, women are only for household work and so on.

The state of equality cannot longer mean that both male and female will become the identical but rights, responsibilities and possibilities for both male and female will no longer be dependent on whether or not they may be born baby girl or baby boy. Gender equality means that the pursuits, desires and priorities of each male and female are deliberated, thereby identifying the variety of different concerns of male and female. Gender equality isn't a girls' trouble however must subject and absolutely have interaction men as well as women. Equality among male and female is seen each as a human rights difficulty and as a prerequisite for, and display of, sustainable human beings-centered enhancement.

Labour Force

The “personnel or workforce” or “labour pressure” is the labour pool in employment. This is generally used to explain those running for a single corporation or industry, but can also put on to geographical region like a town, city, state, and nation. Within a business enterprise, its cost may be labelled as its “workforce or labour force in place”.

Labour force participation or workforce participation is important for women because it is related to women empowerment and enhancement within the family inside the broader society for development of nation. Female exertions workforce participation is high at advance stages of economic improvement as well as development of nation, when women tend to be heavily concerned as circle of relatives people (regularly unpaid) on the farm or in own family or in any other case running for pay or producing for the market inside the family. Women have to participate in the workforce to earn for the economic growth and development. Their exertions participation in labour market to begin with falls in the direction of economic development, as the locus of production movements out of the family and family organizations and into factories and offices. Women are able to contribute for the economic development not only perform the function and roles related to family. Women should get opportunities of career development, employment and opportunities to empower themselves for betterment of society.

Causes of Growing Gender Inequality

There are following causes responsible for growing gender inequality in India.

I. Economic Causes

- ❖ **Participation in Labour Force:** There is salary inequality among males and females in India. Women have to do overloaded work than men and getting not equal payment. A significant Variety of ladies input the labour marketplace after thirties, normally after the crowing baby bearing and rearing and performing family roles and responsibilities.
- ❖ **Occupational and Employment Inequality:** Women aren't allowed to have fight roles in army offerings. Permanent commission couldn't be granted to lady officers due to the fact they've neither been trained for command nor have been given the obligation in India. Some common inequalities that take vicinity within the place of business are the gender preliminary based imbalances of individuals in power and command over the management of the organization. Women are not able to flow up into lease paid positions quick as compared to the men.

- ❖ **Property Rights:** Although women have equal rights beneath the regulation to personal property and get hold of same inheritance rights, but in exercise, women are at a drawback. Women have right to property.
- ❖ **Entree to Recognition:** There is huge disparities among male and female in phrases of get entry in to banking services. Women regularly lack collateral for bank loans because of low level of property possession and micro-credit score schemes for coercive lending practices.

II. Cultural Causes

- ❖ **Patrilineal System:** It is a commonplace kinship system wherein a character own family club drives from and is traced via his or father's lineage. It normally includes the inheritance of property, names or titles by folks associated actual though one's family members.
- ❖ **Preference to Son, not to daughter:** Boys are given the distinctive rights to inherent the circle of relatives name and homes and they're considered as additional status for his or her family. Moreover, the prospect of mother and father 'losing' daughters to the husband's circle of relatives and pricey dowry of daughters in addition discourages mother and father from having daughters. There is a sturdy notion that daughter is a liability.

III. Social Causes

- ❖ **Lack of Education:** Women are not getting equal opportunities like men to get adequate education. They have to work predefined by the society such as household work. Most of women are suffering from the issue of getting adequate education. In India, the literacy rate of female is 65.46 per cent as per the census of 2011 which is lower than men with 82.14 per cent literacy rate.
- ❖ **Health Related Problems:** In the health related problems and issues, the gender inequality between women's and men's lifestyle expectancy and female stay in comparison to male in exact health due to number of violence, lack of nutritional food, facilities, sickness or other related factors to health.
- ❖ **Violence and Abuse of Women:** Women become more victims of gender-based violence than men in India due to stereotypes and prejudice regarding women. It can be considered violence based on gender, which are dowry, rape, kidnapping, sexual assault, harassment, exploitation, trafficking and so on.
- ❖ **Lack of Authorities or Opportunities in Decision Making:** In India, female have much less authority than male to felony reputation and safety, in addition to lower access to public knowledge and informal, and much less selection making strength each inside and outside the home. This is also one of the responsible cause for growing gender inequality.

IV. Other Causes

- ❖ There are another reasons responsible for growing gender inequality involved legal and political causes. As per the India constitution, men and women have equal rights to opportunities and enjoyments. Male and female both are equal in the eyes of law. But unfortunately women bias in the context of legal and political to get success of equality.¹³

Gender Inequality in the Workplace

In the place of job, it is common place for most of women to encounter some form of gender bias. This problem persists in spite of the reality that women have made several strides closer to extra equality within the final fifty

years. In addition, many companies also make pointed efforts to inspire range and equality. But none of that adjustment an easy fact that women nonetheless occupy lower paying positions and constantly earn less than their male counterparts. Women retain to push via gender obstacles and an increasing number of them are choosing careers in traditionally male dominated fields consisting of technology and engineering. And but, for all in their efforts, women nonetheless get identified and rewarded less than men. This gender bias isn't simplest, it's ultimate destructive to usual corporate overall performance as well. Women are facing many problems at the workplace than men. Women become victim of gender discrimination, gender inequality, and gender pay gap, lower payment for doing same work as men, lack of facilities at the workplace, lack of welfare facilities, and lack of opportunities at the workplace. These all problems are affecting to advancement and development of women.¹⁵In present day society, gender inequalities amongst workplace has been very apparent, in which women are handled inferior less than men. Women are getting paid less than men, and there may be male-dominant populace in workplaces. Overall, women are segregated, despite the fact that they're just as wise as men. Patriarchal society has been obvious in the course of records, where male had been constantly advanced over women. However, instances have passed, and research display that girls are simply as capable of doing a selected task as men. Gender prejudice in workplaces are inaccurate assumptions and have to be discounted because girls are just as green as a men are in doing a venture and gender inequalities are really useful to workplaces.¹⁶Women have experienced a historically scenario of inequality inside the social in addition to expert factors. Women have been generally the ones that would connect with youngsters, do the chores in the residence, and in rural regions, they might work in the subject with the rest of the circles of relatives. However, now a day's women have grown to be more self-sufficient and impartial from the predominant male determine inside each ancient own family. Gender inequality inside the workplace is turning into less common, but gender is a factor that impacts male and female. Especially, women are subjected to a historical discrimination that has stimulated society to decide which task is more suitable for women than men.

.Objectives of the Study

- To examine attitude and perception of rural women about gender equality with reference to labour force participation
- To examine working condition of labour women worker in the rural areas of NCR
- To study the gender equality with reference to labour force participation among rural women

Hypothesis

- There is a significant association between educational qualification of respondents and their perception regarding "men and women are equal".
- There is no association between monthly income and job satisfaction.
- There is association between occupation and perception regarding "women are treated equally by the employer compared with male labourers at workplace".

Research Design

The Research Design has used Explanatory cum Descriptive in nature as it explored the fact about level of awareness of rural women about gender equality, equal payment and treatment at the workplace. And it is descriptive in nature because it described the perception and attitudes of rural women are labour worker regarding gender equality.

Variables

Independent Variables

The Independent Variables were age, occupation, income, qualification of respondents etc.

Dependent Variables

The Dependent Variables include perception and experiences of respondents regarding gender equality, experience of gender discrimination and job satisfaction.

REVIEW OF LITERATURE

Batra & Reio (2016) have studies titled on “Gender Inequality Issues in India”. The objective behind this study is to analyze and examine the causes of gender inequality and its impact on the development of society and nation. This research article has emphasizes on the worse effect on the development and enhancement on the society and the problem of gender inequality. There are unequal distribution of education and career development opportunities, opportunities regarding economic growth and labour force participation and participation in the decision making process. There is socially predefined gender roles in society and family, which is creating gender inequality. Gender inequality has deep socially and cultural roots from the ancient time. Male dominance, stereotypes, predefined gender roles, unequal opportunities and rights, lack of education and awareness and so on are causes for existence of gender inequality.

Jha and Nagar (2015) have written a research paper titled on “A Study of Gender Inequality in India”. The goals of the paper are to perceive the elements which might be answerable for gender inequality in addition to provide recommendation for preventing gender inequality and promoting gender equality. It is truly known as gender biases or gender discrimination, which refers in easy that means that making difference between males and females as in step with the roles to perform which is described by means of the society. Gender inequality prevents the improvement of economy of state, which is existed at every social elegance. Also at the running vicinity, instructional institutions, fitness and so on. There are seven varieties of gender inequality, that's considered mortality inequality, natality inequality, employment inequality, possession inequality, special possibility inequality, primary facility inequality, household inequality. There are many factors answerable for gender inequality, which are social, financial, cultural, criminal factors. The factors are access to credit, labour

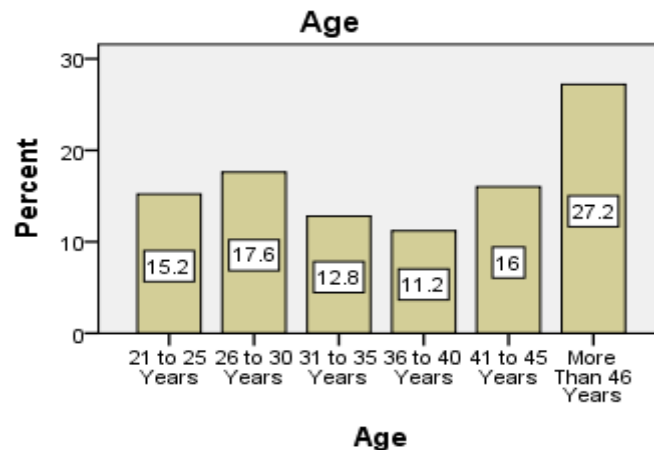
participation, unequal employment opportunities, instructional rights, assets rights, fitness, dowry, gender primarily based violence and so forth. For getting equal repute of ladies and men, we still have miles to go.

Singh (2016) has written article titled on “The State of Gender Inequality in India”. The purpose of article is to examine the problem of gender inequality in India. The government initiatives are working to promote gender equality and removing gender gap, but still the gender gap is existed in India. The article focus on the causes, factors, extent and consequences of the problem. Women have secondary status in the family, society or workplace due to traditional customs and patriarchal norms. A majority of global countries shows a positive trend of female workforce participation especially in regards of labour force participation instead of India. There is negative trend of women labour force participation rate in rural India, which is shows in the year between 2004 to 2005 and 2011 to 2012 as per the given data by the sixty eight set of National Sample Survey Organization (NSSO). Bangladesh have 57 percent, China have 63.9 percent while India have only 27 percent for the women labour force participation (Nair, 2015). The Government of India has initiated number of programmes, policies and schemes to reduce gender gap and achieve gender equality in the country.

Banerjee (2019) has studied on titled “Gender Equality and Labour Force Participation: Mind the Gap”. It has emphasized attempts to analyze how social mindset of women being homemaker as a reason to influence on gender equality and labour force participation. Another reasons are also responsible for creating gender gap at the workplace, which are involved lack of education, discrimination, lack of mobility, lack of job-oriented courses etc. As per this study, in India labour force participation rate of women is very low from the world followed data of International Labour Organization (ILO,2017). Women are discrimination from the recruitment stage at the workplace. Women are enough able to work like men in all fields, but they are facing inequality at all the stages of working to payment. Women are facing struggles to get less opportunity to work and temporary work than men. Women are working in hospitals, industries, companies, organizations and so on now a days. Women are always suspected and questions by other peoples for the efficiency of their work. Men are usually preferred for upper class cadres than women, with having similar qualification between men and women.

Pinheiro (2017) has conducted research study titled on “On the Gap in Labour Market: Evidence of European Union Countries”. The aim of this study is to analyze the relationship between the gender inequality in the labour market and economic growth. This study has been used the European Union Countries with annual data for the time span from 2000 to 2012 as well as elevating the current literature. Positive and negative externalities are affecting on the economic growth. This study is analyzed as per the different variables such as education, gross domestic product, labour force participation of men and women, hours of working per week for both men and women, fertility rate, labour force with tertiary education of female labor force with basic education for both men and women etc. This study has been found that the relationship between gender inequality and economic growth is influenced in the labour force participation of men and women by their gender. The study is worth highlight of European Countries, which are allowing circulations of good, services for people, standardized policies and programmes for removing gender inequality.

Grosser & Moon (2008) have written a research paper titled on “Developments in Company Reporting on Workplace Gender Equality? A Corporate Social Responsibility Perspective”. The objective of this research paper is to explore the level by best practices companies of United Kingdom to which external reporting, which is considering now a day performance information about gender equality in the workplace. It can be analyzed to report the gender equality at the workplace. The reporting regarding gender equality has been given by the companies during the best practices.



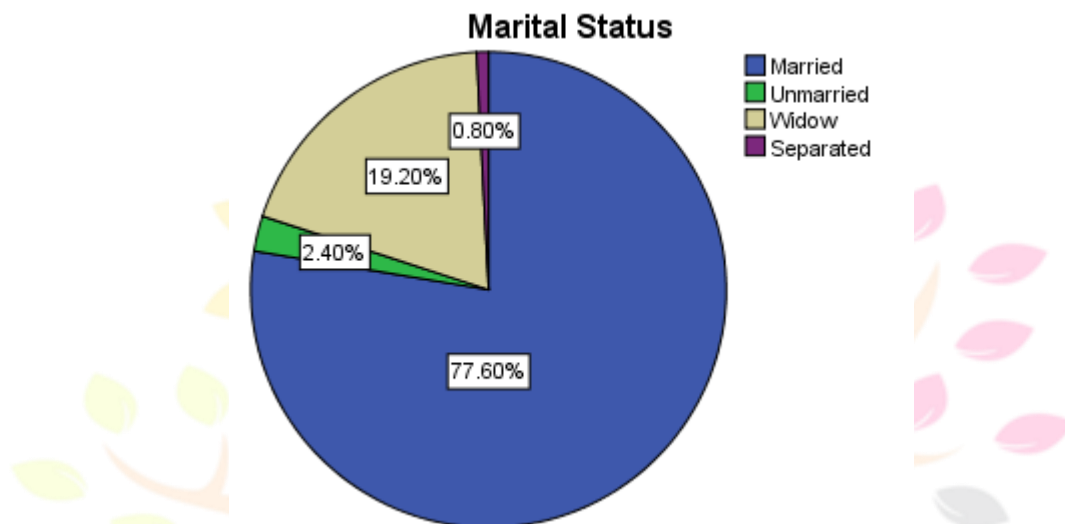
DATA ANALYSIS & INTERPRETATION

Table 1

Showing Age-Wise Distribution of Respondents

Age	Frequency	Percentage (%)
21 Years to 25 Years	19	15.2
26 Years to 30 Years	22	17.6
31 Years to 35 Years	16	12.8
36 Years to 40 Years	14	11.2
41 Years to 45 Years	20	16.0
More than 46 Years	34	27.2
Total	125	100.0

Above table indicates that, Out of 100 percent, 27.2 percent(n=34)of the respondents are more than the age group of 46 years, whereas17.6percent (n=22) of the respondents are the age group of 26 years to 30 years. 16 percent(n=20) of the respondents are the age group of 41 years to 45 years. 15.2percent(n=19) of the respondents are the age group of 21 years to 25 years.12.8percent (n=16) of the respondents falls under age group of 31 years to 35 years. Very less of the respondents are the age group of 36 years to 40 years with the percent value of 11.2 percent (n=14).



Thus, from the above table it can be interpreted that the most of 27.2 percent of (n=34) of the respondents are more than the age group of 46 years.

Table 2
Showing Marital Status of Respondents

Marital Status	Frequency	Percentage (%)
Married	97	77.6
Unmarried	03	2.4
Widow	24	19.2
Separated	01	0.8
Total	125	100.0

Above table specifies that, Out of 100 percent, 77.6 percent (n =97) of the respondents are married. Whereas 19.2percent (n =24) of the respondents are widow, While 2.4percent (n =03) of the respondents are unmarried. Very few of the respondents are separated with percent value of 0.8 percent (n =01).

It can be observed that Marital Status of the respondents also influence on the perception and attitude towards gender based discrimination and equality.

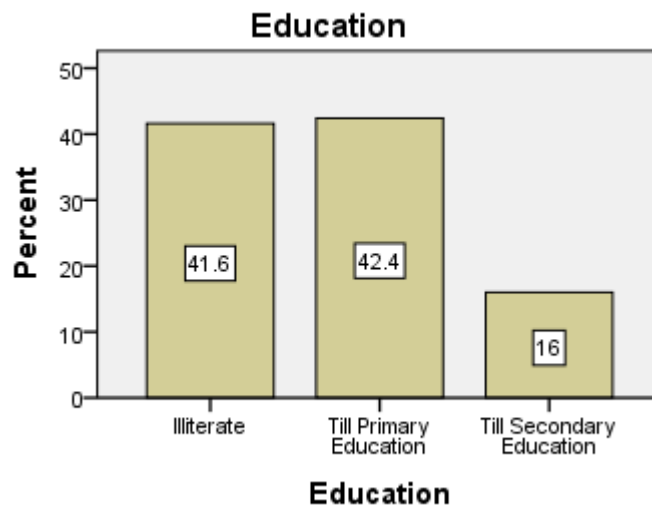


Table 3
Showing Education of Respondents

Education	Frequency	Percentage (%)
Illiterate	52	41.6
Up to Primary Education	53	42.4
Up to Secondary Education	20	16.0
Total	125	100.0

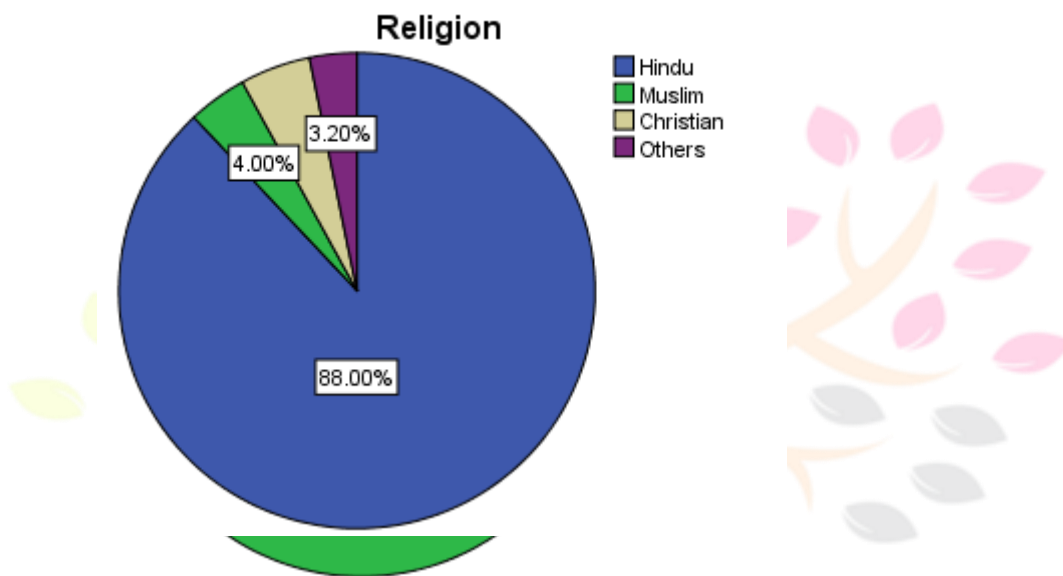
Above table identifies that, Out of 100 percent, 42.4 percent (n=53) of the respondents have studied up to primary education. 41.6 percent (n=52) of the respondents are illiterate. Very less 16 percent (n=20) of the respondents have studied up to secondary education.

Education plays a vital role to promote gender equality in the society. It works to reduce inequality from all places of community. Society is suffering from the gender inequality and discrimination due to poor or lack of education. Education allows women and men to access and get equal opportunities and freedom in all context such as political, societal, cultural and so on.

Thus, from the above table it can be interpreted that the most of 42.4 percent (n= 53) of the respondents have studied up to primary education.

Table 4**Showing Category Wise Distribution of Respondents**

Category	Frequency	Percentage (%)
General	20	16.0
Social & Educational Backward Class	81	64.8
Schedule Caste	11	8.8
Schedule Tribe	07	5.6
Economic Weaker Section	06	4.8
Total	125	100.0



Above table shows that,

Out of 100 percent, 64.8percent (n=81) of the respondents are category of Social and Educational Backward Class (SEBC), while General Category 16 percent (n=20), Schedule Caste (SC) Category 8.8percent (n=11), Schedule Tribe (ST) Category 5.6 percent (n=07). Very less percent value 4.8percent (n=06) of the respondents are category of Economic Weaker Section (EWS).

Thus, from the above table it can be interpreted that the majority of 64.8 percent (n=81) of the respondents are category of Social and Educational Backward Class (SEBC).

Table 6
Showing Monthly Income of Respondents

Monthly Income (Rs.)	Frequency	Percentage (%)
Less than 5000	72	57.6
5000 to 10,000	44	35.2
11,000 to 15,000	09	7.2
Total	125	100.0

Above table signifies that, Out of 100 percent, 57.6 percent (n=72) of the respondents are earning less than Rs. 5000 per month. Then, 35.2 percent (n=44) of the respondents are earning Rs. 5000 to 10,000 per month. 7.2 percent (n=09) of the respondents are earning Rs. 11,000 to 15,000 per month. No one respondents have earned more than Rs. 15,000 per month.

Table 7: Showing Number of Family Members of Respondents

Number of Family Members	Frequency	Percentage (%)
1 To 3 Members	28	22.4
4 To 6 Members	72	57.6
7 To 9 Members	15	12.0
More Than 9 Members	10	8.0

Above table shows that, Out of 100 percent, 57.6 percent (n=72) of the respondents have 4 to 6 members in their family. 22.4 percent (n=28) of the respondents have 1 to 3 members in their family. 12 percent (n=15) of the respondents have 7 to 9 members in their family. Very less 8 percent (n=10) of the respondents have more than 9 members in their family.

Thus, from the above table it can be interpreted that the majority of 57.6 percent (n=72) of the respondents have 4 to 6 members in their family.

MAJOR FINDINGS, CONCLUSION, SUGGESTIONS

- ❖ The most of 27.2 percent of (n=34) of the respondents are more than the age group of 46 years.
- ❖ The majority of 77.6 percent (n =97) of the respondents are married.
- ❖ The most of 42.4 percent (n= 53) of the respondents have studied up to primary education.
- ❖ The majority of 64.8 percent (n=81) of the respondents are category of Social and Educational Backward Class (SEBC).
- ❖ The majority of 88 percent (n=110) of the respondents are Hindu.

- ❖ The majority of 57.6 percent (n=72) of the respondents are earning less than Rs. 5000 per month.
- ❖ The majority of 65.6 percent (n=82) of the respondents are Agricultural Labour.
- ❖ The majority of 57.6 percent (n=72) of the respondents have 4 to 6 members in their family.
- ❖ The majority of 71.2 percent (n=89) of the respondents prefer to work as a contractual labour.
- ❖ The most of 13.6 percent (n=17) of the respondents do not prefer to work as a contractual labour because of low income.
- ❖ The most of 32.8 percent (n=41) of the respondents are employed with verbal agreement.
- ❖ The majority of 51.2 percent (n=64) of the respondents have worked up to above 12 months.
- ❖ The majority of 60.8 percent (n=76) of the respondents do housekeeping as second occupation, after completion of seasonal or casual work.
- ❖ The majority of 51.2 percent (n=64) of the respondents are satisfied with their job.
- ❖ The most of 18.4 percent (n=23) of the respondents are not satisfied with their job because of low wage rate.
- ❖ The majority of 81.6 percent (n=102) of the respondents believe that men and women are equal.
- ❖ The majority of 75.2 percent (n=94) of the respondents do not think that gender inequality exists in workplace.
- ❖ The majority of 54.4 percent (n=68) of the respondents have never experienced gender inequality.
- ❖ The most of 36.84 percent (n=21) of the respondents have experienced gender inequality in the society.
- ❖ The most of 48 percent (n=60) of the respondent have not experienced any problem because of their gender.
- ❖ The majority of 68 percent (n=85) of the respondents feel that men and women are treated equally at their workplace.
- ❖ The majority of 59.2 percent (n=74) of the respondents are not owner of land.
- ❖ The majority of 62.4 percent (n=78) of the respondents' children are taking education.
- ❖ The majority of 56 percent (n=70) of the respondents answered that they have any type of vehicle.
- ❖ The most of 29.6 percent (n=37) of the respondents have been spending 25 % proportion of their earning or income for current expenses of the household.
- ❖ The majority of 88.8 percent (n=111) of the respondents have not any kind of loan.
- ❖ The majority of 56.8 percent (n=71) of the respondents have main expenditure of food, clothes, education, medicines, transportation and so on.
- ❖ The majority of 77.6 percent (n=97) of the respondents are not earning more compared to their husband.
- ❖ The majority of 64.8 percent (n=81) of the respondents are not getting any statutory welfare facilities from their employer.
- ❖ The majority of 82.4 percent (n=103) of the respondents have not any kind of insurance.
- ❖ The most of 6.4 percent (n=08) of the respondents have medical insurance.
- ❖ The most of 47.2 percent (n=59) of the respondents have Above Poverty Line (APL) card.
- ❖ The most of 49.6 percent (n=62) of the respondents are working more than 9 hours daily.
- ❖ The majority of 68.8 percent (n=86) of the respondents cannot work more than they are working now.

CONCLUSION

In the rural community, the status and position of women are lower than men. Women are suffering from many issues such as lack of education. Women are becoming victim of exploitation, abuse and harassment due to lack of awareness of their rights. The study has focused on the gender equality with reference to labour force participation. Gender equality as an essential right for both men and women in the community and to develop the country. With being men and women are associated with the social, cultural, economic and political opportunities and attributes, which are considered as a gender. Gender equality requires equality and similarity for both girl and boy in enjoying similar rights, opportunities and rewards. In the rural areas, women are not getting more education that's why they are involved in the work of building and construction, agriculture and so on. Women are suffering from the gender pay gap, they are not getting equal payment like men and not getting the good working condition. Gender equality plays a vital role for increase labour or work force participation of women. It can be contributed to the development and growth of nation.

The most of respondents believe that women tend to have and care for children is the main cause of gender pay gap. The respondents opined that the government should intervene to solve the gender wage gap dilemma. The study found that the respondents are neutral regarding the stereotypes about women in the rural areas about women are supposed to do household work, women are better for rearing children, women should do "clean" job like as teachers, secretaries, nurses, doctors and libertarians, women should always need to ask men for help around the house because they are not handle with tools, women are not strong like as men, women are not physically capable of carrying heavy objects, women are good for doing multitask, it is very likely to cause problem if a woman earns more money than her husband.

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