

## A STUDY ON EDUCATION AND EMPLOYMENT OF INDIAN WOMEN

Dr.R.S.N.Sharma<sup>1</sup>

“Democracy is to the people, by the people and for the people”

—Abraham Lincon

### Abstract

*Once upon a time Indian women used to be in a lagging behind position in all fields particularly in education and employment conditions. With the passage of time by the self generated efforts they could make the situations in their favor. They have been improving their educational and employment status for many years. Now in some fields they are in better positions than men. This paper is an attempt to focus on educational and employment status of Indian women during the study period. Regarding education literacy rates from 1951 to 2011 with some time interval were considered for study and with regard to employment, number of employees in public and private sectors from 1995 to 2011 with some time interval is considered for study. This is a comparative study. The complete data are secondary in nature. It was grouped, tabulated and analyzed with the help of percentages and index values and conclusions were drawn.*

**Terminology:** Literacy rates, employment, public and private sectors.

### Introduction

Democracy is to the people for the people and by the people is a great saying by a great person. This implies everything is to be thought, discussed and implemented together by all the people irrespective of caste, creed, and religion and gender bias. This strengthens democracy. In decision making process, equal importance must be given to all. Then only fruits of good results become tasty and enjoyable to all. This is to be applied at country, state or at any level even at the family level too. To achieve equality at all levels active participation must be there to both men and women in social, economical and political lives. Education creates, develops and strengthens all round development in people. Education reduces inequality it enhances of status particularly to women in family, in society. It is useful to all to acquire knowledge, skills and attitudes and values. Employment provides economic stability and security.

Once upon a time Indian women used to live in unfavorable conditions in all fields particularly in education and employment conditions. Later on they strived to solve problems and succeeded in making the situations in their favor. They have been improving their educational and employment status for so many years. Now in some fields they are in better positions than men. This paper is an attempt to focus on educational and employment status of Indian women during the study period. Regarding education literacy rates from 1951 to 2011 with some time interval were considered for study

and with regard to employment, number of employees in public and private sectors from 1995 to 2011 with some time interval is considered for study. This is a comparative study. The complete data are secondary in nature. It was grouped, tabulated and analyzed with the help of percentages and index values and conclusions were drawn.

### Review of Literature

- Raju Sarkar (2017): “Recent status of education, employment and empowerment of women in West Bengal”-International journal of scientific and research publications. Volume7, issue1.Jan-2017. —ISSN-2250-3153. The researcher analyzed that change in omen education is low and government needs to grant educational grants and health subsidies to women.
- Rouf Ahmad Bhat (2015): “Role of education in the empowerment of women”-Journal of education and practice-ISSN-2222-488X(online) The researcher analyzed that education of women should be encouraged at all levels for the empowerment of women.
- Dr. M. Rajeswari and M.Shettar (2015): “A study on issues and challenges of women empowerment in India”.—IQSR Journal of Business Management-E ISSN-2278-487X.

Authors discussed and concluded that improvement in education, employment and empowerment of women is comparatively poor there must some initiations from women government sides to improve the conditions.

<sup>1</sup>. Assistant Professor, Department of Commerce,St Theresa Degree College for Women (A), Eluru.

**Scope of Research:** The study is confined to education and employment status of Indian women with a comparison to that of Indian men during the study period which is in between the years 1951 and 2011 with some time intervals.

**Statement of the problem:** Once upon a time, the Indian women used to live in unfavorable conditions. But later on with self generated hard efforts they could improve their position. In some fields, now they are in better position than Indian men. The researcher has thought it necessary to study the position of Indian women during the study period with regard to education and employment when compared to men with regard to education and employment status.

#### Objectives of the Study:

- To study the educational status of Indian women during the study period in between the years 1951 and 2011 with some time intervals.
- To analyze the employment status of Indian women in public and private sectors in India during the study period in between the years 1995 and 2011 with some time intervals.
- To compare the education and employment of Indian women with that of Indian men during study period.

#### Hypothesis

##### Null Hypothesis

There is no significant difference between the education and employment of Indian women and Indian men.

##### Alternative Hypothesis

There is no significant difference between the education and employment of Indian women and Indian men.

#### Limitations of the study

The collected information is pertained up to the period 2011 as per Census reports. Analysis was made basing

on this information. Changes in the position of Indian women and men with regard to employment after this period that is from 2011 to till date may change the conclusions drawn in this study.

**Period of the study:** 1951 to 2011 with time intervals

#### Research Methodology

The study is completely based on secondary data which is collected from census reports and Reports of Ministry of statistics. The collected information was grouped, tabulated and analyzed with the help of percentages and index values.

**Primary data & secondary data:** Secondary data

**Sampling:** For the study, literacy rates and number of employees in public and private sectors in India were considered.

**Data Sources:** secondary data-census reports, Ministry of statistics

**Statistical tools:** percentages index values

**Need for study:** Once upon a time Indian women used to live in very unfavorable conditions. With the passage of time they could improve their positions with self generated hard efforts. They have been being successful in many fields equally to men. In this context, the researcher thought it necessary to study the improvements of Indian women particularly with regard to education and employment on comparison with that of men during study period.

#### Data Analysis

The collected data are completely secondary data from reports of ministry of statistics. The information so collected is grouped, tabulated and analyzed with the help of some statistical tools like percentages, averages and index values and depicted in suitable diagrams.

**Table-1 : (1.T) Literacy rates of men and women in India (Rural)**

Year	Female	% of + or -	Index	Male	% of + or -	Index
1951	4.70	—	100.00	19.02	—	100.00
1961	10.10	114.89	214.89	34.30	80.34	180.34
1971	15.50	53.47	329.79	48.60	41.69	255.52
1981	21.70	40.00	461.70	49.60	2.06	260.78
1991	30.17	39.03	641.91	56.90	14.72	299.16
2001	46.70	54.79	993.62	71.40	25.48	375.39
2011	57.93	24.05	1232.55	77.15	8.05	405.63

**Source:** Ministry of statistics -Govt. of India reports

### Analysis & Interpretation

Growth percentage is calculated by taking increased or decreased value in the following year over the previous year value as a per cent. All growth rates are increased or decreased percentage rates over that of previous year. Index value is considered as that year value as a percentage over the value of first year of the study period. During the study period overall index values are in increasing trend.

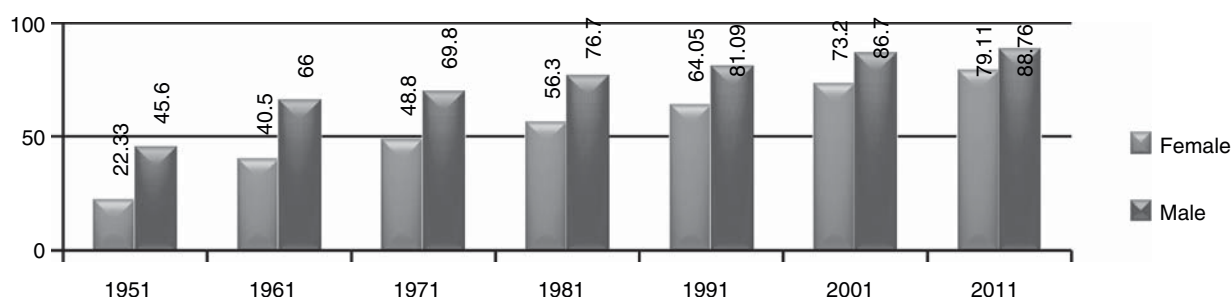
In the above table (1.T), it can be observed that literacy rates of rural women are increasing and decreasing during the study period. Highest growth rates in the year 1961 and lowest in 2011 were registered. Though the growth rate decreased in 1981 and 1991, increased in 2001 but decreased to the lowest in the year 2011. On the whole the growth rates were appearing to be positive. Index value was more than doubled in the year 1961 over the 1951, since then when compared to growth in the in the year 1961, it appeared to be increasing at a decreasing rate. During the study period it increased to the 1232.55 level which was almost twelve and half times over the

base year's value. On the whole these were in increasing trend.

Literacy rates of rural men are increasing and decreasing during the study period. Highest growth rates in the year 1961(80.34%) and lowest in 1981(2.06%) were registered. Though the growth rate decreased in 1981 and 1991, 2011 increased in 2001 but decreased to the lowest in the year 1981. On the whole the growth rates were appearing to be positive. Index value was though almost doubled in the year 1961 over the 1951, since then it appeared to be increasing at a decreasing rate. During the study period it increased to the 405.63 level which was four times over the base year's value. On the whole these were in increasing trend.

Overall observation indicates that during the study period, literacy rate of rural women increased by 12 ½ % which is highly dominating that of rural men that is almost 4 times. It means literacy rate of rural women is far better than that of urban men.

### (1.D) Literacy rates of men and women in India (Rural)



Source: Ministry of statistics -Govt: of India reports

The above information in (1.T) is shown in diagram (1.D)

Table- 2: (2.T) Literacy rates of men and women in India (Urban)

Year	Female	% of + or -	Index	Male	% of + or -	Index
1951	22.33	----	100.00	45.60	----	100.00
1961	40.50	81.37	181.37	66.00	44.74	144.74
1971	48.80	20.49	218.54	69.80	5.76	153.07
1981	56.30	15.37	252.13	76.70	9.89	168.20
1991	64.05	13.77	286.83	81.09	5.72	177.83
2001	73.20	14.29	327.81	86.70	6.92	190.13
2011	79.11	8.07	354.28	88.76	2.38	194.65

Source-Ministry of statistics -Govt: of India reports

**Analysis & Interpretation**

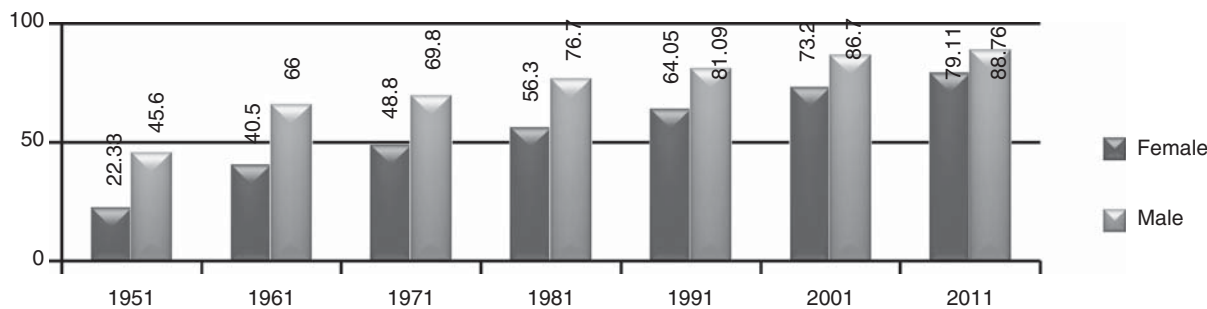
In the above table (2.T), it can be observed that literacy rates of urban women are increasing and decreasing during the study period. Highest growth rates in the year 1961 (81.37%) and lowest in 2011 (8.07) were registered. Though the growth rates started decreasing from 1971 increased a little bit in 2001 but decreased to the lowest in the year 2011 (8.07). On the whole the growth rates were appearing to be positive. Index value was almost doubled in the year 1961 over the 1951, since then when compared to growth in the in the year 1961, it appeared to be increasing at a decreasing rate. During the study period it increased to the 354.28 level which was almost three and half times over the base year's value. On the whole these were in increasing trend.

Literacy rates of urban men are increasing and decreasing during the study period. Highest growth rates

in the year 1961(44.74%) and lowest in 2011 (2.38%) were registered. Though the growth rate decreased in1971 and 1991, 2011 increased in 2001 but decreased to the lowest in the year 2011 (2.38).On the whole the growth rates were appearing to be positive. Index value was though increased by 44% in the year 1961 over the 1951, since then it appeared to be increasing at a decreasing rate. During the study period it increased to the 194.65% level which was almost two times over the base year's value. On the whole these were in increasing trend.

Overall observation indicates that during the study period, literacy rate of urban women increased by 3 ½% which is dominating that of urban men that almost 2 times. It means literacy rate of urban women is better than that of urban men.

**(2.D) Literacy rates of men and women in India (Urban)**



Source: Ministry of statistics -Govt. of India reports

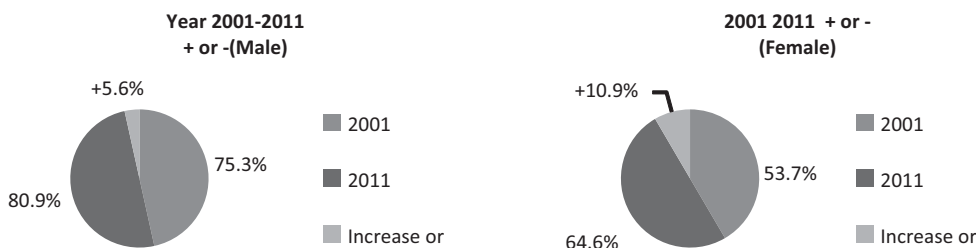
The above information in (2.T) is shown in diagram (2.D)

**Table- 3: (3.T) Growth in literacy rates in India between the periods 2001 and 2011**

Year	Female	Male
2001	53.70	75.30
2011	64.60	80.90
Increase or decrease	+10.90	+5.60

Source: Ministry of statistics -Govt. of India reports

**(3.D1 Growth in literacy rates in India between the periods 2001 and 2011 (3.D2)**



Source: Ministry of statistics -Govt. of India reports

From the above table, 3.T and information depicted in diagrams, 3.D1 and 3.D2, it is clear that during the period between the years 2001 and 2011, and growth in literacy rate of women (10.90%) is double to that of men (5.6%) in India. This indicates, literacy rate of women is better than the literacy rate of men in India during this period.

**Table-4 : (4.T) Growth in literacy rates of male and female population in rural and urban areas**

Age yrs	Rural						Urban					
	Male			Female			Male			Female		
	2007-08	2014-15	% of growth	2007-08	2014-15	% of growth	2007-08	2014-15	% of growth	2007-08	2014-15	% of growth
5&above	76.80	80.30	4.56%	57.30	62.40	8.90%	89.70	91.00	1.44%	78.10	80.90	3.59%
7&above	77.00	79.80	3.64%	56.70	61.30	8.11%	89.90	91.10	1.33%	78.10	80.80	3.46%
15&above	71.80	75.00	4.46%	47.50	53.10	11.79%	88.70	89.70	1.13%	74.60	77.90	4.42%
All ages	68.40	72.30	5.70%	51.10	56.80	11.16%	82.20	83.70	1.83%	71.60	74.80	4.47%

Source : Ministry of statistics Govt: of India reports

**Analysis and interpretation:**

From the above table 4.T, it is evident that literacy rates of male and female of different age groups in two different selected periods, female literacy rates in rural and urban areas are more than doubled over the same of men in the second study period. Some rates are almost three times than that of men. **This indicates women are very forward than men with regard to literacy during the above selected periods.**

**Table-5 : (5.T) Men and women employees in public and private sectors in India persons in lakhs**

Year	Public Sector						Private Sector					
	Male			Female			Male			Female		
	Lakhs	% growth	Index	Lakhs	% growth	Index	Lakhs	% growth	Index	Lakhs	% growth	Index
1995	168.66	----	100.00	26.00	----	100.00	64.31	----	100.00	16.28	----	100.00
2000	164.57	-2.42	97.58	28.57	9.88	109.88	65.80	2.32	102.32	20.66	26.90	126.90
2003	156.75	-4.75	92.94	29.05	1.68	111.73	63.57	-3.39	98.85	20.64	-0.10	126.78
2004	153.07	-2.35	90.76	28.90	-0.52	111.15	62.02	-2.44	96.44	20.44	-0.97	125.55
2005	150.86	-1.44	89.45	29.21	1.07	112.35	63.57	2.50	98.85	20.95	2.50	128.69
2006	151.85	0.66	90.03	30.03	2.81	115.50	66.87	5.19	103.98	21.18	1.10	130.10
2007	149.84	-1.32	88.84	30.18	0.50	116.08	69.80	4.38	108.54	22.94	8.31	140.91
2008	146.34	-2.34	86.77	30.40	0.73	116.92	74.03	6.06	115.11	24.72	7.76	151.84
2009	147.04	0.48	87.18	30.91	1.68	118.88	78.88	6.55	122.66	24.98	1.05	153.44
2010	146.66	-0.26	86.96	31.96	3.40	122.92	81.83	3.74	127.24	26.63	6.61	163.57
2011	143.77	-1.97	85.24	31.71	-0.78	121.96	86.69	5.94	134.80	27.83	4.51	170.95

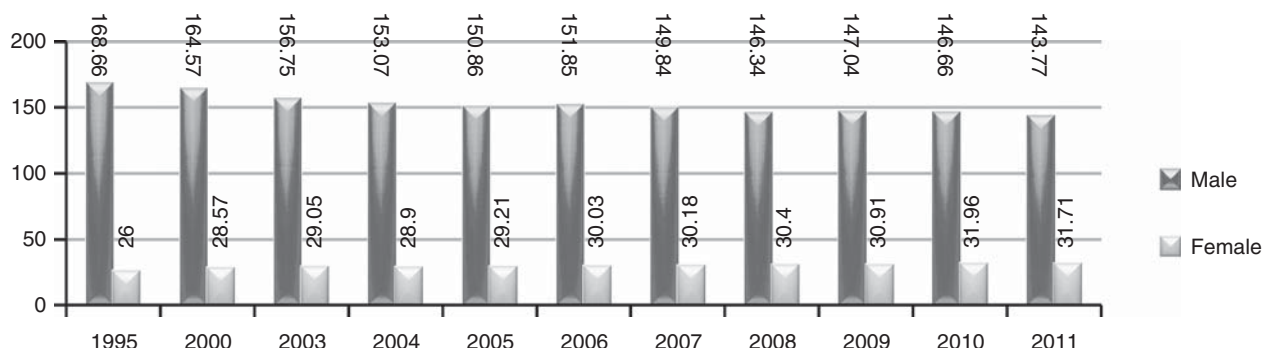
Source : data.govt.in reports

**Analysis and interpretation:**

From the above table 5.T, worked results are clearly indicating that number of men employees in public sector has been coming down. During the study period, index value has come down to 85.24 where as number of women employees in the same sector has been increasing, index value has increased to 121.96. Though this growth is not much higher, it is in the increasing trend. In case of private sector also the same type of comparatively dominating growth in number of women employees as discussed above in public sector is phenomenon. **It is evident that the**

number of female employees during the study period has been increasing at a higher rate than number of men employees in both public and private sectors.

**(5.D1) Male & Female employees in lakhs in public sector in India**

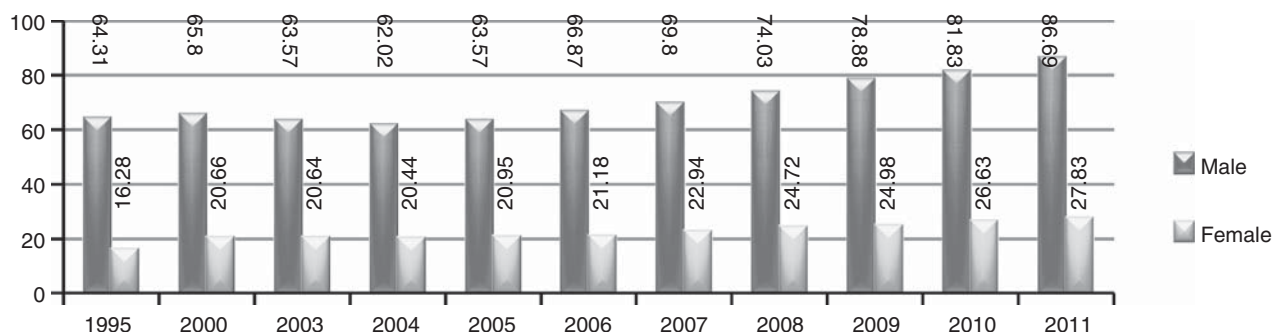


Source : data.govt.in reports

**Analysis and interpretation:**

From the above table 4.T, it is evident that literacy rates of male and female of different age groups in two different selected periods, female literacy rates in rural and urban areas are more than doubled over the same of men in the second study period. Some rates are almost three times than that of men. This indicates women are very forward than men with regard to literacy during the above selected periods.

**(5.D2) Male & Female employees in lakhs in private sector in India**



Source : data.govt.in reports

The information shown in 5.T is depicted in .D1and 5D2 diagrams.

**Table-6 : (6.T) Number of Girls for 100 boys enrolled in schools**

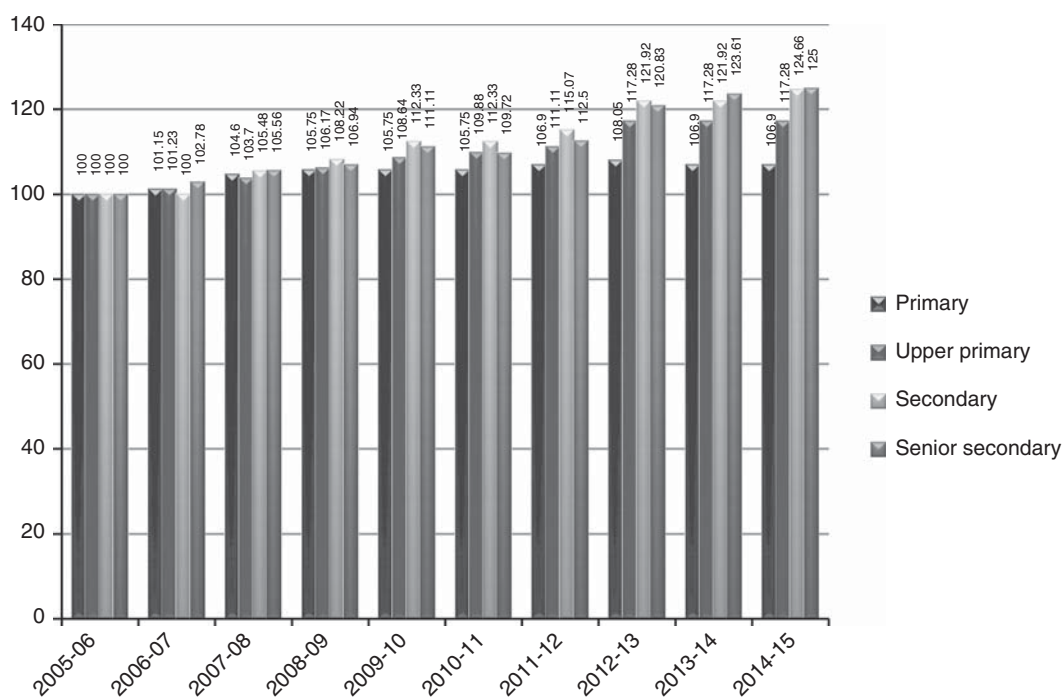
Year	Primary (1-V)		Upper primary (VI-VII)		Secondary (VIII-X)		Senior Secondary (XI & XII)	
	Girls	Ratio	Girls	Ratio	Girls	Ratio	Girls	Ratio
2005-06	87	100.00	81	100.00	73	100.00	72	100.00
2006-07	88	101.15	82	101.23	73	100.00	74	102.78
2007-08	91	104.60	84	103.70	77	105.48	76	105.56
2008-09	92	105.75	86	106.17	79	108.22	77	106.94
2010-11	92	105.75	88	108.64	82	112.33	80	111.11
2011-12	92	105.75	89	109.88	82	112.33	79	109.72
2012-13	93	106.90	90	111.11	84	115.07	81	112.50
2013-14	94	108.05	95	117.28	89	121.92	87	120.83
2014-15	93	106.90	95	117.28	89	121.92	89	123.61
2015-16	93	106.90	95	117.28	91	124.66	90	125.00

Source: Women and Men India Reports -2016

**Analysis and interpretation:**

The above table 6.T shows that ‘Number of Girls for 100 boys enrolled in schools’ at different levels has been increasing since 2005-06. At secondary and senior secondary levels, the index values (overall growth by taking 2005-06 as base) are the highest (Senior Secondary-125% and Secondary-124.66%) The next growth in order to upper primary and then primary levels. **From all the above worked out results, though these may be the highest they are not much higher during the period of ten years**

**Table-6 : (6.D) Number of Girls for 100 boys enrolled in schools**



Source : data.govt.in reports

The information shown in 6.T was depicted in 6.D as above.

**Findings & suggestions**

- Literacy rates of rural women are far better than that of rural men in between the years 1951 and 2011.
- Literacy rates of urban women are better than that of urban men in between the years 1951 and 2011.
- Literacy rates of women are better than the literacy rates of men in India during the one decade period between the years 2001 and 2011.
- Women are very forward than men with regard to literacy during the above selected periods.
- The number of female employees during the study period between the years 1995 and 2011 has been increasing at a higher rate than number of men employees in both public and private sectors.
- Women are getting improved better than men in India with regard to education and employment.

- Number of Girls for 100 boys enrolled in schools at secondary and senior secondary levels is higher when compared to UP and primary school levels.

**Suggestions**

- Literacy rates of men in rural and urban areas were lower when compared to that of women. These are to be improved in future.
- Number of men employees in public and private sectors was lower when compared to that of women. These are to be improved in future.
- Though the literacy rates of women were higher than that of men during the study period, the variation was not much higher. So it must be improved further.
- The government of India and state governments has to initiate various steps to improve the literacy rates of men and women and employment opportunities to in public and private sectors to both men and women.
- Number of girls enrolled for 100 boys at secondary and senior secondary levels though appearing to be

higher, they are not much higher. Necessary initiatives must come from government and people to improve these levels to further extent.

### Conclusion

During the study period, literacy rates of women were better than the literacy rates men in rural and urban areas. But the variation between the two was not higher. The same aspect can be observed in case of number of employees in public and private sectors in India. It can be understood that women have been improving their educational and employment status than men. Governments at center and state levels have to initiate necessary steps to improve literacy and employment status to both men and women in rural and urban areas. Enrolment of girls in schools from primary to senior secondary and graduation levels are to be improved. To

do it successfully, necessary initiations must come from not only from government side but also from people side. By not merely depending on government, men and women also should strengthen themselves with necessary education and employment or professional status.

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