

**Changes in the Employment Pattern Among Urban Women
Workers in India:**
Some Results based on the NSSO Employment-Unemployment Estimates

Sona Mitra

Main questions

- The average rate of growth of GDP in India in the last decade has been around 6 percent.
- After 15 years of pursuing neo-liberal policies, India is considered to be one of the success stories of globalisation.
- Has such GDP growth rate generated adequate employment opportunities specifically for the urban women?
- Whether policies of liberalisation affected the urban women workforce in the same manner as was observed in other developing countries adopting similar policies?

Structure

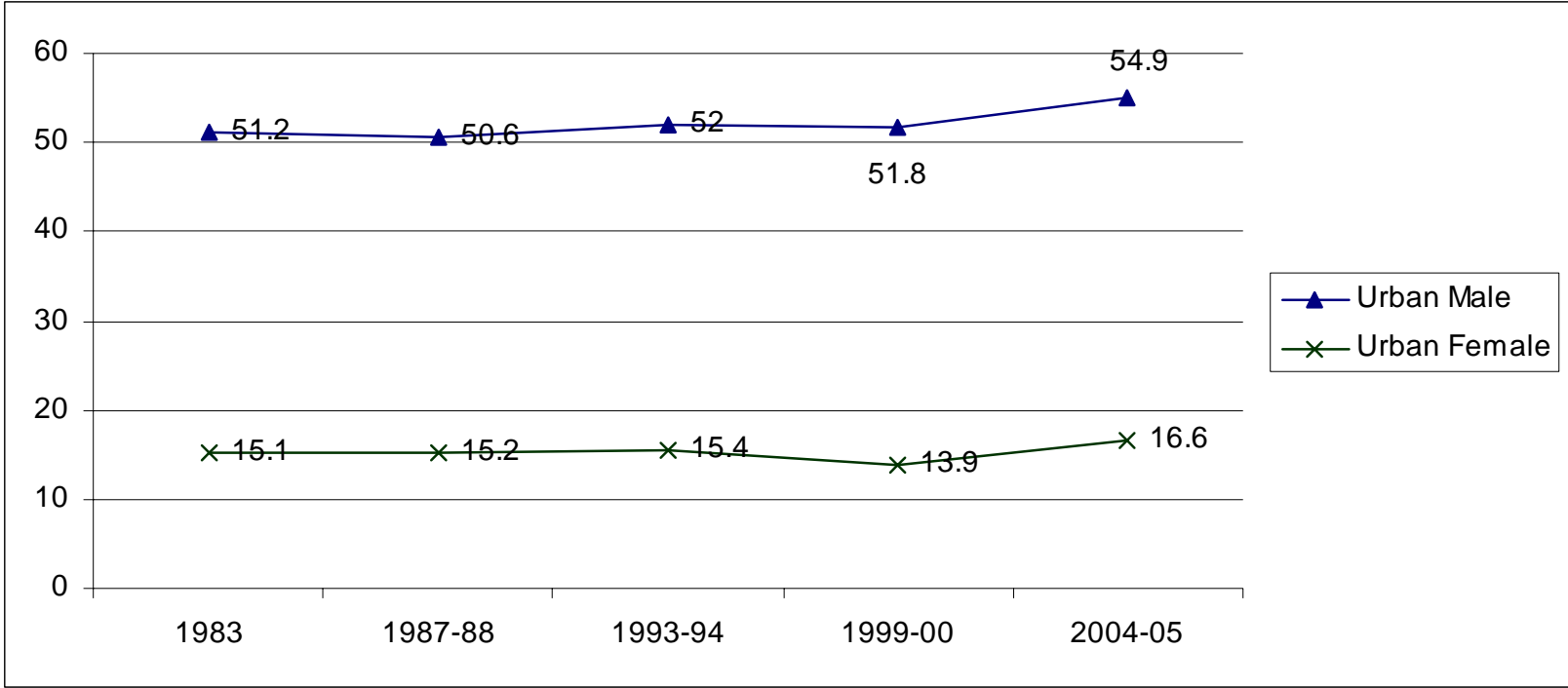
- Overall urban employment scenario
- Sector specific analysis for urban women workers
- Post liberalisation changes in the work pattern of urban women

Period of study: 1983 to 2004-05

Data Source: NSSO quinquennial rounds

Overall urban employment scenario

Urban WPR



Type of employment of usually working urban women

	UPS			UPSS		
	SE	REGULAR	CASUAL	SE	REGULAR	CASUAL
1983	37.3	31.8	30.9	45.8	25.8	28.4
1987-88	39.3	34.2	26.5	47.1	27.5	25.4
1993-94	37.2	35.5	27.3	45.8	28.4	25.8
1999-00	38.4	38.5	23.1	45.3	33.3	21.4
2004-05	40.4	42.2	17.4	47.7	35.6	16.7

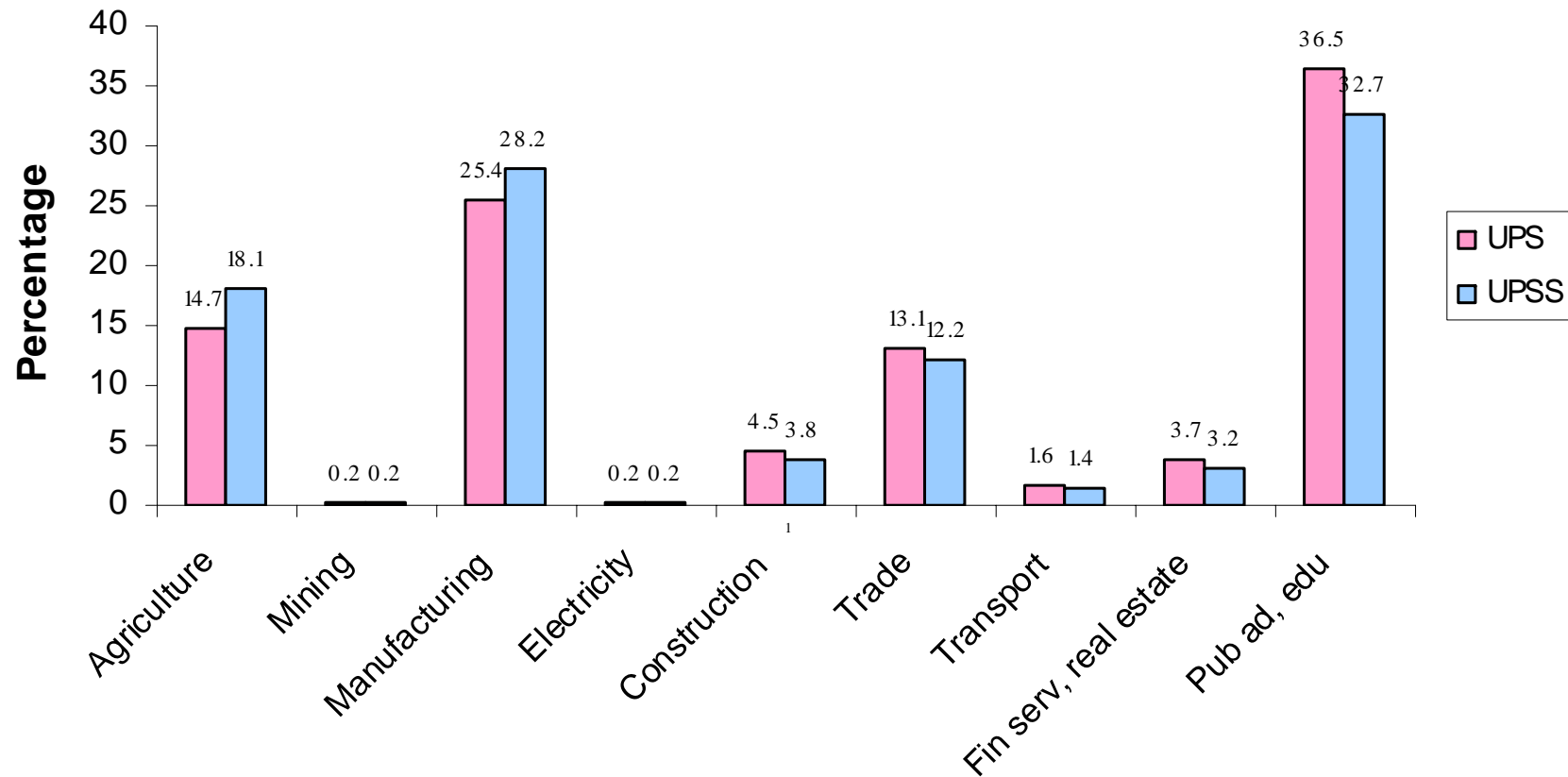
Definitions of UPS and UPSS given by the NSS

- UPS-refers to Usual Principal Status. A person is classified as UPS worker according to the activity on which the person has spent a relatively longer time of the preceding 365 days in the reference period.
- SS-refers to Subsidiary Status. A person who is unemployed or not in the labourforce according to the UPS could still be involved in some economic activity in a subsidiary capacity in which s/he is then referred to as a SS worker.
- UPSS-Usual Principal and Subsidiary status. The above categories together constitute the UPSS workers.

Rate of growth of GDP and urban employment elasticity

	Rate of growth of GDP		Employment elasticity (% change in urban Employment/% change in GDP)			
			UM		UF	
Year	1993-94/2004-05	1983/1993-94	1993-94/2004-05	1983/1993-94	1993-94/2004-05	1983/1993-94
Non-Agricultural components of GDP	7.5	6.1	0.38	0.49	0.5	0.6
Total GDP (at factor cost)	6.3	5.1	0.45	0.6	0.55	0.59

Percentage Distribution of Urban Female Workers Across Industrial Classification, 2004-05



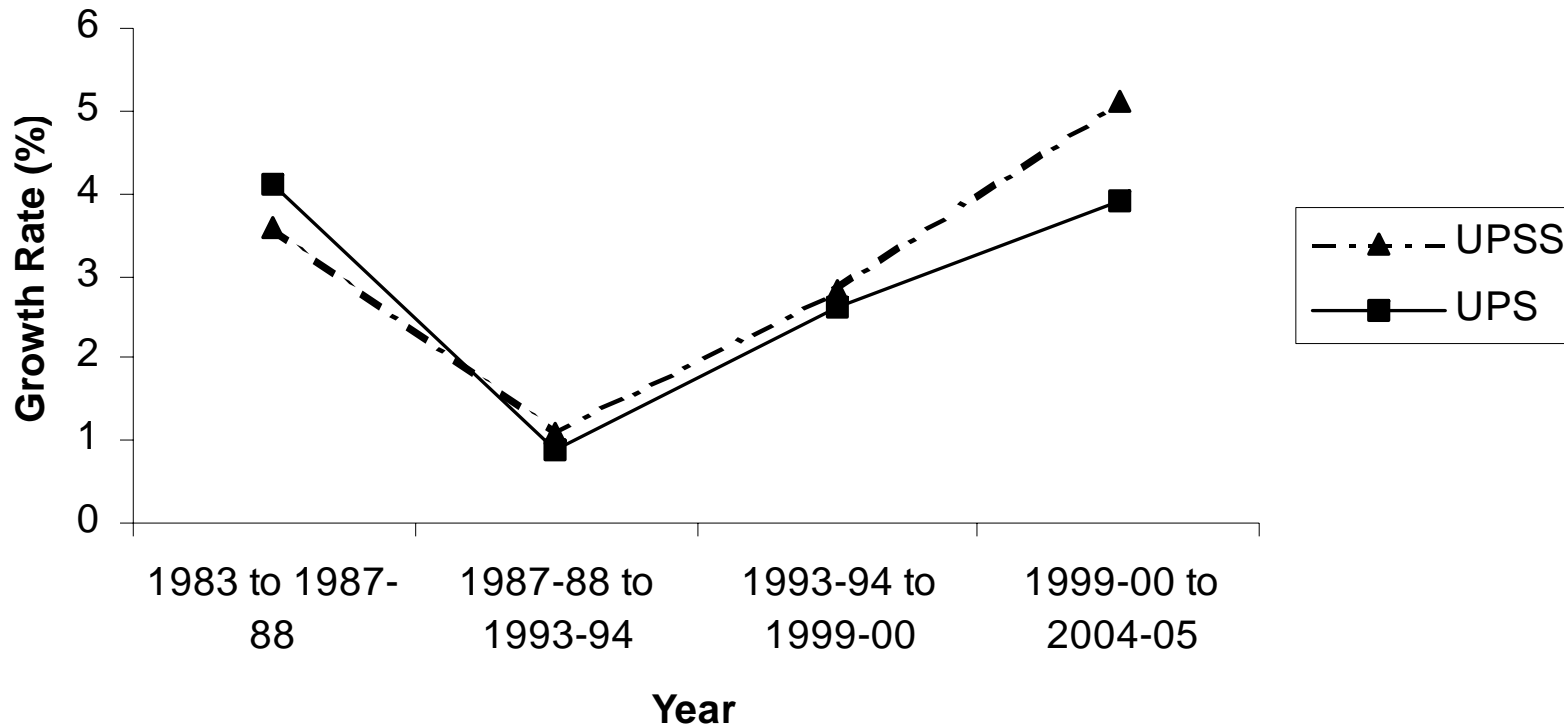
Sectoral discussion:

a) Manufacturing

Percentage of urban female workers employed in manufacturing sector: All India

Year	UPS	UPSS
1983	26.0	26.8
1987-88	26.9	27.1
1993-94	23.6	24.1
1999-00	23.2	24.0
2004-05	25.4	28.2

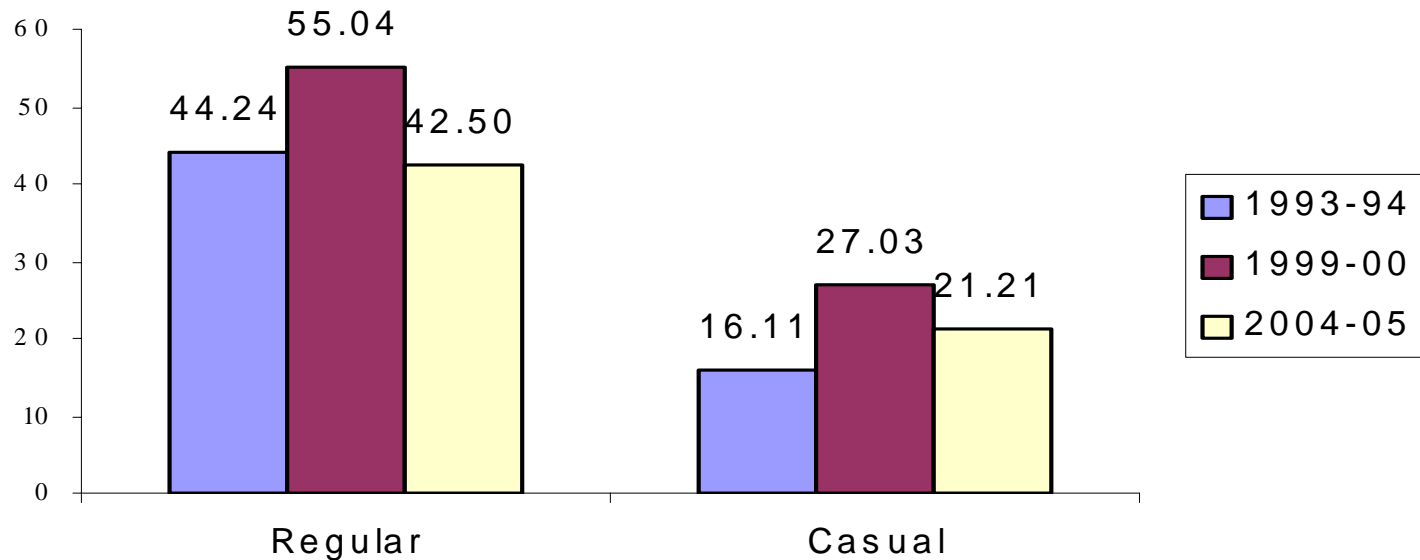
Annual Average Growth Rate of Urban Female Employment in the Manufacturing Sector: All India



Urban Female Workers by Type of Activity in the Manufacturing Sector

Rounds	38th	43rd	50th	55th	61st
Year	1983	1987-88	1993-94	1999-00	2004-05
Self-Employed					
UPS	37.3	39.3	37.2	38.4	63.4
UPSS	45.8	47.1	45.8	45.3	69.9
Regular and salaried					
UPS	31.8	34.2	35.5	38.5	24.8
UPSS	25.8	27.5	28.4	33.3	18.5
Casual					
UPS	30.9	26.5	27.3	23.1	11.9
UPSS	28.4	25.4	25.8	21.4	11.6

Average daily real wages for urban women workers in the manufacturing sector (At constant 1993-94 prices)



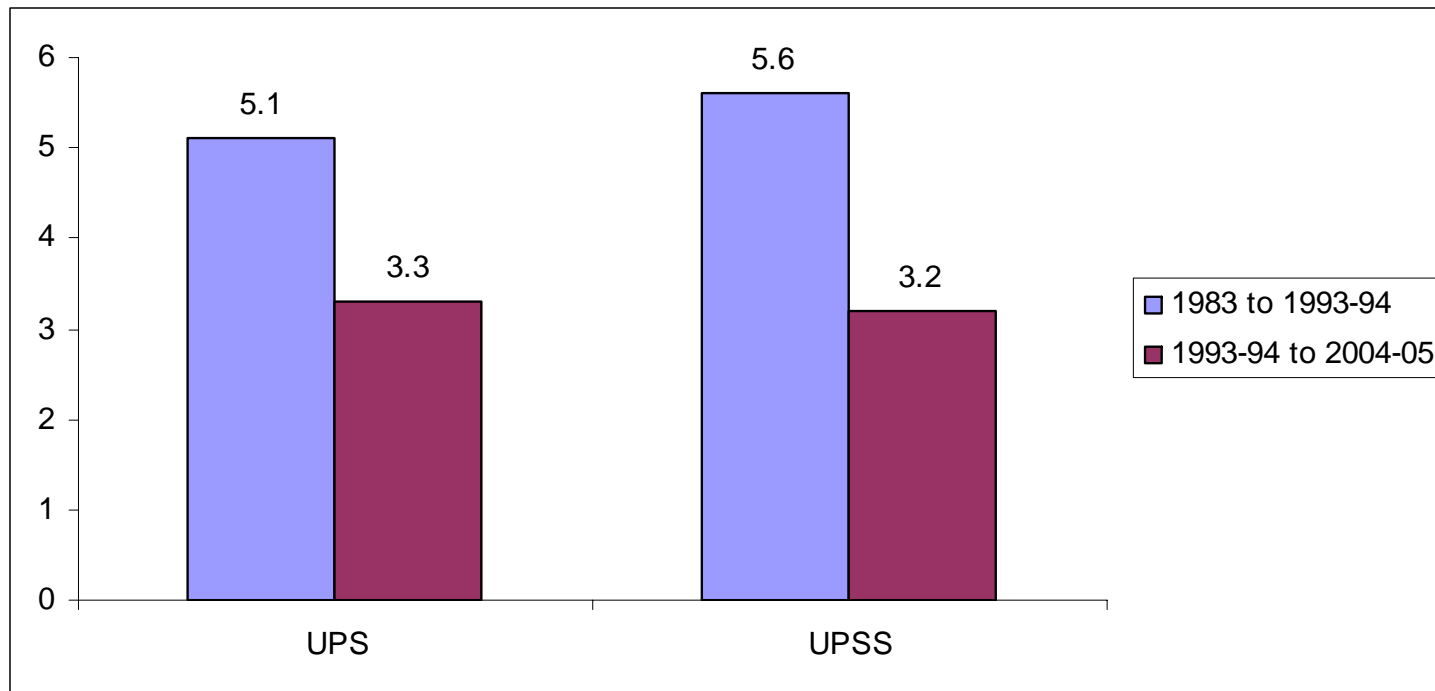
Sectoral discussion:

b) Services

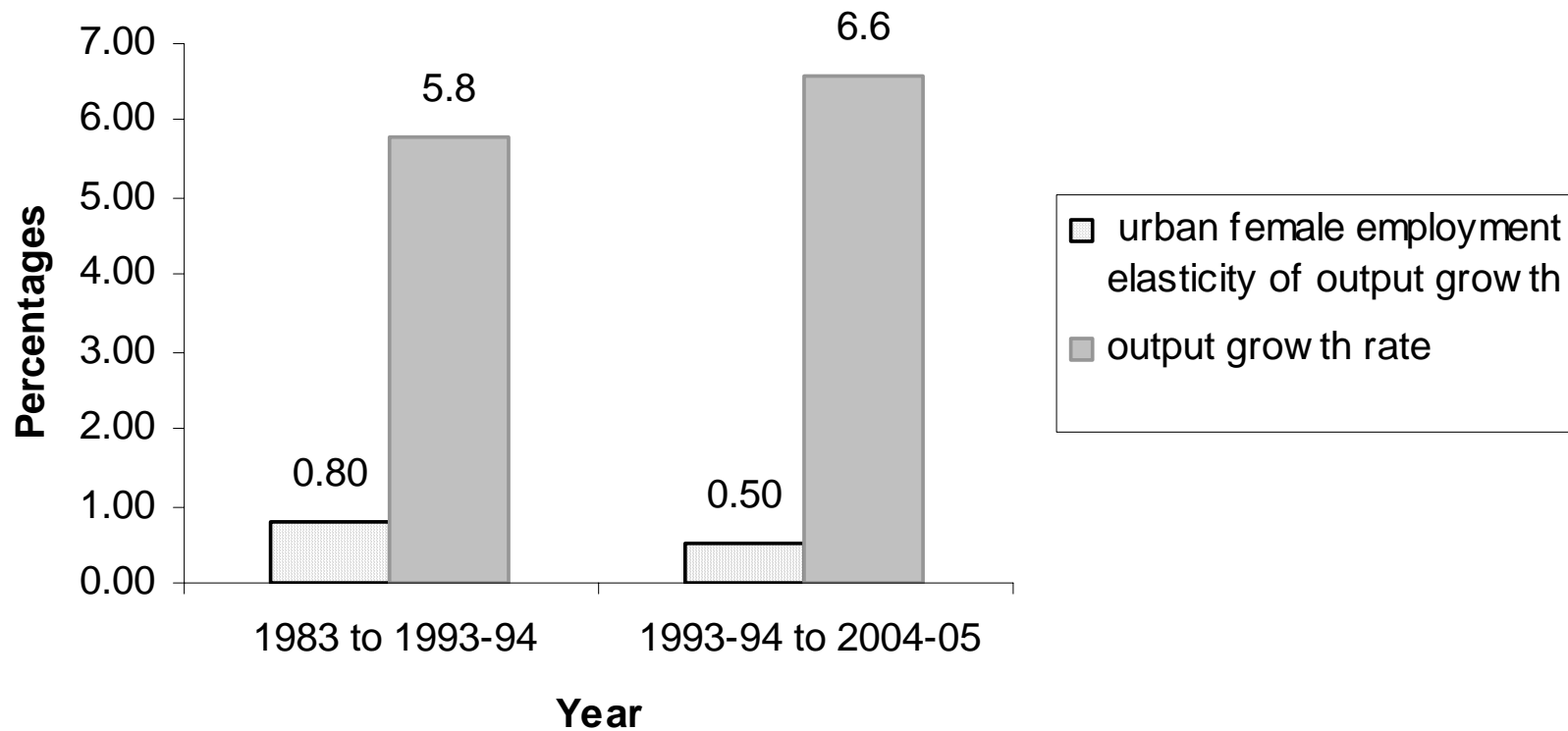
Percentage of Urban female workers employed in Services: All-India

		UPS					UPSS				
Industry/Year	1983	1987-88	1993-94	1999-00	2004-05	1983	1987-88	1993-94	1999-00	2004-05	
1 Banking and Real Estate	1.0	1.4	2.2	2.7	3.7	0.8	1.2	1.9	2.5	3.2	
2 Pub Ad. And Other Services	30.5	32.2	35.9	35.1	36.5	26.2	29.4	32.5	31.9	32.7	
3 Service (1+2)	31.5	33.6	38.2	37.9	40.2	27.0	30.6	34.3	34.4	35.9	

Annual Average Rate of Growth of Urban Women workers in the Service Sector



Urban Female Employment elasticity of output growth in Public Ad. And other services



Urban Female Workers by Type of Activity in Pub.
Ad, Education, etc.- UPS

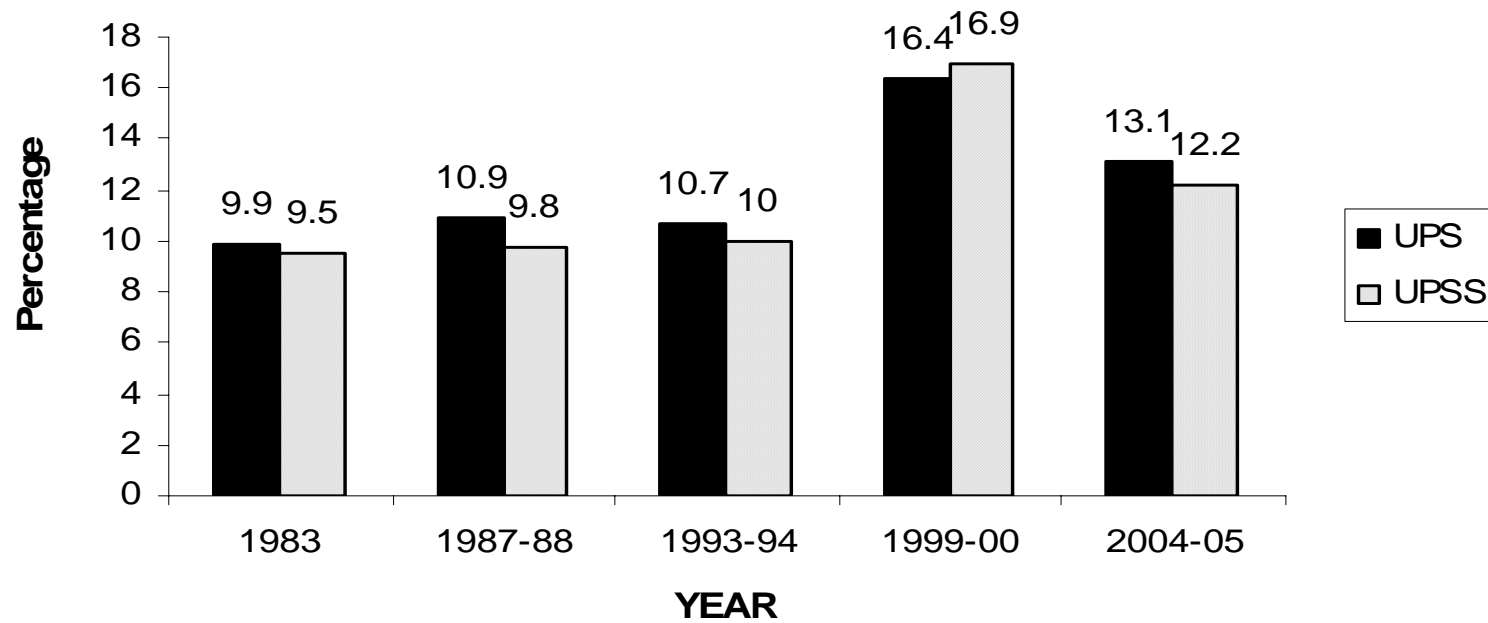
Year	Self- Employed	Regular and Salaried	Casual
1983	9.7	76	14.3
1987-88	11.1	75.8	13.1
1993-94	16.1	71.1	12.8
1999-00	13.3	72.9	13.7
2004-05	12.9	79.4	7.7

Main sectors of employment of urban women within
Pub. Ad and other service sector and percentage
change over the last five years

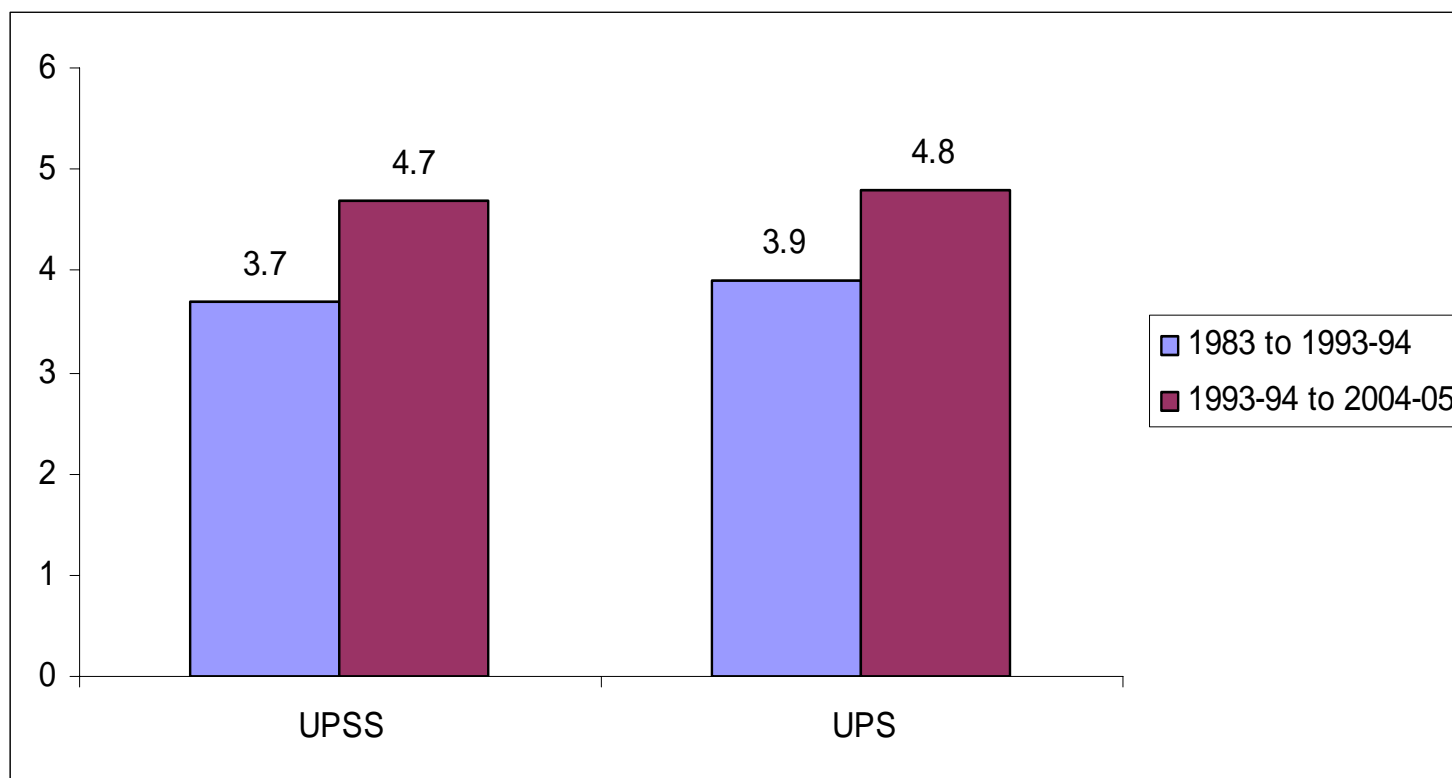
Main sectors	1999- 2000	2004-05	per cent change
Pub admin, defence & social security	709,873	763,316	7.5
Education	2,056,811	2,856,280	38.9
Employed in private households	946,497	3,053,265	222.6

Post liberalisation changes in the work pattern of Urban Women

Percentage of urban female workers employed in Trade



Annual Average Rate of Growth of Urban Female Employment In Trade



Urban Female Workers by Type of Activity in Trade

Round	38th	50th	61st
Year	1983	1993-94	2004-05
Self-Employed			
UPS	89.1	84.2	79.7
UPSS	90.4	85.7	80.9
Regular & Salaried			
UPS	5	8.9	13.9
UPSS	4.2	7.9	12.3
Casual			
UPS	5.9	6.9	6.4
UPSS	5.4	6.4	6.9

Important observations in Trade sector

- Employment for women declining in retail sector evident from decline in self employed women workers.
- Share of retail employment to employment in trade sector among urban women workers decline from 77.3 percent in 1993-94 to 71.9 percent in 2004-05.
- Share of hotels and restaurants to employment in trade sector among urban women workers increased from 14.5 percent in 1993-94 to 20.3 percent in 2004-05– probably the reason for increase in regular employment for women.

Change in work pattern in terms of concentration in newer sectors

Percentage of all-India urban workers employed in the construction sector and sectoral contribution of Construction to GDP

Year	Percentage employed in the construction sector (UPS)		Sectoral contribution to GDP
	UM	UF	
1983	5.1	3.7	5.8
1987-88	5.8	4.3	5.9
1993-94	7.0	4.9	5.8
1999-00	8.8	5.5	5.7
2004-05	9.3	4.5	6.9*

In Conclusion

- High output growth rates have not been translated into proportional employment generation
- Employment opportunities have reduced in the traditional labour intensive sectors like the manufacturing sector
- Increased WPR among urban women has taken place mainly due to increase in piece-rated jobs in manufacturing and domestic services
- Greater need for state intervention to generate adequate and better employment opportunities