



# A STUDY ON THE EXISTING GAP BETWEEN EDUCATION AND EMPLOYMENT AMONG THE INDIAN WOMEN



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A prevalent school of thought has advocated that women education empowers the family and drives the economic growth of a nation. This thought gave rise to development policies in women education like scholarships and women reservations. Thus, the goal of women education was adequately met. According to the most recent national reports, in 2011, 45.9 per cent of all enrolled undergraduates were women and 40.5 per-cent of all enrolled PHD scholars were women. But contrary to the expectation this increase has not been reflected in Women Labour Force participation or GDP growth. In fact, there has been a de-growth, in 2009-10, 57 per cent among urban females with graduate degrees or higher were attending to domestic duties. This study, seeks to understand this increasing gap between women education and employment in India from the supply side. This research uses household level data obtained from India Human Development Survey-II(IHDS-II), conducted by the National Council of Applied Economic Research (NCAER), New Delhi and the University of Maryland in 2011-2012. A primary study is also conducted which concentrates on the attitudinal and perceptual variables that dominate employment decision making among Indian women.

## INTRODUCTION

- The labour force participation rate for women is falling: from 37 percent in 2004-05 to 29 percent in 2009-10.
- ILO's Global Employment Trends 2013 report, claims that out of 131 countries India ranks 11th from the bottom in female labour force participation.
- In 2009-10, the proportion of women those were attending to domestic duties was 57 per cent among urban females with graduate degrees or higher, compared to just 31 per cent among rural females with primary or middle school education.

## LITERATURE REVIEW

Author	Findings
(Lahoti, Hema, 2013).	There does not exist a U-shaped relationship between economic development and women's employment. And Income Effect.
(Becker, 1965)	Time allocation model : considering leisure and labour trade-offs, home-based production of goods and services
(Manju, 2011).	Women in initial period of marriage 1-5 years were satisfied with life and hence less likely to willingly pursue employment
(Dev Acharya, Et al. 2010).	Women's autonomy in decision making is positively associated with their age, employment and number of living children.
(Woo and Wai Chiu)	Middle-status people are "keeping up with the Joneses" while both the highest-status and lowest-status people are "running away from the Joneses"
(Sarah Bradshaw, 2015).	Family or mothers, counsel of religion leaders and self-inspiration sets standards of employment choices.
(Vivi Alatas, Et al., 2010)	Proxy Mean Tests method, which uses assets, household's composition and head's education, is a better predictor of social status compared to community based targeting.
(Francavilla, Giannelli, 2011)	In wealthier Indian households women tend to stay at home.

## RESEARCH QUESTION

- What Individual, social and family level factors influence the employment choices among the Indian women?
- Does the 'Keeping up with the Joneses' or 'social status' have a relation with women's employment related decisions?

## RESEARCH METHODOLOGY

**Database:** India Human Development Survey-II(IHDS-II),2011-12

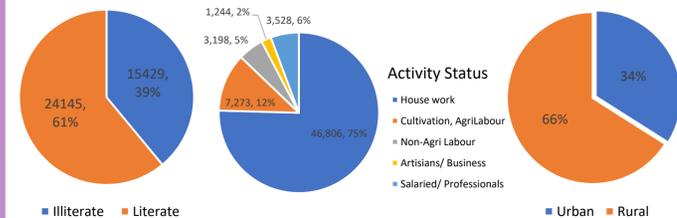
**Data:** Cross Sectional Data collected at household and individual level.

**Year:** 2011

### Survey Collection Methodology:

Nationally representative, multi-topic survey of 42,152 households (HH) in 1,503 villages and 971 urban neighbourhoods across India.

## DATA DESCRIPTION



Post Secondary Education

Education Status	Housework	Cultivation	Activity Status Non-Agri Labour	Business	Professionals	Total
Illiterate	17,671	4,635	1,810	405	780	25,301
Primary or less	7,680	1,215	633	223	354	10,105
Secondary or less	15,365	1,269	686	406	785	18,511
Higher Secondary	3,310	117	52	95	446	4,020
Bachelors	2,056	24	16	73	665	2,834
Masters	662	7		41	496	1,206
Total	46,744	7,267	3,197	1,243	3,526	61,977

## IMPORTANT CONSTRUCTS

**Social Consumption:** The aim was to model the impact of average neighbourhood consumption level on the household's choices. The variable was operationalized as a binary variable that took the value 1 if the ratio of house-hold consumption to the median district consumption was in the top quartile.

**Peer Income:** The aim was to model the impact of average neighbourhood income level on the household's choices. The peer income was calculated as the median of the neighbourhood income.

## HYPOTHESES

- H1: Women with higher education will be more likely to be employed.
- H2: Married women will be less likely to be employed.
- H3: In households that own farms, women will be more likely to be involved in farm work than choose other employment options.
- H4: Higher the age of female head of the family, women in the household will be less likely to be employed.
- H5: Higher the age of male head of the family, women in the household will be less likely to be employed.
- H6: Women belonging to households with high social consumption will be relatively less likely to be employed.
- H7: Women in societies with high neighbourhood income are less likely to be employed.

## RESULTS (mlogit)

	Agri Labour	Non Agri Labour	Busines s	Salaried
Education Status	-0.651	-0.659	1.050	1.947
Marital Status:				
Married, spouse absent	-0.414	-0.535	-0.237	-0.443
Married	-0.919	-0.561	-0.441	-0.449
Widowed	-0.656	-0.403	-0.558	3.357
Separated	1.652	1.710	1.530	2.550
Married No Gauna	-0.654	-0.674	-0.000	-0.132
HH Composition:				
Household Owns Farm	1.591	-0.443	-0.511	-0.854
Household Owns Livestock	1.063	-0.745	-0.494	-0.684
Male Head Age	1.062	1.024	1.027	-0.992
Female Head Age	-0.928	-0.961	-0.970	1.011
No of family members	-0.962	-0.947	-0.975	-0.906
Groups:				
Forward Caste	4.083	1.727	1.119	-0.936
OBC	4.775	3.460	1.643	1.024
SC	5.846	4.426	-0.980	1.775
Tribals	8.060	6.284	1.587	2.158
Muslims	1.282	2.075	1.350	-0.607
Christians, Sikh, Jains	1.115	4.224	1.138	1.299
Social Status:				
Social Consumption	2.117	3.049	-0.915	-0.817
Peer-Income	-0.999	-0.999	-0.999	1.000

## RESULTS DISCUSSION

- Education Status has a positive (significant) impact only for salaried/ professional jobs.
- Unmarried and separated/ divorced women are more likely to pursue employment of all types.
- In households that own farm or livestock women are more likely to be involved in agriculture or non agriculture labour respectively.
- Older the female head in family, women are more likely to be involved in housework.
- Social Status has a positive impact at agriculture and non-agriculture labour level but a negative impact at professional occupation level.
- Peer Income has a negative impact at all levels except for salaried/ professional.

## CONTRIBUTION

- The study looks at micro level data to validate the macro theories at a national level.
- In spite of the frequent movements of families across the country we continue to use religion and caste as a factor of social status. This study contributes to the literature by exploring the impact of social consumption and peer income (as factors of social status) on women's employment.

## FURTHER STUDY

- A follow up study has been initiated to study education and employment choices in urban India, using a pan India cross sectional survey.
- The survey includes questions on:
  - UG and PG education choices and the influences on them.
  - First and current job and factors influencing the job choice.
  - Interaction between individual interests and careers
  - Current job and life satisfaction
  - Influencers:
    - Family background and parental attitudes
    - Individual cultural and gender role orientations
    - Social consumption and status.
    - Migration and its influence
    - Marriage and its influence

## JOURNALS TARGETED

- Indian Journal of Labour Economics
- Economic and Political Weekly