

Gender Inclusion in Indian Labour Market: Analysis of Women Labour Participation in MGNREGP

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ABSTRACT: Labour as a factor of production exhibits the dynamism and strength in all its activities. According to the views of many economists, they assessed the labour in terms of its potential capacity, the value of a product is determined by the labour power embodied in it. Labour is the most live and mobile factor, that is why they can cross all borders and boundaries for the search of higher remuneration. By definition, labour is the work done by people both physical and mental. As a factor of production, it can carry all efforts to meet the definite objectives. As a performing factor, labour can do all economic activities. Like any other commodity, labour can be demanded and supplied from the market. Labour market in the proper place where labour is demanded and supplied. The equilibrium in the labour market is established at the point where its demand equals supply. The establishment of equilibrium is a normal condition for the maintenance of stability in the market. The instability in the labour market can be visualised mainly from the gender exclusion, as far as developing countries are concerned. For the maintaining of stability in labour market, number of conditions are to be satisfied. The paper tries to make an attempt to unveil the gender inclusion in labour market from the light of the world's largest public funded programme, Mahatma Gandhi National Rural Employment Guarantee Programme (MGNREGP) and try to analyse how gender inclusion welcomes the labour market stability in India.

KEY WORDS: Gender, Labour, Equilibrium, Market, Demand and supply of labour, Women labour, Participation rate, Equality, Stability

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I. INTRODUCTION

The Indian labour market has its own unique character compared to the rest of the world. The existence of various types of disorders of employment in the form of unemployment, underemployment, and seasonal structural and technological unemployment are present in India. The vast population is a large source of employment supply in the country. But the chances of employment cannot match with the available supply of labour. The chances of employment and possibilities are provided by both public and private sectors in India. Here the government has to play a lead role of an employment providing agency. In government and public sector undertakings, that provide a lot of chances of employment. But it is quite insufficient to meet the needs of the quest for the employment. On the other end, the private sector serves as a provider and facilitator of employment. They bargain the gap in demand and supply of employment. The result is the lowering of wages and benefits to the employees, provided the acts and rules related to employment are present in the country.

Unemployment, a situation where people are able and willing to work, but the chances of employment are less. The rural unemployment hangs as a sword on the head of the national economy. Because, about 75% of the total population found their food and shelter in rural areas. Provision providing the employment is now become the liability of the government. As a remedy to solve the problem, the government implemented a number of anti-poverty employment programmes to address the problem of employment and poverty. The latest and newest of this category is National Rural Employment Guarantee Act (MGNREGA) 2005, later known as Mahatma Gandhi National Employment Guarantee Act. The same is adopted in the form of a right of citizens to get employment. For making employment sure and offer guaranteeing it, is enacted before the parliament. The Act has made the provision of employment up to 100 days for each family who lives below the poverty line. Broad objectives are also laid down on behalf of the NREG Act 2005 to ensure the programme more objective oriented.

The objectives are the provision of rural development and agriculture. For this purpose, it a connection of various sectors in rural areas are entertained. Another objective is the provision of 100 days' employment, whatever may be the source not specified. The quick and every wage providing mode is another most important speciality of the act. For this purpose, a minimum subsistence wage is fixed. The broad objective laid down under this act is poverty alleviation. The employment programme includes a vast net of people basically the

downtrodden sections of the society. Mainly it tries to include the aged peasants, middle income family, unemployed women and seasonal farmers.

The social significance of the act is that it ensures gender equality. The appointment procedure is democratic in nature. The local level administrative institutional system in the engine that works behind the employment act. Social auditing is a weapon adopted for corruption free environment for the working and the implementation of the act. The only right based employment guarantees programme introduced for the purpose of maintaining economic social and human right equality.

The national rural employment guarantee act passed before both houses of parliament on September 5th 2005. The real aim behind the NREGA is to make basic change in the socio-economic spheres of the Indian society. The basic change requires the chances of employment except form the conventional demand and supply labour market. The introduction of the act is in contrast with the normal labour market co-operations. The act provided labour hours and labour days to the selected category of people who are willing to work and gives a minimum hundred days of work. It considers mainly the unskilled people who live below the poverty line. The act again ensures employment at least one member of each family.

The basic frame work and the implementation levels of the programme are at national level, state level, district level, block level, and local level. All the five levels are closely interconnected and interlinked. Each level has its own functions to perform. All the five hierarchical levels have its basic functions and step down functions. The apex level agency works at the national level. At the national level all rules related to NREGA are created and put it for practice at the lower levels. There are strict rules and all the rules are followed and obeyed by the lower level agencies. The national level agency is the central government. The role of national level central agency can be identified as; the rule making body and the initial fund raising agency. As the rule making body it strictly imposes the rules relating to the NREGA. The continuous monitoring by the centre while the implementation is a mandatory requirement for the proper functioning of the act.

The objectives of the study are:

- To study the labour market for women labours in special employment programmes.
- To analyse the extent to which the labour market participation of women labours and their involvement at the grass root level.

II. DATA COLLECTION

For analysis more precise and make the study authentic the source of data received is secondary. The recent data from the central and state governments are used for making the data valid.

The theory employment in economics is identified and established by the theoretical proof of the study. Theory of employment can be explained in terms of the demand for and supply of labour. For instance, number of theories such as classical theory of income and employment especially the J.B Say's law of market, Keynesian theory of income and employment, the opposition of classical theory are valid proof that is vividly explained the labour market economics. The classical theory concluded that labour would be spending their income to generate demand for output and there are no chances in the out flow of income from the main stream. Hence supply creates its own demand. Keynes criticised the say's law of market by stating that there is always underemployment equilibrium in the economy thereby government should take necessary steps to maintain h employment equilibrium in the economy. Deficit budget will be a step ahead for increasing the volume of employment. Surplus or balanced budget is not always advisable policy initiative to the government to increase the volume of employment. From theory to practice the labour market in Indian economy is different, conventional and programme based. The new labour market economy is an experimental step to curb the problems of the labour economy. The present instances show that the real interference of the government in creating the demand driven labour market.

Analytical experiments

The MNREGA/MGNREGA is an employment programme provided 4.28 lakhs person days of employment provided in 2012-2015. A total of 148.14 lakh people are employed in the same financial year. Among the 148.14 in the scheduled caste employed as a percentage to the total is 23.23% about 32.93 lakhs. And scheduled tribes employed is 23.45 and it is about 15.8% of the total people employed. The interesting thing that is noted that at national level of more than 50% of the employment in women. Exactly the women employment in the financial year is 53.01% of the total employment. The progress of the marginalised sections are visible from the above analysis. A continuous increase of employment of women increased from 40% in 2006-07 to 47% as in 2012-13 as far as person days are concerned. In Kerala it is very high. The person days of employment increased from 66% in 2006-07 to 93% in 2011-12. The below table explains the exact share and participation of women in MNREGA.

Table 1
Percentage of women participation in MNREGA

Financial year	Percentage of women participation
2006-07	40.65
2007-08	42.51
2008-09	47.87
2009-10	48.19
2010-11	47.12
2011-12	48.18
2012-13	52.44

Source: mnrega.nic.in

The studies always try to prove the realexplanation inlabour economics i.e., the demand for and supply factor of andintoequilibrium. As already noted that the National Employment Guarantee Programme is totally away from the conventional explanationof labour economics. The new and innovative employment guarantee programme is always labour friendly with the demand and supply sides. The data shows the employment provided (supply) as against the employment demanded. In 2006-07, out of the total demand is 99.18 % are supplied. The steadiness still continues up to 2012-13 and it is 99.04% in the same year. But in the conventional labour market economy, there is always a wide gap between demand and supply. The result of this action is unemployment. The below table shows the demand for and supply of labour in MNREGA Labour market.

Table 2
Demand for and supply of labour in MNREGA Labour market.

Year	% of employment Provided(Supplied)
2006-07	99.18
2007-08	98.78
2008-09	99.11
2009-10	99.36
2010-11	90.55
2011-12	90.55
2012-13	99.04

Source: mnrega.nic.in

The source of financingof the programme is entirely comes from theannual budget of India. The budget allocations during the 2006-2014 financial years is explained with the help of a schedule given below:

Table 3
The Budget allocation of MNREGA

Year	Budget Allocation(Cr)	%GDP	%of expenditure	%of revenue	%of rural development
2006-07	11300	0.28	1.20	6.1	46.55
2007-08	12000	0.26	1.50	10.0	41.71
2008-09	30000	0.56	1.60	10.8	52.77
2009-10	39100	0.66	2.70	9.21	69.08
2010-11	40100	0.54	2.80	9.01	55.63
2011-12	40000	1.02	3.06	9.70	53.98
2012-13	33000	0.78	2.21	6.42	33.33
2013-14	33000	0.29	1.98	6.08	41.15

Source: mnrega.nic.in

The women empowerment is the major objective of MGNREA programme. The Act provides that the provision of 30% employment reservation should be given to the unskilled women labour. Around one third the proportion of employment guaranteed to women. At national level and instates the same rule is followed strictly. The women participation in employment is measured on the basis of person day employed by them. In Kerala the MNREGA as an employment programme is executed through District Poverty AlleviationUnit, Kudumbasree and Panchayath functionaries. The speciality of the act implemented in Kerala is the massive participation of women workers. From the inception onwards the participation of women is as high as the national average. In 2006-07 the women participation in MNREGA was 64.31% and it increased to a large rate to 92.75% in 2012-13. The below table is the best proof regarding women participation.

Table 4
Percentage of women participation in MNREGA

Year	%of women Participation
2006-07	64.31
2007-08	72.55
2008-09	85.01
2009-10	88.19
2010-11	90.36
2011-12	92.85
2012-13	92.75

Source: mnrega.nic.in

The family income of the women labourers has gone up to 23.2%, because of the active participation of women in the programme. The women participation has increased and it is highest in Kottayam (96.69%) and lowest in Idukki (77.08%) in 2012-13. In Kerala the participation of women is very high and even it touches at the highest level of 92.75%.

III. CONCLUSION

The traditional labour market economy experienced a wide gap between demand for and supply of labour. The result is unemployment of labour. But the government's anti-poverty employment programme has radically changed the system of employment. The creation of effective demand is practised at its best level with the adoption of the programme. The particular case of Kerala is worth mentioning. The participation of scheduled caste and scheduled tribes, women and the marginalised sections of the society is a glorious achievement of this programme. The income generation activities created self confidence among women. The new energy absorbed from the new and innovative labour market act as a model for emerging economies. The productive sectors of the economy can choose labour from the MNREGA labour market. It will further encourage the programme that will achieve new horizons of rural employment.

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