

Effectiveness of Public Policies in Women Employment in India: A Case Study of Gender Budget

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ABSTRACT

According to several surveys, women employment has been increasing since last three decades in India but the increasing population simultaneously play a negative role towards the employment levels for men and women. In order to find out the role of government sector for increasing the employment levels of women in India, I have tried to analyse few governmental policies and their expenditure from the gender budgets of 11 years (2004 to 2015) of women employment. This study has divided into three segments where first segment represent the trend and pattern of the women employment expenditure. Secondly, find out the effectiveness of the women employment policies under gender budget in India and lastly, showed the impact of public policies on women employment in India by the using the regression analysis.

1. Introduction

Few facts regarding growth trends in women employment has been published by the Ministry of Labour and Employment. According to the information provided by the office of Registrar General, Ministry of Labour and Employment & the Census Commissioner of India, as per Census 2011, the total number of female workers in India is 149.8 million and female workers in rural and urban areas are 121.8 and 28.0 million respectively. Out of total 149.8 million female workers, 35.9 million females are working as cultivators and another 61.5 million are agricultural labourers. Of the remaining female workers, 8.5 million are in household industry and 43.7 million are classified as other workers. The workforce participation rate of females in rural sector was 26.1 in 2009-10 while that for males was 54.7. In Urban sector, it was 13.8 for females and 54.3 for males.¹ Among the States/Union Territories, the workforce participation rate of females in the rural sector was highest in Himachal Pradesh at 46.8percent whereas in the urban sector. The highest workforce participation rate was registered in Mizoram at 28 percent. In the rural sector, 55.7 percent females were self-employed, 4.4 percent females were regular wage/salaried employment and 39.9 percent females were casual laborers compared with 53.5, 8.5 and 38 percent males in the same categories respectively. A total of 20.4 percent women were employed in the organized sector in 2010 with 17.9 percent working in the public sector and 24.5 percent in the private sector. The labor force participation rate of women across all age-groups was 20.8 percent in the rural sector and 12.8 percent in the urban sector as against 54.8 percent and 55.6 percent for men in the rural and urban sectors respectively in 2009-10 (NSS 64th Round). Unorganized sector always plays a vital role in terms of providing employment opportunities to a large segment of workforce in India. Due to a sharp decline in the growth of the formal sector a larger section of the growing labour force is being absorbed in the informal sector, resulting in a progressive increase in employment in

that sector. Generally, a major section of the informal workers is either absorbed in the agricultural sector or in traditional crafts in village and cottage industries or they migrate to cities to do different types of informal jobs like rickshaw puller, weight carrier, waiters in different restaurants, vendors etc. The proportion of women in the country's workforce has increased during the last three decades. In 2001, the workforce participation rate for women in the urban area was 11.55%. Almost 80% of that workforce was employed in the unorganized sector. A large number of such urban informal labour forces among women are engaged in domestic work. Female domestic workers occupy the largest segment of unorganized female workers in India. The majority of the domestic workers are women with the world's estimates putting the proportion at 90%.² The Predominance of women in this type of occupation reflects a traditional attitude that household chores are women's responsibility. Women workers in the unorganized sector-the farm workers, vendors, casual construction labour, domestic help, and home-based workers are neglected and unaccounted part of the informal economy. This is so because the self-employed women work from homes and their contribution is generally not calculated into the national economic data. However, according to the National Sample Survey 2005, one-third of the informal sector workforce comprises women. Collectively, they accounted for 96% of the female workforce in the country and contribute to about 20% GDP of India. The unorganized sector is the biggest source of female employment.

2. Objectives of the study

- To find out the effectiveness of public policies on women's employment in India.
- To find out the impact of public policies on women's employment status in India.

3. Hypotheses of the study

¹ 'Employment & Unemployment and Migration Survey: NSS 64th Round', National Sample Survey Office, M/o Statistics and Programme Implementation (MOSPI), Government of India (GOI), 2007-08

² Domestic Work Link, Vol-12, No-1, 2003

- There is no significant difference between and within the women employment policies in India
- There is no significant impact of public policies on women's employment in India.

4. Major Public Policies on Women Employment in India

There are different types of policies on women's employment of which some are related to the working mother, few are related to training programs and others to the daily wage earners. Most of the policies are not specifically for women's employment, but the ratio is clearly mentioned in the target of the policies. So there is a need to know about the major policies which are working to create women employment and these policies are:

5. Support to Training and Employment Program

STEP is a hundred percent Central Sponsored Scheme. Under this scheme, Training is provided to poor and marginalized women in traditional trades which are largely in the informal sector. The assistance under STEP Scheme will be usable in any sector for imparting skills related to employability and entrepreneurship, including Agriculture, Horticulture, Food Processing, Handlooms, Tailoring, Stitching, Embroidery, Handicrafts, Computer and IT along with soft skills and skill for the workplace such as spoken English, Gems and Jewellery, Travel & Tourism, Hospitality. The Scheme is designed to benefit women who are in the age group of 16 years and above across the country including rural women.³

Objective

The objectives of this scheme are as below:

- To provide skills that give employability to women.
- To provide competencies and skills that enable women to become self-employed/entrepreneurs.
- To upgrade the skills of poor and marginalized women.
- To offer work for them on a sustainable basis

Pattern of Assistance

(a) 100 Percent assistance

- Project staff and administrative cost.
- Training-stipend, training of trainers, skill upgradation reinforcement, training cum-production centers and raw material for training.
- Support to members for the formation of co-operative societies, producers, workers' co-operatives leading to the formal legal organization.
- Support services-education, general awareness, healthcare, sanitation, nutrition/crèche facilities for dependent children, wherever convergence of these services is not available will be provided as part of the project cost.

- Marketing support - marketing/sales personnel, stock provision and buyers credit go-downs, marketing outlets, quality control and management support;

(b) 50 percent assistance for construction of individual work sheds and production centers not related to training. 50 percent of the total cost on this complement will be borne by the Government of India and 50 percent will have to be borne by the implementing agency.

6. National Rural Employment Guarantee scheme

National Rural Employment Guarantee scheme is the flagship program of the Government that directly touches the lives of the poor and promotes inclusive growth. The Act aims at enhancing livelihood security of families in rural regions of the country by supplying at least one hundred days of guaranteed wage employment in a financial year to every family whose adult members volunteer to perform unskilled manual work. The Act mandates 33 percent participation for women.

Salient features of the Act

- Right based Framework: For adult members of a rural household willing to perform unskilled manual work.
- Time-bound Guarantee: 15 days for the provision of employment, else unemployment allowance Up to 100 days in a financial year per family, depending on the requirement.
- Labour Intensive Works: 60:40 wage and material ratio for permissible works; no contractors/machinery.
- Decentralized Planning
 - Gram Sabhas to recommend works
 - At least 50% of works by Gram Panchayats for execution
 - Principal role of PRIs in planning, monitoring and implementation
- Worksite facilities: Crèche, drinking water, first aid and shade provided at work sites
- Women empowerment: At least one-third of beneficiaries should be women
- Transparency & Accountability: Proactive disclosure through Social Audits, Grievance Redressal Mechanism,

7. NREGS and Women

Around the world, women are paid less than men. In India in 2004–05, rural women earned only 53 paise for each rupee earned by men. Merely with the implementation of the Mahatma Gandhi National Rural Employment Guarantee Act in 2006, suddenly there was at least one job where men and women were paid equally. As a fresh report by researchers from National Council of Applied Economic Research and University of Maryland, Mahatma Gandhi National Rural Employment Guarantee Act: A Catalyst for Rural Transformation, points out, this has contributed to tremendous change in the lives of women participants. Since men and women earn the same amount for MGNREGA work, but men earn far more in market-based work, households often reserve their MGNREGA work allocations for women, thereby increasing total household income. The report is based on

³ 'Support To Training And Employment Programme For Women', Social-Welfare/Ngo-Voluntary-Sector-1/Government-Of-India-Schemes-For-Ngos/Support-To-Training-And-Employment accessed on 15/08/2015

interviews with about 20,000 women aged 15–49 in rural areas, conducted in 2004–05 and then again in 2011–12. Approximately 45% of the MGNREGA women workers either were not employed twelve years earlier or worked only on household farms. Therefore, for many women, MGNREGA is the first opportunity to earn independent cash income. This has led to extensive changes in women's lives.⁴ Their access to immediate payment for household expenses has also increased. MGNREGA's positive contributions towards women's empowerment deserve greater attention. The Act provides some explicit entitlements for women to facilitate their full participation. These include:

- Equal wages for men and women – 'Equal wages shall be paid to both men and women workers and the provisions of the Equal Remuneration Act, 1976 shall be complied with.'
- Participation in the social audit – 'The timing of the forum must be such that it is convenient for people to attend – that it is convenient for REGS (Rural Employment Guarantee Scheme) workers, women, and marginalized communities.'
- Ensuring that single women are eligible. By recognizing a single person as a 'household', the Act makes it possible for widows and other single women to access this work for widows and other single women to access work.

8. SampoornaGrameenRozgarYojana

SampoornaGrameenRozgarYojana (SGRY) was started on September 25, 2001, by the merger of the ongoing program of Employment Assurance Scheme and Jawahar Gram SamridhiYojana. The plan is self-aiming in character with provisions for particular stress on women, scheduled tribes, scheduled castes, & parents of kids inhibited from dangerous professions. The money portion is mutual among the Centre and the States with the ratio 75:25.⁵

Programme Strategy

- 5% of the funds and food grains under the SampoornaGraminRozgarYojana will be held by the Ministry for utilization in the areas of acute distress arising out of natural calamities or for taking up preventive measures in the chronic drought or flood-affected rural areas. Savings of 5 percent could be allotted by the Ministry to better-performing Districts.
- A certain percentage of the allotted food grains under the SGRY will be reserved for the Special Component to be used in any Central or State Government Scheme with wage employment potential to meet emergencies arising out of any natural disaster.
- The remaining funds and food grains under the SGRY will be available in two streams from the Department of Rural Development:

- - First Stream – The First Stream will be implemented at the District and Intermediate Panchayat levels. 50 percent of the funds and food grains will be available under the First Stream and will be distributed between the ZillaParishad and the Intermediate Panchayats in the ratio of 40-60.
 - Second Stream – The Second Stream will be implemented at the Village Panchayat level, and 50 % of the funds and food grains will be earmarked for the Village Panchayats and distributed among them through DRDAs/ZillaParishads.

9. Swarnjayanti Gram SwarozgarYojana

The Ministry of Rural Development, Government of India has set up a new programme known as Swarnjayanti Gram SwarozgarYojana (SGSY) by restructuring the existing schemes namely

- Integrated Rural Development Programme (IRDP)
- Training of Rural Youth for Self Employment (TRYSEM)
- Development of Women & Children in Rural Areas (DWCRA)
- Provision of Improved Toolkits to Rural Artisans (SITRA)
- Ganga KalyanYojana (GKY)
- Million Wells Scheme (MWS)

The objective of SGSY is to bring assisted family above the poverty line within three years by providing them income generating assets through a mixture of bank credit and Government subsidy. The rural poor such as those with land, landless labor, educated unemployed, rural artisans and disabled are covered under the scheme. The assisted families known as Swarozgaris can be either individuals or groups and would be selected from BPL families by a three-member team consisting of Block Development Officer, Banker and Sarpanch. Accordingly the SC/ST will account for at least 50%, Women 40% and the disabled 3% of those assisted.⁶

10. SwarnaJayantiShahariRozgarYojana

The SwarnaJayantiShahariRozgarYojana (SJSRY) shall try to offer gainful employment to the urban unemployed or underemployed poor through encouraging the setting up of self-employment ventures or provision of wage work. This programme will rely on the creation of suitable community structures on the UBSP pattern and delivery of inputs under this programme shall be through the medium of urban local bodies and such community structures. The SwarnaJayantiShahariRozgarYojana shall be funded with a ratio of 75:25 divided between the Centre and the States.⁷

⁴ Nayak, N., and R. Khera. 'Women Workers and Perceptions of the National Rural Employment Guarantee Act', Economic and Political Weekly, 2009.

⁵ 'SampoornaGraminRojgarYojana', retrieved from <http://www.indianyojana.com/rojgar-yojana/sampoorna-gramin-rojgar-yojana.htm>

⁶ Swarnjayanti Gram SwarozgarYojana, November 22, 2013 retrieved from https://www.gktoday.in/gk/swarnjayanti-gram-swarozgar-yojana_28/

⁷ 'SwarnaJayantiShahariRozgarYojana Guidelines retrieved from http://smb.gov.in/schemes/Swarna_Jayanti_Shahari_Rozgar_Yojana.pdf

Components

- SJSRY will have five major components, namely-
- Urban Self Employment Programme (USEP)
 - Urban Women Self-help Programme (UWSP)
 - Skill Training for Employment Promotion amongst Urban Poor (STEP-UP)
 - Urban Wage Employment Programme (UWEP)
 - Urban Community Development Network (UCDN)

All other conditions being equal, women beneficiaries belonging to women-headed households shall be ranked higher in priority than other beneficiaries. For purposes of this section, women-headed households shall mean households which are headed by widows divorcees, single women, or even households where women are the sole earners.

11. Prime Minister RozgarYojana

The then Prime Minister of India announced on August 15, 1993, a scheme for giving self-employment to learned jobless youth in the country. This program is to give self-employed breaks to one million jobless educated adolescents in the country. This scheme is known as Prime Minister RozgarYojana. The scheme has been designed to provide employment to educated unemployed youth through setting up of micro enterprises in industry, service, and business. The strategy is for all educated unemployed persons of age 18-35 years, with a 10 years age relaxation for SC/STs, ex-servicemen, physically handicapped persons and adult females. All economically viable activities including agriculture and allied activities, but excluding direct agricultural operations like raising a crop, purchase of manure etc. are covered under the scheme.

Coverage

The strategy proposes to take urban regions only in the year 1993-94 & entire country taking up with 1994-95. After 1994-95, the current self-employment Scheme for the Educated Unemployed Youth (SEEUY) was included in PMRY.

Table 1: Quantum and Nature of Financial Assistance

The details of Beneficiaries contribution and rate of subsidy are as under:

Categories of beneficiaries under PMEGP	Beneficiary contribution project cost	The rate of Subsidy (of project cost)	
		Urban	Rural
Area (location of project/unit)			
General Category	10%	15%	25%
Special (including SC/ST/OBC/Minorities/ Women, Ex-servicemen, Physically, NER, handicapped, Hill and Border areas etc	5%	25%	35%

Source: Ministry of HRD, GOI

12. Rajiv Gandhi National Creche Scheme

With increased opportunities for employment for women and the need to supplement household income more and more women are entering the job market. With the splitting up of the joint family system and the increased phenomenon of nuclear families, working women need support in terms of quality,

substitute, and care for their young kids while they are at work. There has, nevertheless, been the very slow growth of Creche/Day care facilities, resulting in failure to meet the demands of working mothers in terms of extent, capacity and quality of services. Creche and Day Care Services are not only required by working mothers but also women belonging to poor families who require support and relief from child care as they struggle to cope with the burden of activities within and outside the home. Effective daycare for immature children is indispensable and a cost-effective investment as it provides funding to both the mothers and young kids. It is also a protective measure, as it addresses topics such as child labor, school dropouts, minor prostitution, outreach for medical and health programme, female literacy, etc. Hence, there is an urgent demand for improved quality of child day care services for working women among all socioeconomic groups in both the organized and unorganized sectors.⁸

Objective

- The objectives of this scheme are as follows:
- To provide day-care facilities for children (6 months to 6 years) of working mothers in the community.
 - To improve nutrition and health status of children.
 - To promote physical, cognitive, social and emotional development (Holistic Development) of children.
 - To educate and empower parents /caregivers for better childcare.

13. Analysis of Public Policies Expenditure on Women Employment in India

In this part of the study, we have tried to analyse the working of public policies on women's employment during the period of our study. Since last decade, the Public policies are working very well in every sphere of the economy, especially when we talk about women, but as we are reaching to the employment sector of the economy the public policies specifically are not developed to solve the problem of women's employment. Women constitute almost fifty percent of Indian population, so there is a need to encourage them to take a part in the Indian economic activities and that's why the government should think specifically, as far as women are concerned. If the government of India wants to achieve double-digit growth, it needs to increase the number of policies on women's employment and their expenditure, as well as they should also be given special preference. The role of the public expenditure on the women's employment is very important and without government help, the Indian women would not be able to participate in Indian economy. Most of the Indian women are living in that area where the benefits of the public policies have not reached, so the government of India also needs to increase the coverage of the policies. Only those policies can be considered as good performers whose benefits reach to the lower sections of the society and increase the capability of Indian females to participate more in the economy. The expenditure level through the public policies has not gained special attention of the policy makers towards women's

⁸ Rajiv Gandhi National Crèche Scheme For The Children Of Working Mothers, Department Of Women & Child Development Ministry Of Human Resource Development Retrieved From [Http://Tripurawelfare.Nic.In/Child/Rajivgandhicrechescheme.Pdf](http://Tripurawelfare.Nic.In/Child/Rajivgandhicrechescheme.Pdf)

employment. The resource used by the Government of India towards the women employment has not been transformed into an outcome due to the inflexibility in the system. The relationship between the public policies and women's employment should be positive, but in India the increase in the public expenditure mostly leads to decline in the labour force participation when it comes to women. Employment of women is a very sensitive issue in the Indian economy so as to raise the standard of Indian females, thus Government should take immediate steps to solve this problem. Most of the districts in India have not been getting any policy benefits from the state

as well as centre. This is the time to relocate the Indian women from unorganized to organized sector. This target can only be attained when more expenditure is allocated towards women employment policies and their benefit reaches to the lower section of the society. The employment level of both the sexes in India shows a wide gap which clearly suggests a partial kind of behaviour of policymakers and the typical patriarchal mentality of our society. In the following section we have tried to compare the employment generation policies in order to find out the most effective policy on female employment.

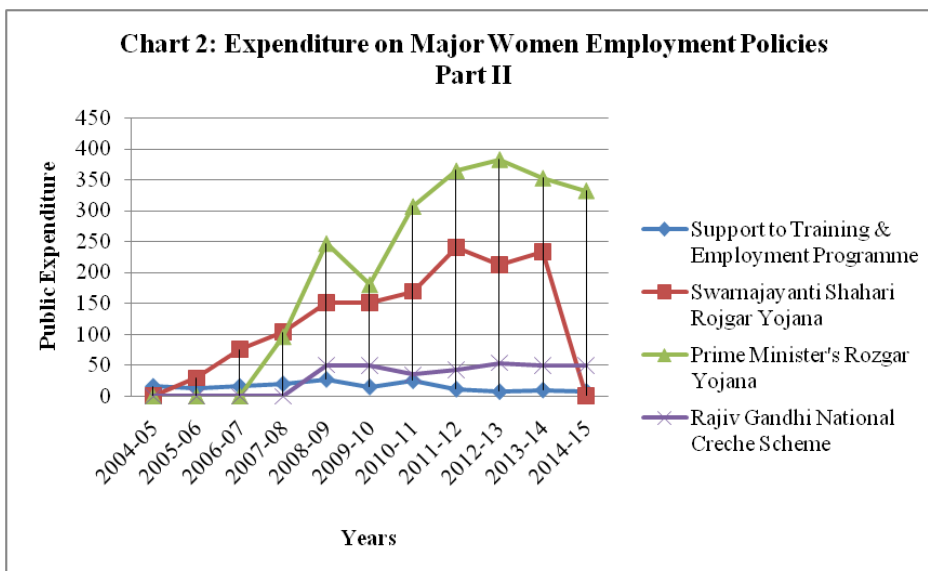
Table 2: Total Public Expenditure on Women Employment in India

(Rupees in crores)

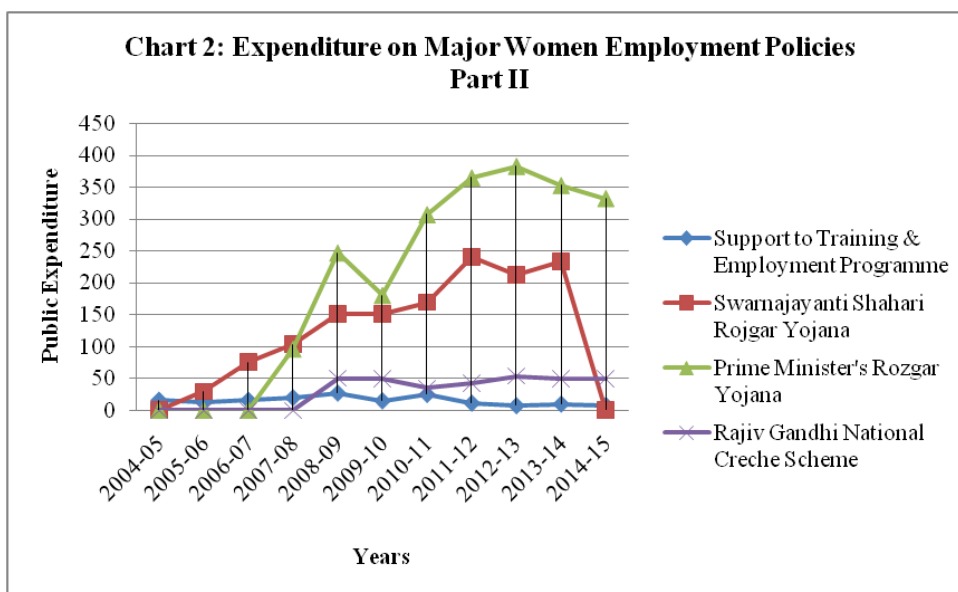
S. No	Policies	YEARS										
		2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
1	National Rural Employment Guarantee Scheme	NA	NA	NA	3996.00	9990.06	13020.30	13353.30	10323.00	9794.68	11000.00	11000.00
2	Sampoorna Gramin Rozgar Yojana	1377.00	1650.00	900.00	1140.00	NA	NA	NA	NA	NA	NA	NA
3	Swaranjayanti Gram Swarozgar Yojana	360.00	400.00	480.00	720.00	940.00	940.00	1193.60	NA	NA	NA	NA
4	Improvement in Working conditions of Child/Women Labour	98.38	115.76	121.46	NA	NA	100.00	108.50	308.73	132.00	111.00	110.87
5	Support to Training & Employment Programme	16.09	13.50	16.00	20.00	27.00	15.00	25.00	11.50	7.50	10.00	8.00
6	Swarnajayanti Shahari Rozgar Yojana	NA	29.00	75.00	103.20	151.00	151.00	169.00	240.00	211.33	233.00	NA
7	Rural Employment Generation Programme	NA	NA	NA	133.50	NA	NA	NA	NA	NA	NA	NA
8	Prime Minister's Rozgar Yojana	NA	NA	NA	96.00	247.00	180.35	306.90	364.78	382.88	352.84	332.42
9	Engaging women employees on contract basis	NA	NA	NA	0.10	0.10	0.10	0.10	0.10	0.10	NA	NA
10	Trade Related Entrepreneurship Assistance Programme	NA	NA	NA	1.00	1.00	1.80	2.70	2.70	2.30	2.50	3.00
11	Hostels for Working Women	NA	NA	NA	5.00	11.00	10.00	15.00	4.90	8.30	15.00	10.00
12	Self-Employment Scheme of Liberation and Rehabilitation of Scavengers	NA	NA	NA	16.67	30.00	14.10	NA	9.90	6.00	20.85	14.10
13	Employment of Physically Challenged	NA	NA	NA	NA	2.10	NA	0.30	0.30	0.15	0.30	NA
14	Rajiv Gandhi National Creche Scheme	NA	NA	NA	NA	50.94	50.03	35.00	42.50	53.75	49.50	50.00
Total		1851.47	2208.26	1592.46	6231.46	11450.2	14482.68	15209.4	11308.41	10598.99	11794.99	11528.39

Source: Compiled and calculated by author from GBS, ministry of women and child development, GOI

NA: Not Available



Source: From table 2



Source: From table 2

From the above table 2, we can see the pattern of the public expenditure through the public policies during the above mentioned period. Most of the policies in the given table 2 have shown a discontinuous pattern, some of these started with a high level of expenditure, but over the years, they were either terminated or the level of spending have declined, whereas, some of the policies were started in 2007-08 and are continuously operating. In the given table only one policy that has been continuous during the study period, however the expenditure level of that policy has been very low is the National Rural Employment Guarantee Scheme which emerged as one of the most important policies that gained the highest expenditure among all the policies on women employment, although it was introduced in 2005 but expenditure on women employment started from 2007-08. In rural areas, it has been observed that in many families only females are able or eligible/ willing to find employment as the male members are either dead or are unwilling to work and earn livelihood for their family. This problem had been identified by the policymakers only in 2007 after which they decided to spend 30 percent of the total expenditure on women

employment. The expenditure on NREGS is extremely high as compared to others. SampoornaGraminRozgarYojana was also started with a good intention and their efforts were also appreciable but the expenditure on this policy continued only for four years. SwarnaJayantiShahariRojgarYojana is one of the major policies which raised attention towards women employment and whose expenditure increased from Rs 29 crores to Rs 233 crores. However this policy benefited only the urban women. Most of the policies started their expenditure separately on women's employment from 2007-08. One of the probable reasons for such a change was that the tenure of the Congress government was coming to an end and they were trying to prepare a pavement for themselves for the next five years. So to attract the attention of the Indian voters, they just increased the number of policies which were especially dedicated towards women employment. Now from the table 2 we took few major policies to make a comparison by dividing them into two parts in the form of charts, so that we can easily analyse the nature of the policies. In the chart 1, a huge difference can be seen between the NREGS and others, the expenditure level of NREGS is creating more opportunities for

women to get employed and this policy shows the extreme outcome during the period by sharing almost 80 percent of the expenditure in most of the years. Apart from that, the SGRY initially seemed to have played a very important role, but unfortunately this policy only worked for four years. The expenditure of the other policies in the chart 1 is not visible because of the wide gap between NREGS and others, so to make that visible we have converted the expenditure value into log value. With the help of log we can clearly see the trend of the other policies also. PMRY in Chart 2 shows the highest expenditure but if we compare it with chart 1 then there is a difference in the level of expenditure, chart 2 shows the expenditure in hundreds whereas the chart 1 shows value in Thousands. In the end, we reached to the conclusion that the policies from the above table and charts shows the positive

trend but very few policies have been effective in bringing a change. NREGS is one of the most important policies as far as the women's employment is concerned, however we can't ignore that this policy is not meant exclusively for the women employment.

14. Comparison between and within the Women Employment Policies in India

With the statistics, we have tried to find out the performance between and within the policies by using ANOVA with Post hoc test (Games Howell). This test will give a clear picture of the policies by comparing them with each other and it will give us a statistical base to explore the performance of the above policies.

Table 3: Result of Descriptive Statistics

Policies	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1. National Rural Employment Guarantee Scheme	11	7497.94	5382.361	1622.843	3882.02	11113.86	0	13353
2. SampoornaGraminRozgarYojana	11	460.64	662.886	199.868	15.30	905.97	0	1650
3. Swarnjayanti Gram SwarozgarYojana	11	457.60	438.965	132.353	162.70	752.50	0	1194
4. Improvement in Working conditions of Child/Women Labour	11	109.70	80.362	24.230	55.71	163.69	0	309
5. Support to Training & Employment Programme	11	15.42	6.434	1.940	11.09	19.74	8	27
6. Prime Minister's RozgarYojana	11	205.74	156.834	47.287	100.38	311.11	0	383
7. SwarnjayantiShahariRozgarYojana	11	123.87	88.914	26.809	64.13	183.60	0	240
8. Rajiv Gandhi National Creche Scheme	11	30.16	24.423	7.364	13.75	46.56	0	54
Total	88	1112.63	3053.738	325.530	465.61	1759.66	0	13353

Source: Output by SPSS

Table 4: Result of ANOVA

Policies	Sum of Squares	Df	Mean Square	F	Sig.
Between Policies	5.149E8	7	7.356E7	19.852	.000
Within Policies	2.964E8	80	3705189.516		
Total	8.113E8	87			

Source: Output by SPSS

Table 5: Test of Homogeneity of Variances

Levene Statistic	df1	df2	Sig.
51.228	7	80	.000

Source: Output by SPSS

Table 6: Result of Multiple Comparisons

Games-Howell						
(I) Policies	(J) Policies	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
National Rural Employment Guarantee Scheme	SampoornaGraminRozgarYojana	7037.304 [*]	1635.104	.021**	943.07	13131.54
	Swarnjayanti Gram SwarozgarYojana	7040.340 [*]	1628.231	.021**	950.52	13130.16

	Improvement in Working conditions of Child/Women Labour	7388.240 ⁺	1623.024	.016**	1301.41	13475.07
	Support to Training & Employment Programme	7482.523 ⁺	1622.844	.014**	1395.79	13569.26
	Prime Minister's RozgarYojana	7292.197 ⁺	1623.532	.017**	1205.09	13379.31
	SwarnajayantiShahariRojgarYojana	7374.074 ⁺	1623.064	.016**	1287.22	13460.93
	Rajiv Gandhi National Creche Scheme	7467.784 ⁺	1622.860	.014**	1381.04	13554.53
SampoornaGraminRozgarYojana	National Rural Employment Guarantee Scheme	-7037.304 ⁺	1635.104	.021**	-13131.54	-943.07
	Swaranjayanti Gram SwarozgarYojana	3.036	239.717	1.000	-818.31	824.39
	Improvement in Working conditions of Child/Women Labour	350.936	201.331	.665	-399.59	1101.47
	Support to Training & Employment Programme	445.219	199.877	.409	-304.42	1194.86
	Prime Minister's RozgarYojana	254.894	205.386	.903	-499.08	1008.87
	SwarnajayantiShahariRojgarYojana	336.770	201.658	.705	-413.98	1087.52
	Rajiv Gandhi National Creche Scheme	430.480	200.003	.446	-319.23	1180.19
Swaranjayanti Gram SwarozgarYojana	National Rural Employment Guarantee Scheme	-7040.340 ⁺	1628.231	.021**	-13130.16	-950.52
	SampoornaGraminRozgarYojana	-3.036	239.717	1.000	-824.39	818.31
	Improvement in Working conditions of Child/Women Labour	347.900	134.553	.258	-150.04	845.84
	Support to Training & Employment Programme	442.183	132.367	.091*	-54.24	938.60
	Prime Minister's RozgarYojana	251.857	140.547	.636	-253.15	756.87
	SwarnajayantiShahariRojgarYojana	333.734	135.041	.299	-164.63	832.09
	Rajiv Gandhi National Creche Scheme	427.444	132.558	.108	-69.08	923.97
Improvement in Working conditions of Child/Women Labour	National Rural Employment Guarantee Scheme	-7388.240 ⁺	1623.024	.016**	-13475.07	-1301.41
	SampoornaGraminRozgarYojana	-350.936	201.331	.665	-1101.47	399.59
	Swaranjayanti Gram SwarozgarYojana	-347.900	134.553	.258	-845.84	150.04
	Support to Training & Employment Programme	94.283 ⁺	24.308	.041**	3.36	185.21
	Prime Minister's RozgarYojana	-96.043	53.134	.625	-281.79	89.71
	SwarnajayantiShahariRojgarYojana	-14.166	36.136	1.000	-136.12	107.79
	Rajiv Gandhi National Creche Scheme	79.544	25.324	.109	-12.35	171.44
Support to Training & Employment Programme	National Rural Employment Guarantee Scheme	-7482.523 ⁺	1622.844	.014**	-13569.26	-1395.79
	SampoornaGraminRozgarYojana	-445.219	199.877	.409	-1194.86	304.42
	Swaranjayanti Gram SwarozgarYojana	-442.183	132.367	.091*	-938.60	54.24
	Improvement in Working conditions of Child/Women Labour	-94.283 ⁺	24.308	.041**	-185.21	-3.36
	Prime Minister's RozgarYojana	-190.325 ⁺	47.327	.033**	-367.71	-12.95

	SwarnajayantiShahariRojgarYojana	-108.449 [†]	26.879	.032**	-209.04	-7.86
	Rajiv Gandhi National Creche Scheme	-14.739	7.615	.556	-42.57	13.09
Prime Minister's RozgarYojana	National Rural Employment Guarantee Scheme	-7292.197 [†]	1623.532	.017**	-13379.31	-1205.09
	SampoornaGraminRozgarYojana	-254.894	205.386	.903	-1008.87	499.08
	Swaranjayanti Gram SwarozgarYojana	-251.857	140.547	.636	-756.87	253.15
	Improvement in Working conditions of Child/Women Labour	96.043	53.134	.625	-89.71	281.79
	Support to Training & Employment Programme	190.325 [†]	47.327	.033**	12.95	367.71
	SwarnajayantiShahariRojgarYojana	81.876	54.358	.794	-106.59	270.35
	Rajiv Gandhi National Creche Scheme	175.586	47.857	.054*	-2.14	353.32
SwarnajayantiShahariRojgarYojana	National Rural Employment Guarantee Scheme	-7374.074 [†]	1623.064	.016**	-13460.93	-1287.22
	SampoornaGraminRozgarYojana	-336.770	201.658	.705	-1087.52	413.98
	Swaranjayanti Gram SwarozgarYojana	-333.734	135.041	.299	-832.09	164.63
	Improvement in Working conditions of Child/Women Labour	14.166	36.136	1.000	-107.79	136.12
	Support to Training & Employment Programme	108.449 [†]	26.879	.032**	7.86	209.04
	Prime Minister's RozgarYojana	-81.876	54.358	.794	-270.35	106.59
	Rajiv Gandhi National Creche Scheme	93.710	27.802	.078*	-7.70	195.12
Rajiv Gandhi National Creche Scheme	National Rural Employment Guarantee Scheme	-7467.784 [†]	1622.860	.014**	-13554.53	-1381.04
	SampoornaGraminRozgarYojana	-430.480	200.003	.446	-1180.19	319.23
	Swaranjayanti Gram SwarozgarYojana	-427.444	132.558	.108	-923.97	69.08
	Improvement in Working conditions of Child/Women Labour	-79.544	25.324	.109	-171.44	12.35
	Support to Training & Employment Programme	14.739	7.615	.556	-13.09	42.57
	Prime Minister's RozgarYojana	-175.586	47.857	.054*	-353.32	2.14
	SwarnajayantiShahariRojgarYojana	-93.710	27.802	.078*	-195.12	7.70

Source: Output by SPSS

Note: ***, **, * refers to significance level 1, 5, 10 percent respectively

As far as the women employment policies are concerned we have selected eight major policies out of fourteen on the basis of their expenditure and their continuity. Now with the help of descriptive statistics, we are able to compare the nature of the data of these policies. In the descriptive table 3, we can see that the NREGS shows the highest mean value among the groups which again gives an idea of its performance whereas its standard deviation shows high dispersion from its mean value which theoretically seems disturbing but on practical ground, this policy has shown an appreciable performance which forces us to ignore its theoretical aspect. The mean value of NREGS is lying in between the lower and upper

boundary of 95 percent confidence interval. Based on the mean value, SGRY occupies second place in the groups, but the standard deviation of this sample shows the larger value than its mean value which is due to the fact that this policy was only operative for four years which led to a higher standard deviation whereas its standard error seems to be quite reasonable. The difference between the population mean and sample means shows a wider gap in the descriptive table. SGSY and PMRY can also be considered as good performers within the groups with the mean of 457 and 205 respectively. There are other major policies also, but we have discussed only those policies that perform well in the groups. From the

above descriptive table 3, we are also able to compare the population statistics values with the sample statistics values. The Levene statistic also came out to be significant with significant p-value, it means that our variance is assumed to be non-homogeneous and that's why we are using the Games Howell test instead of Tukey test. By performing multiple comparisons, researcher is trying to show the effectiveness of the policies during the period. In this group, each policy is compared with the remaining others and arranged on the basis of their effectiveness. Since comparing all the policies with each other would be a tedious task, we have selected only few of them on the basis of their performance which is as follows:

15. National Rural Employment Guarantee Scheme with Others

The role of the NREGS has been very important as far as employment sector is concerned and till now we have got various proofs to be sure about its performance. This policy has proved itself theoretically as well as practically. If we compare the statistic of NREGS with others, we see that its mean difference came out to be positive at 5 percent level of significance in comparison with remaining policies. If government aim at improving the conditions of women employment in the country then they need to prepare more of such policies and target them exclusively at female which would cater all other requirements of women labor as well.

16. SampoornaGraminRozgarYojana with Others

This policy, when compared with NREGS came out to be significantly different with a negative mean difference. One thing which is very interesting about this policy is that the lower and upper boundary of 95 percent confidence interval emerges as negative which again shows its difference with NREGS. On the other hand, if we compare this policy with similar kind of other policies, mean difference came out to be positive but with insignificant p-values. Thus we reach to the conclusion that this

policy is lacking behind others because of the discontinuity in its expenditure.

17. Support to Training and Employment Programme with Others

The expenditure level of this policy is very low during the period, which is why most of its significant values have a negative mean difference. The performance of the policy during the years is quite well, but we cannot say it is effective or not. The result of the comparisons clearly shows that this policy is different from others.

Based on all the comparisons and the statistics given in the table 6, the researcher can say that all the policies have given more or less similar performance except NREGS which seemed to have performed exceptionally well.

18. Regression Analysis of Public Policies on Women's Employment in India

In this part of the study, we have analysed the impact of public expenditure on the women's employment. To find out the impact of the public expenditure on women employment, we have used the regression approach. In this approach, public expenditure is taken as the independent variable to judge its impact on the women's participation rate which is taken as the dependent variable.

Model,

$$WPR = \alpha + \beta LNPEXP + \epsilon$$

Where,
 LNPEXP = Natural Log of Public Expenditure
 WPR = Women's Participation Rate
 α and β are the coefficients of the variable, whereas ε is the error term

Table 7: Result of Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	95% Confidence Interval for B		
	B	Std. Error	Beta			Lower Bound	Upper Bound	
1	(Constant)	4.504	.217		20.742	.000	4.013	4.995
	LNPEXP	-.122	.024	-.857	-4.981	.001	-.177	-.067

Note: R square value is 0.734
 Source: Output by SPSS

According to the above regression result, we can analyse that there is an inverse relationship between public expenditure and the women workforce participation in India. The coefficient value implies that the 1 percent increase in the public expenditure will lead to decrease in the women's workforce participation by 0.122 percent. R square (73.4) value suggests that our model is a good fit. Considering the nature of our study, the result should be showing a positive relation between the two variables, the result which we got through our study is very disturbing as it clearly suggests that whatever little expenditure is being incurred by the government is going in vain since it fails to leave a positive impact on women participation and thus is unable to create more productive workforce. Thus, we may conclude that women employment at

the national level has not been addressed efficiently even if we ignore the extremely low amount of funds being disbursed for women employment, our policymakers were proved inefficient in allocating the available amount judiciously.

In the present study, in order to find out the impact of public policies on women empowerment in India, we have selected indicators such as women education, health and employment and have done the same analysis for each. At the national level we have set few objectives and got to know that all the hypotheses that we have formulated to fulfil the objectives has been rejected, which indicate that there is the significant impact of public policies on women education, health and employment.

19. Conclusion

With the help of ANOVA test, we have achieved the first objective and find out that the p-value is significant against f-statistics 9.85 which clearly indicates that there is a significant difference between and within the policies thereby rejecting the null hypothesis. Again Levene test was conducted which came out to be significant which put us in a position to use Games Howell Test to make multiple comparisons among the policies whose result shows that among eight major women employment policies, National Rural Employment Guarantee Act and Support to Training and Employment Programme came out to be the most effective ones. The second objective was to find out the impact of public policies on women's

employment in India for which we have conducted Regression analysis and used Women Labor Participation Rate as the dependant variable and expenditure on women employment policies as independent variable. The p-value for the model was 0.001 under 5% level of significance which proves that our model is significant and thus we have rejected the null hypothesis, but the coefficient value was -0.122 which shows that there is a negative relationship between both the variables, i.e. with an increase in public expenditure on women's employment, the Women Labor Participation Rate is going down which may be due to the high population growth rate during the period of study.

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