

Women Workforce In Kerala- An Analysis

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ABSTRACT

Kerala have a peculiar space in comparing with other states of India especially in climate, geography, culture, standard of life and education. It is a state having cent percentage literacy. chamravattom village in malappuram district of Kerala is the first 100 percentage computer literate village in India in 2003. The estimated population of Kerala is 35million, up from 33.8 million in 2011. 13th most Populous state in India. sex ratio in 2011 census is 1084. The literacy rate of men is 96.11 and female is 92.07 ,no great difference but the women work force is comparatively low ,only 23.7 percentage in 2015-16. why the educated and qualified women not came to work, how the cultural, social political, economical and attitudinal factors influence this or what is the issue due to this and how can solve it are tried to analyse through this paper.

1. Women work force in Kerala

Kerala, the God's own country is so unique in many respect ,especially the socio political situations after independence are in a positive way and it is developing. The Human Development Index(HDI) is greatest for Kerala in India, (United Nations Development Programme, 2011). HDI is a composite index that take into consideration -life expectancy, education and per capita income. Even though the GDP rank of Kerala is 11th in India ,the work force engaged in job comparatively low. The unemployment is presented at one side but more than that the women participation is not satisfactory. As per the result of most recent labour force survey conducted by National Sample Survey Office (NSSO), the estimated female worker population ratio on the usual status basis in country during 2011-12 is 23.7%. It have a fluctuating change in this from 1987-88 to 2011-12 both in urban and rural area. In 1987-88 it was 33.6% in rural and 26.1% in urban. In 2004-5 it was 32.1 and 30.1 respectively and in 2011-12 it is 25.8 in rural and 22.2 in urban. It wanted to noted that no huge change in case of rural and urban women workforce. With 52% of population consisting of women and also a positive sex ratio is existing i.e 1084 females per 1000 males up from 1058 in 2011. The equally distributed index of life expectancy and education are 0.78 and 0.86 respectively reported by UNDP report 1995 ,at the same report the equally distributed index of income is 0.06 .why this paradox ,in all respect education, health, population, life expectancy Kerala women are competent with men's but their representation in work force is in a pathetic condetion. It is noted that it is the story of state having top HDI

The root cause is that most of the Kerala women are limited to the household works, which are not calculated under the labour force. The unpaid household works are really accounted job because it is the one have no leave, incentives, and any shadow of human right is consumed. so the large mass of women are concentrated in this position. Amartya sen argues that women should not be seen as a passive recipient of public support, but a dynamic promoters of social transformation which have a powerful influence to control their

own environment as well as to contribute towards economic development. Adam smith ,the father of Economics ,recognized women's contribution to economic development when he analyzed the concept of 'use value'. Unpaid household labour of a women, who is treated as controller of the home, is generally ignored as what she created is the 'use value'. A women ,who produces 'use value' through household works is considered to be unemployed not contributing to economic development when compared with a women who produce 'exchange value' through her paid employment ignoring the fact that house of work put in by the house lady are much higher than the ones endured by paid lady. And also in Kerala the working women have burden of household works and official job too, her labour want to count twice in calculation, in real sense. The distinct fact about Kerala is that a great part of this 'housewives' are educated. The government ensure compulsory education and also through schools many beneficial acts and scholarships are providing not only in school level but also in colleges and professional education sector...all this effort are financially get losses by the educated unemployed women. The single burden of house works and take caring of family members are one of the reason. A unwritten norm existing and following even now that its all are the singled responsibility of women. By the name of traditional 'pathni dharma' all works are deposited in their shoulders, if they are working or not the situation is the same. The family ,the partners itself want to make a equation of equality and sharing. The male want to make an attitude that not only the bedroom but also the kitchen are made for 'us' not only her. From this a new culture can be generated in their young ones and through in next generation too. And the male domination in decision making also have a vital contribution for this .Many families are running in an autocratic mode, even the educated young men also like to make their wives in the house, for that they take the defence of aged parents but it is true that women are versatile by their birth .she can easily be a multitasked, so by effectively helping them and supporting her the family want to overcome this. Through this the national income can change a lot and also the social culture too. But comparing with 1947-48 now the attitude have many change. At that period sending

female for job was treated as a shame for family especially the upper class ,the novel indulekha (o chandumenon) and agnisakshi (lalithambika antharjanam) .But now for the political correctness the young men present them supportive for women empowerment but personally they keep a malechovanist attitude or they believe that there is a gender gap and that want to maintain with all virginity.

And also there is no gender equality in practical sense achieved by Kerala. In case of wage also we have legislation but in urban area too like in agro field and rural area the clear discrimination in wage is existing. And also many sectors are not ready to accept women employees, the keep the taboos as such. The case of shiny rajeev is a clear example she made a history by opening the floodgates for women to get Jones at state-run liquor outlets in Kerala through a legal battle of four years. The Kerala high ruled her favour and he joined Kerala state beverage corporation(BEVCO).Like this many sectors are prohibited for women. only in recent time Kerala had a greater number of women conductor s in bus .The kudumbasree program made a supportive movement to develop the diaspora of women. And also the she taxi project also wider the women sector.

The lack of productive work is existing also there. The Kerala housewives are very hard working in their fields but there is a lack of smart work or commercialisation of their efforts. In majority of house women in Kerala have poultrying, vegetable garden, stitching, embroidery and are very expert in cooking .This all can be commercialised as a part time work with neighborhood assistance that is what done through kudumbasree program(a poverty eradication and women empowerment program) but in some locality their works are very poor. The investment of very high time in less productive area also a reason for women labour force reduction.

Comparing with other state the economic condition and living standard is more in Kerala .The high education rate and also the foreign jobs especially the gulf money have a significant contribution for that. Due to lack of serious financial crisis women sacrifices their jobs for family life. More than money job give a individual identity to a women otherwise she want to live her entire life with a care of address of husband, father or brother its all are related problems Dr.BR ambedkar

Reference

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once commented that he didn't believe in a development without development of women.

Unemployment is existing in kerala. According to 5th annual employment-unemployment survey 2015-16 conducted by ministry of labour and employment, government of India vlabour force participation rate (LFPR) at all India level is estimated at 50.3 % under usual principal status approach. Female's LFPR is significantly low compared with males. According to survey report ,among major states Kerala has highest unemployment rate of 12.5 against all India level 5%.Among all states only tiny state s of Sikkim and Tripura have a higher unemployment rate than Kerala. Female unemployment ,the LFPR is estimated at 30.8% which is higher than all India level of 23.7.In organised sector also relatively same decline in women representation.

The female entrepreneurs are very low even there are many supportive scheme from government. The primary reason that the complexities in achieving the scheme and also a great degree of lack of awareness. Who are the targeted people ,the information is not reaching to them. Moreover the lack of support from society and family withdraw them from such attempts. It is not a attempt to make the society blame for all the issues but it is the real fact. And also in every time and every where the sexuality is a question for her. There is the sexual exploitation even from the agro land to the ac canines of multinational companies. cast couching is not limited to the glamorous field of film industry.

And the working time, shifts, wage or salary ,working environment, and the common issues lack of skill, updation, quality of education.... Are general issues.

2. Conclusion

But the all citizen along with government and bureaucrats want to be conscious about that like Kerala where human resources are a great asset want to be utilized without considering the gender differences the male, female, and transgender s want to be utilized in a effective way to achieve the growth of the nations .And also job is always a symbol of self sustainability and that is always necessary for human in a civilised society without gender difference