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THE FEMALE EMPLOYMENT ROLE IN ECONOMIC DEVELOPMENT AND ITS INCREASING WAYS



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Abstract. Unleashing the voice is what this article deals with and it's about the dynamic and courageous women of today. Breaking the myths of the past and overcoming the fears is what we can see now. But the perhaps and buts are not hidden completely. When we read and listen about the courageous and braver women, it's the urbanized area being discussed about but not the rural. The general and mediocre mob is being taken for granted. The status of female employment and the re-sources being provided to them were and are a question of matter till date. The article identifies what the main problems women face in their desire to build their professional career. As a result of these problems impact, the women employment in production is lower than that of men, which is proved using statistics in this article. Restrictions for women are systematized: gender pay gap, maternity, family restrictions on the basis of security, the maintaining a work-life-balance. Further, the author gives suggestions for women' involvement in labor activity, which vary depending on the category of woman: young aged 20-30 years, married women and women aged 50-60. So, the relation among balancing both the personal and professional path will greatly depend on the resources they receive.

Keywords: female employment; economic development; restrictions for women; professional career; womenomics.

JEL codes: J 21; J 82.

Introduction

Over the years, women have gone through the same traditions and rituals around them and were always seen in a dependent persona. The voices of women were suppressed, the talents were covered,

and indeed the lives were leashed and controlled. They never saw the independency but on the other hand they also never gave up. The literature, the art, the global politics, the field of science and technology, the sports, the films; there is no such field where the women don't have their imprints up on. The women today are aware and knowledgeable enough to perform and balance the personal and professional paths of their lives. Globally there were many revolutions which took place and encouraged the women to raise their voices and create an impact. Each woman, is today giving a thought to work equally and support their family in some or the other way. But still the question of "decreased percentage of women in professional lives" is unanswered. And this article deals and explains us the core reasons of the pattern obtained on the graph and also achieves the answers to the pattern.

1. The female employment and its barriers

The present scenario and statistics of women employment across the globe highlights different situations and reasons in front of us. In general, and the major issues faced by a woman are:

1. Family restrictions on the basis of her security;
2. Transportation facilities;
3. accommodation facilities;
4. Sexual harassment;
5. Gender pay gap;
6. Racism;
7. Maternity;
8. Pregnancy discrimination;
9. Freedom to make choices and decisions;
10. Work and life balance.

All these problems lead to the fact that some women who would like to work cannot or are afraid to become employed. This reduces the overall number of women working in the economy. A decrease in the number of employed women, in turn, leads to a reduction in the GDP of countries. The lower the proportion of employed women, the worse the socio-economic situation of the region.

The following pattern shows us the results of percentage of women in employment (Tabl.1)

Tab.1: Percentage of employed women and men ¹

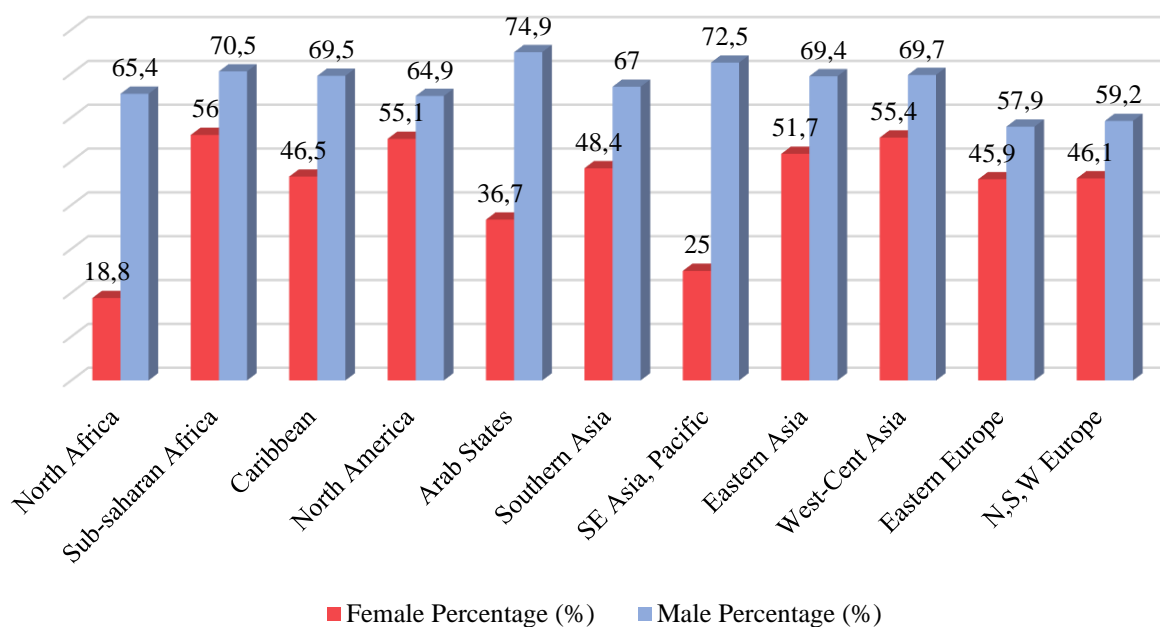
Place	Female Percentage (%)	Male Percentage (%)
North Africa	18.8	65.4
Sub-saharan Africa	56.0	70.5
Caribbean	46.5	69.5

¹ Compiled from: www.ilo.org

Place	Female Percentage (%)	Male Percentage (%)
North America	55.1	64.9
Arab States	36.7	74.9
Southern Asia	48.4	67.0
SE Asia, Pacific	25.0	72.5
Eastern Asia	51.7	69.4
West-Cent Asia	55.4	69.7
Eastern Europe	45.9	57.9
N,S,W Europe	46.1	59.2

For clarity, we depict this ratio graphically (Fig.1). The figure shows that the share of employed men is higher than women in all parts of the world.

Fig.1: Ratio of percentage of employed women and men ²



The answer to the above pattern somewhere lies in between the values, ethics and the recourses that a woman receives. It may be a young female millennial or a smart lady in her fifties, she certainly faces some or the other restrictions in her professional path.

1. *Gender Pay Gap*: Gender pay gap is and has been a major problem in the companies [1].

The gender pay gap or gender wage gap is the average difference between the remuneration for men and women who are working. Women are generally paid less than men. There are two distinct numbers regarding the pay gap: unadjusted versus adjusted pay gap. Over the years the same trend of giving different wages to the male and female has led to great conflicts among them. The solution to this is to understand the core values of both female and male by not judging their physical abilities

² Compiled by the author

but their work abilities. Also, there are laws regarding equal pay and equal rights which must be implemented throughout.

The Equal Pay Act of 1963 is a United States labor law amending the Fair Labor Standards Act, aimed at abolishing wage disparity based on sex (Gender pay gap). It was signed into law on June 10, 1963, by John F. Kennedy as part of his New Frontier Program.

2. *Maternity*: The Maternity (Amendment) Bill 2017, an amendment to the Maternity Benefit Act, 1961, was passed in Rajya Sabha on August 11, 2016 [2]; in Lok Sabha on March 09, 2017, and received an assent from President of India on March 27, 2017.

The Maternity Benefit Act 1961 protects the employment of women during the time of her maternity and entitles her of a ‘maternity benefit’ – i.e. full paid absence from work – to take care for her child. The act is applicable to all establishments employing 10 or more employees.

- Women working under the organized sector are now entitled to paid-maternity leave of 26 weeks, up from 12 weeks, benefiting 1.8 million women.

- Mothers who adopt a child below the age of 3 months will receive maternity leave of 12 weeks.

- Women are now permitted to work from home, if the nature of work assigned permits her to do so.

3. *Family restrictions on the basis of security*: The major reason why the family restricts the female member to work is due to her security. The family worries about the issues regarding the frauds, harassments and even the worse issues. The solution to this depends on various factors such as:

- The surrounding and the ambience of the company

- From the point of view of the company, they can think of providing

- A safe medium of transportation to the working staff.

- Also, there are companies where in the women have to stay within the locality/area provided by the company. So again, the restrictions can be answered by providing well equipped apartments places to stay in.

4. *Work and life Balance*: Who would not more agree to the fact that a woman is the one from whom we learn to balance the work and life. A millennial female, balancing her studies and business, a woman from her thirties, balancing her life along with her kids and in-laws, and the profession as well. But who would think about the nature of the mother’s heart? The mother of a kid would always think of giving him the time as much as she can. But due to the strict rules and regulations of the company, the mother fails in her nurturing. So, the solution to it could be related to the rules and regulations made by the company. There are few suggestions given below:

- Providing the freedom for the mothers to ask for a leave which when required.
- The Company can provide a space within its area for the kids such as, play areas, study rooms which could benefit the women in huge way. For example, the well know company; Google has many such perks.

2. Advancements that can be done to encourage the women to work

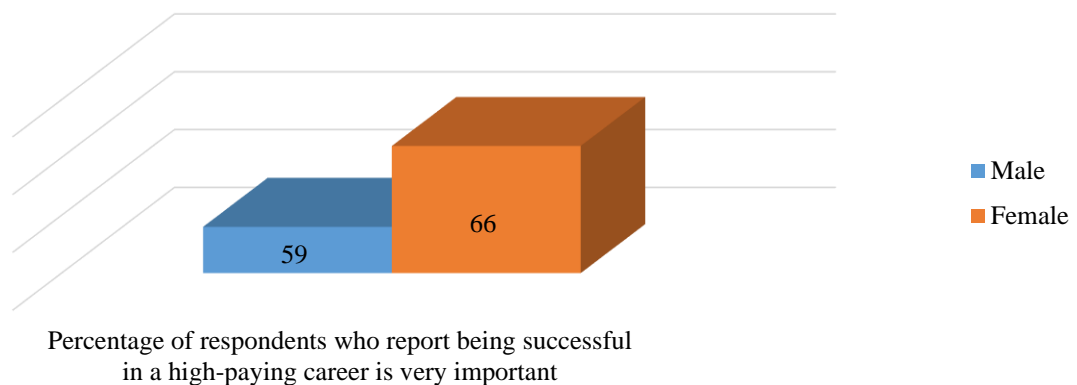
Companies can think of providing facilities which would minimize the restrictions that today's women face. For example, if we divide the group of women as:

- Women in 20s and 30s
- Married women
- Women in 50s and 60s

In general, after the division as such we see that women at different ages majorly face different issues while they work.

- *For the Women in 20s and 30s:* The career peak rates in the lives of millennial women and men have surprising statistics. And we see that women are more passionate about their career paths and professional lives (Fig.2).

Fig.2: The career importance for millennial men and women³



So, from the point of view of the company, women must be given the opportunity to work more. And also, the solution to bring the women (aged in 20s and 30s) to work is to present benefits in front of them. The company can think of proving transportation, accommodation facilities and on the other hand to increase the employability of women they must think of proving benefits might be in materialistic or non-materialistic concepts.

³ Compiled by the author on [3]

- *For the married women:* The married woman who has to handle both her personal and professional life goes through many problems. She has to think about the family and work simultaneously. So, a good life balance is what one need here. From the point of view of the company, they must apply the concept of what womenomics is [4; 5]. Womenomics (women + economy) is the idea that women's economic advancement will improve the economy as a whole [6]. Womenomics was implemented by Japan the first [7; 8]. The successful implementation of womenomics has remarkable results. Increasing female participation in the labor force has been estimated as an increase of Japan's GDP by 16% [9]. The situation globally has made much more impact and this concept should be given a thought about [10] and must be also implemented on the small-scale companies as well [11].

- *For the women in 50s and 60s:* The women in their late ages can be offered jobs to avoid the lonesomeness they face. The work and life experience they have matters a lot for the workplace. The working hours can be kept minimal so that the health of the women is not disturbed. And the work given to them will indeed provide them satisfaction and inner peace apart from their daily routines. This will also globally make an impact on the movements as such. In practice there are many places back in India where women form small groups and work for their living. They alternate their work places for change and thus are able to achieve the inner peace and satisfaction

Conclusion

Together, one needs to understand why women are important in the workforce and what importance they share in the society. Each human living in this society has his rights to stand and raise his/her voice. When we talk about the professionalism both women and men must stand equally as a whole sum. And what the 21st century requires is HUMANITY and not biasing of the genders. The concepts discussed above which when implemented would help the women workforce and the company as well. The decreased percentage of women's employment in the graph will no more take the same pattern. The benefits and resources given to them will encourage them greatly. Any decisions to be taken regarding the scalability, profitability etc. always talks in the terms of sustainability. So, by keeping the same concept of sustainability, one must stand for it and support the revolution.

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