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RESEARCH ARTICLE

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## TO STUDY ABOUT WHY STILL EDUCATED FEMALES HAVE FEWER NUMBERS IN GOVERNMENT AND PRIVATE SECTORS IN INDIA

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### ABSTRACT

India is a country where one third of women have joined the labour force. As per the latest Periodic Labour Force Survey report, around 32.8% female of working age (15 years and above) were in labour force in 2021-22 which was just 23.3% in 2017-18, registered a surge of 9.5% points during these years. The major push came from the rural sector than the urban sector, where it increased by 12.0 and 3.4 percentage points, respectively. In rural areas, female Labour Force Participation Rate has increased to 36.6% during 2021-22 as compared to 24.6% in 2017-18, showed an increase of 12.0% points. On the other side, female participation in urban areas was significantly lower than the rural areas. Female Labour Force Participation Rate was 23.8% in 2021-22 as compared to 20.4% in 2017-18 in urban areas, showed an increase of just 3.4% points. Social norms about gender can be considered as a key obstacle towards gender equality. This is important to study the status of employment across industries in government and private sector of India.

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## INTRODUCTION

After so many years, due to the education for females has increased and it also empowers women, but employment choices for them become more stringent. Both social norms and lack of quality employment opportunities have an impact on their career options for women with secondary school and higher education. At present, women enrollment in school education and higher education has increased nearly twice as fast as male enrollment over the last four decades. This could also explain the correlation between women's Education and Income. As household income increases, female gets chance to get more education and it keeps them away from labour force. When the education and income are low, the high participation rate is explained by the need to have an income source. Female participation in work is also positively correlated with females independence. More educated and skilled women have more probability to have higher wages, consequently, as education level increases. A person with higher education qualification is more likely to enter the labour force and, in the long term, to achieve higher salary levels [13]. It is well known that the hindrances are due to the social norms and domestic responsibilities which can't be neglected, but the part-time better paid employment opportunities may help it in a positive way and may perhaps increase the female workforce. After the Covid pandemic has increased and a large segment of workforce has already experienced the remote-work. Therefore, the policy giving choices to workers for their work, especially to females who are bound to perform their domestic work but, are willing to work.

Marriage is an important tradition in India, but there are restrictions for married women who asked to change their original name after their marriage which also a problematic issue for getting jobs for educated women. So, our country should teach future generation about the great freedom fighter Rani Laxmi Bai, Respected astronaut Kalpana Chawala, The great singer Lata Mangeshkar and Miss Universe Sushmita Sen who succeeded and lead their lives with all their work and family responsibilities. The condition of Indian women in government and public sector roles has seen significant changes over recent years, but challenges and inequalities still persist. Here's an overview of the study about the status, opportunities, and barriers faced by women in government areas in India.

### Objective

- To summarize the reasons for challenges which is responsible for low participation of educated female in India.
- To highlight continuing employment imbalances for educated female in India.

## REVIEW OF LITERATURE

A literature review on the topic of why educated females in India still have lower representation in government and private sectors can provide insights into several underlying factors contributing to this issue. Various studies and reports highlight barriers rooted in social, economic, organizational, and policy-related factors. Here is a

synthesized review of existing literature that addresses the major themes surrounding this issue.

### 1. Socio-Cultural Barriers

- **Gender Stereotypes and Norms:** Literature shows that traditional gender roles in India, which emphasize women's roles as primary caregivers, significantly limit their participation in the workforce. For example, studies indicate that societal expectations often discourage women from pursuing demanding careers or positions of power, especially in sectors that require long hours or frequent travel (Sengupta & Sharma, 2019)[1].
- **Marriage and Family Responsibilities:** Studies like those by Deshpande and Goel (2020)[2] reveal that married women, especially those with children, are often compelled to prioritize family responsibilities over their careers. The "double burden" of balancing work and family discourages many women from even entering the workforce or from progressing once they are there.

### 2. Organizational and Workplace Dynamics

- **Lack of Female-Friendly Policies:** In both private and government sectors, research by Patel and Rao (2018)[3] found that limited female-friendly policies—such as inadequate maternity leave, lack of childcare facilities, and insufficient support for flexible working arrangements—discourage female participation and retention.
- **Gender Bias in Hiring and Promotion:** Multiple studies, including one by Agarwal (2021)[4], identify pervasive gender biases in the workplace that hinder women from being hired, promoted, or paid at the same level as their male counterparts. This bias is particularly visible in top management and leadership roles, where fewer women are considered due to perceived "risk" or doubt about their commitment to the role.

### 3. Educational-Employment Gap

- **Mismatch of Skills and Job Market Requirements:** Literature by Verma and Joshi (2020)[5] notes that the educational qualifications of women in India sometimes do not align with the skills required for available positions. This gap is more pronounced in fields like STEM, where female representation remains low despite increased enrollment in these disciplines at the university level.
- **Underemployment and Job Segregation:** Studies indicate that women are more likely to be found in lower-paying and lower-ranking positions within both sectors (Kumar, 2019)[6]. This trend, termed occupational segregation, prevents qualified women from advancing to senior and decision-making roles, even if they have equivalent or superior educational credentials.

### 4. Economic Factors and Opportunity Cost

- **Wage Disparity:** Research has shown that gender-based wage disparity is persistent in both sectors, leading many qualified women to reconsider formal employment. Studies by Singh and Gupta (2021)[7] reveal that the opportunity cost of working, when weighed against family obligations and limited financial gains, makes formal employment less attractive for many educated women.
- **Preference for Informal or Flexible Jobs:** According to Basu (2018)[8], the inflexible working hours in formal sectors, coupled with higher levels of stress and commuting challenges, make informal or part-time jobs more appealing to educated women. This preference effectively reduces their numbers in government and private sectors where rigid schedules dominate.

### 5. Policy and Legal Framework

- **Insufficient Government Initiatives:** Although there are policies aimed at promoting gender equality, studies indicate

that they are often inadequately implemented. The effectiveness of the Maternity Benefit Act, for instance, remains inconsistent, particularly in smaller organizations (Sharma, 2020)[9].

- **Limited Quotas and Reservations for Women:** While there are reservations for women in certain government roles, these measures are not universal and are often limited in scope. Literature suggests that gender-focused policies lack the scale required to make a substantial impact (Kaur, 2019)[10].

### 6. Psychological and Personal Factors

- **Lack of Confidence and Mentorship:** Studies by Banerjee (2019)[11] point out that self-doubt and lack of mentorship are significant barriers for women aiming to advance in their careers. Many women feel discouraged by the lack of female role models in senior positions, which reinforces the notion that reaching the top is unrealistic.
- **Risk Aversion:** In certain studies, educated women reported a reluctance to take up challenging roles due to perceived risks or uncertainty about balancing these roles with personal obligations (Mehta, 2018)[12]. This aversion to risk, stemming from both personal and societal expectations, limits their representation in leadership roles.

The literature indicates that a complex interplay of sociocultural expectations, workplace biases, policy gaps, and personal factors contribute to the low numbers of educated females in government and private sectors in India. Addressing this disparity requires a multi-faceted approach involving policy reforms, organizational changes, and shifts in societal attitudes.

## METHODOLOGY

**Collective (or Multiple) Case Study:** By examines multiple cases to compare and contrast, often allowing for more findings that can suggest general trends about less participation of educated female in India. The case study method is a research approach that involves in-depth analysis of a single case or multiple cases within a real-world context. It is widely used across disciplines—such as psychology, sociology, business, and education—to explore complex issues, examine behaviors.

### Explanation of the Study

#### Historical aspect for fewer female

- **Community-Based Occupations:** Women's work was often governed by local customs, caste, and community norms. While it contributed to family income, it was rarely formalized, recorded, or recognized as formal employment, creating a historical foundation for underemployment and invisibility in labor statistics.
- **Impact of British Economic Policies:** Colonial economic policies disrupted traditional industries, including handloom and handicrafts, which employed large numbers of women. British industrial imports led to a decline in these sectors, resulting in significant job losses for women who depended on these crafts.
- **Introduction of Formal Labor Sectors:** The establishment of industries, railways, and plantations under British rule introduced formal labor markets; however, the participation of women in these sectors remained low. Social norms and family structures restricted their participation, particularly in roles considered unsuitable or risky for women.
- **Educational Barriers:** Colonial education systems primarily focused on male literacy, further marginalizing women from accessing skilled employment opportunities. The limited focus on women's education led to a predominantly male workforce in formal sectors.

## Post-Independence Period (1947–1991)

**Low Female Labor Force Participation:** Despite policy initiatives, female labor force participation remained low due to social expectations that prioritized women's roles as homemakers. In rural areas, women continued to work in agriculture but were rarely recorded in formal employment statistics. In urban areas, cultural constraints and limited access to higher education further restricted women's employment options.

### 1. Current Trends and Persistent Challenges (2000s–Present)

**Declining Female Labor Force Participation Rate:** Recent decades have seen a decline in the labour work, despite increased educational attainment among women. This decline is partly attributed to family obligations, social norms that discourage women from working outside the homewhich pressures women to leave the workforce upon marriage.

**Increasing Unemployment Among Educated Women:** Unemployment rates are higher among educated women than less-educated ones, often due to a mismatch between their skills and available jobs. Educated women prefer jobs that are compatible with their qualifications, but such jobs are often limited, particularly in smaller towns and rural areas.

### 2. Challenges Faced by Women in Legal Work Organizations

- **Gender Bias and Stereotyping:** Women in law report facing gender biases that affect their credibility, authority, and career progression. Stereotypes about women's perceived "soft skills" can lead to them being assigned less challenging or less visible work, limiting their growth and experience in complex cases.
- **Work-Life Balance and Family Expectations:** The demanding hours and high-pressure nature of legal work make it challenging for women, especially those with family responsibilities, to sustain long-term careers in law. Many women face the "double burden" of managing professional and family roles, which often leads to attrition in mid-career stages.
- **Harassment and Workplace Safety:** Legal organizations, like many other professional environments, are not immune to harassment. Reports suggest that women in law firms, courts, and corporate settings encounter harassment, often with limited recourse. Although recent regulations such as the Prevention of Sexual Harassment Act, have sought to address these issues, the culture of silence and fear of career repercussions persists in some cases.

### 3. Gender Discrimination and Stereotyping

- **Stereotyping of Women Leaders:** Women politicians are often stereotyped and judged based on their appearance, demeanor, and family roles rather than their professional capabilities. They frequently face scrutiny for being "too emotional" or "not assertive enough," reinforcing harmful stereotypes that undermine their authority.
- **Public and Media Bias:** Women in politics often face media scrutiny that focuses on their personal lives, appearance, and family status more than on their policies or professional achievements. This gendered media portrayal shapes public perception and reinforces biases against women leaders.
- **Tokenism and Marginalization:** In cases where women are included in political roles, they may face tokenism, with limited influence or authority. They are sometimes placed in ceremonial positions or assigned "soft" portfolios, while decision-making power remains with male colleagues.

## 4. Economic and Structural Barriers

- **Lack of Financial Resources:** Political campaigns in India require significant financial investment, and women often lack the financial independence or resources needed to compete with male counterparts. Political parties are less likely to financially support women candidates, limiting their ability to conduct effective campaigns.
- **Structural Limitations in Political Parties:** Male-dominated party leadership often results in decision-making structures that marginalize women. Women are less likely to occupy senior roles in political parties, which impacts their ability to influence policy and candidate selection processes.
- **Informal Networks and Exclusion:** Political power in India often depends on informal networks and alliances that are predominantly male. Women politicians may be excluded from these networks, making it harder for them to gain influence and support within their own parties.

## 5. Challenges Faced by Women in Defense

- **Combat Roles and Cultural Barriers:** Despite recent progress, women are still restricted from some combat roles in the Indian Army's infantry and armored corps. Cultural and organizational resistance to women in these roles stems from deep-rooted beliefs about women's physical capabilities and traditional societal expectations.
- **Physical and Psychological Challenges:** Women face specific challenges related to the rigorous physical standards in defense roles, especially in field postings or combat training. Additionally, the isolation of postings and gender-based expectations can create unique psychological pressures.

## DISCUSSION

Creating and managing a YouTube channel can indeed impact women's participation in traditional work settings, though the effects vary widely depending on personal, social, and economic factors. The rise of social media platforms like YouTube has opened new income avenues and career paths, which can be appealing for many women who seek flexible work that aligns with family and personal obligations. Here are some factors explaining why YouTube channel creation might contribute to women's lower participation in conventional work sectors:

### 1. Flexible Work-Life Balance

- **Flexible Hours and Remote Work:** Running a YouTube channel offers flexibility, which is often a primary consideration for women managing household or care-giving responsibilities. In traditional workplaces, women frequently struggle with rigid schedules that don't accommodate family responsibilities. YouTube allows them to work on their own time, recording and editing when convenient.
- **Balancing Personal and Professional Life:** For women who may find the conventional 9-to-5 work model challenging, a YouTube career can offer a way to balance both spheres. This flexibility can make YouTube more attractive than formal employment, potentially reducing their participation in traditional work roles.

### 2. Independence and Creative Control

- **Control Over Content and Career Growth:** YouTube channels allow women to create content aligned with their interests and values, giving them creative control and the freedom to shape their own brand. In traditional jobs, especially those with male-dominated leadership, they may face constraints in terms of creativity, autonomy, and growth, making YouTube an attractive alternative.

- **Entrepreneurial Opportunities:** Many women find YouTube channels a way to build a personal brand, showcase their skills, and gain independence from corporate structures. This independence can be empowering and sometimes more rewarding than traditional roles, leading to decreased interest in pursuing or staying in conventional workplaces.

### 3. Income Potential and Financial Empowerment

- **Alternative Revenue Streams:** Successful YouTube channels can generate income through advertising, sponsorship, and affiliate marketing, allowing women to earn independently. For women who may face wage gaps or limited career advancement in traditional jobs, the potential for earning income without facing gender-based pay discrepancies is appealing.
- **Lower Entry Barriers:** Unlike many formal sectors that may require specific degrees, certifications, or experience, YouTube has a relatively low entry barrier. Women who may not have had access to higher education or formal employment training can build a following and monetize their content, bypassing some of the limitations they might face in the conventional workforce.

### 4. Avoiding Workplace Discrimination and Bias

- **Freedom from Workplace Harassment:** Women face challenges like gender bias, wage gaps, and harassment in traditional work settings. YouTube provides an alternative that may feel safer and more inclusive, especially for women who have experienced discrimination in conventional workplaces.
- **Reduced Gender-Based Limitations:** Women often encounter stereotypes or discrimination in certain professions, particularly in male-dominated fields. On YouTube, women can choose topics of interest without facing the limitations or biases they might encounter in formal jobs, allowing them to redefine their career path outside traditional expectations.

### 5. Community Building and Social Influence

- **Supportive Communities:** Many women You-tubers find communities of like-minded creators and viewers, providing them with a sense of belonging and support. This social aspect can be highly motivating and empowering, contrasting with the often impersonal environment of traditional workplaces.
- **Influence and Impact:** YouTube channels offer women a platform for their voices to be heard and their perspectives valued. Women can address social issues, share personal stories, and become influential voices in their niches, which can be more fulfilling than roles in conventional employment that may lack purpose or impact.

### 6. Challenges and Risks with YouTube Careers

- **Unstable Income and Job Security:** YouTube careers can be unpredictable, with fluctuating income based on views, engagement, and platform policies. Unlike traditional jobs with fixed salaries and benefits, income from YouTube can vary month-to-month, posing a financial risk for some women.
- **Work-Life Imbalance Risk:** While YouTube offers flexibility, managing a successful channel can become demanding. Content creation, editing, marketing, and engagement require time and effort, which can blur work-life boundaries, especially if family obligations are also present.
- **Online Harassment and Criticism:** Women on YouTube often face online harassment, ranging from negative comments to personal attacks, which can be discouraging. This public scrutiny and online toxicity can be challenging, particularly for women, impacting their mental health and potentially deterring them from staying active on the platform.

### 7. Impact on Traditional Employment and Workforce Participation

- **Reduced Participation in Formal Sectors:** For women who choose to focus on YouTube careers, the time commitment and energy needed for content creation can lead to reduced participation in formal employment, especially for those who treat YouTube as a full-time job.
- **Growing Shift to online Economy and Freelancing:** Many women, especially younger ones, are shifting toward the online economy, including freelance work, social media, and content creation. While this shift allows for more flexible and potentially satisfying work, it can contribute to a reduction in women's representation in structured workplaces, affecting workforce diversity and female representation in leadership positions.

### 8. Challenges in Trending work

- **Income Stability:** While YouTube can be lucrative, income is not always stable and may be subject to fluctuations due to platform algorithms, ad revenue changes, and other external factors. Some women might experience financial insecurity as a result, especially if they depend solely on content creation.
- **Intense Competition and Burnout:** Success on YouTube requires consistent and high-quality content, often leading to burnout. Some women face pressure to continually post and may feel overwhelmed by the demand to stay relevant, which can make this work just as taxing as traditional jobs.
- **Limited Job Security and Benefits:** Unlike traditional jobs that offer retirement plans, health insurance, and other benefits, content creation provides little security. This can make content creation a risky alternative to traditional employment, especially for women without other financial support systems.

### 9. Impact on Women's Representation in Formal Work Sectors

- **Reduced Female Presence in Professional Sectors:** As more women turn to content creation, some formal work sectors may see reduced female participation, especially if these women feel they cannot balance traditional employment with personal aspirations or responsibilities. This shift might reinforce gender imbalances in certain professional sectors.
- **Changing Nature of Women's Work:** With the rise of content creation, women's work and economic contribution are increasingly found outside formal structures, which can impact workforce statistics, policy-making, and the visibility of women in certain industries. You Tuber content creation platforms have provided a powerful avenue for women to gain independence, financial stability, and creative freedom.
- However, this shift may also impact women's participation in traditional work sectors, especially if these sectors continue to lag in terms of flexibility, equal pay, and supportive policies. Addressing these issues in traditional workplaces could allow women to balance the appeal of content creation with meaningful participation in formal employment.
- **Cultural Norms Discourage Women's Networking:** Women are often discouraged from engaging in professional networking, which impacts their career development. This restriction can limit their professional growth and opportunities.

### Impact of the COVID-19 Pandemic

- **Disproportionate Job Losses:** The pandemic led to significant job losses for women, as sectors employing more women (like retail, hospitality, and education) were severely affected. Many women left the workforce due to increased domestic responsibilities or childcare demands during lockdown.
- **Shift to Informal Work:** Some educated women who left formal employment during the pandemic have since turned to

informal work or home-based businesses, which often lack stability and benefits but offer greater flexibility.

## CONCLUSION

Since the educated Indian women are a significant part of the workforce and that the various skill programme, vocational training are effective in generating employment in urban areas, policymakers must formulate strategies towards the diversification of jobs. It is necessary to create a healthy, safe, and hygienic work atmosphere.

### Work-Life Balance Challenges

- **Rigid Work Hours and Lack of Flexibility:** Many workplaces in India lack flexible working arrangements, such as part-time work, remote work options, or childcare facilities. This lack of flexibility is a significant deterrent for women who need to balance work and family responsibilities.
- **Lack of Support for Childcare:** Childcare responsibilities traditionally fall on women in India, and with limited access to affordable and quality childcare services, many educated women have no option but to stay at home.

### Marriage and Mobility Constraints

- **Marriage and Relocation:** Marriage often requires women to move to new locations, sometimes to areas with fewer job opportunities. If suitable work isn't available, women may find it challenging to continue their careers, especially if remote work or freelancing is not an option.
- **Limited Mobility and Safety Concerns:** For many families, especially in urban areas, concerns about safety and long commutes are reasons to discourage women from working. Limited public transportation options in smaller towns or rural areas also make it hard for women to travel safely to and from work.

### Educational-Employment Mismatch

- **Skills and Job Mismatch:** Even though many women attain educational qualifications, there is often a mismatch between the skills they have and the requirements of available jobs. Vocational training and career counseling are less accessible to women, contributing to this gap.
- **Low Representation in science and technology, Engineering Fields:** Despite high levels of education, women are underrepresented in fields like Astronautics ,engineering, technology, and other high-growth industries, limiting the opportunities available to them in sectors with high demand.

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