



GOVERNMENT OF KARNATAKA

A PAPER
ON
WOMEN EMPLOYMENT IN KARNATAKA



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MANPOWER AND EMPLOYMENT DIVISION
PLANNING DEPARTMENT
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P R E F A C E

Developmental Programmes under different plans have an objective of generation of employment opportunities both in terms of mandays and number of persons. In 1985, an attempt was made to study the employment generated for women in the Karnataka's VII Five Year Plan. However, due to difficulties in obtaining information about the employment anticipated to be generated for women, a small paper on Women Employment in Karnataka utilising the information available from the decennial census, economic census and the employment market information system of the Directorate of Employment and Training was prepared. This has been put out as a publication of the Manpower and Employment Division with a view to elicit comments/suggestions for further work in the area.

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Introduction:

Improvement of quality of life is one of the objectives of development policies and programmes. With a view to achieve this objective, development policies are formulated and implemented. The development policy that has been adopted ^{in our country} seeks to combine accelerated economic growth with greater social justice in sharing the benefits of progress. Successive five year plans have had the objective of reducing the proportion of population below the poverty line and providing special benefits to weaker sections of the Society. While defining the weaker sections of the Society, the definition invariably has been in terms of low income groups, Scheduled Castes and Scheduled Tribes, Rural House holds with little or no assets, under-skilled workers or un-employed people. The means proposed for benefiting these categories have been wide ranging such as providing additional employment opportunities, better access to new skills and technology protection of minimum wages, provision of credit additional health and education facilities, amelioration of social status, etc.

While targeting the delivery of these benefits, the targets are ^{conceived} ~~conceived~~ in terms of households, caste groups, population proportions or the economic categories and except in the area of maternity benefits, no distinction is made between men and women. Schemes formulated for provision of employment, training, provision of productive assets or credit have generally been gender neutral. The basic assumption made is that the benefits of the additional employment and income howsoever provided will accrue so much to women as to men. Often, the underlying thought is that since women are engaged mostly in household duties, they would naturally benefit from any additional income earned by the men of the household. Also, a large part of women's work consists of household chores of one kind or another,

it tends to be assumed that their need for gainful employment outside the home is less important than that of men. As a consequence, much of planning for women have been peripheral. They have been viewed as wives and mothers with certain specific requirements as consumers. As regards productive employment, their role has been conceived mostly as providing the required labour on family farms or casual or part-time labour in local works or traditional home industries. As a result, plan allocations have been ^{earmarked only} for maternity benefits, general education, Mahila Mandals, Yuvathi Mandals, Part-time employment in the slack seasons for Agriculture etc. In short, the size of the slice of the cake ^{received by women} is a thin garnish on the cake.

However, by mid 70's, there has been a change in the approach and conscious efforts were made to integrate into the development plans the interests of women with a view to achieve greater economic and social equality. A major stumbling block in this process is the information gap on the role that is played by women in the development process and identification of areas where the role of women can be enhanced. With this objective in view, a number of researchers have been analysing the problem of involvement of women and Women development. The Institute of Social Studies Trust in their special project for the Ministry of Social Welfare, Government of India on Integrating Women's interest into a State Five Year Plan had made a special study of the planning process in two blocks, namely Udipi and Gulbarga Taluks in Karnataka. In order to bridge the data gap, to a limited extent the Manpower and Employment Division of the Planning Department had prepared a paper ^{the} on size and pattern of female employment in Karnataka in 1979. As the 7th Five Year Plan programmes got on to the ~~stage~~ of implementation, an attempt was made to analyse the employment of women in the State's 7th Five Year Plan. In the course of this attempt, it was found

difficult to specially identify areas where employment has directly gone to women as a result of implementation of programmes in different sectors of the State's 7th Plan. However, an attempt is on to formulate a small sub-plan for women in the different sectors in the State by earmarking allocations for the development of women in certain selected sectors. However, information on employment generated for women in the State, information on the utilisation of facilities for higher education by women vis-a-vis men is available in secondary sources. A part of the information available upto 1979 was analysed and presented in the paper of 1979. In what follows, a picture of employment generation of women and utilisation of facilities for Higher Education are presented. But this analysis does not cover the special benefits or employment that went to women as a result of the implementation of plan programmes of the 7th Five Year Plan of the State. Although this analysis ^{is} partial, certain features which have to be considered while formulating the programmes and policies in the coming years emerge.

Characteristics of population:

There was a total population of 37.14 million in 1981, of this 18.21 million (49.04 percent of the total) were female population. No conspicuous change has been registered in the proportion of female population to the total population in the decades 1951, 1961, 1971 and 1981. From 1951 to 1981 the proportion had shown a slight decline. But in 1988 the proportion is estimated to be equal to 1951. In the rural component of the population, there was a similar trend for the female population. In case of the Urban population the proportion of female population registered a slight decline from 1951 to 1971. But there was an increase in 1981. The break-up of the state's

population by Sex and Residence during the 1951 Census to 1981 Census is presented in Table below:

T a b l e -1

Distribution of population by Area and Sex

Year	(Percentage)					
	Rural		Urban		Total	
	Male	Female	Male	Female	Male	Female
1951	50.7	49.3	51.5	48.5	50.9	49.1
1961	50.7	49.3	52.3	47.7	51.0	49.0
1971	50.7	49.3	52.3	47.7	51.1	48.9
1981	50.6	49.4	51.9	48.1	51.0	49.0
1988	50.5	49.5	51.6	48.4	50.9	49.1

Source: 1.Census of India,1981
2.Report of Expert Committee on Population Projections. Planning Commission

As reported in the Paper on Size and Pattern of female employment in Karnataka, there has been an imbalance in the Sex composition of the State's population. The number of Males, have been more than the number of females. This is similar to the all India pattern - Between 1951 Census to 1971 Census the growth of female population was significant in Urban Areas. The same trend continued between 1971 Census to 1981 Census. As a contrast the magnitude of increase in the female population of Rural Areas was not as significant as in the Urban Areas. The percentage increase in female population in Urban areas is more than the increase in Male population in these areas during the decades except during 1951 to 1961 when the increase in female population was less than the increase in Male population.

The details are given in Table-2.

T a b l e - 2

Percentage variation in population over the previous
reference year

Year	Rural		Urban		Total	
	Male	Female	Male	Female	Male	Female
1941-51	10.2	11.2	61.2	62.2	19.0	19.8
1951-61	22.6	22.5	20.0	16.4	22.0	21.1
1961-71	21.1	21.0	35.2	35.3	24.3	24.1
1971-81	18.7	19.5	49.6	51.8	26.4	27.1

Source: Census of India, 1981, General Population Tables.

Educational attainments and Equity:

Educational attainment helps in improving one's capacity to participate and earn one's own livelihood in sectors where certain degree of knowledge is required. The concern for providing education to women was part and parcel of the countrywide social reform movement in pre-independence India. This was because of the (i) concern for social justice and equity for all dis-advantaged groups in society; (ii) need for social reform in Indian Society; the amelioration of women being a part of this programme and (iii) Gandhiji's call to women to participate in the National struggle. These factors were responsible for giving a fillip to women's education. Though men and women have equal intellectual capacities, women have got less than equal opportunities in education, particularly in the areas of higher education. The unequal educational opportunities has led to a loss of substantial proportion of the intellectual talent of women. However, there are reasons

advanced for denying the recognition to women which has been accorded to men at the more advanced levels of academic life on objective grounds. For women's involvement in Child bearing and Child rearing tends to result in a loss of some of the higher productive years that she might devote to scholarship. It is also true that women may look for a job a few years later rather than immediately after completing her education. This may adversely affect her employment prospects. Moreover as her geographical mobility is tied-up with her husband's job location, she may be reluctant to accept a job that involves physical mobility. She may also be reluctant to accept jobs that involve long and un-certain hours of work. These factors affect the women's chances of receiving recognition in higher education. There are factors which affect the situation of women in academic life as student or as teachers, their perception of future relation as wives and mothers, as laid out and shaped by the society in which they live, the absence of role models either at home or in academic life, such factors prejudice the men and the people in positions and those involved with admission or recruitment in the educational system against women and the reluctance of men to give-up their monopoly adds upto this. All these considerations are related to the structure of the family and the existing social norms but do not reduce the significance of higher education for women in relation to increasing employment opportunities.

With a view to examine as to whether there is equality of opportunity for participation of women in higher education particularly in Karnataka, we start with looking at the available statistics of enrolment of men and women in University Education and out-turn in different faculties. We also have a look at the statistics of number of women teachers in different institutions to have an idea of number of women in the teaching profession.

Enrolment:

Enrolment of women is looked at across various faculties or subjects for three different points of time during 1977-78 to 1985-86. Throughout this period women enrolment has registered an increase but the enrolment of women continues to be much lower than that of men and varies according to faculties; in Arts, Science, Commerce, Engineering, Medicine, Agriculture, Veterinary Science and Law. But the percentage of women to total enrolment has showed an increase. Education enrolment^{has} registered an increase between 1977-78 and 1981-82. But between 1981-82 to 1985-86 there was a marginal decline. In the area of Engineering/^{has been}Technology, Agriculture and Veterinary Science, enrolment of women is marginal. In Arts, Science, Commerce and Law women enrolment^{has} registered an increase. The increase in women enrolment is concentrated in Arts, Science, Commerce and Education. The subjects women select in Colleges or Universities may^{mainly} reflect social expectations. These may also be closely related^{to} the types of professional jobs in which they are represented in large proportion. Details of enrolment of women in University Education faculty-wise are given in tables 3 and 4.

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T A B L E - 3

ENROLMENT OF WOMEN IN UNIVERSITY EDUCATION - FACULTY-WISE (ALL LEVELS INCLUDED)

Faculty	1977-78				1981-82				1985-86			
	Total Enrolment	Women Enrolment	Percentage to total enrolment	Percentage of women to total women enrolled	Total Enrolment	Women Enrolment	Percentage to total enrolment	Percentage of women to total women enrolled	Total Enrolment	Women Enrolment	Percentage to total enrolment	Percentage of women to total women enrolled
Arts	57456	20313	35.4	55.7	75284	25881	34.4	48.0	125246	39800	31.8	42.4
Science	25980	7658	29.5	21.0	31232	10508	33.6	19.5	47481	19076	40.2	20.3
Commerce	26179	3450	13.2	9.5	46064	10358	22.5	19.2	66963	25740	38.4	27.4
Education	3812	1646	43.2	4.5	4993	2268	45.4	4.2	5409	2152	39.8	2.3
Engg./Tech.	14582	364	2.5	1.0	28322	910	3.2	1.7	41145	2031	4.9	2.2
Medicine	10364	2023	19.5	5.5	9231	2379	25.8	4.4	10903	2731	25.1	2.9
Agriculture	2631	45	1.7	0.1	2613	188	7.2	0.3	2777	225	8.1	0.2
Vet.Science	601	15	2.5	0.0	736	20	2.7	0.0	738	38	5.1	0.0
Law	10357	571	5.5	1.6	16391	1037	6.3	1.9	23738	1471	6.2	1.6

Source: 1. Education in India Vol.I, 1978, G.O.I., Ministry of Education & Culture.
 2. University Development in India, Basic Facts and Figures, 1977-78 to 81-82.
 3. Commissioner for Public Instructions, Karnataka.

T A B L E - 4

ENROLMENT OF MEN AND WOMEN IN UNIVERSITY EDUCATION-FACULTY-WISE
(ALL LEVELS INCLUDED)

Faculty	1977-78				1981-82				1985-86			
	Enrol- ment of Men	Enrol- ment of Women	Percen- tage of men to total enrol- ment	Percen- tage of women to total enrol- ment	Enrol- ment of Men	Enrol- ment of Women	Percen- tage of men to total enrol- ment	Percen- tage of women to total enrol- ment	Enrol- ment of Men	Enrol- ment of Women	Percen- tage of men to total enrol- ment	Percen- tage of women to total enrol- ment
Arts	27142	20313	64.6	35.4	49403	25881	65.6	34.4	85446	39800	68.2	31.8
Science	18322	7658	70.5	29.5	20724	10508	66.4	33.6	28405	19076	59.8	40.2
Commerce	22729	3450	86.8	13.2	35706	10358	77.5	22.5	41223	25740	61.6	38.4
Education	2166	1646	56.8	43.2	2725	2268	54.6	45.4	3257	2152	60.2	39.8
Engg./Tech.	11218	364	97.5	2.5	27412	910	96.8	3.2	39114	2031	95.1	4.9
Medicine	3341	2023	80.5	19.5	6852	2379	74.2	25.8	8172	2731	74.9	25.1
Agriculture	2586	45	98.3	1.7	2425	188	92.8	7.2	2552	225	91.9	8.1
Vet.Science	586	15	97.5	2.5	716	20	97.3	2.7	700	38	94.9	5.1
Law	9786	571	94.5	5.5	15354	1037	93.7	6.3	22267	1471	93.8	6.2

Source: Same as Table No:3

Out-turn:

In 1985-86 out-turn percentage of women was uniformly higher than that of men in almost all faculties. Even in other years 1981-82 to 1977-78, the percentage of women passing the course was higher than that of men in almost all faculties barring a few exceptions. Though women are more likely than men to pass it is seen that they are less likely to join the next level of courses. Their better performance in the examination also reinforces the earlier arguments that given equal opportunity women will perform equally well.

Details of pass percentage in the out-turn by faculty are given in table 5.

Table--5

Out-turn by faculty(Pass Percentage)

Faculty	1977-78		1981-82		1985-86	
	Men	Women	Men	Women	Men	Women
Arts	54.9	63.6	49.7	44.0	33.2	48.0
Science	60.8	70.5	41.0	66.9	47.5	70.8
Commerce	43.1	58.1	36.6	43.7	25.5	40.9
Education	81.0	94.1	48.7	88.4	73.2	74.0
Engg/Tech.	70.2	100.0	76.0	68.6	58.2	70.7
Medicine	37.8	58.5	65.4	76.7	52.3	81.7
Agriculture	100.0	100.0	100.0	100.0	100.0	100.0
Vet.Science	100.0	-	100.0	-	100.0	-
Law	27.8	26.7	19.6	19.5	20.5	26.0

Source:- 1.University Development in India, Basic Facts and Figures Part-II Examination Results, 1977, UGC, N.D.

2.Commissioner for Public Instructions.

Women Teachers by Faculty:

The faculty-wise distribution ^{of the} of number of women teachers during 1977-78, 1981-82 and 1985-86 shows that the highest level of women teachers are found in Arts, Science and Commerce faculties. But among the colleges of General Education their percentage is equal or at the same level to that of men. Similarly in the Education faculty the number of women teachers has been around the same proportion. But these proportions are not inter-related to their enrolment. Details of faculty-wise women teachers in Colleges and women teachers by type of Institutions are given in table 6 and 7.

Table -6

Women teachers in Colleges by faculty

Faculty	1977-78		1981-82		1985-86	
	Number	Percentage	Number	Percentage	Number	Percentage
Arts, Science & Commerce	1437	18.4	2412	17.7	2496	17.4
Education	69	18.3	76	18.9	77	13.7
Engineering/Technology	8	0.8	37	2.5	42	2.6
Medicine	269	15.5	304	14.8	312	14.4
Agriculture	4	1.7	22	11.1	24	11.9
Veterinary Science	2	2.4	2	2.4	4	4.4
Law	4	1.4	7	2.3	9	2.3
Others	50	16.7	55	13.7	65	15.8
All Faculties	1843	15.5	2915	15.7	3029	15.3

Source: 1. Education in India Vol.I, 1977-78

2. Commissioner for Public Instructions, Karnataka.

Table - 7

Women Teachers by type of Institution

Institution	1977-78		1981-82		1985-86	
	Women	Percentage to total teachers	Women	Percentage to total teachers	Women	Percentage to total teachers
Universities	83	7.4	381	12.5	1665	16.4
Research Institutions	1	0.6	9	5.5	11	5.9
Colleges for General Education	1437	18.4	2412	17.7	2496	17.4
Colleges for Professional Education	356	9.5	348	9.9	468	9.3
Colleges for Other Education	50	16.7	55	13.7	65	15.8
Total:	1927	14.7	3305	15.2	4705	15.6

Source: 1. Education in India, Vol.I, 1977-78

2. Commissioner for Public Instructions, Karnataka.

Thus there is concentration of women either as students or teachers in certain selected faculties. This indicates a restriction of choices to women. This is either voluntary or imposed. From an analysis of enrolment figures for the entire period, one can see that the proportion of women enrolment has more or less remained stable to total enrolment. This emphasises the need for improving the availability of facilities for higher Education for women and their utilisation.

Work force:

Growing Urbanisation and Technological inventions in the economy and the consequent need to support the family economically has made women enter into the workforce and made them work in almost all fields along side with men. An idea about the size of women in the workforce in the economy can be had from the information obtained from decennial censuses. Here, workforce is defined differently from Census to Census and the information collected and presented accordingly. In 1951, there was no enumeration of workers directly according to work criteria. Adoption of different definitions in different censuses has led to distortions in magnitudes of the working force among females. The definition adopted at the time of 1951 and 1961 Censuses were nearly comparable whereas 1971 Census and 1981 Census adopted an extremely stringent definition of workers. This led to the exclusion of a large number of family workers especially those working as unpaid family labour on farms and in household industries. This has resulted in under estimation of the female work rate. Therefore, it is not possible to place much reliance on changes in the female work rate between 1961 and 1971. However, a comparison of the size of the female work force in the total workforce shows that even between 1961 to 1981 there has been a decline in the percentage of the female to total working force from 34.5% to 30.9%. There was a decline during the same period at the all India level too. The details of the size of the female working force are given in table below:

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Table - 8

Size of female working force

Sl. No.	Year	No. of families (No. in 000s)	Percentage of the female to total working force
1.	Census 1951	1726	25.1
	1961	3597	34.5
	1971	2034	20.0
2.	1981	4614	30.9

Source: Census of India, General Population Tables.

When the total workers are sub-divided as those who are working as cultivators, agricultural labourers and those who are working in household industries, the number of female workers among cultivators declined from 59.9% to 31.7% between 1951 and 1981 in rural areas whereas in urban areas, the decline was from 17.1% to 6.1%.

Among agricultural labourers, the proportion of workers to total female workers increased from 24.9% to 53.8% in 1961 to 1981. In household industry, the proportion of female workers to total workers declined from 5.5% in 1961 to 4.9% in 1981. There has been an increase among agricultural labourers between 1961 to 1981 in rural areas and there has been a decline among cultivators and workers in household industry among females in rural areas. These deviations are accounted for to a certain extent by factors such as landlessness and/or availability of household industry in any particular area. The details of proportion of workers to total workers are given in table-9.

.....15.,

Table - 9

Proportion of workers to Total workers

(A) Cultivators

	1961		1971		1981	
	Male	Female	Male	Female	Male	Female
Rural	64.0	59.9	54.3	26.7	65.2	31.7
Urban	11.4	17.1	8.4	5.4	7.5	6.1

(B) Agricultural labourers

Rural	14.7	24.9	25.2	54.2	23.8	53.8
Urban	4.1	12.6	6.6	20.5	6.0	22.2

(C) Household Industry

Rural	6.1	5.5	3.3	5.1	3.2	4.9
Urban	7.6	20.0	5.6	13.6	5.4	14.4

Pattern of female Employment:

The pattern of employment of women among different sectors at different points of time are available through decennial census, economic census and the information collected through the proforma of employment market information services. The 1981 Census had showed a work force of 4.6 Millions for females. An analysis of the composition of the female work force according to industry division was presented for the period 1951 Census to 1971 Census in the paper on size and pattern of female employment in Karnataka(1979). The number of female workers engaged in agriculture registered an increase from 72.4% in 1971 to 78.0% in 1981. Again in the manufacturing, sector, the size of the

female workers registered an increase from 10.0% in 1971 to 10.4% in 1981. In the service sector, there was a decline in the number of female workers from 7.5% to 4.9% between 1971 and 1981. Changes in the pattern of the female work force according to the industrial division of the work force are shown in the table below:

T a b l e - 10

Activity pattern of females during different census periods

Sl. No.	Industry Division	(Percentages)			
		1951	1961	1971	1981
1.	Cultivators	38.9	55.6	23.4	28.3
2.	Agricultural labourers	36.6	23.7	49.0	49.7
3.	Mining, Quarrying, Live Stock, Forestry, Fishery, Plantation and allied activities	2.5	2.5	5.0	3.3
4.	At household industry)		7.0	6.4	0.4
5.	Manufacturing other than household industry)	8.0	.	.	.
			1.7	3.6	10.0
6.	Construction	0.9	1.0	1.3	0.7
7.	Trade and Commerce	3.8	1.7	2.6	2.4
8.	Transport, storage and communication	0.1	Negligible	1.2	0.3
9.	In other services	9.3	6.8	7.5	4.9
	Total:	100.0	100.0	100.0	100.0

Source: Census of India.

Economic Census which precedes the decennial census collects information about the employment in different kinds of activities in the society. In 1980 Economic Census, information about women employment in major non-agricultural activities is available.

This shows that 20.6% of the total employment is female employment. 61.5% of the total women employment was in manufacturing and repair services sector. Electricity, Gas and Water Sector accounted for 0.1% of the total women employment. The hired women workers accounted for 17.8% of the total hired workers. Women employed by major non-agricultural activity are given in table-11.

Table - 11

Number of women employed by major non-agricultural activity

Sl. No.	Major activity group	Total			
		Persons usually working		Hired workers	
1	2	3	4	5	6
1.	Mining and quarrying	22620 0.7	4595(20.3) 0.5	15881 0.8	3106(19.5) 0.9
2.	Manufacturing & Repair Services	1353224 39.7	431773(31.9) 61.5	631720 33.0	170380(26.9) 49.9
3.	Electricity, Gas and Water	11181 0.3	454(4.1) 0.1	10205 0.5	386(3.8) 0.1
4.	Construction	52747 1.5	15187(28.8) 2.2	38096 2.0	13811(36.2) 4.0
5.	Wholesale and Retail Trade	620391 18.2	76827(12.4) 10.9	168012 8.8	20044(11.9) 5.9
6.	Restaurants and Hotels	189225 5.6	24439(12.9) 3.5	85642 4.5	4007(4.7) 1.2
7.	Transport	34686 1.0	1014(2.9) 0.1	23577 1.2	762(3.2) 0.2
8.	Storage and Warehousing	18040 0.5	2111(11.7) 0.3	12224 0.6	1934(15.8) 0.6
9.	Communications	32577 1.0	3098(9.5) 0.4	3221 1.7	3049(9.5) 0.9
10.	Financing &c. Service etc.	130457 3.8	14987(10.8) 2.0	110006 5.7	13308(12.1) 3.9
11.	Com.Sec.and Personal	940193 27.6	128366(13.6) 18.3	784284 41.0	114519(14.1) 3.1
12.	Others	-	-	-	-
All activities		3405341 (100.00)	701952(20.6) (100.00)	1911863 (100.00)	341306(17.) (100.00)

Note: Figures in brackets in Col.3 & 5 give the percentage to the total in Col. 2 & 4.

The distribution of number of women employed in all non-agricultural activities by district is given in table 12.

Table -12

Number of women employed in all non-agricultural activities by district

Sl. No.	District	Total			
		Persons usually working		Hired workers	
		Total	Female	Total	Female
1	2	3	4	5	6
1.	Bangalore	661405	101221 (15.3) 14.4	473538	75878 (16.1) 22.2
2.	Belgaum	254785	43535 (17.1) 6.2	135560	21409 (15.8) 6.3
3.	Bellary	119777	21253 (17.1) 5.0	60177	7322 (12.2) 2.1
4.	Bidar	64467	8553 (13.3) 1.2	29852	3943 (13.2) 1.2
5.	Bijapur	196883	41263 (21.0) 5.9	89066	15242 (17.1) 4.5
6.	Chikmagalur	71058	12444 (17.5) 1.8	42642	8134 (19.1) 2.4
7.	Chitradurga	139883	25450 (18.2) 3.6	70083	10273 (14.7) 3.0
8.	Dakshina Kannada	372875	169319 (45.4) 24.1	141563	37607 (26.6) 11.0
9.	Dharwar	272584	39403 (14.5) 5.6	146147	21697 (14.8) 6.4
10.	Gulbarga	147002	23084 (15.7) 3.3	81232	12431 (15.3) 3.6
11.	Hassan	86208	13194 (15.3) 1.9	51122	7989 (15.6) 2.3
12.	Kodagu	35447	5720 (16.1) 0.8	22054	3928 (17.0) 0.1
13.	Kolar	124821	20733 (16.6) 2.9	71869	12239 (17.0) 3.6
14.	Mandya	82758	10537 (12.7) 1.5	48165	5291 (10.9) 1.5
15.	Mysore	303410	89327 (29.4) 12.7	195979	53712 (32.5) 18.7
16.	Raichur	119257	18925 (15.9) 2.7	58878	6906 (11.7) 2.0
17.	Shimoga	125504	16713 (13.3) 2.4	77326	9734 (12.6) 2.8
18.	Tumkur	143433	29491 (20.6) 4.2	58407	8783 (15.0) 2.6
19.	Uttara Kannada	83784	11681 (13.9) 1.7	58203	8783 (15.1) 2.6
	State	3405341	701952 (20.6) (100.0)	1911863	341306 (17.8) (100.0)

Note: Figures in brackets in Cols 4&6 give the19., percentage to the total of Col.3&5 respectively.

For persons usually working category, Dhakshina Kannada District had 45.4% of the total female employment and the lowest was in Mandya 12.7%. For the hired workers category, Mysore District accounted for 32.5% of female employment and the lowest was in Mandya District 10.9%.

Women Employment in Minor activity:

Out of the total female employment, manufacture and repair services accounts for 31.9%. Manufacture of tobacco products accounted for 65.9 percent of total employment. In basic metal and alloy industries, the female employment was 2.9%. Details are given in table-13.

T a b l e - 13

Women employment and their percentage share in each of minor activity groups of 'Manufacturing and repair services'

Sl. No.	Minor activity groups	Number of Persons usually working		% Share of Women Employment to the total
		Total	Female	
1	2	3	4	5
01.	Manufacture of food products	159349 (11.8)	31660 (7.3)	19.9
02.	Manufacture of Beverages	6357 (0.5)	1630 (0.4)	25.6
03.	Manufacture of tobacco products	331119 (24.5)	218388 (50.6)	65.9
04.	Production of Khadi	3268 (0.2)	1914 (0.4)	58.6
05.	Weaving of Cotton Textiles in Handloom	58068 Neg.	26921 (5.2)	39.5
06.	Finishing of Cotton Textiles in Handloom	653 Neg.	88 Neg.	13.5
07.	Weaving of Cotton Textiles in Powerloom	15629 (1.2)	4661 (1.1)	28.0
08.	Finishing of Cotton Textiles in Powerloom	88 Neg.	20 Neg.	22.7
09.	Cotton Textiles excluding 4-8	50893 (0.3)	17412 (0.3)	34.2
10.	Weaving of Wool in Powerloom	3822 Neg.	1519 Neg.	39.7
11.	Weaving of Wool in Powerloom	533 Neg.	155 Neg.	19.7
12.	Manufacture of Felts	2761 (0.2)	948 (0.2)	34.3
13.	Manufacture of other Wood products	7685 (0.6)	3390 (0.8)	44.1

Contd.....20.,

1	2	3	4	5
14.	Manufacture of Silk Textiles	63319 (4.7)	16974 (3.9)	26.8
15.	Manufacture of Synthetic Fibre Textiles	2842 (0.2)	930 (0.2)	32.7
16.	Manufacture of Silk and Synthetic Fibre Textiles not elsewhere classified	2348 (0.2)	695 (0.2)	29.6
17.	Manufacture of Jute Textiles	2653 (0.2)	1236 (0.3)	46.6
18.	Cotton Knitting in Mills	934 Neg.	265 (0.10)	28.3
19.	Wollen Knitting in Mills	160 Neg.	21 Neg.	13.1
20.	Synthetic Fibre Knitting in Mills.	17 Neg.	-	-
21.	Manufacture of Zari and Zari products	352 Neg.	84 Neg.	23.9
22.	Manufacture of Coir products	11250 (0.8)	5519 (1.3)	49.1
23.	Manufacture of other textile products (including wearing apparel other than footwear)	104915 (7.7)	16920 (3.9)	16.1
24.	Manufacture of Cane furniture and Fixture	11228 (0.8)	6271 (1.4)	55.8
25.	Manufacture of wood and wood products	110731 (8.2)	21654 (5.0)	19.6
26.	Paper and paper products	6171 (0.5)	511 (0.1)	8.3
27.	Printing, Publication and allied industries	16218 (1.2)	1126 (0.3)	6.9
28.	Leather and Leather products	13852 (1.0)	1483 (0.3)	10.7
29.	Rubber and Plastic products	6276 (0.5)	503 (0.1)	8.0
30.	Manufacture of Petrol and Coal products	628 Neg.	87 Neg.	13.8
31.	Manufacture of Chemical and Chemical products	26314 (1.9)	11444 (2.6)	43.5
32.	Manufacture of Tiles	10747 (0.8)	2385 (0.5)	22.2
33.	Manufacture of other structural clay products	9766 (0.7)	3659 (0.8)	37.5
34.	Manufacture of Sanitary ware	17 (0.0)	2 (0.0)	11.8

Contd....21.,

1	2	3	4	5
35. Manufacture of Lime		4509 (0.3)	1775 (0.4)	38.5
36. Manufacture of Non-Metal Mineral products not else-where classified		53929 (4.0)	15667 (3.6)	29.0
37. Basic metal and ally industries		22775 (1.7)	673 (0.2)	2.9
38. Manufacture of Sanitary Plumbing fixtures		32 (0.0)	-	-
39. Manufacture of Metal products except machinery & transport equipments		36888 (2.7)	2014 (0.5)	5.5
40. Machinery, Machine Tools except Electrical machinery		11939 (0.9)	474 (0.1)	4.0
41. Electrical machinery apparatus, appliances & supplies & parts		11149 (0.8)	6690 (0.1)	6.0
42. Transport equipment and parts		7523 (0.5)	245 (0.1)	3.3
43. Other manufacturing industries		58247 (4.3)	6533 (1.5)	11.2
44. Repair Services		94170 (7.0)	3297 (0.8)	3.5
Total:		1353224 (100.00)	431773 (100.00)	31.9

An analysis of the number of women employed by major non-agricultural activity shows that 25.7% of the total women employment was among women workers. Among the hired workers, it was 22.2% in rural areas. In urban areas, among women workers, 16.3% was women and among hired workers, women employment was 15.3%. The details are given in Appendix- 7 and 8.

The structure of female employment could also be analysed by analysing the information collected through employment market information system and changes that have been registered during 1978 to 1987. The total women employment as at the end of March 1987 was 192.9 thousands of which 128.5 thousands were in Public Sector and 64.4 thousand in Private Sector. In 1978, the total women employment in the organised sector was 132.2 thousands of which

75.8 thousands were in Public Sector, 56.4 thousands were in Private sector. The overall increase registered during 1978 to 1987 was 45.9%. Public Sector accounted for 59.5% whereas Private Sector accounted for 14.2%. The proportion of female employment in total employment in the organised sector during the last nine years varied between 12.4% to 14.6%. Among sectors, it varied between 10.3% and 13.5% in the Public Sector and between 15.9% to 17.2% in the Private Sector. The female employment was more in the Private Sector than in the Public Sector. Within the Private Sector, the proportion showed a decline till 1981 from 17% in 1978 to 15.9% in 1981. Thereafter, the proportion registered an increase till 1987(17.2% in 1987). Details are given in table-14.

Table - 14

Proportion of female employment to the total organised sector employment

Year	Public Sector				Private (Total)	Grand Total
	Central	State	Corporate Semi Govt. + Local Bodies	Total		
1978	5.7	13.1	8.9	10.3	17.0	12.4
1979	6.0	13.9	9.1	10.8	16.3	12.5
1980	6.5	14.3	9.4	11.1	16.2	12.7
1981	6.9	14.7	9.4	11.3	15.9	12.7
1982	6.9	15.1	9.8	11.6	16.0	13.0
1983	8.4	15.1	9.3	11.7	16.6	13.2
1984	8.5	15.5	9.5	11.9	16.5	13.2
1985	9.0	17.3	9.6	12.8	16.8	13.9
1986	9.0	18.0	10.0	13.3	17.1	14.4
1987	9.5	18.3	10.0	13.5	17.2	14.6

Source: Directorate of Employment and Training.

During 1978 to 1987, female employment in the organised sector was about 12 to 15% of the total employment. The proportion of female employment has registered a decline in productive sectors

like manufacturing, mining and quarrying, plantation and forestry whereas the proportion has gone up in non-productive sectors like services. About 58 to 64 percent of the total female employment generated is accounted by services sector between 1983 and 1987. In Mining and Quarrying, the level of employment varied from 1.2% to 1.6%. The female employment in Plantation and Forestry where the coverage is limited, there was a fall. Thus, the role of female participation in the productive sectors of the State is limited and this trend is getting strengthened from year to year. Variations in female employment by industry groups during 1983 to 1987 is given in table-15.

Table - 15

Trends of female employment in the organised sector

Code No.	Industry Divn.	(Percentage)				
		Employment distribution as on 31st March of				
		1983	1984	1985	1986	1987
0	Plantation and forestry	5.1	4.1	4.3	4.0	3.9
1	Mining & Quarrying	1.6	1.5	1.2	1.3	1.2
283	Manufacturing	26.8	25.9	25.0	24.4	23.3
4	Construction	1.5	1.6	1.4	1.4	1.5
5	Electricity, Gas, and Water	1.0	0.8	0.8	0.8	0.9
6	Trade & Commerce	1.0	0.9	0.9	0.9	0.9
7	Transport and Communication	4.3	4.3	4.2	3.9	4.0
8	Services	58.7	60.9	62.2	63.3	64.3
	Total:	100.0	100.0	100.0	100.0	100.0

Source: Directorate of Employment & Training

An analysis of activity and sectoral changes in female employment in Public and Private Sectors during 1981 to 1987 shows that the Finance, Insurance, Real Estate and Services, Community, Social and Personal Services, there is an increase. In the construction

sector, the proportion registered a decline. Employment in other activities registered by and large marginal changes. For the private sector, female employment declined in Plantation and Forestry and Construction. There was an increase in Mining and Quarrying, Manufacturing, Trade and Commerce, Transport and Communications, Finance, Insurance, Real Estate and Other Community, Social and Personal Services. The industrywise changes in the pattern of female employment during 1981 to 1987 are shown in table below:

Table - 16

Activity and Sectoral changes in female employment in Organised Sector

Code No.	Industry Division	Public		Private		Total	
		1981	1987	1981	1987	1981	1987
0	Plantation and Forestry	2.4	4.7	47.8	44.4	18.5	15.4
1	Mining and Quarrying	7.7	6.6	11.2	21.2	8.9	8.3
2&3	Manufacturing	6.9	6.7	14.6	15.6	11.7	12.2
4	Electricity, Gas and Water	3.8	4.1	-	-	3.5	4.0
5	Construction	8.8	5.7	10.3	6.2	8.9	5.7
6	Trade & Commerce	7.5	7.4	3.8	4.9	4.5	5.5
7	Transport and Communication	4.7	5.6	2.4	4.9	4.7	5.6
8	Finance, Insurance Real Estate and Services	15.1	16.9	8.5	11.0	13.8	16.0
9	Community, Social & Personal Services	16.3	20.5	21.7	22.7	17.1	20.9
Total:		11.3	13.5	15.9	17.2	12.7	14.6
		(90.0)	(128.8)	(55.5)	(64.5)	(145.5)	(193.3)

Σ. S U M M A R Y

The proportion of female population was around 49% right from 1951 in Karnataka. In the decade 1941-51, there was an increase in the female population over the previous decade in urban areas. But in the decade of 1951-61, the rate of increase in the urban female population increased whereas in the case of rural female population, it has decreased.

In the area of Educational attainments, there is a concentration of women either as students or teachers in certain selected faculties of higher education. An analysis of enrolment figures reveals that the proportion of women enrolment has more or less remained stable to total enrolment. This emphasises the need for improving the availability of facilities for higher education for women and their utilisation.

As per the 1981 Census, the proportion of female working force to the total working force was 31%. Compared to the 1971 Census figures, the proportion of female working force has increased considerably.

An analysis of the activity pattern of the female working force shows that agricultural sector still provides highest employment to the female working force. Next to Agriculture, Manufacturing Sector provided employment to about 10.4% of the female working force.

The information provided by the Economic Census on Women employment and Major non Agricultural activity shows that 20.6% of the persons usually working were women. 31.9% of the total persons working in the Manufacturing, Repairs and Services Activity were women. Among the hired workers too, this group had the highest percentage of women workers.

A districtwise comparison of women employment in major Non-Agricultural Activity shows that among the usually working women, the highest percentage to total persons working was in Dakshina Kannada District and the lowest in Mandya District. For the hired workers, the percentage of women to total workers was highest in Mysore(32.5%) and Mandya had the lowest proportion(10.9%).

As in 1987, 192.9 thousands females were working in the Organised Sector. Of this, 66.6% were in Public Sector and 33.4% in Private Sector during the period 1978-87. The increase in the female employment in the organised sector was of the order of 15.9%. The proportion of female employment to the total employment in the organised sector was around 14.6%. The trend of female employment in the organised sector from 1983 to 1987 shows that the percentage of female employed in the manufacturing sector has slightly declined. On the other hand, the percentage of female employed in the services has increased significantly. The Industry Divisionwise classification of female employment in the organised sector indicates the percentage of female to the total employment in the Community, Social and Personnel Services was 20.9% while the percentage was lowest in the Division, Electricity, Gas and Water(4.00%).

A P P E N D I X - I

Distribution of population by Sex and Area

(Number)

Year	Rural			Urban			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
1951	7,572,858	7,375,618	14,948,476	2,294,065	2,159,415	4,453,480	9,866,923	9,535,033	19,401,956
1961	9,287,660	9,032,619	18,320,279	2,753,263	2,513,230	5,266,493	12,040,923	11,545,849	23,586,772
1971	11,249,209	10,927,712	22,176,921	3,722,691	3,399,402	7,122,093	14,971,900	14,327,114	29,299,014
1981	13,352,400	13,053,708	26,406,108	5,570,227	5,159,379	10,729,606	18,922,627	18,213,087	37,135,714
1988	14,294,898	13,811,648	28,106,546	7,559,402	7,303,852	14,863,254	21,854,300	21,115,500	42,969,800

Source: 1) Census of India.

2) Report of Expert Group Committee on Population Projections 1981 census.

APPENDIX-2

Sl. No.	Districts	Total Employment (in 000's)	1981-82				1982-83				1983-84					
			Women Employees			% of WE to TE	Women Employees			% of WE to TE	Women Employees			% of WE to TE		
1	2	3	Public	Private	Total	7	Public	Private	Total	11	12	Public	Private	Total	16	17
1.	Dangalore	383.5	34280 (65.0)	17951 (34.4)	52231	15.6	33392 (63.5)	19209 (36.5)	52601	13.2	403.0	34821 (65.2)	13597 (34.8)	53418	13.2	
2.	Deilary	36.9	2231 (67.1)	1094 (32.9)	3325	8.9	2543 (69.3)	1124 (30.7)	3667	9.8	36.9	2762 (73.6)	992 (26.4)	3754	10.0	
3.	Belgaum	69.5	4644 (66.4)	2352 (33.6)	6996	10.1	4648 (65.3)	2472 (34.7)	7120	10.2	70.7	5180 (74.9)	1740 (25.1)	6920	9.8	
4.	Bijapur	36.0	2709 (83.6)	533 (16.4)	3242	8.9	2961 (86.6)	460 (13.4)	3421	9.3	37.3	3048 (84.4)	562 (15.6)	3610	9.6	
5.	Bidar	13.9	1175 (87.0)	175 (13.0)	1351	10.1	1429 (87.0)	214 (13.0)	1643	11.0	15.7	1757 (82.0)	385 (18.0)	2142	13.4	
6.	Chitradurga	38.4	2755 (70.9)	1128 (29.1)	3883	10.2	3168 (72.1)	1227 (27.9)	4395	10.3	44.2	3355 (72.8)	1252 (27.2)	4607	10.4	
7.	Chikmagalur	21.4	1709 (39.2)	2741 (60.8)	4510	21.0	1918 (41.6)	2689 (58.4)	4607	20.5	22.5	2050 (42.5)	2777 (57.5)	4827	21.3	
8.	Dharwad	107.7	6943 (54.3)	5691 (45.1)	12634	11.7	5929 (48.7)	6252 (51.3)	12181	11.8	107.3	6122 (50.5)	5997 (49.5)	12119	11.3	
9.	Gulbarga	38.4	2393 (70.9)	983 (29.1)	3376	8.8	2723 (73.5)	984 (26.5)	3707	8.7	46.6	3124 (74.9)	1045 (25.1)	4169	9.0	
10.	Kolar	47.2	3614 (75.3)	1185 (24.7)	4799	10.2	3664 (76.3)	1138 (23.7)	4802	10.1	47.9	3928 (75.4)	1280 (24.6)	5208	10.9	

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
11.	Uttara Kannada	39.0	3587 (71.5)	1427 (28.5)	5014	12.8	39.8	4149 (73.4)	1504 (26.6)	5653	14.3	40.0	4227 (73.6)	1515 (26.14)	5742	14.2
12.	Mandya	25.5	1985 (89.2)	239 (10.8)	2224	8.6	27.4	2335 (89.2)	284 (10.8)	2619	9.5	27.1	2364 (89.8)	269 (10.2)	2633	9.6
13.	Dakshina Kannada	72.0	7655 (46.8)	8687 (53.2)	16342	22.6	70.1	8109 (48.8)	8495 (51.2)	15604	23.7	74.2	8220 (46.2)	9564 (53.8)	17734	24.0
14.	Mysore	88.9	7460 (61.8)	4602 (38.2)	12062	13.6	32.3	7880 (56.2)	4022 (33.8)	11902	14.5	81.8	7914 (69.3)	3501 (30.7)	11415	13.9
15.	Kodagu	20.6	1764 (23.9)	5623 (76.1)	7387	35.9	18.9	1835 (25.0)	5492 (75.0)	7325	38.6	20.8	1979 (31.0)	4407 (69.0)	6386	30.8
16.	Raichur	29.8	1527 (64.0)	860 (36.0)	2387	8.0	32.7	1688 (46.5)	1941 (53.5)	3629	11.0	33.9	1947 (50.2)	1931 (49.8)	3878	11.5
17.	Shimoga	46.8	3547 (88.8)	448 (11.2)	3995	8.5	47.0	3413 (88.7)	435 (11.3)	3848	8.3	47.9	3847 (90.3)	412 (9.7)	4259	9.0
18.	Tumkur	27.9	2416 (83.6)	475 (16.4)	2891	10.4	29.3	2724 (85.7)	455 (14.3)	3179	10.9	31.3	3136 (74.0)	1099 (26.0)	4235	13.4
19.	Hassan	28.2	2564 (72.9)	952 (27.1)	3516	12.4	27.0	2559 (71.3)	11028 (28.7)	3587	13.3	29.5	3253 (74.1)	1139 (25.9)	4392	14.9
Total:		1171.7	95019 (62.4)	57146 (37.6)	152165	13.0	1179.7	97055 (62.0)	59425 (38.0)	156490	13.3	1218.6	103034 (63.8)	58464 (36.2)	161498	13.2

Source:- D.G.E.T.

Sl. No.	Districts	Total Employment (in 000's)	1984-85				1985-86				1986-87					
			Women Employees	Public	Private	Total	% of WE to TE	Total Employment (in 000's)	Women Employees	Public	Private	Total	% of WE to TE	Total Employment (in 000's)	Women Employees	Public
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1.	Dangalore	408.4	37558 (66.1)	19258 (33.9)	56816	13.9	415.3	40157 (67.0)	19762 (33.0)	59919	14.4	417.1	40.0	19.6	59.6	14.3
2.	Bellary	39.1	2815 (71.3)	1134 (28.7)	3949	10.0	38.9	2917 (73.4)	1055 (26.6)	3972	10.3	41.2	3.2	1.2	4.4	10.7
3.	Belgaum	75.8	6059 (74.6)	2063 (25.4)	8122	10.7	81.5	6547 (67.4)	3170 (32.6)	9717	11.9	81.7	6.6	3.3	9.9	12.1
4.	Bijapur	38.3	3574 (89.5)	418 (10.5)	3992	10.4	39.3	3412 (89.6)	3395 (10.4)	3807	9.7	41.9	3.8	0.3	4.1	9.8
5.	Bidar	17.3	2514 (87.3)	366 (12.7)	2880	16.8	17.8	2706 (87.3)	395 (12.7)	3101	17.4	18.3	2.8	0.4	3.2	17.5
6.	Chitradurga	47.7	4037 (66.9)	2000 (33.1)	6037	12.6	48.6	3922 (66.0)	2020 (34.0)	5942	12.1	49.8	4.2	2.0	6.2	12.5
7.	Chikmagalur	23.3	2375 (45.9)	2687 (53.1)	5062	21.9	23.5	2250 (45.7)	2675 (54.3)	4925	20.9	25.3	2.8	3.1	5.9	23.3
8.	Dharwad	110.6	6629 (49.6)	6742 (50.4)	13371	12.1	113.8	7088 (51.8)	6598 (48.2)	13686	12.0	115.0	7.4	6.5	13.9	12.1
9.	Gulbarga	46.4	4070 (79.5)	1051 (20.5)	5121	11.0	48.3	4739 (75.8)	1509 (24.2)	6248	12.8	50.7	4.7	1.5	6.2	12.2
10.	Kolar	49.7	3820 (75.5)	1238 (24.5)	5058	10.3	50.2	4543 (76.9)	1362 (23.1)	5911	11.8	50.6	4.8	1.2	6.0	11.9

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
11.	Uttara Kannada	41.9	5357 (77.5)	1559 (22.5)	6916	16.5	42.0	5158 (78.0)	1457 (22.0)	1615	15.7	42.3	5.3	1.5	6.8	16.1
12.	Mandya	26.7	2272 (89.9)	256 (10.1)	2528	9.4	29.5	3149 (91.8)	280 (8.2)	3429	11.5	30.7	3.5	0.4	3.9	17.7
13.	Dakshina Kannada	79.6	8617 (47.4)	9553 (52.6)	18170	22.9	81.8	9771 (51.0)	9404 (49.0)	19175	23.5	82.9	9.6	9.8	19.4	23.4
14.	Mysore	83.8	8152 (65.9)	4211 (34.1)	12363	14.8	88.2	8062 (66.6)	4034 (33.4)	12096	13.7	89.6	9.7	4.0	13.7	15.3
15.	Kodagu	21.3	2119 (30.1)	4923 (69.9)	7042	32.9	22.7	3383 (39.1)	5259 (60.9)	8642	37.9	22.9	3.4	5.1	8.5	37.1
16.	Reichur	37.6	2455 (59.8)	1650 (40.2)	4105	10.9	39.1	2749 (58.5)	1953 (41.5)	4702	12.0	39.9	3.1	1.7	4.8	12.0
17.	Shinoga	49.0	4117 (93.1)	306 (6.9)	4423	9.0	51.8	4482 (90.5)	468 (9.5)	4950	9.7	52.8	4.8	0.6	5.4	10.2
18.	Tumkur	34.0	3775 (77.4)	1103 (22.6)	4878	14.4	35.1	4002 (79.9)	1009 (20.1)	5011	14.2	37.5	4.2	1.1	5.3	14.1
19.	Hassan	30.5	4133 (80.3)	1013 (19.7)	5146	16.7	31.7	4371 (79.7)	1112 (20.3)	5483	17.3	33.1	4.6	1.1	5.7	17.2
Total:		1261.1	114448 (55.0)	61531 (35.0)	175979	14.0	1299.1	123408 (65.9)	63923 (34.1)	187331	14.4	1323.3	128.5	64.4	192.9	14.6

A P P E N D I X - 3

Trends in organised sector employment by Sex(as on 31st March)

(in 000's)

Year	P U B L I C S E C T O R											
	Central Govt.			State Govt.			Corporate Sector (Semi Govt. + Local Body)			Public Sector Total		
	M	F	T	M	F	T	M	F	T	M	F	T
1981	108.2	8.0	116.2	292.4	50.5	342.9	303.6	31.5	335.1	704.2	90.0	794.2
1982	114.0	8.5	122.5	297.7	52.9	350.6	309.4	33.6	343.0	721.1	95.0	816.1
1983	106.2	9.8	116.0	302.2	53.9	356.1	326.1	33.6	359.7	734.5	97.3	831.8
1984	111.6	10.3	121.9	311.9	57.3	369.2	337.0	35.4	372.4	760.5	103.0	863.5
1985	109.3	10.8	120.1	316.4	66.0	382.4	354.0	37.6	391.6	779.7	114.4	894.1
1986	112.1	11.1	123.2	326.1	71.7	397.8	365.0	40.6	405.6	803.2	123.4	926.6
1987	111.0	11.6	122.6	336.5	75.5	412.0	374.2	41.7	415.9	820.4	128.5	948.9

APPENDIX - 3 (Contd)

(in 000's)

Year	Private Sector			Total		
	Male	Female	Total	Male	Female	Total
1981	292.8	55.5	348.3	997.0	145.5	1142.5
1982	298.4	57.1	355.5	1019.5	152.1	1171.6
1983	300.3	59.6	359.9	1034.8	156.9	1191.7
1984	413.7	58.5	355.2	1174.2	161.5	1335.7
1985	305.6	61.5	367.1	1085.3	175.9	1261.2
1986	308.8	63.9	372.7	1112.0	187.3	1299.3
1987	310.0	64.4	374.4	1130.4	192.9	1323.3

A P P E N D I X - 4

Trends of female employment in the organised sector

(in '000's)

Code No.	Industry Division	Employment distribution as on 31st March									
		1978	1979	1980	1981	1982	1983	1984	1985	1986	1987
0	Plantation and Forestry	8.5	8.1	7.5	7.2	8.0	8.0	6.6	7.5	7.5	7.6
1	Mining & Quarrying	2.4	2.5	3.1	2.8	2.6	2.5	2.5	2.1	2.3	2.2
2&3	Manufacturing	39.4	38.7	40.6	39.2	39.8	42.1	41.8	43.9	45.7	45.2
4	Electricity, Gas, Water	1.1	1.1	1.1	1.3	1.3	1.5	1.3	1.4	1.5	1.8
5	Construction	2.6	4.0	3.7	4.6	3.7	2.3	2.5	2.4	2.6	2.9
6	Trade & Commerce	1.8	1.8	1.4	1.5	1.5	1.5	1.5	1.6	1.7	1.8
7	Transport & Communication	3.7	4.0	4.8	5.4	5.6	6.6	6.9	7.4	7.4	7.6
8	Services	72.7	75.3	80.6	83.5	89.7	92.1	98.4	109.6	118.6	124.2
Total:		132.2	135.5	142.8	145.5	152.2	156.9	161.5	176.0	187.3	193.3

A P P E N D I X - 5

Industrial classification of organised employment by Sex as on 31st March 1981

(in 000's)

Code No.	Industry Division	Public			Private			Total		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
0	Plantation & Forestry	24.5	0.6	25.1	7.2	6.6	13.8	31.7	7.2	38.9
1	Mining & quarrying	18.0	1.5	19.5	9.5	1.2	10.7	27.5	2.7	30.2
2&3	Manufacturing	118.3	8.8	127.1	178.7	30.5	209.2	297.0	39.3	336.3
4	Electricity, Gas, & Water	35.1	1.3	36.4	0.5	-	0.5	35.6	1.3	36.9
5	Construction	44.5	4.3	48.8	2.6	0.3	2.9	47.1	4.6	51.7
6	Trade & Commerce	6.2	0.5	6.7	25.4	1.0	26.4	31.6	1.5	33.1
7	Transport & Communication	106.3	5.3	111.6	4.0	0.1	4.1	110.3	5.4	115.7
8	Finance, Insurance, Real Estate & Services	45.1	8.0	53.1	11.8	1.1	12.9	56.9	9.1	66.0
9	Community, Social & Personal Services	306.2	59.7	365.9	53.1	14.7	67.8	359.3	74.4	433.7
Total:		704.2	90.0	794.2	292.8	55.5	348.3	997.0	145.5	1142.5

A P P E N D I X - 6

Industrial classification of organised employment by Sex as on 31st March 1987

(in 000's)

Code No.	Industry Division	Public			Private			Total		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
0	Plantation & Forestry	34.2	1.7	35.9	7.4	5.9	13.3	41.6	7.6	49.2
1	Mining & Quarrying	22.7	1.5	24.3	2.6	0.7	3.3	25.3	2.3	27.6
2&3	Manufacturing	131.4	9.5	140.9	191.6	35.5	227.1	323.0	45.0	368.0
4	Electricity, Gas & Water	41.9	1.8	43.7	0.8	-	0.8	42.7	1.8	44.5
5	Construction	46.2	2.8	49.0	1.5	0.1	1.6	47.7	2.9	50.6
6	Trade & Commerce	7.5	0.6	8.1	23.5	1.2	24.7	31.0	1.8	32.8
7	Transport & Communication	123.7	7.4	131.1	3.9	0.2	4.1	127.6	7.6	135.2
8	Finance, Insurance, Real Estate & Services	65.7	13.4	79.1	13.0	1.6	14.6	78.7	15.0	93.7
9	Community, Social & Personal Services	348.4	90.0	438.4	65.6	19.3	84.9	414.0	109.3	523.3
Total:		821.7	128.8	950.5	309.9	64.5	374.4	1131.6	193.3	1324.9

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A P P E N D I X - 7

Number of women employed by Major Non-Agricultural activity

Sl. No.	Major activity group	Persons usually working		Rural Hired workers	
		Total	Women	Total	Women
01.	Mining & Quarrying	14127 0.9	3897(27.6) 1.0	8165 1.2	2537(31.7) 1.6
02.	Manufacturing & Rep. Services	741095 47.3	280099(37.8) 65.6	276796 39.3	98715(35.7) 63.0
03.	Electricity, Gas & Water	3305 0.2	122(3.7) 0.0	2584 0.3	72(2.8) 0.0
04.	Construction	32707 2.1	9694(29.6) 2.4	23574 3.3	8779(37.2) 5.6
05.	Wholesale & Retail Trade	264626 15.9	45193(17.0) 11.2	45948 5.5	9079(19.7) 5.8
06.	Restaurants & Hotels	85546 5.5	17124(20.0) 4.2	18549 2.6	1467(7.9) 0.9
07.	Transport	8599 0.5	214(2.5) 0.0	5643 0.8	167(3.0) 0.1
08.	Storage & Warehousing	4723 0.3	753(15.9) 0.2	3688 0.5	669(18.1) 0.4
09.	Communications	12934 0.8	430(3.3) 0.1	12781 1.8	419(3.3) 0.3
10.	Financing etc. Services	24321 1.5	2742(11.3) 0.7	21575 3.1	2599(12.0) 1.7
11.	Com.Sec.& Personal Services	375690 24.0	42278(11.2) 10.5	284732 40.4	32067(11.2) 20.5
12.	Others	-	-	-	-
All activities		1567673 (100.0)	402546(25.7) (100.0)	704035 (100.0)	156620(22.2) (100.0)

Note: Figures in brackets in Cols. 3&5 give the percentage to the total in Cols.2&4.

Source: Economic Census 1981.

A P P E N D I X - 8

Number of women employed by Major Non-Agricultural activity

Sl. No.	Major activity group	Urban			
		Persons usually working		Hired workers	
		Total	Women	Total	Women
01.	Mining & Quarrying	8493 0.5	699(8.2) 0.2	7716 0.6	519(6.7) 0.3
02.	Mfg. & Repair Services	612129 33.3	151674(24.8) 50.7	354924 29.4	71665(20.2) 38.8
03.	Electricity, Gas & Water	7876 0.4	332(4.2) 0.1	7621 0.6	314(4.1) 0.2
04.	Construction	20040 1.1	5493(27.4) 1.8	44522 1.2	5032(34.6) 2.7
05.	Wholesale & Retail Trade	355765 19.4	31634(8.9) 10.6	122064 10.1	10965(9.0) 5.9
06.	Restaurants & Hotels	103679 5.6	7315(7.1) 2.4	67093 5.5	2540(3.8) 1.4
07.	Transport	26087 1.4	800(3.1) 0.3	17934 1.5	595(3.3) 0.3
08.	Storage & Wharehousing	13317 0.7	1358(10.2) 0.4	8536 0.7	1265(14.8) 0.7
09.	Communications	19643 1.1	2668(13.6) 0.9	19435 1.6	2630(13.5) 1.4
10.	Financing etc. Services	106135 5.8	11345(10.7) 3.8	88431 7.3	10709(12.1) 5.8
11.	Com.Sec.& Personal Services	564503 30.7	86088(15.2) 28.8	499552 41.4	78452(15.7) 42.5
12.	Others	-	-	-	-
All activities		1837668 (100.00)	299406(16.3) (100.00)	1207828 (100.00)	184686(15.9) (100.00)

Note: Figures in brackets in Cols.3&5 give the percentage to the total in Cols.2 & 4.

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A P P E N D I X - 9

Number of women employed in all Non-Agricultural activities by district.

Sl. No.	District	Rural			
		Persons usually working		Hired workers	
		Total	Female	Total	Female
01.	Bangalore	114083	20282	69789	11022
02.	Belgaum	128589	24384	53840	9384
03.	Bellary	50759	11066	18002	2143
04.	Bidar	38542	5048	15758	2241
05.	Bijapur	92062	17908	35441	5545
06.	Chikmagalur	40400	8689	22433	5391
07.	Chitradurga	68658	15885	25443	4528
08.	Dakshina Kannada	231362	119833	62880	19808
09.	Dharwad	102454	13909	37028	5565
10.	Gulbarga	75470	14121	33227	6351
11.	Hassan	46355	7408	25346	3989
12.	Kodagu	18264	3551	9969	2105
13.	Kolar	54622	10801	24747	4897
14.	Mandya	50543	7562	26900	3375
15.	Mysore	189344	71066	122173	51300
16.	Raichur	67859	12385	27030	3265
17.	Shimoga	60607	10346	32542	5057
18.	Tumkur	97029	21572	34890	6125
19.	Uttara Kannada	39571	6729	25597	4529
	State	1567673	402546	704035	156620

A P P E N D I X -- 10

Number of women employed in all Non-Agricultural activities
by District.

Sl. No.	Districts	Persons usually working		Urban Hired workers	
		Total	Female	Total	Female
01.	Bangalore	547322	80939	403749	64856
02.	Belgaum	126126	19151	81720	12025
03.	Bellary	69018	10187	42175	5179
04.	Bidar	25925	3510	14094	1702
05.	Bijapur	104821	22355	53625	9697
06.	Chikmagalur	30658	3755	20209	2743
07.	Chitradurga	71225	9571	44640	5745
08.	Dakshina Kannada	141513	49486	78683	17799
09.	Dharwad	170130	25584	109119	16132
10.	Gulbarga	70532	8963	48005	6080
11.	Hassan	39853	5786	24776	4000
12.	Kodagu	17183	2169	12085	1323
13.	Kolar	70199	9932	47122	7342
14.	Mandya	32115	2974	21265	1916
15.	Mysore	114066	18261	73806	12412
16.	Raichur	51398	6540	31848	3541
17.	Shimoga	64397	6372	44784	4677
18.	Tumkur	45404	7919	23517	2658
19.	Uttara Kannada	44213	4952	32606	4259
State		1837668	299406	1207828	184686

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