

Women Employment in India in Present Scenario

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Abstract

Entrepreneurship plays an imperative role in the growth of any society. Development of entrepreneurship culture and qualitative business development services are the major requirements for industrial growth. Entrepreneurship emerges from an individual's creative spirit into long-term business ownership, employment creation, capital formation and economic security. Entrepreneurial skills are essential for industrialization and for alleviation of mass unemployment and poverty. In this paper we are going to discuss about the number of women registered and unregistered and which sector provide them employment and any innovation is created for women employment or not.

INTRODUCTION

Women entrepreneurs may be defined as a woman or a group of women who initiate, organize and run a business enterprise. In terms of Schumpeterian concept of innovative entrepreneurs, women who innovate, initiate or adopt a business activity are called business entrepreneur. Women Entrepreneur is a person who accepts challenging role to meet her personal needs and become economically independent. A strong desire to do something positive is an inbuilt quality of entrepreneurial women, who is capable of contributing values in both family and social life

Why should a woman have a job? Because it makes a dramatic difference to her life. Working and earning, the capacity to control assets, gives her a boost in decision-making, and lowers domestic violence. Why should we care that women have jobs? Because a labour force that full represents half the population is likely to be more robust.

OBJECTIVE

- To identify the organizations which are Promoting women entrepreneur in india
- To determine the possible success factors for women in such entrepreneurial activities.
- To discuss in which state the development of women entrepreneur is high.
- To highlight which sector provide more employment to women entrepreneurs.

Organizations Promoting Women Entrepreneurship in India

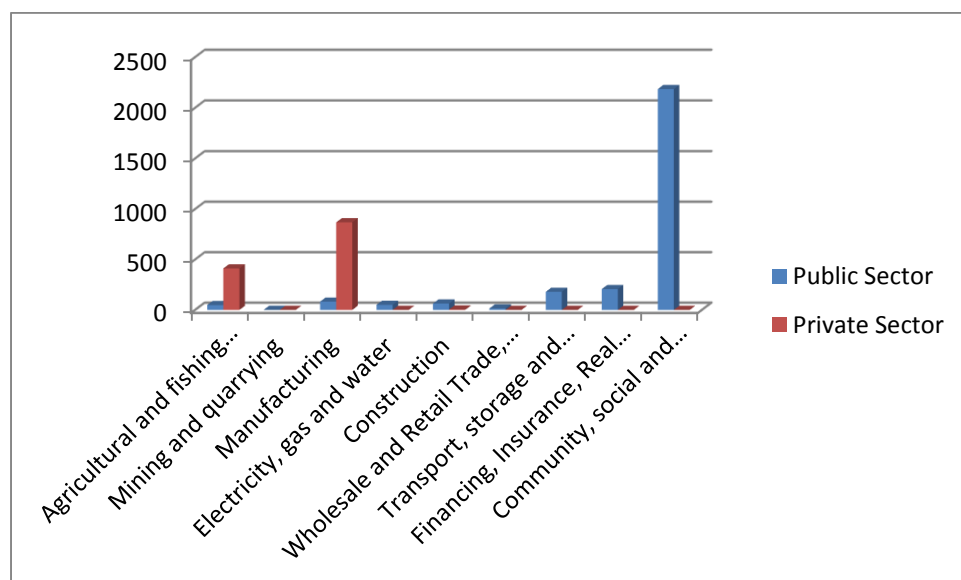
- i. National Resource Centre for Women (NRCW) An autonomous body set up under the National Commission for Women Act, 1990 to orient and sensitize policy planners towards women's. Issues, facilitating leadership training and creating a national database in the field of women's development.
- ii. Women's India Trust WIT is a charitable organization established in 1968 to develop skills of women and to earn a regular income by providing training and employment opportunities to the needy and unskilled women of all communities in and around Mumbai.
- iii. Women Development Corporation (WDC) WDCs were set up in 1986 to create sustained income generating activities for women to provide better employment avenues for women so as to make them economically independent and self-reliant.
- iii. Development of Women and Children in Urban Area (DWCUA) DWCUA was introduced in 1997 to organise the urban poor among women in socio-economic self-employment activity groups with the dual objective of providing self-employment opportunities and social strength to them.
- iv. Association of Women Entrepreneurs of Karnataka (AWAKE) AWAKE was constituted by a team of women entrepreneurs in Bangalore with a view to helping other women in different ways –to prepare project report, to secure finance, to choose and use a product, to deal with bureaucratic hassles, to tackle labour problems, etc.¹

Financial Institutions Assisting Women Entrepreneurship in India For the past several years, financial institutions have been playing a pivotal role in giving financial assistance and consultancy services to women entrepreneurs. These institutions include:

- i) National Small Industries Corporation (NSIC),
- ii) All-India Development Banks (AIDBs), viz. IDBI, IFCI, ICICI, IIBI, IDFC and SIDBI,
- iii) Specialised Financial Institutions (SFIs), viz. Exim Bank and NABARD,
- iv) Investment Institutions, viz. LIC, GIC, NIC, NIA, OIC, UII and UTI,
- v) Regional/ State-Level Institutions, viz. NEDFI, SIDCs and SFCs,
- vi) Commercial Banks, vii) Co-operative Banks, etc.

¹Malathi V Gopal, Role Conflicts of Women Entrepreneurs, Indian Institute of Management, NISIEET, Government of India, Hyderabad, 2005, p. 54.

No. Industrial Activity Women's Employment (in thousands '000)	Industrial Activity Women's Employment	
	Public Sector	Private Sector
Agricultural and fishing Hunting	47.7	411
Mining and quarrying	. 66.0	7.3 3.
Manufacturing	81.5	867.9
Electricity, gas and water	49.7	2. 4
Construction	62.6	3.4
Wholesale and Retail Trade, hotels and restaurants	14	32.0 7
Transport, storage and communication	179	10.4 8
Financing, Insurance, Real Estate and Business	206	81.2 9
Community, social and personal services	2183.6	6 628.8
All Sectors (Total)	2890	2044.4



Principal Characteristics of Women-

Managed SSI Units in India The principal characteristics of women-managed SSI units in India as per the Third All India Census of SSI- 2009 show that the share of women-managed units in the total SSI sector in terms of number of units (9.46 %) and employment (7.14 %) was higher than that of their share in other aspects, viz. original value of plant and machinery (4.11%), market value of fixed assets (4.63%), gross output ((3.46 %) and exports (2.37 %). The share of women-managed units in the unregistered SSI sector in terms of number of units, employment, original value of plant and machinery, market value of fixed assets and gross output are higher than that of the registered SSI sector

Units managed By women	No. Of Unit	Employment	Original value of Plant and Machinery	Market value of fix	Gross Output	Export
No of registred unit	114361	349342	11047	3362.46	6031.68	331.48
Percentage to total of the respective category	8.32	5.67	3.64	3.66	2.97	2.69
Unregistered SSI sector	880	780	1429962	1149.61	3776.33	3732.48
Total SSI sector	995142	1779304	2254.	40 7138	9764.17	336.86

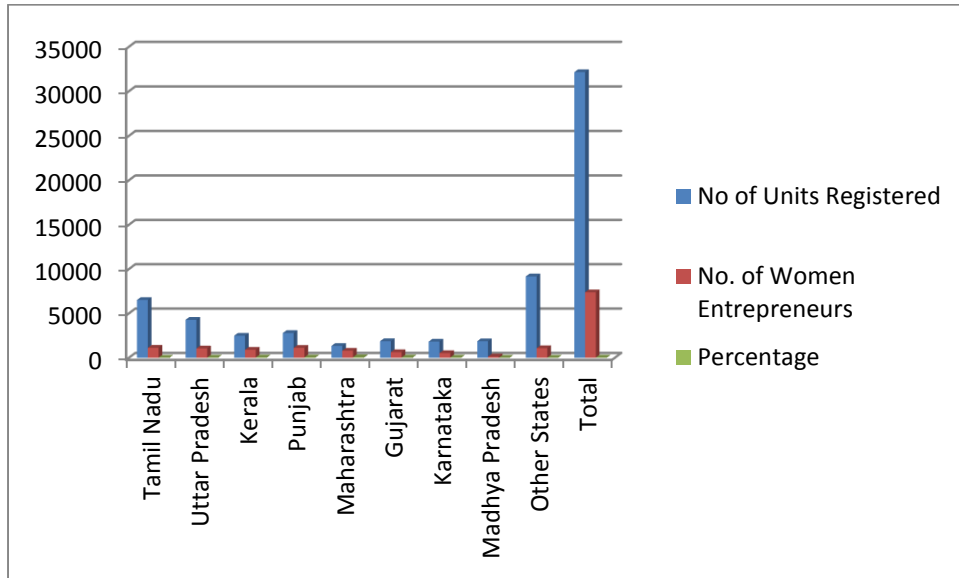
Source: Ministry of Small Scale Industries, Government of India, New Delhi, 2009

Women entrepreneurs in India are handicapped in the matter of organizing and running businesses on account of their generally low levels of skills and for want of support system. The transition from homemaker to sophisticated business woman is not that easy. But the trend is changing. Women across India are showing an interest to be economically independent. Women are coming forth to the business arena with ideas to start small and medium enterprises. They are willing to be inspired by role models- the experience of other women in the business arena. The role of women entrepreneurs is especially relevant in the situation of large scale unemployment that the country faces. The modern large scale industry cannot absorb much of labour as it is capital intensive. The small scale industry plays an important role absorbing around 80% of the employment. The myth that women cannot engage in productive employment needs to be dispelled. They can be encouraged to set up small and medium scale industries on their own initiative. Entrepreneurship development for women is an important factor in economic development of India. Rural women can be encouraged to start cottage industries. Rural based micro enterprises have been encouraged by the government by various schemes-such as Integrated Rural Development Program (IRDP), Training of Rural Youth for Self Employment (TRYSEM), and Development of Women and Children in Rural Areas (DWCRA). The aim is to remove poverty through entrepreneurial programs

Methodology The paper is based on primary and secondary data. The data is sourced from Directorate of Economics and Statistics Publication to arrive at the trends in area production and productivity of women’s entrepreneurship focus on economic and productive sector in Guntur District.

States	No of Units Registered	No. of Women Entrepreneurs	Percentage
Tamil Nadu	6518	1130	17.34
Uttar Pradesh	4280	1050	24.53
Kerala	2487	905	36.39
Punjab	2791	1118	40.06
Maharashtra	1339	794	59.30
Gujarat	1872	638	34.08
Karnataka	1822	526	28.87
Madhya Pradesh	1867	142	7.61
Other States	9176	1085	11.82
Total	32152	7388	22.98

Source: Central Statistical office compression” recovered 2000



Employment by industry and gender, employees (organized sector), India, 2005

	All Min Percentage		Women Min Percentage		Men Min Percentage	
	agriculture, forestry, fishing	1	09 4.1 0	08 1.5 1	01 4.7	1
mining	1	48 5.6 0	48 9.6 1	00 4.7	1	48 5.6 0
manufacturing	5	62 21.3 0	94 18.7 4	78 22.2	5	62 21.3 0
utilities	0	91 3.4 0	05 1.1 0	86 4.0	0	91 3.4 0
construction 0	96 3.6 0	07 1.3 0	89 4.1	construction 0	96 3.6 0	07 1.3 0
transport, storage,	2	84 10.7 0	19 3.8 2	65 12.3	2	84 10.7 0
wholesale, retail, restaurants,	0	56 2.1 0	05 1.0 0	51 2.4	0	56 2.1 0
finance, real estate, business	1	93 7.3 0	30 6.0 1	63 7.6	1	93 7.3 0
community, social, personal services	11	07 41.9 2	85 56.9 8	22 38.3	11	07 41.9 2
Total 26	46 100 5	02 100 21	44 100	Total 26	46 100 5	02 100 21

Source: authors' calculations based on ILO Laborsta

The table reveals that the public sector is by far the largest employer in the organised sector, with 70% of all women and 58% of men employed, of which majorities in regional government. Second largest employer for both sexes is manufacturing, with nearly 19% of all females employed and 22% of all males. The third spot is for transport, storage and communication, though this applies for men, with over 12% of their organised employment against less than 4% for females. For females, with 7.5% finance, real estate and business services are the third largest employer. In the end the share of commercial services in organized sector employment is extremely limited: at least 7% among females and 10% among males, plus an unknown but limited part of community, social and personal services. If public sector services are included, the service sector share increases to 68% for females (nearly 3.4 million employed) and 60% for men (12.9 million). More detailed breakdowns of female labour market shares will follow in section 2.6.3.

CONCLUSION

The percentage male working population was high when compared with female working population and male working population was doubled to female working population. Percentage of female workers to total worker has varied considerably across the states. Many innovations are implemented by the government for the women Enterpreur and publics Sector provide more job to them.

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