

Provision of Women Employment: A Strong Step for Empowering Women in India

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ABSTRACT

Women with their pleasant appearance, gentle behavior, highly tolerant feature, non-violent and tender attitude render prompt service in the economy. Woman work as good agriculturist, dare police, efficient administrator, sharp pilot, beautiful airhostess, humble receptionist, sincere doctor, caring nurse, punctual lawyer, etc. They are the one of two wheels of a chariot of a family, good advisor, good rescuer during crisis in the family and work restlessly without expecting holidays (rather they work more on holidays), retirement and remuneration nevertheless women are exploited. Their inclusion in the process of economic development is quite necessary. Annual Report of MSME, hardly 13.72 percent of enterprises registered with MSME sector is managed by women. Women are exploited socially and economically. Education and employment are such tools with which women empowerment can be achieved. Women Empowerment and finding solution for increasing unemployment are sharp challenges before India. The paper aims at highlighting the need for women self-employment, the Women's Work Force Participation Rate at Global and India level, the working women in Public and Private sector in different states of India, attempts to motivate and support women for self-employment and suggest measures for increasing women's work participation in India.

Key Words: Empowerment, employment, enterprise, remuneration, behavior

I. INTRODUCTION

Women with their pleasant appearance, gentle behavior, highly tolerant feature, non-violent and tender attitude render prompt service in the economy. Woman work as good agriculturist, dare police, efficient administrator, sharp pilot, beautiful airhostess, humble receptionist, sincere doctor, caring nurse, punctual lawyer, etc. They are the one of two wheels of a chariot of a family, good advisor, good rescuer during crisis in the family and work restlessly without expecting holidays (rather they work more on holidays), retirement and remuneration, nevertheless women are exploited. This reflects that, the women deserve proper care and protection. Their inclusion in the process of economic development is quite necessary. The population of India is 1,349,800,854 (1.34 billion) as of December 13, 2017 of which 697,037,161 (69.7 crore) is male and 652,763,692 (65.2 crore) is female and Sex Ratio is 945 females per 1000 males. As per 2011 census, the female literacy rate is 65.56 percent as against 82.14 percent in males. Women constitute around half of the total population. India is a fast growing positive economy. In India, the total number of female workers as per 2011 census 149.8 million (121.8 million in rural and 28.0 million in urban), of the 149.8 million female workers, 35.9 million female workers are cultivators and other 61.5 million are working in agricultural sector as labourers and remaining 8.5 million women workers are in household industries and 43.7 million are classified as other workers.

The International Labour Organization's Global Employment Trend Report of 2013 pointed out that, women labour force participation in India was 37 percent in 2004-05 decreased to 29 percent in 2009-10, India ranks 11th out of 131 countries from bottom in women work participation, 48 percent of females in India drop out of work force in the middle whereas the percentage is 29 in Asia's regional average and only 5 percent of women employees are employed at senior level in India which is 20 percent average at world level. As per the Annual Report 2011-12 of MSME, hardly 13.72 percent of enterprises registered with MSME sector were managed by women. Indians follow numerous traditional practices and beliefs. Women are exploited socially and economically. Hence, women empowerment socially and economically is quite vital. Inclusive growth cannot be made possible without empowering women. Education and employment are the important paraphernalia of changing social and economic status of women in India. The women literacy and work participation are less in comparison with males. Women are ill treated at work places and paid fewer wage than males in unorganized sector. Women are to be given equal opportunity on par with men. Women are to be given essential and good education to fight against exploitation and get wage employment. Women work within and outside the home. The contribution of women in the society and economy is memorable. Women render service in different positions even in

agriculture. It is observed that, women mainly are involved more in small scale business activities apart from her house hold activities. According to changing times women are finding job opportunities in variety of field for example IT, garment making, garnishing, food and beverages, etc. is evident of increasing trend of female workers in service and industrial sectors. Women though can work every where is more suitable in service sector. If women power is used for the economic development drastic changes can be achieved. Unless the empowerment of women the inclusive growth is not fully possible. Government has implementing variety of schemes for extracting and utilizing the hidden capacity of women and seeking contribution for economic progress. Women Empowerment and finding solution for increasing unemployment are sharp challenges before India. Education and employment are such tools with which women empowerment can be achieved.

II. OBJECTIVES

1. To highlight the need for women self-employment
2. To study the Women's Work Force Participation Rate at Global and India level
3. To know the working women in Public and Private sector in different states of India.
4. Attempts to motivate and support women for self-employment
5. To suggest measures to increase women work participation

III. THE CONCEPT WOMAN EMPOWERMENT

Make the women powerful to take their own decisions for their personal matters is women empowerment. It is to make them sovereign in all respects. It is bringing equality among both male and female in all areas in the society.

Why Women should be empowered?

The issue of empowering women is not a present issue. The demand for women empowerment begins even before the birth of girl child. Because of the exploitation of girl child and women at different stages, women are to be protected for which women empowerment is badly needed. In modern days also woman exploitation is not stopped. Empowerment of women is very much needed to make the bright future of the family, society and country. The extent, the incidence, the mode of exploitation, etc. changed in changing time. In these days the victimization is may be due to family reasons or society reasons or personal reasons. Whatever may be the reason the victim is the girl or woman. To overcome such situation women are to be empowered economically, politically, socially, educationally, culturally and mentally.

Women's Work Force Participation Rate- A Global Scene

Women's work force participation rate in different countries is different. The female work participation rate is highest in Netherlands followed by China and Brazil. The rate is more or less similar in United States and Russia and stand 4th and 5th from top. Work participation of women in India is less than UK, Indonesia, Nigeria, Mexico, Malaysia, Somalia; similar as in Turkey and more than Saudi Arabia. The following chart shows clear scene of work participation in the different countries from 2009-2013.

Women Work Participation in India

Work participation of women is more in rural areas than in urban areas. This is because of the more work opportunities in rural areas. In 1999-2000, in urban areas the women work participation was 19 million (20 percent), increased to 27 million (22 percent) in 2004-05 which decreased to 25 million (19 percent) in 2009-10 and again increased to 29 million (20 percent) in 2011-12. Whereas in rural areas 106 million (35 percent) increased to 125 million (36 percent) and came down to 106 million (31 percent) and again to 104 million (30 percent) during the same period. The data say that work participation of women is more in rural areas than in urban areas. Recently work participation in urban areas is increasing due to the expansion of business activities and service sector like telecommunication, teaching, consultation, etc. in urban areas. The scene in rural areas is so because of the pre-dominance of agriculture and allied activities. The following Table 1 is evident for the above.

Table 1: Women Work Participation in India (in million)

Year	Urban	Rural
1999-2000	19 million (20)	106 million (35)
2004-05	27 million (22)	125 million (36)
2009-10	25 million (19)	106 million (31)
2011-12	29 million (20)	104 million (30)

Figure in parenthesis are percentage to total.

Working Women in Public and Private Sector in India

India, a mixed economy having public as well as private sector enterprises and jobs opportunities are created for women in both the sectors. The work participation of women differs in different states of India from sector to sector. In Manipur, 96.6 percent and 3.4 percent of working women are working in public sector and private sector which is highest in India.

Table 2: Working Women in Public and Private sector in Different States (in percentage)

State	Public Sector	Private Sector	State	Public Sector	Private Sector
Manipur	96.6	3.4	Haryana	54.3	45.7
Mizoram	95.7	4.3	Tamil Nadu	53	47
Tripura	92.1	7.9	Goa	52.5	47.5
Jammu & Kashmir	91.7	8.3	Andhra Pradesh	51.9	48.1
Bihar	91.4	8.6	Maharashtra	46.7	53.3
Jharkhand	89.6	10.4	Kerala	41.6	58.4
Nagaland	88.7	11.3	Odisha	41.1	58.9
Uttarakhand	88.2	11.8	Karnataka	37.6	62.4
Madhya Pradesh	86.2	13.8	Assam	238	76.2
Meghalaya	84.7	15.3	Odisha	41.1	58.9
Himachal Pradesh	80.4	19.6	Karnataka	37.6	62.4
West Bengal	79.8	20.2	Assam	238	76.2
Rajasthan	77.5	22.5	Odisha	41.1	58.9
Chhattisgarh	74.3	25.7	Karnataka	37.6	62.4
Uttar Pradesh	71.8	28.2	Assam	238	76.2
Delhi	68.2	31.8	Karnataka	37.6	62.4
Punjab	61.7	38.3	Assam	238	76.2
Gujarat	57.5	42.5	Assam	238	76.2

Source: Labour Bureau

In states like Manipur, Mizoram, Tripura, Jammu & Kashmir, Bihar, Jharkhand, Nagaland, Uttarakhand, Madhya Pradesh, Meghalaya, Himachal Pradesh, West Bengal, Rajasthan, Chhattisgarh, Uttar Pradesh, Delhi, Punjab, Gujarat, Haryana, Tamil Nadu, Goa and Andhra Pradesh more than 50 percent of the women work force of respective states are working in public sector and less than 50 percent in private sector. This may be because of safety, work security and may be non-development of private sector. Whereas in Maharashtra, Kerala, Odisha, Karnataka and Assam the private sector has attracted more of women workers i.e less than 50 percent women work in public sector. The following table gives details of state wise women work participation.

IV. SOLUTION OF WOMEN SELF EMPLOYMENT

Woman exploitation is not only the problem of India. She is exploited in all the countries of the world in one or the other way. Women exploitation may be in the form of sexual harassment, payment of low wages for similar work compared with male workers, women trafficking, molestation, gender biased ill treatment at work places, etc. These problems are less in self-employed women entrepreneurs. Hence, if women are self-employed, their economic empowerment is possible which is mother of all types of empowerments. As women face different problems.

- Shortage of Entrepreneurial training,
- Lower risk taking capacity,
- Shortage of finance,
- Awareness about self-employment,
- Conflict within own family,
- Lack of support,
- Competition, etc.,

Motivating women for self-employment is not only sufficient but supporting women from different angles is needed. In this view, Indian government is trying to overcome the problem through implementing schemes and assistance.

V. GOVERNMENT OF INDIA APPROACH TOWARDS WOMEN EMPOWERMENT

Till the 1970s the approach of development of women was generally welfare oriented. In 1970s, the thought changed to development and diverted to attract women for involvement in nation's development. In 1980s, with a focus on three core areas of health, education and employment, a multi-disciplinary approach has been adopted.

VI. ATTEMPTS TO MOTIVATE WOMEN SELF EMPLOYMENT

In the early days of independence, Community Development Programmes, Mahila Mandals, etc., schemes were set up for the growth of women entrepreneurs. Following are some of the schemes in favour of women.

- In the early years of independence, Mahila mandals etc., schemes of community development programs were set up for the development of women entrepreneurs.
- In this view, Canara Bank's Centre for Entrepreneurship Development is giving training to women and helping them by providing financial assistance to set up small industrial units and also helps in marketing of their products.
- The government with the intention of development of women entrepreneurship is assisting the women by providing financial help in the form of term loans on concessional rate of interest, subsidy, unsecured loans and concessions, self employment loan, etc.,
- Government has been providing financial assistance through institutions like Commercial Banks, CWCFC, SIDO, EDI, NAYE, SEF, DIC, NISIE, SIDBI, etc.,
- The Regional Rural Banks help rural women for women entrepreneurship development through different credit schemes
- For encouraging women entrepreneurship different institutions like KVIC, NABARD, Cooperative Societies, etc. are having special financial schemes for the development of women entrepreneurship like dairying, bee-keeping, food processing and preservation, spices process, poultry, mushroom cultivation, making of potato chips, other home products, cottage industries, etc.,
- During the 11th Plan period "Trade Related Entrepreneurship Assistance and Development Scheme"(TREAD) has been launched by the government of India.

VII. GOVERNMENT SCHEMES AND PROGRAMMES FOR WOMEN

Women in India are given precedence in all the sectors including Small Scale Industries sector. Government and NGOs are paving way for attention to women's economic contribution through self-employment and industrial and business enterprises. Since 1980, with an emphasis on three core areas of health, education and employment, a multi-disciplinary approach has been implemented. Federation of Indian Women Entrepreneurs founded in 1993. Kasturba Gandhi Balika Vidyalaya Scheme, and National Programme for Education of Girls at Elementary Level, Mahila Samakhya Programme, to support the NGOs working for protecting the respect and guaranteeing the security of women in India, the government of India has started Nirbhaya scheme in the union budget 2013, Beti Bachao and Beti Padhao scheme 2015, etc.,

VIII. SUGGESTIONS

- Motivate the parents in rural areas for educating their female children
- Insist for ensuring security for females at schools and colleges
- Give employment oriented education
- Encourage females to discharge their duties independently
- Encourage females to take up self-employment
- Create awareness about the schemes available.

CONCLUSION

The women deserve proper care and protection. Their inclusion in the process of economic development is quite necessary. Hence, women empowerment socially and economically is quite vital. Inclusive growth cannot be made possible without empowering women. Education and employment are the important paraphernalia of changing social and economic status of women in India. The women literacy and work participation are less in comparison with males. Till 1970s the approach of development of women was generally welfare oriented. In 1970s, the thought changed to development and diverted to attract women for involvement in nation's development. In 1980s, with a focus on three core areas of health, education and employment, a multi-disciplinary approach was adopted. The government of India has been with multi-dimensional schemes putting effort for women empowerment.

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