

An Overview of Women Entrepreneurs in India

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Abstract:- Women participation in the labour force and admittance to well-mannered occupation is immensely crucial for a wide-range and sustainable progress of any nation. At the comprehensive level, larger contribution of women in the labour force is fine for the whole economy. In India, women labour force participation rate is increasing appreciably in recent years. Even though, the women labour force participation rate is lower than universal average, but it shows an increasing pattern. On the other hand, a range of socio-economic factors that affect the female participation in labour force cannot be ignored. This article throws light on the trends and growth of such women labour participation in the job market. Hefty number of hurdles and obstacles prolong to subsist for women community to get into the labour market and acquire well-mannered and civilized occupations. The women community is excessively put through a extensive range of challenges concerning with easy ingress to employment opportunities, alternative jobs, working circumstances, unforeseen situations, safety of jobs, equivalence in wages, prejudice and inequality treatment and work-life balance and family responsibilities.

Keywords:- Women Labour Force Participation Rate, Trends of Women Labour Force, Challenges.

I. INTRODUCTION

Women participation in the labour force and admittance to well-mannered occupation is immensely crucial for a wide-range and sustainable progress of any nation. At the comprehensive level, larger contribution of women in the labour force is fine for the whole economy. In India, women labour force participation rate is increasing appreciably in recent years. Even though, the women labour force participation rate is lower than universal average, but it shows an increasing pattern. The women community is excessively put through a extensive range of challenges concerning with easy ingress to employment opportunities, alternative jobs, working circumstances, unforeseen situations, safety of jobs, equivalence in wages, prejudice and inequality treatment and work-life balance and family responsibilities.

Periodic Labour Force Survey Report 2022-23 released by the Ministry of Statistics and Programme Implementation on 9th October 2023 had revealed substantial augment in the women labour force participation. In 2017-18, the

participation rate was 23.3 percent and in 2022-23, it rose up to 37 percent. This considerable shoot in the women labour force participation rate is a result of the crucial schedule placed by the Government to make certain women's empowerment in the course of policy initiatives targeted at the long term socio-economic and political progress of women community. Various programmes and schemes of the Government have stretched across women's lifecycle together with huge range of initiatives for girl children's education, development of skills, facilitates entrepreneurship and protection in the place of work. Government's policies and legislations in these areas have been driving the agenda of 'women- development'.

II. REVIEW OF LITERATURE

Ishaan Bansal and Kanika Mahajan (2021) have identified that there would be more possibility to increase in women's employment in households. This would be experienced by unconstructive revenue to them which persuaded by the pandemic-related lockdowns in India. However, this progress in women's job opportunities was only temporary in character, and this started to reduce when the financial circumstances of family circles have enhanced.

Mehrotra, et al., (2014), in their study they found that a huge division (18 of 60 million, i.e. roughly 30%) of this boost in job opportunities was attributable to women from rural regions, combined with the workforce as self-employed human resources in farming. in the high growth period, that is from 2003-04 to 2011-12, women relinquish farming sector. But this happened exclusive of supplementary increase in non-agricultural employment, on the whole, women's LFPR declined very much in this period.

Jeanne Halladay Coughlin and Andrew R. Thomas (2002) have opined that in many developing countries, industrial and manufacturing sector is getting higher and transformation to modern society is also taking place rapidly. The growth in industrialized and advanced countries, are taking place at an accelerated pace. So accordingly, women are as well fetching an energetic strength in the development of growing countries around the world.

Krishnamoorthy V and Balasubramani R (2014), have acknowledged the most imperative entrepreneurial inspiration elements of women society and its effect of it on entrepreneurial success. Their study also found out that factors such as aim, skills, knowledge and experience, hold up from family members, opportunities of market, autonomy, subsidies provided from government and personal satisfaction are the chief entrepreneurial motivational factors.

Samani Veena S., (2020) in her thesis highlighted the knowledge, approach and practices and troubles of women entrepreneurs in food processing industry. Pressure in their work was the major problem challenged by all the chosen women. The researcher identified that, most of the women entrepreneurs were Hindus, around 65 percent of selected women belonged to nuclear families and a minimal quantity of women got formal training.

III. PATTERNS/TRENDS ON WOMEN LABOUR FORCE PARTICIPATION IN INDIA

The Indian Government has executed quite a lot of programmes and proposals to progress the level of rates of employment and work eminence for women. The government schemes ensures enhanced more chances for female workers that includes variety of programmes on social security, development of their skills, improved job opportunities and notable reforms on legislation. These scheme and programmes have come up enormously with addressing the gaps between genders and boost up participation rate of women workforce in our country. But still, there are numerous issues and challenges that could do better with be addressing to support women community to take part primarily in the labour force. This could be done by practical and affirmative initiatives by the employers towards enhanced approach to their safety, flexibility, and social security on the work place.

In the long term, the rate of labour force participation has altered due to economic, social and demographic characteristics. The trend/pattern in the women's labour force participation rate is mainly parallels the long-term trends for the overall population of any economy. Here are some points which show or affect the pattern of women labour force participation rate.

➤ *Stumpy Overall Participation Rate*

Comparing other world countries, Indian women are participating low in the labour force of our economy. by tradition and various socio-cultural factors which includes norms for gender, responsibilities of women in their family, suitable job opportunities are some of the reasons to this stumpy participation rate of women.

➤ *Division of Urban-Rural Communities*

In India, there also been a noteworthy distinction of women labour force in the rural and urban regions. In rural areas, women community are more involved in the farming and agricultural work while, women tries for the formal and better employment opportunities in urban areas.

➤ *Education and Employment*

Always education has the positive impact on the levels of employment. This could be so happened in urban areas than rural areas and in women society. That is why women community in urban areas prefers better and formal employment in urban regions.

➤ *Variations in Sectors and Industry:*

In India, women are preferred to be employed in some kind of sectors or industries like health care, education and agriculture. The main reasons for this are the timings and the nature of the work. Due to this attitude of women society, the other sectors and industries, like technology and manufacturing, lags in women representation to the women labour force.

➤ *Dominance of Informal Sectors*

Our country is an agriculture based nation, so that the majority of people are concentrating in this sector. Women community is also not an exception of this fact. A significant proportion of women society are engaged in this sector which lags in job security, social security's and benefits and officially authorized protection from the government side.

➤ *Initiatives from the Government*

To promote women's participation rate in the labour force, our Indian Government has proposed initiatives through various programmes and schemes. One of those schemes is MGNREGA (Mahatma Gandhi National Rural Employment Guarantee Act), which provides a wide variety of jobs comparatively to women community.

➤ *Challenges Faced by Women in the Work place*

Some of the issues and challenges faced by the women community are discrimination based on the gender, inflexible working hours, issues connected with safety measures and their security. Because of these reasons women participation rate are comparatively low among world countries.

➤ *Impact of Pandemic Situations*

Since 2019, due to COVID 19, world countries are facing numerous challenges in the labour force participation, especially, women participation rate in the nation's labour force. In these pandemic days, responsibilities of women community increases on the other hand, they also face insecurity in their jobs.

IV. CHALLENGES IN FEMALE LABOUR FORCE PARTICIPATION

In 2023, International Labour Organization (ILO) stated that in India, the labour force participation rate of women is only 19.2 percent as compared to 70.1 percent of men, thus the gender gap in employment is 50.9 percent. As indicated by ILO, 52 percent of women in India convey their yearning as to work either in paid and decent positions of employment or in both paid/decent positions of employment and as well taking care for their families and homes.

India ranked 135 out of 146 countries and was at the back of smaller and pathetic neighbor nations such as Nepal, Bangladesh and Sri Lanka, said by World Economic Forum's Gender Gap Report 2022. The World Economic Forum (WEF) has highlighted that progression towards equality in gender has been come to standstill and yet upturned owing to the Covid-19 pandemic. The pandemic excessively influenced women, leading to the 'shecession' that denotes the sectors, which were significantly impacted and where women are more widespread such as retail and hospitality.

Here we have some of the significant challenges faced by women labour, which has its impact on the ratio of women labour force.

➤ *Disparity in Wages*

India is one of the nations which has highest gender pay gap. All the reports from labour organization pointed out that there is a imperative requirement for inclusive and wide range of measures to pass over the big gap and generate a reasonable working surroundings for women.

➤ *Sexual/Other Forms Harassment in Workplace*

Harassment doesn't always have to be solely sexual. Women faces several forms of harassment that head towards a aggressive or threatening work surroundings like unwanted comments and remarks, annotations about individual's outlook, appearance or clothing, improper gestures, or even unremitting staring.

➤ *Lack of Equal Opportunities*

As per Report of Deloitte Global's Women in Boardroom, 2022 acknowledged that an average of 19.7 percent of board seats is held by women at the world level. This happens because Women are less likely to involve in business enterprises that use more formal employment and limit employees' prospects for promotion.

➤ *Difficult to Overcome Gap on Career / Rejoining the Workforce*

Pregnancy, childbirth, and concerned about children or the elder people are a few personal reasons which regularly have need of more women than men.

➤ *Leadership Barriers*

In spite of attempts make to set up equality in the workplace, women in professionals come across impediments in expanding to the place of leadership. Among superior leadership positions, women in Professional stand for a small minority in various organizations across the nations.

➤ *Balance in Work-life*

Women still held as the majority of household and child/elder care duties and responsibilities at home, even when both spouses work full-time. In these circumstances women are faced with the challenge to sustain the perfect balance among the responsibilities of home and job.

V. STEPS TO BE TAKEN TO REDUCE GENDER GAP IN WORK FORCE

By considering what businesses may do to help their female employees, organizations need to make sure that women are motivated and encouraged to advance in their careers. Most essential, business enterprises should afford knowledge and expansion opportunities in promoting a supportive atmosphere where women experience relaxed, respected and cherished. Realize the challenges faced by women, and subsequently take necessary steps to discover solutions to them. It is opt time to generate a comprehensive and compassionate workplace to women. Here we have some guidelines, suggestions and steps to be taken to ensure the safety and security as well to reduce the gender gap in India.

➤ *Linkages*

Educational institutions have to form linkages and tie-ups with the industries and modify the courses in accordance with their requirements.

➤ *Zero Tolerance*

There is a need to bring about a change in the mindset of the people. This transformation should begin at home where boys and girls have to be treated equally.

➤ *Effective Implementation of National Education Policy-2020*

It is required to make certain equitable education and transform the educational landscape in the country. NEP 2020 has laid down the objective as to achieve 100 percent enrolment of girl children in schools by 2035 and 50 percent in higher education institutions.

➤ *Growing Working Age Population and Decrease in Jobs*

While working-age population has been increasing each year in India, the proportion of people with jobs has been coming down piercingly.

➤ *Gender Responsive Budgeting (GRB)*

Increasing the size of the gender budget, making women-focused expenditure more targeted and enhancing GRB efforts at the State level.

VI. CONCLUSION

Women prolong to face several issues and challenges in their workplace which obstruct the proficient expansion and improvement. Employers, employees and human community all together must take necessary steps to deal with these challenges and generate a more impartial and comprehensive workplace without gender discrimination. Business enterprises can put into practice various policies and programmes that encourage diversity and inclusion, afford support for working young mothers and take in hand unaware biases in hiring and their promotion. In recent days there has hardly been any improvement in the labour income gap, working conditions, or access to employment for women. It is essential to be acquainted with that facing these issues and challenges needs a combined attempt and a continued obligation to revolutionize. By working collectively, we can make a future where women can completely apprehend their potential and succeeds in the workplace. We can construct a workplace culture where everybody feels appreciated, esteemed, honoured and supported, apart from of their gender.

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