

## Women Empowerment through Institutional Support

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**Abstract:** In the era of economic development by liberalization and globalization Women entrepreneurship is gaining importance in India The Government of India is implementing a number of programmes, for improving access to employment, education, health, infrastructure development, urban development, e The policy and institutional framework for developing entrepreneurial skills, providing vocation education and training has widened the horizon for economic empowerment of women, However, women hold only 14% of the economic enterprising India.. This conceptual paper indicates and emphasizes the women entrepreneurs as the potentially emerging human resource in the 21st century. The primary objective of this paper is to study the role of govt. in women empowerment through various policies of industrialization in Punjab and Chandigarh. For this purpose, 300 women respondents are contacted. On the basis data collected, recommendations are given to promote spirit of women entrepreneurship and helping the women to become a successful entrepreneur.

**Keywords:** Entrepreneurship, Empowerment, Industrialization.

### Introduction

Women entrepreneurship has tremendous potential in the empowering women and transforming society. A woman as an entrepreneur is economically more powerful than a mere worker. Women empowerment and development goes together, obviously for the reason that women constitute about half of population in India. Nehru rightly said that to build a strong nation we have to make the women of our country play a vital role in education, technical and financial infrastructures in the present scenario, Women's contribution to the industrial sector is rapidly growing in multidimensional basis. Government is making efforts to make the women as independent and self-sustainable persons in the society. Women empowerment through self-help group constitutes an emerging and fast growing trend towards social and economic development of the nation. One of the innovative and much needed schemes Self Help Groups (SHGs) are to pick up the pace for the women entrepreneurship, women's self-employment and women empowerment information, right to have access to resources and opportunities, control their life without influence (UNESCO). Women Empowerment refers to having decision making power, right to access information, right to have access to resources and opportunities, control their life without influence (UNESCO). As per Millennium Summit held in September, 2000 under UNDP one of the prime agenda of Millennium Development Goals is Eradication of gender inequality and improvement of women's empowerment (MDG 3). In defiance of the fact that government is emphasizing a lot on gender equality and empowerment of women but still women is not enjoying equal rights as that of men and is facing lot of inequality.

Although she takes equal responsibility in the development of nation but her contribution is not given equal importance as that of man.

### Review of Literature

In 2001, the Women and Child Welfare Department of India evolved a comprehensive policy which throws light on the areas such as education, health, nutrition, legal system, institutional mechanisms, and resource management.

A study by Sudharani, et al. 2002 had undertaken a study to evaluate the social status of women in house management, leadership qualities, health and sanitation and economic status after participation in the SHGs. S

Sahab (2013), in their study have emphasized the role of micro-entrepreneurship in empowerment of rural women. The study stated that the women as members of SHGs are involved in micro-entrepreneurship and are becoming economically independent which in turn has led to development of family, community, society, state and nation. The study stressed the need to give attention to empowerment of women in the rural area for the real development of country in all spheres. Women's education status, empowerment and self-confidence

### Objectives of the Study

To study the role of Government Policy and Institutional Framework for empowering women.

### World Survey on Women Entrepreneurs

Female participation in firm ownership, management and the worker is important to achieving gender equality promotion and empowerment of women. The results are

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based on surveys of more than 139 countries and 131000 firms.

### World Bank Enterprise Survey of Female Participation

Country	% of Firms with Female participation in Honourship	% of firms with female top Manager	% of Permanent Full Time Female Workers
Ghana(2013)	31.6	14.9	24.7
Indonesia (2015)	22.1	22.1	38.8
Jordan(2013)	15.7	2.4	7.6
Kazakhstan(2013)	28.3	18.9	35.5
Kenya (2013)	48.7	13.4	29.1
India (2014)	10.7	8.9	14.3
China (2012)	64.2	17.5	37.8
Lebanon (2013)	43.5	4.4	23.3
Malaysia(2015)	25.4	26.3	33.9
Nepal (2013)	21.8	17.2	18.2
Pakistan(2013)	11.8	6.0	7.3
Sri Lanka(2011)	26.1	8.8	24.0
Sweden (2014)	52.5	12.5	34.5
Ukraine (2013)	31.5	18.8	41.4
Zimbabwe(2016)	42.5	16.3	32.1

**Source:** World Bank Enterprise Survey of Business Managers dated 15/03/2018

After analyzing the above data we can say that the position of women in India has honoured, managers and labour participation is very disgusting as many of the African

### Scheme helped most in Women Empowerment:

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid MSE Cluster development programme by Ministry of MSME	172	29.8	58.1	58.1
Trade Related Entrepreneurship Assistance and Development (TREAD) Scheme for women.	18	3.1	6.1	64.2
Credit Guarantee Fund Scheme for Micro and Small Enterprises, promoted by SIDBI	31	5.4	10.5	74.7
The National Credit Fund for Women (NCFW)	75	13.0	25.3	100.0
Total	296	51.3	100.0	
Missing System	281	48.7		
Total	577	100.0		

172 women entrepreneurs said that MSME helped them the most in investment while 75 women entrepreneurs said that they arranged the funds from National credit fund for women. Only 31 women entrepreneurs said that Credit

countries like Zimbabwe, Sweden, South Africa are much better than India so there is an urgent need of motivating the women workforce and supporting in the field of industrialization so that there share in various economic activities can be increased. This is very essential to increase the Gross Domestic Product (GDP) of our economy.

### No. of Enterprises running by Males and Females in India

Males	86.28%
Females	13.72%
Total	100%

**Sources:** MSME- annual reports(2010-12)

### Collection of Data

Primary Data and Secondary Data sources are used for data collection in this study, but the overall dominance remains with the primary data.

### Analysis of Data

After collecting the data, it has been processed and analyzed with the use of various statistical/graphical techniques available. On the basis of the analysis of the data has been interpreted in the form of results and conclusions.

### Findings

The data has been collected from 300 respondents in the areas of **Punjab and U.T. of Chandigarh** so that there can be comprehensive study comprising mainly **Women Entrepreneurs**.

Guarantee Fund Scheme for Micro and Small Enterprises, promoted by SIDBI helped them in arranging the funds.

### Major findings of the study

While interviewing with the some of the women

entrepreneur certain observation made were that though development policies and performances have created a positive impact in women position in the society, still the growth and expansion of women entrepreneurial field is haunted by a number of difficulties and problems. While A few problems are as follows:

1. **Conflicts between Work and Domestic Commitments:** Women's family obligations also bar them from becoming successful entrepreneurs "Having primary responsibility for children, home and older dependent family members, few women can devote all their time and energies to their business".
2. **Gaps in education:** While women are making major strides in educational attainment at primary and secondary levels, they often lack the combination of education, vocational and technical skills, and work experience needed to support the development of highly productive businesses.
3. **Lack of Finance:** Access to finance is one of the most common challenges that women entrepreneurs face . Women Entrepreneurship in India impeded by lack of personal identification, lack of property in their own name and the need for their husband's countersignature on many documents.
4. **Lack of Family Support:** Sometimes the family may make the women feel guilty of neglecting household duties in her pursuit of business obligations. Cultural traditions may hold back a woman from venturing into her own business.
5. **Lack of Faith in the Woman's Capability:** The financial institutions are skeptical about the entrepreneurial abilities of women. The bankers put unrealistic and unreasonable securities to get loan to women entrepreneurs. According to a report by the United Nations Industrial Development Organization, “despite evidence that woman's loans repayment rates are higher than man's, women still face more difficulties in obtaining credit”.
6. **Low Management Skills:** Another argument is that women entrepreneurs have low-level management skills. They have to depend on office stalls and others to get things done, especially, the marketing and sales side of business. Marketing means mobility and confidence in dealing with the external world, both of which women have been discouraged from developing by social conditioning.
7. **Lack of Latest Knowledge of Technology:** Women entrepreneur has lack of knowledge about latest technological changes & training. They are ignorant of new technologies and availability of raw material and low level negotiation, bargaining.

#### Recommendations

- More financial assistance should be given to small women entrepreneur at lower interest rates without stress on collateral security.

- Better educational facilities & schemes should be extended to women folk from government part.
- Consider women as specific target group for all development programmes.
- Training component should include skill formation, knowledge of different technology handling equipments, better marketing & communication.
- Making provision of microcredit system and enterprise credit system to the women entrepreneurs at local level.
- A women Entrepreneur's Guidance Cell set up to handle the various problems of women entrepreneurs all over the states.
- Involvement of Non Government Organization in women entrepreneurial training programmers and counseling.
- Repeated gender sensitization programmes should be held to train financiers to treat women with dignity and respect as persons in their own right.
- As a major area of difficulties for women entrepreneurs is marketing, market should be developed in rural and semi urban areas so that women entrepreneurs can sell their products easily in the nearest markets. Fairs and Exhibitions should be arranged for the products produced by women entrepreneurs,
- Workshops and seminars should be organized frequently for the officials of financial and support agencies and for women entrepreneurs to make their relation cordial.
- Training in entrepreneurial attitudes should start at the high school level through well-designed courses, which build confidence through behavioral games.

#### Conclusion

Independence brought promise of equality of opportunities in all sphere to the Indian women and laws guaranteeing for their equal rights of participation in political process and equal rights in education and employment were enacted. But unfortunately, the government sponsored development activities have benefited only a small section of women. Despite significant problem, Male dominated society Indian women have been making their way out for growth and empowerment either through self help groups, NGOs, Banks, Government assistance and micro institutions. It is hoped that suggestion forwarded will help the entrepreneurs in particular and policy planners in general to look into the problem and develop better schemes, developmental programmers' and opportunities to the women folk to enter into more entrepreneurial ventures.

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