

Women Empowerment through Employment Opportunities

Dadala Jayabharathi

Dr. S. R. K. Govt. Arts College

Pondicherry University, Yanam-533464, Puducherry (U.T.), India.

ABSTRACT

Empowerment is the process that creates power in individual over their own lives. Society and their communities, Employees empowerment can be said in a number of ways. It's about accountability and trust. Women empowerment means accepting and allowing people (women) who are the outside of the decision making process into it. This puts a strong emphasis on participation in political structures and formal decision – making and in the economic sphere, on the ability to obtain an income that enables participations in economic decision making.

Key words: Empowerment, employment, equality, growth, economy etc

Introduction

The early Vedic period suggests that Indian women enjoyed the status of equality with men in terms of social freedom, education and other rights. But with time their condition deteriorated as we started living in a male chauvinistic society. In the present social and economic environment women are not treated on equal parameters with the males regarding issues like having authority in the family, property rights, employment opportunities, social and security aspects. Females face different kinds of exploitation in Indian economy and the panacea to all female exploitation is women empowerment in terms of financial status a strong patriarchal society with deep-rooted socio-culture values continues to affect gender equity and women's empowerment. With time Indian women have evolved under the British rule as well as in the independent economy due to various cultural and economic exposures. Now they participate fully in areas such as education, sports, politics, media, art and culture, service sectors, science and technology, etc.

Database And Methodology

The present study “Women Empowerment Through Employment Opportunities” has been undertaken with the objectives below:

1. Overview of the currently self-employed and wage- employed women.
2. Financial issues and other major problems faced by women entrepreneurs
3. Government schemes to empower women through skill formation, financial assistance, education etc.
4. Growth trends in women employment in recent years.
5. Impact of women employment on economic parameters for Indian economy.

Overview of the Currently Self-employed and Wage-employed Women

The self-employment (vs wage and salary employment) and in the levels of earnings in each type of employment are investigated, using economic techniques. It is found that women who choose self-employment have personal characteristics that are less highly valued by the market than women who choose wage – and –salary employment, the reverse is true for men. Certain personal characteristics appear to affect self- employment earnings differently for women than for men. Finally, the observed gender differences in the gap between self – employment earning and potential wage and salary income suggest that self employed women may place a higher value on the nonwage aspect of self employment.

Financial Issues and other Major Problems Faced by Women Entrepreneurs

Women in India and even other countries face gender biasness and at times working in government or private organizations lead to many types of exploitations like low wage rates as compared to their male counterparts, sexual harassment, family pressure etc. Self employed women or upcoming female entrepreneurs are free from few of the above mentioned problems. The government is also trying to tap the skills of these ambitious females by providing them the required support. But the fact remains that females face immense problems in rural as well as urban areas to start a business. Developed countries like Britain

and Canada show that females own one third of the business in the society and they enjoy much more freedom as compared to females in emerging economies. Gender budgeting at the government's end and family support on the personal front is a must for females in a patriarchal society like India. Given these conditions, the basic problems still jolting on women entrepreneurship are the following:

- Stiff competition from male establishments.
- Shortage of raw materials
- Family conflicts
- Legal awareness
- Low risk taking ability
- Limited financial capacity
- Requirement of Entrepreneurial training

Government Schemes to Empower Women through skill Formation, Financial Assistance, Education etc

Development of women has been a policy objective of the government since independence. Until the 70s the concept of women's development was mainly welfare oriented. In 1970s, there was a shift from welfare approach to development approach that recognized the mutually reinforcing nature of the process of development. In the 80s a multi-disciplinary approach was adopted with an emphasis on three core areas of health, education and employment. Women were given priorities in all the sectors including SSI sector. Government and non government bodies have paid increasing attention to women's economic contribution through self employment and industrial ventures.

Further the government has come up with many schemes from time to time to educate females. To name a few: *Mahila Samakhya Programme*, *Kasturba Gandhi Balika Vidyalaya Scheme (KGBV)*, and *National Programme for Education of Girls at Elementary Level (NPEGEL)*.

Also a *Nirbhaya* scheme was started in the union budget in 2013 to support initiatives by the government and NGOs working towards protecting the dignity and ensuring safety of women in India. Though the government has come up with many schemes for social welfare of the weaker sex, the end result has been depressing because the implementation process is either very slow or graft and nepotism is very prevalent in the economy. Government should take special care to implement the policies with honesty and on time so that the growth process of the nation speeds up. Along with it the private sector should also take the initiative in assisting women skill formation. And finally well educated, financially sound and resource full women should take necessary steps to help uneducated and poor women in attaining education as well as vocational trainings for required skill formation which open up employment opportunities for the needful.

There are such NGOs, training centers and government schemes which aid urban as well as rural females. Few recent initiatives need mention eg, Federation of Indian Women Entrepreneurs (FIWE), a National-level organization, founded in 1993 and registered under Society Act of India in May 1999, is today, one of India's Premier Institution for Women thoroughly devoted towards Entrepreneurship Development in the country. It has branches in different states of India with membership base of 15,000 individual members /professionals and more than 28 Member Associations spread throughout the country. Another such example is Shri Mahila SEWA Sahakari Bank; a separate bank of poor, self-employed, women workers was established at the initiative of 4,000 self-employed women workers with a capital of Rs 60,000 in 1974. So government and the private organizations have been aware about women welfare but the process needs to pick up the momentum.

Growth Trends in Women Employment in Recent Years

The ministry of labor and employment has published few facts regarding growth trends in women employment. Women form an integral part of the Indian workforce. According to the information provided by the office of Registrar General & Census Commissioner of India, As per Census 2011, the total number of female workers in India is 149.8 million and female workers in rural and urban areas are 121.8 and 28.0 million respectively. Out of total 149.8 million female workers, 35.9 million females are working as cultivators and another 61.5 million are agricultural laborers. Of the remaining females workers, 8.5 million are in household Industry and 43.7 million are classified as other workers.

Women Empowerment through Employment Opportunities in India

According to one study few facts are worth mentioning:

- The workforce participation rate of females in rural sector was 26.1 in 2009-10 (NSS 64th Round) while that for males was 54.7. In Urban sector, it was 13.8 for females and 54.3 for males.
- Among the States/Union Territories, workforce participation rate of females in the rural sector was the highest in Himachal Pradesh at 46.8% and in the urban sector it was the highest in Mizoram at 28.8%.
- In the rural sector, 55.7% females were self-employed, 4.4% females had regular wage/salaried employment and 39.9% females were casual laborers compared with 53.5%, 8.5% and 38.0% males in the same categories respectively.
- A total of 20.4% women were employed in the organized sector in 2010 with 17.9% working in the public sector and 24.5% in the private.
- The labor force participation rate of women across all age-groups was 20.8 in rural sector and 12.8 in urban sector compared with 54.8 and 55.6 for men in the rural and urban sectors respectively in 2009-10 (NSS 64th Round).

Impact of Women Employment on Economic Parameters for Indian economy

India is an emerging economy with eye catching demographic dividend within its reach. As the economy has to compete with developed south Asian countries as well as western economies, full utilization of the available limited raw material as well as manpower resources is the only way to grow faster and capture international markets. Indian women have proved their mettle in large as well as small industries. Few big names are Kiran Mazumdar Shaw, Ila Bhatt, Indra Nooyi and Chanda Kochar.

An eye opener is the fact that under SEWA some 60000 poor women could create assets worth Rs. 200 million (6.6 million U.S.\$). Therefore women literacy and women employment will add to the gross domestic product of the nation and raise the per capita income of the country also. With rising incomes and education there is a profound impact on consumption. The rates of growth of several discretionary categories are nothing short of dramatic as a result. Female consumers have impacted the market structure. The rural as well as urban women have shown interest in having financial status in the family. So with the increase in population and female awareness, the growth prospects of a nation will also change leading to development in the long term. Indian women are moving towards achieving high growth targets along with their male counterparts and adequate assistance will embrace a bright future in rural and urban areas.

7. Conclusion

Indian women have found their way out for growth and empowerment either through self-help groups, NGOs, It involves gaining a sense of knowledge skill and competence to achieve this women should be given opportunities to build and expand skills and resources by involving them in social and economic decision making process.

References

- [1] Evans, Sara Margaret. Born for Liberty: A History of Women in America. p.299.
- [2] Jump up.; Women Employed, Women and Work: Shaping the Future, June 1993.
- [3] Kunze, Astrid. The Evolution of the Early Career Gender Wage Gap Centre for Economic Policy Research, 2002. DS shelf mark: 3597.951200 no. 3242
- [4] http://global/about-the-ilo/newsroom/comment-analysis/WCMS_204762/lang--en/index.htm
- [5] <http://www.fiwe.org>
- [6] Creating an enabling environment for women's entrepreneurship in India. Hina Shah, May 2013
- [7] <http://labour.nic.in/content/division/women-labour.php>
- [8] ZENITH International Journal of Multidisciplinary Research Vol.1 Issue 5, September 2011, ISSN 2231 5780 www.zenithresearch.org.in 202
- [9] http://www.wikigender.org/index.php/Women_and_Men_in_India,_2012. A publication by the Central Statistics Office under the Ministry of Statistics and Programme Implementation, Government of India.