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## A Study on Women Entrepreneurship in Haryana: Their Development and Main Constraints

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### ABSTRACT

Increased female entrepreneurial activity heralds a progress for women's rights and optimization of their economic and social living index. Women entrepreneurship is synonymous with women empowerment. Parallel to the male counterparts, female entrepreneurs are catalytic in job creation, innovation and more than tangible contribution to the GNP of the country. An economy thrives when women get a level playing field as men. Innovation works as a catalyst or an instrument for Entrepreneurship. Indian Women, despite all the social hurdles stand tall from the rest of the crowd and are applauded for their achievements in their respective field. The transformation of social fabric of the Indian society, in terms of increased educational status of women and varied aspirations for better living, necessitated a change in the life style of Indian women. This paper endeavors to explore studies related to Women Entrepreneurship and Innovation in India. Few examples from Haryana, India have been taken to understand the study in a better way.

**Keywords--** Women Entrepreneurship, Innovation, Entrepreneurship, India, Economy, Haryana

mother, sister, daughter, wife and other female relatives or friends. But, it does not mean that only respecting or honouring women can fulfil the need of development in the country. It needs the empowerment of the rest half population of the country in every walk of life.

India is a famous country proving the common proverb like 'unity is diversity', where people of many religious beliefs are in the Indian society. Women have been given a special place in every religion which is working as a big curtain covering the eyes of people and help in the continuation of many ill practices (including physical and mental) against women as a norm since ages. In the ancient Indian society, there was a custom of sati pratha, nagar vadhu system, dowry system, sexual violence, domestic violence, female infanticide, parda pratha, wife burning, sexual harassment at work place, child marriage, child labour, devadashi pratha, etc including other discriminatory practices. All such type of ill practices is because of male superiority complex and patriarchal system of the society. The most famous saying said by the Pandit Jawaharlal Nehru is "To awaken the people, it is the women who must be awakened. Once she is on the move, the family moves, the village moves, the nation moves".

In India, to empower the women, first it needs to kill all the demons killing women's rights and values in the society such as dowry system, illiteracy, sexual harassment, inequality, female infanticide, and domestic violence against women, rape, prostitution, illegal trafficking and other issues. Gender discrimination in the nation brings cultural, social, economic and educational differences which push country back. The most effective remedy to kill such devils is making women empowered by ensuring the Right to Equality mentioned in the Constitution of India. Giving priority to the gender equality facilitates women empowerment all over the country. To get the high level goal of women

### I. INTRODUCTION

The need of women empowerment arose because of the gender discrimination and male domination in the Indian society since ancient time. Women are being suppressed by their family members and society for many reasons. They have been targeted for many types of violence and discriminatory practices by the male members in the family and society in India and other countries as well.

Wrong and old practices for the women in the society from ancient time have taken the form of well developed customs and traditions. There is a tradition of worshipping many female goddesses in India including giving honour to the women forms in the society like

empowerment, it should be promoted from the childhood in each and every family. It needs women to be strong physically, mentally and socially. Since the better education can be started at home from childhood, the upliftment of women needs healthy family to bring a holistic development of the nation. Still in many backward areas, there is a trend of early marriage and childbirth because of the poverty, insecurity and illiteracy of the parents. In order to empower women, various steps have been taken by the government to prevent violence, social separation, gender discrimination and abuse against women. 108th Constitutional Amendment Bill (also called Women's Reservation Bill) was passed to reserve one-third of the seats for women only in the Lok Sabha to make them actively involved in every area. In other fields also the seats for women have been reserved for their active participation without any limitation and competition. Various mass campaigns need to be organized in the backward rural areas to make them aware about the real values of women and all the facilities available by the government for their bright future. They need to be promoted for the survival and proper education of female child to really bring the dream of women empowerment come true. Gender inequality is the main social issues in India in which women are getting back in the male dominated country.

Women empowerment needs to take a high speed in this country to equalize the value of both genders. Uplifting of women in all means should be the utmost priority of the nation. Inequalities between men and women in the society generate lots of problems which become a big obstruction in the way to success of nation. It is the birth rights of the women to get equal value to the men in the society. To really bring empowerment, every woman needs to be aware about their rights from their own end. They need to take positive steps and involve in every activities instead of only involving in the household chores and family responsibilities. They should know about all the happenings in their surroundings and country. Women empowerment has the power to change many things in the society and country. They are much better than men to deal with certain problems in the society. They can better understand the disadvantages of the overpopulation for their family and country. They are fully able to handle the economic conditions of the family and country through proper family planning. Women are capable enough to handle any impulsive violence in comparison to the men whether in the family or society. Through women empowerment, it can be possible to change the male dominated country into the equally dominated country of rich economy. Empowering women may easily help to grow each and every member of the family without any extra effort. A woman is considered to be responsible for everything in the family so she can better solve all the problems from her own end. Empowerment of the women would automatically bring empowerment of everyone.

Women empowerment is the better treatment of any big or small problems related to human being, economy or environment. In few last years, the advantages of the women empowerment are coming out in front of us. Women are being more conscious about their health, education, career, job and responsibilities towards family, society and country. They are taking part in the every area and showing their great interest in each field. Finally, after long years of hard struggle they are getting their rights to go ahead on the right track. In this way The Government of India Started so many Schemes for empowerment of Women.

## II. OBJECTIVES OF THE STUDY

The major objective of this article was to explore the studies related to Women Entrepreneurship and Innovation in India and also to understand how innovation in Entrepreneurship leads to success and growth of an enterprise.

To understand how innovation in Entrepreneurship leads to the success of an enterprise, certain examples from the Haryana, India have been taken. The complete research work leading to the paper is based on secondary data. For secondary data, relevant Books, Journals, Magazines, Internet, Newspaper have been used.

## III. METHODOLOGY

### *Women welfare and Empowerment Schemes of Government of India*

Ministry of Women and Child Development, Government of India have come up with various schemes, programmes, social welfare schemes, Health and Nutrition, scholarship for women empowerment, Girl Child pregnant women, mothers, ward members, Anganwadi Workers, Women Health Volunteers, the women living in the rural & tribal areas, ex-servicemen, physically handicapped, nursing women, Lactating mother, widows/desitute, Old age women, women self-help group (SHG), Women Entrepreneurs and Adolescent Girls'. Also, it helps to the women and child belonging to Scheduled Caste(SC) and Scheduled Tribe(ST), Other Backward Classes(OBC), Socially and Educationally Backward Classes(SEBC) Minority Category, below poverty line(BPL) and also for General Category This scheme provides assistance for Education, Training, Financial assistance/Cash, Subsidy on the loans, Scholarship, Nutrition, self-employment and other facilities. The prime goal is for empowerment, development, protection and welfare of Women & Child.

### *Beti Bachao Beti Padhao Scheme*

Ministry of Women and Child Development, Government of India. Beti Bachao, Beti Padhao (Save girl child, educate girl child) is Central Government Sponsored Scheme by Government of India. The prime goal of this

scheme is to generate awareness and improving the efficiency of welfare services meant for women. Also, it aims to celebrate the Girl Child & Enable her Education. The Beti Bachao, Beti Padhao (BBBP) Scheme has been introduced to address the issue declining Child Sex Ratio (CSR). This scheme is being implemented through a national campaign and focused multi-sectoral action in 100 selected districts low in CSR, covering all States and UTs. This scheme is implemented by the joint initiative of Ministry of Women and Child Development, Ministry of Health and Family Welfare and Ministry of Human Resource Development. Prime Minister Modi launched the programme on 22 January 2015 from Panipat, Haryana on the occasion of International Day of the Girl Child, Prime Minister Modi, called for the eradication of female feticide.

#### IV. WOMEN ENTREPRENEURSHIP IN HARYANA, INDIA

Ganesamurthy, V. S. (2007), according to government of India, a women entrepreneur is defined as an enterprise owned and controlled by women and having a minimum financial of 51 per cent of the capital and giving at least 51 per cent of the employment generated in the enterprise of women. It has been globally recognized that women's empowerment can be well paying strategy for overall economic and social development. This has resulted insignificant changes in the approach to assist, women in continuum ranging from welfare to development. Entrepreneurship development among women is one activity that promises encouraging results. By motivating, training and assisting women towards forming and running business ventures, it may be possible to tackle many of gender issues. Jahanshahi et al. (2010) Economic globalization has encouraged the expansion of female business ownership. Women owned businesses are highly.

#### 4.1 Skill Development and Women Workers in Haryana: S brief overview

The 11th five year plan (2007-12) has recognized India's massive need to skill millions of formal and informal workers in the next ten years. In response, the government developed an ambitious scheme —of increasing the proportion of formal and informal skilled workers in its total workforce from a mere 2% now to 50% by 2022, thus creating a 500 million strong resource pool. Women form a significant proportion of this work force in India; however, they are largely concentrated in the informal sector, engaged in vocations characterized by low earning, low productivity, poor working conditions and lack of social protection. The following table presents the current scenario of women workforce in India; one can clearly observe the huge concentration of female workforce in favor of the informal sector. Furthermore, Table 2 presents the percentage of skilled women and men in rural and urban areas in terms of marketable skills. Both, women and men, whether urban or rural, are majorly unskilled compared to having some skills. There are higher number of unskilled workers in rural than in urban areas, and more number of women do not have any skills, compared to men with no skills. The table reflects the urgent need that prompted the government to take serious note of this dire situation in training and skill education. Right from the access to and the availability of education and training, to the conduct of training programmes. Low social value is attached to girl's education, and as they are considered secondary income earners, lower importance is given to training of girls for employment. The gender roles defined for women, expect them to primarily devote their time to household chores and child rearing, while time devoted to skill training and economic activities is conditional and limited. Hence, a sustainable skill development programme would aim to take on board, both women's as well as men's concerns and experiences.

Table 1: Female Workforce in India (Nos. in Millions)

<b>Female Workforce in India (Nos. in Millions)</b>	
Female Workforce in India	148
Female Workforce in Informal Sector	135
Female Workforce in Formal Sector	13
Fresh Women Workforce added to Labour	
Market every year in informal Sector	3.5
Fresh Women Workforce added to Labour	
market in formal sector	0.2
<b>Source: Dilip Chenoy.</b>	

It is to be noted that, —the wages of workers with qualifications beyond primary school have grown far more rapidly than those of workers with primary school or less; the greatest increases being for workers with tertiary qualifications. This movement in wages shows that education and skill acquisition are important determinants of job prospects. Close to 90 percent workers in India engage in informal work associated with low productivity.

Provision of modern skill training programmes may substantially help in increasing the productivity of this workforce. Moreover, the figures in the table suggest the need for research into the prevailing conditions that have led to the failure of the existing training and skill development initiatives of the government. It demands action in the form of policy change, and local level initiatives and building of institutes that are sensitive to the needs and work conditions experienced by women and men separately. However, it is to be noted that the initiatives required to skill the workforce, cannot be assumed to be the same for both men and women, as women and men face very different social and economic circumstances in India. Gender differences abound Skill training and development. The key strategy for women's empowerment and gender equality is to combine policy and institutions at the local level. The National Skill Development Mission, headed by the Prime Minister, was launched in 2008, and a Co-ordinate Action Plan for Skill Development was formulated with a three tier structure that includes,

(a) The Prime Minister's National Council on Skill Development, as the apex body for advice on policy and interventions,

(b) The Skill Development Co-ordination Board to device detailed strategies, guidelines and instructions based on the advice of the council, and

(c) The National Skill Development Corporation (NSDC), a non-profit company registered under the Companies Act of 1956.

The role of the corporation is to identify the full range of skill development needs, develop processes with special emphasis on excellent standards and certifications, training of trainers, and proper delivery of training. Historically, vocational training has been primarily coordinated by Directorate General of Employment and Training (DGET) under Ministry of Labour and Employment (MOLE), Government of India; while technical training falls under the Ministry of Human Resource Development. —The main objective of vocational education and training (VET) is to furnish the technical and management skills and help develop appropriate attitudes for specific occupations and jobs. However, this traditional objective is being widened now to include approaches and interventions that promote capacity building and empowerment, and not just training per se. The present focus is to develop and achieve sustainable improvements in the livelihoods of the poor.

Table 2: Distribution of Persons with Marketable Skills (figures in percentage) Skill Status Rural Urban Men Women Men Women in Haryana

<b>Distribution of Persons with Marketable Skills (figures in percentage)</b>				
<b>Skill Status</b>	<b>Rural</b>		<b>Urban</b>	
	<b>Men</b>	<b>Women</b>	<b>Men</b>	<b>Women</b>
No Skill	89.9	93.7	80.4	88.8
Some Skill	10.1	6.3	19.6	11.2
Total	100.0	100.0	100.0	100.0
Sample Size	183464	172835	109067	99283
Source: Amit Mitra.				

## V. WOMEN ENTREPRENEURSHIP AND INNOVATION

Schumpeter (as cited by Erik Stam, 2008) defines Entrepreneurs as individuals that carry out new combinations (i.e. innovations). Schumpeter distinguishes

four roles in the process on innovation; the inventor, who invents a new idea, the entrepreneur who commercializes this new idea; the capitalist, who provides the financial resources to the entrepreneur (and bears the risk of the innovation project); the manager who takes care of the routine day to day corporate management. Shahid Yusuf (as cited in PaulRomer, 2007) predicts that the country

which will lead in the 21st century will be one which implements innovations- Meta ideas supporting the production of new ideas in the private sector. Bulsarai et al. (2009) Innovation is the introduction of new ideas, goods, services and practices which intended to be useful (though a number of unsuccessful innovations can be found throughout history). The main driver for innovation is often the courage and energy to better the world. An essential element for innovation is its application in a commercially successful way. Innovation has punctuated and changed human history (consider the development of electricity, steam engines, motor vehicles etc.). Orhan et al. (2001)

Academics and government appear to be concentrating and encouraging entrepreneurship because it symbolizes innovation and a dynamic economy. Female entrepreneurs have been identified as a “major force for innovation and Job creation” (organization for economic cooperation and development, 1997) and therefore much research about women business owners has concentrated on their motivation to become entrepreneurs. N. S. Nagar in his book “Women and Employment” (2008), Countries which do not capitalize on the full potential of one half of their societies are misallocating their human resources and compromising their competitive potential. Women entrepreneurs are reported to be growing at a faster rate than the economy as a whole in several countries. Their contribution could become even more significant if their potential is fully tapped and it is possible only when various obstacles and restrictions are removed. India stands as one of the most developing country across the world, the economist to a great extent, have realized the potentialities of women’s. One such state which welcomes women entrepreneur and its innovation is the state of Gujarat. The women of Gujarat have flourished with hard work, dedication and innovation. Lijjat Papad (a handmade thin, crisp circular shaped Indian food, served as an accompaniment in Indian meals) is the classic example of a small group of women (7) coming together to start a venture for sustainable livelihood using the only skill they had, i.e cooking. It is considered as one of the most remarkable entrepreneurial organization to have built up and sustained the trust, productivity and the expectations of the customers.

## VI. CONCLUSION

Today we are in a better position wherein women participation in the field of entrepreneurship is increasing at a considerable rate. Efforts are being taken at the economy as brought promise of equality of opportunity in all spheres to the Indian women and laws guaranteed equal rights of participation in political process and equal opportunities and rights in education and employment were enacted.

But unfortunately, the government sponsored development activities have benefited only a small section of women i.e. the urban middle class women. Women sector occupies nearly 45% of the Indian population. At this juncture, effective steps are needed to provide entrepreneurial awareness, orientation and skill development programs to women. The role of Women entrepreneur in economic development is also being recognized and steps are being taken to promote women entrepreneurship. Resurgence of entrepreneurship is the need of the hour emphasizing on educating women strata of population, spreading awareness and consciousness amongst women to outshine in the enterprise field, making them realize their strengths, and important position in the society and the great contribution they can make for their industry as well as the entire economy. Women entrepreneurship must be molded properly with entrepreneurial traits and skills to meet the changes in trends, challenges global markets and also be competent enough to sustain and strive for excellence in the entrepreneurial arena. If every citizen works with such an attitude towards respecting the important position occupied by women in society and understanding their vital role in the modern business field too, then very soon we can pre-estimate our chances of out beating our own conservative and rigid thought process which is the biggest barrier in our country’s development process.

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