

## Significance of Skill Development for Women Empowerment in India

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### Abstract

*Skill development is significant for women empowerment in India. India has completed 3 decades of LPG policy. The Indian economy has been opened for foreign capital and foreign investors. When we have adopted LPG policy on economic front it is also expected that we should follow the policy of women liberty and empowerment. In 11 th and 12 th five year plan we have focused on Inclusive faster Growth. India's 45% of population consists of women, who all are not in the economic picture of the country. Very few of them have taken initiative in employment and entrepreneurship. India is wasting her women potentialities. For inclusive and sustainable growth there is need of women empowerment. Women empowerment can be measured through political, economic participation and percentile share in decision making. In the modern globalised, competitive and mechanical world there is unemployment. The work participation rate of women is comparatively low and percentage of women unemployment is higher in India. So for women empowerment skill development among women is must.*

### I) Introduction

**J**oseph Schumpeter, a famous Austrian, economist has focused the significance of innovation and role of entrepreneur in the process of economics development. Inventions are undertaken by researchers and innovations refer to professional application of inventions. Entrepreneurs are innovators. In the Schumpeterian view, Entrepreneur is an innovator, playing the role of dynamic businessman adding material growth to economic development. It is widely accepted that benefits of entrepreneurship are not restricted to entrepreneur alone but reaped by the whole economy. Entrepreneurial firms are reshaping the business ecosystem, introducing new techniques, commercialising, new markets and creating values by combining resources in exciting new ways. In the modern era of globalisation entrepreneurs are reveling in their roles as world leaders, role models and heroes.

The focus of the present research paper is on the significance of skill development for women empowerment in India. India has completed 3 decades of LPG policy. The Indian economy has been opened for foreign capital and foreign investors. When we have adopted LPG policy on economic front it is also expected that we should follow the policy of women liberty and empowerment. In 11 th and 12 th five year plan we have focused on Inclusive faster Growth. India's 45% of population consists of women, who all are not in the economic picture of the country. Very few of them have taken initiative in employment and

entrepreneurship. India is wasting her women potentialities. For inclusive and sustainable growth there is need of women empowerment. Women empowerment can be measured through political, economic participation and percentile share in decision making. In the modern globalised, competitive and mechanical world there is unemployment. The work participation rate of women is comparatively low and percentage of women unemployment is higher in India. So the focus of the present research paper is on significance and scope of empowerment of Woman in India.

The present study is based on the secondary data, consisting of government publications, books, magazines and internet. The hypothesis taken is Development of skill in women is significant for woman empowerment .

### II) Present Scenario

In 2006 The Global Gender Gap Index was first introduced by the **World Economic Forum** to compare countries' gender gaps across four dimensions: economic opportunities, education, health and political leadership. **India** has slipped 28 places to rank **140** among **156** countries in the **Global Gender Gap Report 2021, by World Economic Forum in 2021**. In 2020, India ranked 112th among 153 countries. Iceland has topped the index as the most gender-equal country in the world for the 12th time. Afghanistan is the worst-performing country in the report. As per Global Gender Gap Index of 2008 India ranks 113th in 130 countries.. The 140 rank highlight the gender gap in India.

With reference to women entrepreneurship the scenario is hopeful in India. At present women

entrepreneurs comprise 10% share in total number of entrepreneurs in India. It is likely to be 20% in the next five years.] It is only from the fifth five year plan (1974-78) onwards focus is shifted from women welfare to women development and empowerment. Several policies and programmes are being implemented for the development of women entrepreneurship in India. "Empowerment of women is essential as their thoughts and their value systems lead to the development of a good family, good society and ultimately a good nation" are the words of APJ Abdul Kalam.

**The renowned women entrepreneurs in India are**

- Kiran Munumdar in bio-technology
- Naina Lal Kidwal in Investment Banking
- Shahnaz Hussain in Herbal beauty products.
- Sudha Murty in Computer
- Lalita Gupta - in Banking
- Ekta Kapoor in Television
- Nina Mehrotra in exports
- Sumati Morarji in Shipping Corporation
- Simon tata in beauty products (Lakme)

The state wise statistical figures of women entrepreneurship in India are given in the following table.

States	No. of Units registered	No. of women entrepreneurs	Percentage
Tamil Nadu	9618	2930	30.36
Uttar Pradesh	7980	3180	39.84
Kerala	5487	2135	38.91
Punjab	4791	1618	33.77
Maharashtra	4339	1394	32.12
Gujarat	3872	1538	39.72
Karnataka	3822	1026	26.84
Madhypradesh	2967	842	28.38
Other states & UTS	14576	4185	28.71
<b>Total</b>	<b>57452</b>	<b>18848</b>	<b>32.82</b>

These statistical figures reveal the fact that number of registered units is highest in Tamil Nadu i.e. 9618 which is followed by UP, Kerala, Punjab and Maharashtra. The number of women entrepreneurs is highest in UP i.e. 3180 which are followed by Tamil Nadu, Kerala, Punjab, Gujarat and Maharashtra. The percentage share is highest in

Uttar Pradesh & Gujarat followed by Kerala, Punjab, Maharashtra and Tamil Nadu.

**III) Significance of skill Development for women empowerment**

The traditional set up of Indian society has been changed. Increased literacy , higher standard of living and transformation of social fabric of the Indian Society have emphasized the gender equality in India. The significance of skill development can be elaborated with following points.

• **Women Empowerment**

Women empowerment refers to social political and economic participation of the women. In India the concept of women welfare has changed to women development and empowerment. With the development of skill in women empowerment can be attained and can enhance economic and social status of the women.

• **Inclusive Growth**

Inclusive growth is the key word of the 11th five year plan. Inclusive growth refers to inclusion of the neglected class of the society in the growth. In order to attain inclusive growth, women should be included in the development process. Development of skill in women can contribute the inclusive growth.

• **Equal status to the women**

In India generally male members are the bread earners and female members are the care takers. Women are given subordinate status in the family and society. In order to give equal status to the women, development of skill will help. When women become the bread earners definitely they will get equal status in the family and in the society.

• **Economic Independence and participation**

In India women have no economic independence as they are dependent on male members who may be father/ brother/ husband/ in laws. To attain economic independence women should be either employed or self employed. Development of skill in Women will give self employment and there by economic independence and participation to women.

• **Improvement in standard of living**

In order to enjoy high standard of living, higher family income is necessary. In modern days the cost and concept of living is changing. To meet the increasing cost of living women can contribute the family income by skill. Women can begin with small enterprises. They can supplement family income which will help to

give good education, food, shelter and other amenities to their children and family members.

• **Exploration of talents**

Development of professional skill in women can explore the talents of Indian women which otherwise will be wasted. The basic qualities of Indian women are source of power (Shakti), Co-ordination of available factors and resources, efficient execution of decisions, clear vision and ambition of improvement of family, patience and bearing the suffering on behalf of others and ability to work physically more at any age.

• **Human resources Management**

HRM is a multi-faceted process involving various areas like motivation, selection, placement, induction, training, performance, appraisal, career planning, skill, knowledge and potential development of the entire workforce. In India women constitute 45% in the population but their economic contribution is 34%. Through skill development in women it is possible to have proper utilization of available human resources. Investment in of women capital will be profitable for the development of the country.

• **Contribution to the GDP**

In Indian society male are the bread earners. So the contribution of male members to the GDP is higher and that of female members is lower. In order to have equal contribution to GDP, skill development in women is significant. Now a day with small size of family, neutral family and increasing use of household appliances women can get the leisure time. To utilize the leisure time for productive work, definitely skill development in women is the best way

• **For women employment**

In India the work participation rate (WPR) of women is 25% and that of men is 52% in 2001. In the same way the unemployment rate of women is 9.37 which is higher than men i.e. 7.8. Thus in order to remove women unemployment and to increase their WPR women skill development is one of the important remedy. Through skill development of women labor force gets employment.

• **Increasing female literacy**

In India the male- female literacy gap is reducing. The female literacy has gone up from 8.86% to 54.16% in between 1951 to 2001. So the increasing number of females are admitted to arts, Science, Commerce, Engineering and medicine for higher education. So there is better scope for the development of skill in women in

India. It will help to apply their knowledge and use their talents.

• **Balance between family responsibility and Economic participation**

In Indian families females have to play the role of home-minister. She is the home-manager. Instead of employment it is better to star small business in the beginning. When woman is the owner she is not to work under the mercy of employer. In case of employed woman she has to work according to the employment rules and some times she has to keep side her family responsibilities unwillingly. But on the contrary when woman starts her own enterprise she can balance between family responsibilities and economic participation.

• **Development of global partnership**

In the modern days of globalization, we are thinking to merge the whole world in single global village. There is free movement of human resource and goods and services among the countries. For the development of global partnership contribution of women is significant. In this age of industrialization skill development in women is needed for global partnership.

• **Success stories of women entrepreneurs**

In India many women entrepreneurs have become successful and they are the role models. For example Kiran Mujumdar, Shahnaz Hussain, Sudha Murty, Ekta Kapoor, Lalita Gupta, Naina Mehrotra and many more. Definitely the success stories of these women entrepreneurs can encourage the others to take initiative. According to Jyoti Naik, "*Himmat honi Chahiye aur Mehnat Karne Ki Taqat*" for the development of women.

• **Self Identity, Recognition and Social status**

Females in India are generally subordinates in the family and society because they are dependents on others. Through women entrepreneurship they can get self- identity recognition and social status. So development of women entrepreneurship is significant. It will help them to gain self identity, recognition and social- economic status.

• **Legal protection**

In modern days working women are getting legal protection by the acts like sexual harassment prohibition. So women are legally protected from sexual harassment at the working place. Thus the development of women entrepreneurship is significant due the legal protection.

• **Supportive government policies**

In the eleventh five year plan for the inclusive growth, the government has declared women empowerment policies like skill development programs, loan facilities, encouragement to self- help groups and many more. Government is providing direct and indirect financial support to women skill. So women should take initiative for enterprise.

● **Suitable characteristics of women**

There are five characteristics of women. They are stability, Quick learners, Adoptability, Attitude and articulate. women does not change activity frequently, eager to learn and are quick learners, are adaptive to available environment, have positive attitude and are articulate and expressive. So women are suitable for development of skill.

**IV) Scope for the development of professional skill in women**

The scope skill development in women is widening. With this reference there were 3 Ks (kitchen, kids, knitting), then there were 3 Ps (powder, pappad, pickles) and at present there are 4 Es- Electricity, Electronics, Energy, Engineering. Thus women can begin the enterprise from kitchen to engineering. The scope for the development of professional skill for women in India covers following noteworthy areas.

<b>Food Products</b>	-	<b>Preparation, processing, preservations, fast food centres, caffes, canteen and mess, Ice cream parlors etc.</b>
<b>Computer</b>	-	<b>Computer training centres, DTP, Book keeping.</b>
<b>Communications</b>	-	<b>Mobile galaries, STD booth, fax and Xeroxing etc.</b>
<b>Stationary Shops</b>	-	<b>Retail shops, book depos, manufacturing note books, envelops chalks etc.</b>
<b>Medicine</b>	-	<b>Doctors, Counseling centres, medical shops, Pathological laboratories, Ayurvedic medicines, Sanitary napkins etc.</b>
<b>Clothing</b>	-	<b>Fashion designers, readymade garment shops, tailoring, embroidering, and knitting.</b>
<b>Household appliances</b>	-	<b>Sale of household appliances and maintainace of household appliances- mixer, microwave, Iron etc.</b>
<b>Beauty culture</b>	-	<b>Beauty parlor, beauty products, beauty therapy, Jewellery etc.</b>

<b>Commercial Art and Painting</b>	-	<b>Interior designers, decorators, floral decorations, Rangoli, Mehandi etc.</b>
<b>Day care centers</b>	-	<b>child care centers, nurseries, old age homes etc.</b>
<b>Agribusiness</b>	-	<b>Dairy, Vegetables and fruits marketing Sericulture, Floriculture</b>
<b>Preparation of washing powder, soaps, saints, perfumes, phenel, face powders ,creams etc.</b>		

There is better direct and indirect support is available from the GOs and NGOs such as nationalized banks, state finance corporation, state industries centers, differential rate scheme. Mahila Udyog Needhi, Schemes of SIDBI, State Small Industrial Development Corporations, Training and Rural youth of self employment, Development of women skill development programmers etc.

**V) Conclusion**

From the above study following conclusions can be drawn

- ❖ For inclusive and sustainable growth there is need of women empowerment as India ranks **140th** among **156 countries** in the **Global Gender Gap Report 2021, by World Economic Forum** .
- ❖ At present the share of women entrepreneurs is 1/10 in India and it likely to become to 1/5 in coming five years.
- ❖ In India the successful women entrepreneurs are found in different fields like bio-technology, banking, beauty products, Computers Shipping, telecommunication and exports.
- ❖ The Significance of skill development of women entrepreneurship can be highlighted for inclusive growth, women empowerment, gender equality, human resource management, exploration of talents, high standard of living Increasing women employment, global partnership, self identity recognition, & social status, and GOS & NGOS supportive policies, Legal protection, use of education and leisure time etc.
- ❖ There are many challenges before skill development in women as the path is not bed of roses. The obstacles are financial, technical, marketing, social-cultural barriers, male dominance, competition, dual role etc. Where is a will there is a way. Solutions are there because of problems.
- ❖ The scope of skill development in women has passed through 3 ks to 3 ps at present to and 4 e. It is ever widening in modern competitive fast globalised world. It has

broadened from kitchen to the industrial world.

In conclusion it can be said "*Himmat Honi Chahiye our mehnat karneki Taqat*" Skill development in Women is a best way for increasing economic, social and political participation of women and faster inclusive growth of India.

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