

A Research Paper on Industry and Women

Dr. Chandrakant Gundappa Gaikwad

Assistant Professor in Commerce, Government First Grade College Basavakalyan

ABSTRACT:

One of the most frustrating things about the tech industry's woman problem is the paucity of reliable data on the number of women working in technical roles. To collect the data, company employees have been performing internal head counts, and most contributors have identified themselves openly, though Chou invites anonymous submissions via email. Contributions have also come from people who are manually counting the number of women on companies' team profile pages. Chou has focused her efforts on women engineers, defined as "women who are writing or architecting software, and are in full-time roles." Until now, there have been little data on how many women are among the prestigious and well-compensated ranks of engineers, as opposed to the many less technical roles within the industry.

KEY WORDS: Role of Women in Industry, Policies and Schemes for Women

INTRODUCTION

Women in business are a recent phenomenon in India. By and large they had confide themselves to petty business and tiny cottage industries. Women entrepreneurs engaged in business due to push and pull factors. Which encourage women to have an independent occupation and stands on their on legs. A sense towards independent decision-making on their life and career is the motivational factor behind this urge. Saddled with household chores and domestic responsibilities women want to get independence Under the influence of these factors the women entrepreneurs choose a profession as a challenge and as an urge to do some thing new. Such situation is described as pull factors. While in push factors women engaged in business activities due to family compulsion and the responsibility is thrust upon them

Women and industry may be defined as the women or a group of women who initiate, organize and operate a business enterprise. Government of India has defined women entrepreneurs as an enterprise owned and controlled by a women having a minimum financial interest of 51% of the capital and giving at least 51% of employment generated in the enterprise to women. Like a male entrepreneurs a women entrepreneur has many functions. They should explore the prospects of starting new enterprise; undertake risks, introduction of new innovations, coordination administration and control of business and providing effective leadership in all aspects of business. Women entrepreneurship has been recognised as an important source of economic growth. Women entrepreneurs create new jobs for themselves and others and also provide society with different solutions to management, organisation and business problems. However, they still represent a minority of all entrepreneurs. Women entrepreneurs often face gender-based barriers to starting and growing their businesses, like discriminatory property, matrimonial and inheritance laws and/or cultural practices; lack of access to formal finance mechanisms; limited mobility and access to information and networks, etc. Women's entrepreneurship can make a particularly strong contribution to the economic well-being of the family and communities, poverty

reduction and women's empowerment, Thus, governments across the world as well as various developmental organizations are actively undertaking promotion of women entrepreneurs through various schemes, incentives and promotional measures.

OBJECTIVES OF THE PAPER

1. To know the policies and schemes for women
2. to study the role of women in industry

IMPORTANCE OF THE PAPER

It is important participation of women in industry and self activities as self-employed individuals. Many of the traditional occupations open to women were mainly based on caste, creed and the nature of self-employment based on the standard of living. Presently, women are generating employment for themselves in an unorganized sector and other category of women who provide employment for others.

RESEARCH METHODOLOGY

This paper is based secondary data. The data is sourced from Directorate of industry and Statistics Publication to arrive at the trends in area production and productivity of women's industry and The secondary data used for study are inclusive of the data collected from the internet, catalogues and brochures and magazines, article newspapers collected on industry and women.

ROLE OF WOMEN IN INDUSTRY

. Economy is undergoing a period of rapid change, with important impacts on women. Globalization and increasing competition are favouring technology-intensive production and skilled labour. Automation and advances in information technology are reducing the importance of the low-skill, labour in tensive occupations in sectors such as agriculture and textiles which have traditionally been seen as women's work. Women in industry are already disadvantaged in many countries. Although they comprise 30 per cent of the industrial labour force globally, they tend to be concentrated in low-level jobs, where they are poorly paid, lack social services, and face exposure to health hazards. If their skills are not upgraded to enable their full participation in the technology-based industries of the future, women are likely to face further disadvantages in finding and keeping jobs. Where retraining programmes do exist, they are all too often focused on men.

Women play a vital role in economic development and industrial growth of a country. Whereas the nearly fifty percent of total population is women, so it is obviously necessary to develop the women entrepreneurship for the achievement of economic development of the nation. Women Entrepreneurship plays an imperative role in the growth of any society. Development of women entrepreneurship culture and qualitative business development services are the major requirements for industrial growth. Women are an emerging economic force, which cannot be neglected by the policy makers. It is estimated that women entrepreneurs currently constitute about 13-14 per cent of the total number of entrepreneurs in India and the percentage is growing every year. If the prevailing trends continue, it is likely that in another five years, women will constitute 20 per cent of the entrepreneurial force. The SSI sector is playing an important role in promoting women entrepreneurship in India.

Women make a vital contribution to industrial output. with half of this number in developing countries. Their work not only sustains their families, but also makes a major contribution to socio-economic progress. Most women are employed in low-skilled, poorly paid positions, where they are often exposed to health hazards. On the other hand, we are seeing the advance of an increasing number of highly educated women into senior decision-making positions. The creativity and talents of all women are an invaluable resource, which can and should be developed both for their own selfrealization and for the benefit of society as a whole. The key to enhancing women's opportunities, and hence their position in industry and the economy, is to provide them with access to know-how, technologies and credit. Training to upgrade women's technological capabilities and to enhance their entrepreneurial and business skills, whether in simple artisanal production or in hightechnology industries, is at the heart of allowing women to advance to more rewarding positions

POLICIES AND SCHEMES FOR WOMEN

In India, the Micro, Small & Medium Enterprises development organisations, various State Small Industries Development Corporations, the Nationalised banks and even NGOs are conducting various programmes including Entrepreneurship Development Programmes (EDPs) to cater to the needs of potential women entrepreneurs, who may not have adequate educational background and skills. The Office of DC (MSME) has also opened a Women Cell to provide coordination and assistance to women entrepreneurs facing specific problems.

There are also several other schemes of the government at central and state level, which provide assistance for setting up training-cum-income generating activities for needy women to make them economically independent. Small Industries Development Bank of India (SIDBI) has also been implementing special schemes for women entrepreneurs.

In addition to the special schemes for women entrepreneurs, various government schemes for MSMEs also provide certain special incentives and concessions for women entrepreneurs. For instance, under Prime Minister's Rozgar Yojana (PMRY), preference is given to women beneficiaries. The government has also made several relaxations for women to facilitate the participation of women beneficiaries in this scheme. Similarly, under the MSE Cluster Development Programme by Ministry of MSME, the contribution from the Ministry of MSME varies between 30-80% of the total project in case of hard intervention, but in the case of clusters owned and managed by women entrepreneurs, contribution of the M/o MSME could be upto 90% of the project cost. Similarly, under the Credit Guarantee Fund Scheme for Micro and Small Enterprises, the guarantee cover is generally available upto 75% of the loans extended; however the extent of guarantee cover is 80% for MSEs operated and/ or owned by women.

CONCLUSION

Women development of their industry in our country is discouraging particularly in the small-scale sector where a majority of units are in a moribund state, because of conspicuous lack of managerial and innovative skills. This situation naturally discourages prospective entrepreneurs particularly women. Women constitute 50 per cent of the total population of India. In spite of it, women are still lagging behind men in several aspects. Over the years, the literacy rate of women and employment opportunities are being increased by leaps and bounds. Moreover, of late they are actively engaging in several activities apart from employment. Women are involving and entering into business and establishing different types of industries. The Government of India and Andhra Pradesh have been encouraging

women to take up industrial establishment several financial corporations are funding for establishment of industries.

REFERENCES:

1. Dwivedi R. S., "Human Relations and Organizational Behaviour", Oxford Publications, New Delhi, 2001.
2. Desai Vasant, "Small Scale Industries and Entrepreneurship", Himalaya publishing house, Mumbai, India, 2005.
3. Rajendra Prasad, "Professional Status of Women", Rawat publication, New Delhi, 1993.
4. Lahiri Keka, "Small Scale Industries", The University Publication, Hyderabad, 2007.
5. Mahapatra Subhasini, "Status of Women towards Empowerment", Rajat Publication, New Delhi, India, 2006.