

Women entrepreneurship-A prime and creamy dimension of Indian economy employment: With special reference to low income level of Allahabad division U.P. State

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ABSTRACT

An important objective of development planning in India has been to provide for increasing employment opportunities not only to meet the backlog of the unemployed but also the new additions to the labor force. A gap of providing employment opportunities to the additional labor force with backlog of the employment has also been founding in last three decades. Dividend Population Window has opened in our country. Maximum utilization of this sector will provide optimum dividend to GDP. Otherwise it will raise unemployment in the country. The Objectives of the paper is to highlights the structure of population, age wise population and unemployment rate, to identify the relationship among Workers, GDP and Demographic factors at National level, to focus the scenario of Women Entrepreneurship in Allahabad Division and to highlights the aspects of Women Entrepreneurship as a prime and creamy dimension of Employment in Allahabad Division. Unemployment may be reduced through self employment or Job creators. Creators or self employed should be increases than job seekers or wage employed. Entrepreneurs especially Women Entrepreneurs should be motivated and skilled in the Allahabad Division because women is also a part of labor force that can be transferred from the household activities to economic activities with providing vocational educational training- GDP, Employment and Welfare of the economy can be raised. They may become a role Model for the economic development.

Key Words : Employment, Women entrepreneurship, Demographic dividend, Allahabad Division, Labor force, Unemployment

INTRODUCTION

An important objective of development planning in India has been to provide for increasing employment opportunities not only to meet the backlog of the unemployed but also the new additions to the labor force. The increasing diversification of the economy together with acceleration in

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economic growth has resulted in structural changes in the nature of the job market. Economic reforms in the areas of abolishing quantitative restrictions reducing tariffs, reforming labor laws and abolishing SSI reservations have aimed at fostering labor-intensive production in India.

But still, it can be seen that unemployment are lying. In other words, a gap of providing employment opportunities to the additional labor force with backlog of the employment has also been founding in last three decades. The main reason is that the rate of change of population (mostly dividend population means working-age population (15 to 59 or 64: in India working age group is 15-59) is higher than the rate of change of providing employment opportunities. It is a big hindrance for Economic Growth. Therefore it is must to pay attention for removing or decreasing it.

$$\frac{\Delta P}{P} = \frac{\Delta EO}{EO}$$

Since, Dividend Population Window has opened in our country. Maximum utilization of this sector will provide optimum dividend to GDP. Otherwise it will raise unemployment in the country. Now-a-days, Demographic Dividend are playing vital role as the economic growth potential. Therefore policy should be related to the employment of these populations.

Unemployment may be reduced through self employment or Job creators means Professionals and Entrepreneurs because professionals and entrepreneurs can provide wage employment, economic independence, social status and better standard of living. Their positive contribution in GDP may reduce social tension and may help in increasing standard of life of households of at least BPL, APL and lower-middle income segment people of the country or in other words these policies will reduce or narrowing the inequalities among themselves.

On the other side if the gender biasness can be left in the employment, Women may play a crucial role in the growth of the economy and may made a substantial impact and achieve success across all sectors both within the country and overseas. From making and selling eatables, to opening small garment boutiques, the Indian Women are not shying making that extra contribution to their economic well being. There are many sectors like designers, interior decorates, exporters, publishers, garment manufacturers in which women already involves or can be involved herself for generating new employment and giving rapid growth to the economy. The problem of poverty, inequality and regional imbalances may be tackled by the inclusion of joining of women in full fledged form in the economy. On the other side, Self Employed women are gaining better status in the open world. Therefore, Women entrepreneurship may become a prime and creamy dimension for Indian Economy Employment.

Keywords :

Demographic dividend, as defined by the United Nations Population Fund (UNFPA) means, “the economic growth potential that can result from shifts in a population’s age structure, mainly when the share of the working-age population (15 to 64) is larger than the non-working-age share of the population (14 and younger, and 65 and older)”. In other words, it is “a boost in economic productivity that occurs when there are growing numbers of people in the workforce relative to the number of dependents.”¹ UNFPA stated that, “A country with both increasing numbers of young people and declining fertility has the potential to reap a demographic dividend. Due to the dividend between young and old, many argue that there is a great potential for economic gains, which has been termed the “demographic gift”. In order for economic growth to occur the younger population

1. https://en.wikipedia.org/wiki/Demographic_dividend

must have access to quality education, adequate nutrition and health including access to sexual and reproductive health.

Employment comprises all persons of working age who during a specified brief period, such as one week or one day, were in the following categories: a) paid employment (whether at work or with a job but not at work); or b) self-employment (whether at work or with an enterprise but not at work). In other words, Employment can be expressed in number of people working or in total working hours. A mixed measure is the number of hours divided by standard working hours to give a full-time equivalence to jobs. If considered in terms of the number of people, employment is purposefully divided along principal axes that have been seen in Fig. 1.

‘Women Entrepreneurs’ may be defined as a woman or group of women who initiate, organize and run business enterprises. Women Entrepreneurship is a process, where women getting herself self employed, provides job to others also ‘Women Entrepreneurs’ may be defined as a woman or group of women who initiate, organize and run business enterprises. The Government of India has defined women enterprises as an industrial unit, where one or more Women Entrepreneurs have not less than 51 per cent financial holding.

Allahabad Division *i.e.* low Income level state of Uttar Pradesh is chosen purposively in the study. The Allahabad division includes the districts of Fatehpur, Pratapgarh and Allahabad, with the western Allahabad District becoming part of the new Kaushambi district.

Labor force comprises people ages 15-59 who supply labor for the production of goods and services during a specified period. It includes people who are currently employed and people who are unemployed but seeking work as well as first-time job-seekers. Not everyone who works is included, however. Unpaid workers, family workers, and students are often omitted, and some countries do not count members of the armed forces. Labor force size tends to vary during the year as seasonal workers enter and leave. Unemployment refers to the share of the labor force that is without work but available for and seeking employment.

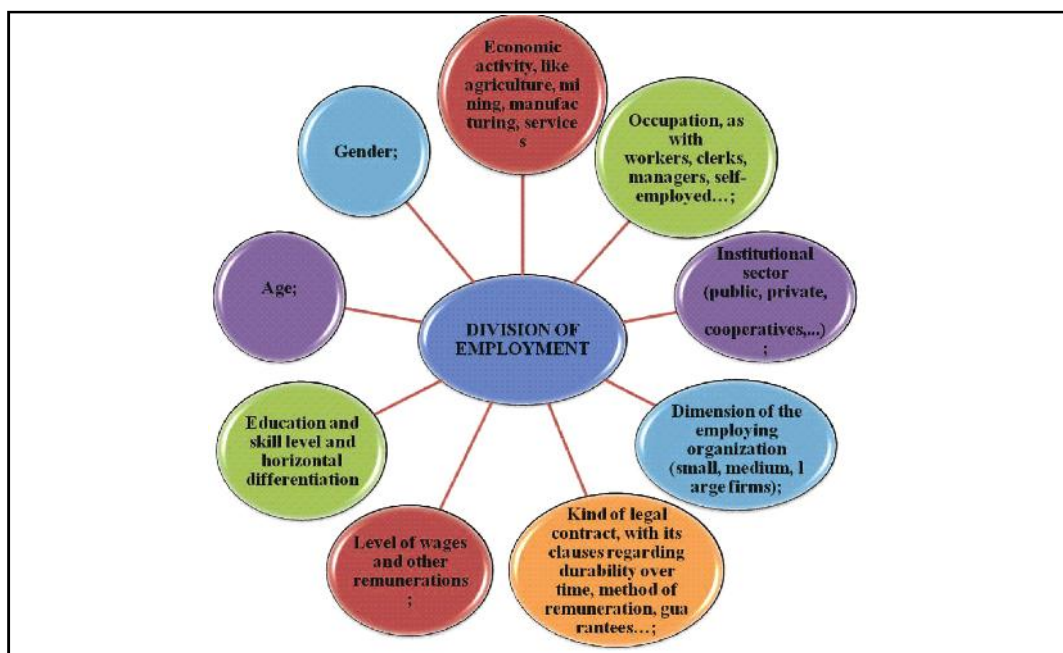


Fig. 1 : Division of employment

Objectives of the paper :

- To highlights the structure of population, agewise population and unemployment rate.
- To identify the relationship among Workers, GDP and Demographic factors at National level.
- To focus the scenario of Women Entrepreneurship in Allahabad Division.
- To highlights the aspects of Women Entrepreneurship as a prime and creamy dimension of Employment in Allahabad Division.

Hypothesis of the paper :

- H₀: “Workers are independent to Population, GDP and Non Workers.”
- H₁: “Workers, Population, GDP and Non Workers are statistically significantly interrelated to each other.”
- H₀: “GDP are independent to Demographic Dividend.”
- H₁: “GDP and Demographic dividend are statistically significantly interrelated to each other.”
- H₀: “GDP are independent to Sex Ratio.”
- H₁: “GDP and Sex Ratio are statistically significantly interrelated to each other.”

METHODOLOGY

First part of this study is based on secondary data. Secondary data is collected from the Various Census of India and the Census of India 2011- District (Allahabad, Pratapgarh, Fatehpur and Kaushambi) Census handbook- Directorate of Census Operations Uttar Pradesh. This paper is also prepared on the basis of a primary survey of Allahabad division by using multistage proportionate random sampling technique. After choosing Allahabad Division purposively in the first stage, the universe data of women enterprises has been made on the basis of information gathered from Zila udhyog Kendra of district of Allahabad Division. Then the researcher made use of personal interview method for collecting sampling information for the selecting respondent. The size of universe is 800 and the size of sample is 240 *i.e.* the 30% of universe.

RESULTS AND DISCUSSION

Secondary data² :

There are 121 crore population in India in 2011. Population Trend can be seen from the Table 1 and Chart 1. After applying curve fitting line, exponential form of population is found significant. ANOVA Results and coefficient results can be seen in Table 2 *i.e.* significant.

Table 1 : National population	
Year	Population
1901	238,149,973
1911	252,093,390
1921	251,321,213
1931	278,718,610
1941	318,375,569
1951	361,088,090
1961	439,234,771
1971	548,159,652

Table 1 contd...

2. It is a part of Archana Mishra’s Thesis.

Contd... Table 1

1981	683,329,097
1991	846,421,039
2001	1,028,737,436
2011	1,210,854,977
2021	1,55,94,74,835 (E)
2031	1,82,63,74,288 (E)
2041	2,13,89,52,784 (E)

Sources- Various Census of India

According to estimated equation $P = 163168202.773e^{0.159t}$, we will cross 1800 million population in 2031 (after 12 years) and 2100 million population in 2041 (after 22 years).

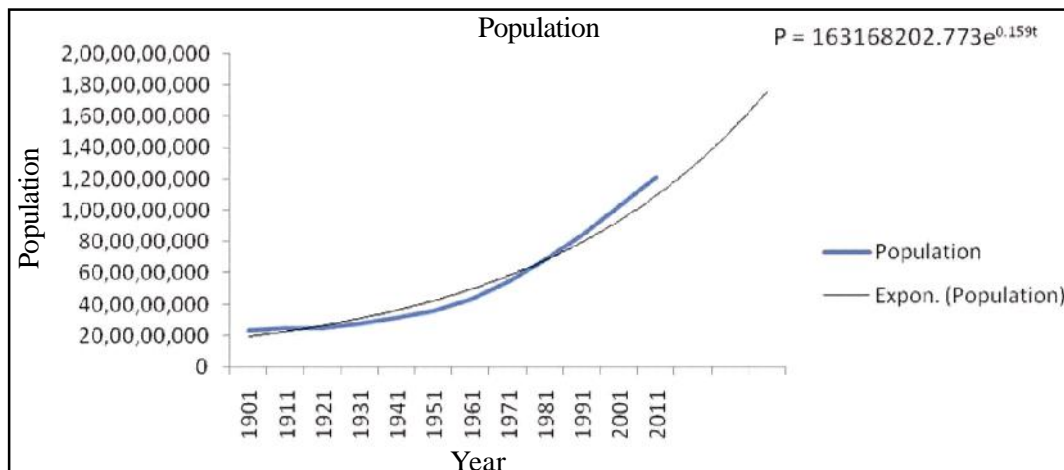


Chart 1 : Population

Table 2 : Summary of analysis				
Sr. No.	Variables	Estimated equation	Analysis results	Interpretation
1.	Dependent Variables- Population	$P = P_0 e^{nt}$	Estimated Coefficients- $P_0 = 163168202.773$ (12498341.828)	$H_0: P_0 \text{ and } n = 0$ $H_1: P_0 \text{ and } n \neq 0$ $P < .05$
	Independent Variables- Time		t-statistics-13.055 sig.-0.000	H_0 : rejected H_1 : accepted
			$n = 0.159$ (.010)	
			t-statistics-15.237 sig.-0.000	
2.			Anova (1,10) f-statistics-232.169 Sig.- 0.000	Goodness of fit H_0 : not fit H_1 : fit $P < .05$
3.			R= 0.979	H_0 : rejected H_1 : accepted Highly positively correlated
4.			$R^2 = 0.959$	95% explained

Age wise population also can be seen in Table 3 and Chart 2. This shows that the dividend population estimated equation is $DP=(2E+08)e^{0.241t}$. Therefore we will get 431.9 million dividend populations in 2031 and 482.1 million dividend populations in 2041. Demographic Dividend will be less than one from 2021. After applying curve fitting line, exponential form of population is found significant. ANOVA Results and coefficient results can be seen in Table 4 *i.e.* significant.

Table 3 : Agewise National population

Population Year/	0-14	15-59	60+	Demographic Dividend
1971	230994477	285043019	32889579	1.08
1981	271281651	367631054	43733062	1.17
1991	319608584	469763676	57556630	1.25
2001	363144314	585351601	76126570	1.33
2011	357202218	756784360	96868398	1.67
2021	849091912 (E)	386931988 (E)	152479291 (E)	0.39
2031	1080460320 (E)	431918766.3 (E)	199936675.2 (E)	0.34
2041	1374874129 (E)	482135948.2 (E)	262164611.4 (E)	0.29

Sources- Various Census of India

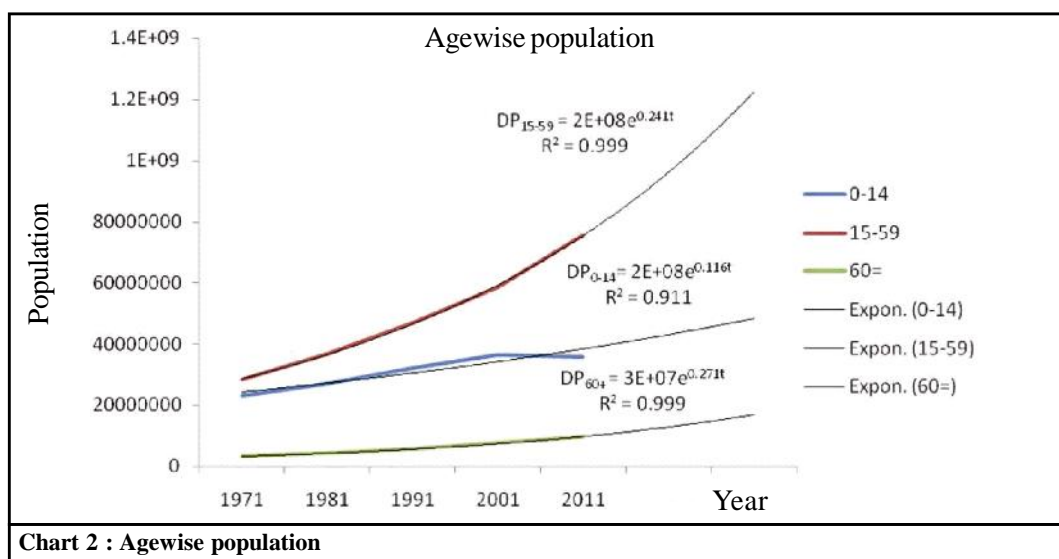


Chart 2 : Agewise population

Table 4 : Summary of analysis

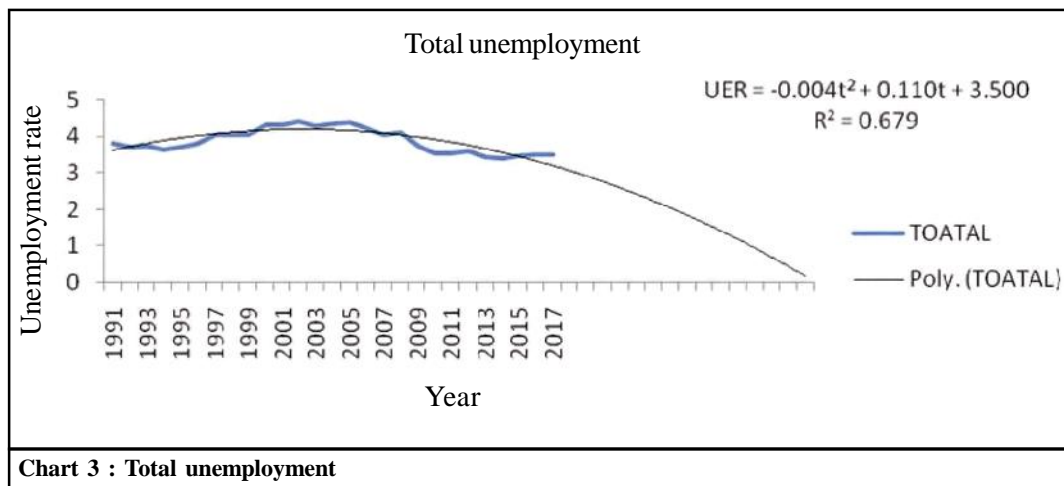
Sr. No.	Variables	Estimated equation	Analysis results	Interpretation
1.	Dependent Variables- Population (15-59)	$P=P_0e^{nt}$	Estimated Coefficients- $P_0 = 225257763.6503$ (2475659.601) t-statistics-90.989 sig.-.000	$H_0: P_0$ and $n = 0$ $H_1: P_0$ and $n \neq 0$ $P < .05$ H_0 : rejected H_1 : accepted
	Independent Variables- Time		$n = 0.242$ (.003) t-statistics-72.970 sig.-.000	

Table 4 contd...

Contd... Table 4

2.	Anova (1,3) f-statistics-5324.592 Sig.- .000	Goodness of fit H ₀ : not fit H ₁ : fit P<.05 H ₀ : rejected H ₁ : accepted
3.	R= 1.000	Highly positively correlated
4.	R ² = 0.999	99% explained

Trend of unemployment rate can be seen in Table 5 and Chart 3. Unemployment rate estimated equation is $UER = -0.004t^2 + 0.110t + 3.500$. Therefore we will get 5 million unemployed populations in 2031. After applying curve fitting line, exponential form of population is found significant. ANOVA Results and coefficient results can be seen in Table 6 *i.e.* significant.



Year	Unemployment rate	Year	Unemployment rate	Year	Unemployment rate
1991	3.83	2001	4.33	2011	3.53
1992	3.72	2002	4.43	2012	3.62
1993	3.74	2003	4.31	2013	3.46
1994	3.65	2004	4.37	2014	3.41
1995	3.72	2005	4.4	2015	3.49
1996	3.81	2006	4.24	2016	3.51
1997	4.06	2007	4.06	2017	3.52
1998	4.06	2008	4.12	2021	3.07
1999	4.06	2009	3.75	2031	1.29
2000	4.32	2010	3.54	2041	-1.29

Sources- World Bank Report

Table 6 : Summary of analysis				
Sr. No.	Variables	Estimated equation	Analysis results	Interpretation
1.	Dependent Variables- Unemployment rate	$UER = -0.004t^2 + 0.110t + 3.500$	Estimated Coefficients- $P_0 = 225257763.6503$ (2475659.601) t-statistics-90.989 sig.-.000	$H_0: P_0 \text{ and } n = 0$ $H_1: P_0 \text{ and } n \neq 0$ $P < .05$ $H_0: \text{rejected}$ $H_1: \text{accepted}$
	Independent Variables- Time		n= 0.242 (.003) t-statistics-72.970 sig.-.000	
2.			Anova (1,3) f-statistics-25.489 Sig.- .000	Goodness of fit $H_0: \text{not fit}$ $H_1: \text{fit}$ $P < .05$ $H_0: \text{rejected}$ $H_1: \text{accepted}$
3.			R= 0.825	Highly positively correlated
4.		R ² = 0.680	68% explained	

Some Demographic Factors of India and GDP are seen in the Table 7. After Unit Root Test (test for stationary) and Casual Test (Granger Test), OLS model is applied on 1) Workers, GDP, Population and Non Workers 2) GDP and Demographic Dividend 3) GDP and Sex Ratio. Results of first OLS model are given in the Table 8. Estimated Equation of first OLS Model is-

$$WORKER_N = 7.25703329436e-08 * GDP_N - 0.99999999376 * NONWORKER_N + 0.999999993037 * POP_N + 0.612475728685 + \text{Error Term}$$

Table 7 : Major demographic factor and GDP of India						
Year	Population	GDP current price (crore)	Worker	Non worker	Sex ratio	Demographic Dividend
1951	361,088,090	10401	14118544.32	346969546	946	
1961	439,234,771	17942	18887095.15	420347676	941	
1971	548,159,652	47638	18122158.1	530037494	930	1.08
1981	683,329,097	149642	25078177.86	658250919	934	1.17
1991	846,421,039	586212	31740788.96	814680250	926	1.25
2001	1,028,737,436	2177413	40223633.75	988513802	933	1.33
2011	1,210,854,977	9009722	48192028.09	1162662949	943	1.67

Table 8 : Results of first OLS Model

Dependent Variable : WORKER_N				
Method : Least squares				
Date : 10/14/18 Time : 12:41				
Sample : 1951 2011				
Included observations : 7				
Variable	Coefficient	Std. Error	t-Statistic	Prob.
GDP_N	7.26E-08	2.37E-08	3.056632	0.0551
NONWORKER_N	-1.000000	2.78E-08	-35923194	0.0000
POP_N	1.000000	2.68E-08	37281094	0.0000
C	0.612476	0.141491	4.328719	0.0227
R-squared	1.000000	Mean dependent var		28051775
Adjusted R-squared	1.000000	S.D. dependent var		12602636
S.E. of regression	0.100973	Akaike info criterion		-1.452370
Sum squared resid	0.030587	Schwarz criterion		-1.483278
Log likelihood	9.083294	Hannan-Quinn criter.		-1.834393
F-statistic	3.12E+16	Durbin-Watson stat		2.982568
Prob (F-statistic)	0.000000			

Note- Traditionally, the cut-off value to reject the null hypothesis is 0.05.

Above estimated equation's residual have Normality, Homo-skedasticity and No serial Correlation. Its log form can be seen in the Table 9. Its Log estimated equation is -

$$\text{LOG(WORKER_N)} = 0.00353496073972 * \text{LOG(GDP_N)} - 25.3173732474 * \text{LOG(NONWORKER_N)} + 26.301723155 * \text{LOG(POP_N)} - 3.9790398116 + \text{Error Term}$$

This equation shows the elasticity of dependent variable with respect to independent variables. One unit change in GDP will change 0.003 units in worker in same direction. One unit change in Non Worker will change 25 units in worker in opposite direction. One unit change in Population will change 26 units in worker in same direction.

Table 9 : Results of first OLS Model in log form

Dependent Variable : WORKER_N				
Method : Least squares				
Date : 10/14/18 Time : 12:56				
Sample : 1951 2011				
Included observations : 7				
Variable	Coefficient	Std. Error	t-Statistic	Prob.
LOG (GDP_N)	0.003535	0.006269	0.563866	0.6122
LOG (NONWORKER_N)	-25.31737	0.725773	-34.88334	0.0001
LOG (POP_N)	26.30172	0.744149	35.34472	0.0000
C	-3.979040	0.660121	-6.027747	0.0092
R-squared	0.999941	Mean dependent var		17.06299
Adjusted R-squared	0.999882	S.D. dependent var		0.450338
S.E. of regression	0.004900	Akaike info criterion		-7.503454
Sum squared resid	7.20E-05	Schwarz criterion		-7.534362
Log likelihood	30.26209	Hannan-Quinn criter.		-7.885477
F-statistic	16889.76	Durbin-Watson stat		1.830297
Prob (F-statistic)	0.000001			

The results of second OLS Model are given in Table 10.

Table 10 : Results of second OLS Model				
Dependent Variable : GDP				
Method : Least squares				
Date : 10/23/18 Time : 22:11				
Sample : 1971 2011				
Included observations : 5				
Variable	Coefficient	Std. Error	t-Statistic	Prob.
DD	16293680	2334949	6.978175	0.0060
C	-18761400	3068219	-6.114753	0.0088
R-squared	0.941967	Mean dependent var		2394125
Adjusted R-squared	0.922623	S.D. dependent var		3795568
S.E. of regression	1055803	Akaike info criterion		30.86668
Sum squared resid	3.34E+12	Schwarz criterion		30.71045
Log likelihood	-75.16669	Hannan-Quinn criter.		30.44738
F-statistic	48.69493	Durbin-Watson stat		1.312988
Prob (F-statistic)	0.006040			

Its estimated equation (estimated equation's residual have Normality, Homo-skedasticity and No serial Correlation) is-

$$\text{GDP} = 16243555.9825 * \text{DD} - 18722497.3772 + \text{Error Term}$$

The results of Third OLS Model are given in Table 11.

Table 11 : Results of second OLS Model				
Dependent Variable : GDP				
Method : Least squares				
Date : 10/23/18 Time : 22:27				
Sample : 1971 2011				
Included observations : 5				
Variable	Coefficient	Std. Error	t-Statistic	Prob.
SEX RATIO	526488.3	169007.0	3.115187	0.0527
C	-4.89E+08	15.58E+08	-3.099950	0.0533
R-squared	0.763861	Mean dependent var		2394125
Adjusted R-squared	0.685148	S.D. dependent var		3795568
S.E. of regression	2129756	Akaike info criterion		32.27009
Sum squared resid	1.36E+13	Schwarz criterion		32.11386
Log likelihood	-78.67522	Hannan-Quinn criter.		31.85080
F-statistic	9.704387	Durbin-Watson stat		2.385928
Prob (F-statistic)	0.052668			

Its estimated equation (estimated equation's residual have Normality, Homo-skedasticity and No serial Correlation) is-

$$\text{GDP} = 526488.278337 * \text{SEXRATIO} - 488924735.944 + \text{Error Term}$$

On the above analysis, it can be concluded (Acceptance of all Alternative Hypothesis)-

Workers =f(GDP, Population, Non-Workers)
 and GDP =f(Sex-Ratio, Demographic Dividend)

Its compounding response can be shown in a circle form that may be called *Model of Chain Development of Human Resource*. It has two phases-Demand side and Supply Side

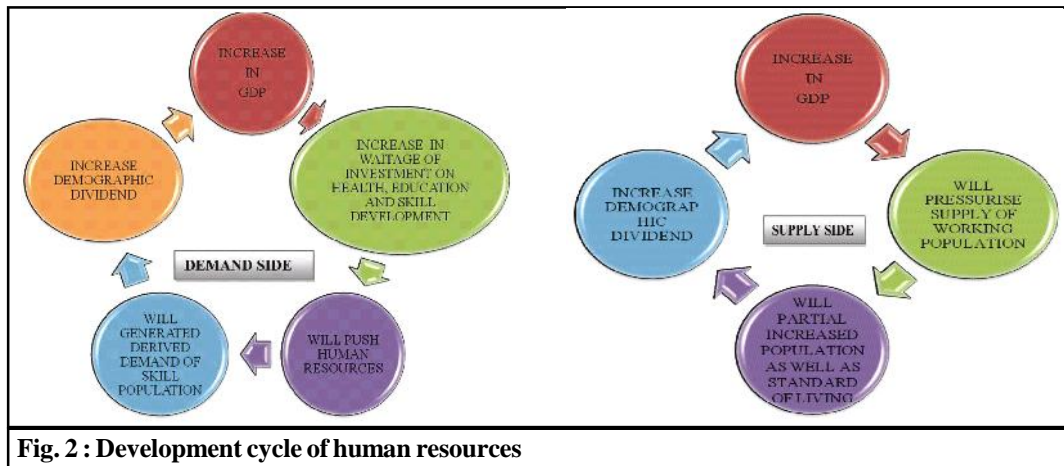


Fig. 2 : Development cycle of human resources

Development chain of human resources would not break until working age population and dependent population ratio would be greater than one. At present, it is called demographic window. It has been increasing since 1971 in India. After 2001, Demographic Dividend has been increasing speedily due to decreases 0-14 age population. Whenever, Working age population and dependent population ratio would be less than one, demographic chain of human resources would start in reverse form. Unfortunately, India did not enjoy demographic benefits till now. Therefore India should increase expenditure (in the form of % of GDP) on human resource development programme and should make them skilled and employable for enjoying as demographic bonus.

Allahabad Division is a one Division of Uttar Pradesh state of India. Demographic structure of Allahabad Division can be seen in the Table 12 and 13.

Table 12: Major demographic factor					
Year	Population	Sex ratio	Workers	Non workers	SGDP (in Rs. Cr.)
1981	7170833	919	-	-	-
1991	9031400	902	3070037	5961217	-
2001	11268817	912	3963480	7305337	-
2011	13395861	924	4881523	8514338	23,800.33

Table 13: GDP of Allahabad Division	
Year	Alld Division GDP (in Rs.Cr.)
2004-05	14554.01
2005-06	15,717.96
2006-07	16,219.37
2007-08	18,081.17
2008-09	19,449.45
2009-10	20,173.47
2010-11	23,800.33
2011-12	24,139.58

Primary data³ :

Roughly Same trend and relationship are seen in the Allahabad Division. Since increment of Sex-ratio would increase GDP (According to Third OLS Model) therefore, Women Employment in the form of job creators such as Women Entrepreneurs (Self Employment) is the focus of centre part of this study.

Major Women Enterprises in Allahabad Division is given in the Table 14. Women give first preference to Boutique Enterprises in the Allahabad Division.

Table 14 : Major enterprises of Allahabad Division	
Enterprises	Allahabad Division (in %)
Boutique	33.13
Beauty parlour	30.00
Coaching	8.00
Jewellers	1.88
Food products (Bakery/Papad)	6.13
Printing/Photostate	3.50
Repairing sewing machine	4.50
Allied milk products	5.88
Atta/Masala mill	3.88
Oil preparing	3.13
Total	100.00

Structure of women entrepreneurs in Allahabad division are shown in the Table 15. Maximum graduate and married women that belong to 48 and above age have interested to engage their self economically. They live in nuclear family. It means maximum married women in whom their babies have teenager prefer to establish their own business. The reason of this may be that they have personal interest to be career women or have willingness to do creative work than routine work. Mostly women have self interest for doing job as entrepreneurs form so they are self motivated.

Table 15 : Structure of women entrepreneurs in Allahabad Division		
Sr. No.	Factors and variables	Highest frequency in %
1.	Demographic factors	
a	Age structure	Above 48 (34.2%)
b	Marital status	Married (50.4%)
c	Academic qualification	Graduate (47.9%)
d	Husband’s income group	10000-20000 (51% in married)
e	Family structure	Nuclear (48.3%)
2.	Motivational factors	
a	Encourage and promoter	Self motivated (45.4%)
b	Motivational interest	For personal interest or to be a career women (32.5%)
c	Project planning	Self (62.1%)

Table 15 contd..

3. Srivastava, Niharika (2017), “Women Entrepreneurship in India in Post Liberalization Era with special reference to Allahabad Division of U. P.,” unpublished thesis, Department of Economics, University of Allahabad, Allahabad

Contd... Table 15

3.	Economic factors	
a	Time devotion	4-6 hours (43.8%)
b	Satisfaction level	Very Satisfied (35%)
c	Consideration as successful entrepreneurs	No (54.6%)
d	Form of organization	Proprietorship (60.4%)
e	Reasons of success of women entrepreneurs	Hard Work, Good behavior, Better quality
f	Situated of business	Own Premises (66.7%)
g	Capital investment	Above 50000 (32.9%)
h	Arrangement of capital	Self arrange (65.4%)
i	Monthly earnings	10000-20000 (29.2%)
j	Other engaged person	Paid workers (43.75%)
k	Pay to the worker in a month per head	2000-3000 (21.2%)

To establishment of above mention business, maximum required amount of investment is upto Rs. 1,00,000. They arranged it from self, their families, friends and relatives. Some also arranged it by small lenders but very few women entrepreneurs took loan from the financial institutions due to heavy exercise. They earn from these business averages upto two and half lakhs per annum that is tax free income. It means this income will raise their standard of living and they will become economically strong too. To make new relations from their customers, stakeholders, government, their awareness will increase that will generate more power in them. These types of business take average 4 to 6 hrs that can be given easily with their regular duties of the family because mostly enterprises lied in their residences or near to residences. In these types of business, women entrepreneurs have also need some supporter person. It means these enterprises are job creators too. Jobs were provided to other women such as Beauty Parlor enterprises and men such as boutique enterprises etc.

Working women always play a dual personality (Table 16) because our stereotype society has a clear picture about the men and women. They accept men as a working economical personality who is appreciated and also motivated for their career but women is accepted for her devoting family duties. If they choose their economical personality, they pay of it by their excess duty. If men neglect their family due to their career, nobody give blame on them, but if women do like that they are torched by the family members or society. They are blamed by everyone. Whenever society does not leave their dual stereotype personality, women will not be engaged in the economy of Indian society.

Other problems that are facing by women entrepreneurs in Allahabad Division are cheap substitution of the product means higher competition; supply of electricity means low power facilities and policy of government means instability of government.

Conclusion :

Entrepreneurs play a very vital role in generating of new employment and setting up of new business in Allahabad division. Entrepreneurship among women is more suitable because it is possible to do work when she has free time. Self-employed women are gaining better status. They may flourish as designers, interior decorators, exporters, publishers, garment manufacturers and still exploring new avenues of economic participation.

Women entrepreneurship is not only generate employment opportunities but also it can use for

Table 16: Major problems that currently faces in women enterprises			
Sr. No.	Factors	Frequency	Rank
1.	Raw material		
	High price	113	III
	Scarcity	12	
2.	Marketing		
	Low demand	11	II
	Stiff competition	116	
	Availability of cheap substitute	76	
3.	Financial		
	Shortage of working capital	45	
	High interest rate	5	
4.	Technical		
	Machine breakdown	53	
	Maintenance	40	
	Lack of servicing facilities	8	
5.	Labor		
	Absenteeism	8	
	Specialized skilled workers	37	
	Behavioral	42	
6.	Electricity		
	Uncertainty of supply	104	IV
7.	Political		
	Unstable Government	60	
	Change in policy	57	
8.	Security		
	So-So	3	
9.	Taxes		
	High taxes	22	
10.	Infrastructure facilities		
	Insufficient	37	
	Less sufficient	9	
	So-So	11	
11.	Personal		
	Dual responsibilities (Family and business)	240	I
12.	Others	33	

tackling the gender bias issues effectively from the root cause itself in the form of women empowerment and Increase the speed of reducing gender disparities in the country. Hence, women will become stronger in social-economical form as well as taking decision. Further, Entrepreneurship development among women offers, mental satisfaction and provides diversion to women from routine work. It gives psychological satisfaction to women and enhanced identity in the society. Emergence of women entrepreneurs in the economy is an indicator of women's economic independence. At last, it can be said that Women Entrepreneurship may play a major role in removing the problem of unemployment, poverty and inequities among different income sub classes that

have find in Indian Culture. Therefore, Women entrepreneurship may be considered as prime and creamy dimension for Allahabad Division.

On the basis of above analysis, it can be said that Unemployment may be reduced through self employment or Job creators. Job creators or self employed should be increases than job seekers or wage employed. Therefore, Entrepreneurs especially Women Entrepreneurs should be motivated and skilled in the Allahabad Division because women is also a part of labor force that can be transferred from the household activities to economic activities with providing vocational educational training- GDP, Employment and Welfare of the economy can be raised. They may become a role Model for the economic development and may be considered as a catalyst for other Regions of the country.

Suggestion :

Women Entrepreneurship shall raises the standard of life and standard of living of the selected sub groups of women entrepreneurs which ultimately raise their socio-economic status in the economy, particularly in urban segment of the economy. Their overall performance shall encourage young women entrepreneurs to take risk in enterprises and ultimately generate more profits in the long run. Further more and more participation of women in above stated enterprises shall be helpful in promoting them in decision making process of the family. There more participation/activeness with money power shall develop a confidence level among them and they prove future assets for women empowerment. Therefore following points should be done to promote entrepreneurs especially for women-

- To promote the students for joining vocational or professional diploma and degree courses after 10+2.
- Vocational and professional degrees should be provided through central/state universities as well as affiliated colleges as a regular program of UG and PG.
- Fees of these programs should be equivalent to other UG and PG programs.
- Special training should be provided in the specific region for promoting its region specialties such as Guava's related training (making sweets, murabba, pickles, chatni, medicines etc.) should be provided in graduate and post graduate colleges of Allahabad.
- New innovations should be motivated among the students.
- Consider women as specific target group for all developmental programmers for establishing their own creativity with providing Adequate training programmes on management skills to women community.
- Training on professional competence and leadership skill to be extended to women entrepreneurs for building confidence and encouragement of women participation in decision-making.
- All educational institutions which are providing degree or diploma in the regions should materialize above programs by adopting one or two development blocks of region and a proper coordination should be of administrator machinery, local financing institutions and Panchayati Raj institutions.

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