

# Promoting Women Entrepreneurship Development through Skill Development

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## ABSTRACT

It is well recognized fact that 'skill' has both intrinsic and instrumental value. Possessing a skill can be an end in itself – giving individuals greater self-confidence, self esteem and dignity, which has end result of employability. A skill can a tool, which helps individuals realize their aspirations by pursuing better jobs, leading to stable, sustainable livelihoods. Skilling is a lifelong process. Hence, skill upgradation and reskilling are fundamental components of the skilling cycle. The Ministry of skill development and entrepreneurship, government of India also sees a close connection between skill and entrepreneurship and seek to create synergies between these two areas, so that our youth can aspire to being job seekers and job creators. Focus will also be placed on encouraging women entrepreneurs through appropriate incentives for women owned businesses under the public procurement process is also the focused area for women empowerment. It will also be ensured that gender neutral incubation/ accelerator, network of mentors, industry, resource centers and credit institutes are developed to facilitate women entrepreneurs. Priority will be given for mentorship and support system for women entrepreneurs in existing business centers and incubators. Present research paper an effort has been made to evaluate the performance of National Skill Development programme in respect to women entrepreneurship. Objective of the paper is to analyze the performance and implication of this scheme with special reference to women entrepreneurship in India. Descriptive research design has been followed throughout the study based on secondary sources. Though there are various factors which hind the performance of scheme in achieving the objective of the scheme. The ultimate goal of the paper is to find out the hindrances and to suggest the measures for improving performance in order to achieve the objective of this scheme in country.

**Key Words :** Women entrepreneurship, Skill development, National skill development programme

## INTRODUCTION

Unemployment is one of the feature of underdevelopment countries, but India now, is no more an underdeveloped country, however the problem of unemployment persist in India on very large scale. Various factors are responsible for this unemployment and leads to problems like poverty, health issues, exploitation of resources, unsocial activities. Due to unemployment, the energy of youth diverts towards the unsocial activities. They potential of the youth is used in mischievous/evil activities as they have no job and idle mind with certain needs motivate them to cause evils and perform illegal and criminal activities. In order to prevent our productive,

talented, desirable and capable youth get into these kind of evil activities, government should provide them employment. As we know that the majority of India's vast population is of youth between age group of 20-35 years which is a working age. And it is quite not possible to give employment to each and every youth because of huge population and lack of capital resources. Therefore, Indian Government keeps on introducing new programs time to time for addressing the problem of unemployment like TRYSEM, MNREGA, JRY, EAS, STEP, START UP INDIA, SKILL INDIA and so on.

Present paper mainly focuses on the women and unemployment. Women play an important role in the society and economy as well but still their potential,

capability and skill remained underestimated. As studies and survey display the participation of women in aggregate work force remains low since long period of time. NSDC, has identified a few of the major challenges which need to be addressed for building a conducive ecosystem of skill development for the women workforce. These are as follows, (1) The large number of Women who need to be trained since currently only 2% of the female workforce is formally trained. (2) Inadequacies in the quality and relevance of TAVET (Technical and Vocational Employment Training in India), (3) Inadequate infrastructure, acute shortage of trained women workers, poor quality of training, (4) Lack of Mechanisms to Judge and certify quality, (5) Inequity in access to TVET for women, (6) Low level of education of potential women trainees that limits training of women in the formal sector, (7) Lack of recognition of prior learning of potential women trainees, (8) relatively high opportunity cost of learning involved for training women. The major challenges noted here are only few in number but represent a complexity of issues involved. Additionally, it is argued that the empowerment practice has to go beyond its focus on women to gender. A focus on gender would imply an emphasis on strategic needs such as leadership and advocacy, rather than a simple focus on basic needs. The concept of gender will also, encourage an understanding and an analysis of power relations, and enforces the idea of developing capabilities than simply skills.

No doubt Indian government has launched large number of schemes to eliminate unemployment from the country. It is quite pertinent to mention that the Indian youth/labour is hard working, talented, dedicated towards their job and ready to work, despite this fact the question still exists that “why unemployment is still biggest problem for our country”. The uneducated or rural people are not just suffering from unemployment, but the educated and urban people are equally suffering from problem. The schemes introduced to carve out or tackle this problem is performing very poorly due to lack of proper implementation and accountability.

India is one of the few countries in the world where the working age population will be far in excess of those dependent on them and, as per the World Bank, this will continue for at least three decades till 2040. This has increasingly been recognized as a potential source of significant strength for the national economy, provided we are able to equip and continuously upgrade the skills

of the population in the working age group. The Ministry of Skill Development and Entrepreneurship takes a multidimensional view of the term ‘skill’. ‘We recognize the fact that ‘skill’ has both intrinsic and instrumental value. Possessing a skill can be an end in itself – giving individuals greater self-confidence, self esteem and dignity, which results from the knowledge that they can stand on their own feet. A skill can also be a means to an end. It can a tool, which helps individuals realize their aspirations by pursuing better jobs, leading to stable, sustainable livelihoods. Skilling is a lifelong process. Hence, skill upgradation and reskilling are fundamental components of the skilling cycle. The Ministry also sees a close connection between skilling and entrepreneurship.

### **Women Entrepreneurship:**

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 wellbeing of the family and communities, poverty reduction and women’s empowerment, thus contributing to the Millennium Development Goals (MDGs). 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. Women entrepreneurs in the four southern states and Maharashtra account for over 50% of all women led Small scale industrial units in India.

### **Skill India Programme:**

Now for eliminating the unemployment and to create the jobs and establishing self employment, prime minister modi ji took the initiative in the form of skill india in July 2014. Skill india is a flagship initiative of the government of india, intended to build an environment of becoming an entrepreneur and providing jobs that will drive sustainable economic growth and generate large scale self

employment and employment opportunities. Urgent and effective action to Skill India is needed to capture the demographic potential of India's youth. Based on data from the 68th Round of NSSO, it is estimated that only 4.69 per cent of India's total workforce has undergone formal skill training.

The government through this scheme aims to empower the people to enhance their talent or skill and establish their own business or get into the jobs. Ministry of Skill Development and Entrepreneurship (MSDE) will take care for co-ordination of all skill development efforts across the country, removal of disconnect between demand and supply of skilled manpower, building

the vocational and technical training framework, skill up-gradation, building of new skills, and innovative thinking not only for existing jobs but also jobs that are to be created. Skill India Campaign aims to skill 402 million people by 2022. This is powered by the National Policy on Skill Development and Entrepreneurship and backed by several government and industry bodies and a host of training partners. The emphasis is to skill the youths in such a way so that they get employment and also improve entrepreneurship. Provides training, support and guidance for all occupations that were of traditional type like carpenters, cobblers, welders, blacksmiths, masons, nurses, tailors, weavers etc. More emphasis will be given on new areas like real estate, construction, transportation, textile, gem industry, jewellery designing, banking, tourism and various other sectors, where skill development is inadequate or nil.

#### **National Skill Development Programme:**

The National Skill Development Mission was approved by the Union Cabinet on 01.07.2015, and officially launched by the Hon'ble Prime Minister on 15.07.2015 on the occasion of World Youth Skills Day. The Mission has been developed to create convergence across sectors and States in terms of skill training activities. Further, to achieve the vision of 'Skilled India', the National Skill Development Mission would not only consolidate and coordinate skilling efforts, but also expedite decision making across sectors to achieve skilling at scale with speed and standards. Seven submissions have been proposed initially to act as building blocks for achieving overall objectives of the Mission. (i) Institutional Training, (ii) Infrastructure, (iii) Convergence, (iv) Trainers, (v) Overseas Employment, (vi) Sustainable

Livelihoods, (vii) Leveraging Public Infrastructure.

It will be implemented through a streamlined institutional mechanism driven by Ministry of Skill Development and Entrepreneurship. An entrepreneurship development scheme is currently being developed by Ministry of Skill Development and Entrepreneurship. The scheme will be designed around the following major elements:

- i. Educate and equip potential and early stage entrepreneurs across India:
- ii. Connect entrepreneurs to peers, mentors, incubators:
- iii. Support entrepreneurs through Entrepreneurship Hubs (EHubs):
- iv. Catalyse a culture shift to encourage entrepreneurship:
- v. Encourage entrepreneurship among underrepresented groups:
- vi. Promote Entrepreneurship amongst Women:
- vii. Foster social entrepreneurship and grassroots innovations:

#### **Findings:**

Undoubtedly, after reviewing different studies conducted in various parts of the country and interaction with targeted sample and self observation as well, it is revealed that this scheme may prove as an unforgettable reform by improving employment status as it focuses on skill development of male and female, urban and rural, literate or illiterate, physically fit or differently able too. However some of the following limitations of the program have been observed.

1. Women in rural area are mostly either illiterate, or less educated and therefore they are unaware about the skill India program. They don't know about their internal capacity, ability, talent and field of interest. They don't have an idea about the ways expose or how to improve their life style and standard of living.

2. Skill India program is aiming to help people in order to find out their hidden talent or their interests and enhance their skill through which they would be able to get job in areas of their excellence and can establish themselves through self employment. But the hindrance to make it practical is that in order to part training to develop the skills of an individual the Centers for Skill Development have to be set on a large scale in every part of country (rural and urban both) but the centers for this program are very limited and malfunctioning . On

paper there are various skill center but in actual such Centers are rare and the access to these centers for beneficiary especially women beneficiary is very typical due to distance of these centers from the residence of the women beneficiaries.

3. One of the major obstacles in effective performance and result from skill India program all over the country is Lack of interest of state and local government in skill India program. Indian government has taken a good initiative in order to promote self employment and job creation. But like other such program this is also not performing well.

4. There are various program being run with common objectives in India. Likewise various ministries have also been setup with the one common objective. They work separately despite having common objective. If all such ministries/organization merge and work in collaboration they will be perform for results and be better for the Indian economy and the desired goals will be fulfilled. They will be able to cater the beneficiary's need more efficiently and effectively.

5. Concerned Ministry performing such program should be keep an eye on the proper implementation and performance of the scheme on the ground level. A proper vigil should be kept that the beneficiaries are being benefitted or not.

6. These type of schemes are often male centric and this is an obstacle in empowering women. Gender discrimination is seen in each and every aspect of such schemes. Most of the skill favors men like carpenter, motor mechanic training, and so on and the opportunities for women are often downtrodden.

7. There is lack of indentifying the resources beneficiary have locally by which their skill may be enhanced without making so much efforts. To make learn the skill to the people would be easy and effective if it is learnt by using local resources which they have because raw material would be easily available and the scope of using the skill quickly would be more. So Setting up the skill centers based on the locally available resources will be easy and implementation too.

7. The skill India scheme has a substantial package of objectives and targeted all over the country but there is loads of difference between what is said and what has been done. But there are various negative factors which hinder the proper implementation and effective performance of the same. In order to save the Indian economy from collapsing, Skill India scheme has a

prominent importance in India. India has the huge population and hence the demand of jobs/employment is increasing. India has lack of financial resources but these schemes can carve out the problem of unemployment and help India's to become unproductive source for economy.

### **Conclusion:**

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. Both men and women, 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. Hence there is an urgent need that prompted the government to take serious note of the dire situation in training and skill education. It should be noted that the initiations 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 arise 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 empowerment.

Recent improvements in India's policy making and development outcomes is undoubtedly noticeable and acknowledged. But the fact is that various schemes are still performing poorly and less effectively. Nevertheless these schemes are necessary for optimal resource distribution. It is important to understand -What this policy actually is? what it does? and how it has been changing in response to the forces put in motion by India's renewed struggle to fulfill its "tryst with destiny" by substantially improving the well- being of all citizens in tangible manner. Therefore, a comprehensive reassessment of this scheme is required primarily.

Skills and knowledge are the driving forces of economic growth and social development of any country. They have become even more important given the increasing pace of globalization and technological changes provide both challenges that is taking place in the world. As India moves progressively towards becoming a 'knowledge economy' it becomes increasingly important

that the XI Five Year Plan should focus on advancement of skills and these skills have to be relevant to the emerging economic development. This analysis also leads to some specific suggestion for scheme in order to perform effectively.

### Suggestions:

1. Merging the common objective schemes and ministries for better and widespread results. Programs and ministries with common schemes and objectives should be merged and should work in collaboration. Collaboration will enhance their performance and reduce both of implementing the scheme to each and every targeted beneficiary. By merging the network of the program will be widespread and results will be better and on higher sides.

2. Preference should be given to rural area and women too.

3. Engagement of Local government.

4. Spreading awareness about program through Campaigning, posters, pamphlet distribution and media (social media as well)

5. Setting up skill center within appropriate distance from residents with required and sufficient equipments and faculty.

6. Funds should be allotted to State Governments and such ministries and organizations on the performance basis.

7. Proper Surveillance should be should be kept on the Skill Development Centers, faculties and their operations.

8. Attendance of benefitted beneficiaries, faculty/ Trainers of Skill Development Centers should be made with biometric to get proper results and parting of proper training.

9. Transparency- Performance of every skill center should be uploaded online.

10. Skill centers should be setup after knowing about the interest of beneficiaries by conducting a survey.

11. Safe and non discriminating environment of working at skill India center for women.

12. Skill India program should cater both illiterate and literate, rural and urban women.

13. Identification of local resources is essential.

14. Placement support should be provided by the concerned ministry to the beneficiary.

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