

Assessing the Role of Women in MSME Sector in India and their Empowerment through Employment Opportunities in MSMEs

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ABSTRACT

This study focus on the employment opportunities of women in MSMEs sector and the status of entrepreneurship in MSME sector in India. This study is a comparative study between male and female workforce participating in MSME sector in India. The study thrives on the present situation of male and female workforce in MSME sector and the ownership of enterprises in this sector. MSME sector is the second largest sector which provides the opportunities for employment after agriculture in India. So, the study for employment opportunity and thereafter economic empowerment of labour force especially women labour force in India is enviable. In this section of the study data has been derived from 67th round report of ministry of Micro, Small and Medium enterprises. The data tells about the scenario of male and female. Data has been taken for the analysis from government report. Statistically, Two-sample independent t-test has been employed to test the average participation in the labour force of male and female in MSMEs sector as well as separate participation in the ownership of MSME Enterprises. Result shows that there is a significant difference between the participation of man and woman labourforce in this sector. Similarly, there is significant difference between the ownership of Enterprises. In conclusion, it can be said that after 75 years of independence agriculture has widen its vistas to include the women workforce significantly but the second largest sector MSME has still narrowed the path of women inclusion in ownership as well as employment opportunities. Thus, the suggestion can be put forwarded to reserve certain proportion of labourforce for women especially to enhance their ownership and participation in this second largest job opportunities sector.

Key Words : MSME Sector, Women participation, Employment opportunities, Entrepreneurships

INTRODUCTION

The Micro, Small and Medium Enterprises (MSME) sector has emerged as a highly vibrant and dynamic sector of the Indian economy over the last five decades. It contributes significantly in the economic and social development of the country by fostering entrepreneurship and generating large employment opportunities at comparatively lower capital cost, next only to agriculture. MSMEs are complementary to large industries as ancillary units and this sector contributes significantly in the inclusive industrial development of the country. The MSMEs are widening their domain across sectors of the economy, producing diverse range of products and services to meet demands of domestic as well as global

markets. The Micro, Small and Medium Enterprises Development (MSMED) Act was notified in 2006 to address different issues affecting MSMEs, inter alia, the coverage and investment ceiling of the sector.

The MSMED Act seeks to facilitate the development of these enterprises as also enhance their competitiveness. The MSMED Act has the following key provisions:

(01) Establishment of a National Board for Micro, Small and Medium Enterprises headed by the Minister for MSME.

(02) The role of the Board is to examine the factors affecting the promotion and development of MSMEs, review the policies and programmes of the Central Government and make recommendations in regard to facilitating the promotion and development and enhancing

their competitiveness.

It provides the legal framework for recognition of the concept of “enterprise” which comprises both manufacturing and service entities. It defines medium enterprises for the first time and seeks to integrate the three tiers of these enterprises, namely, Micro, Small and Medium. It empowers the Central Government to undertake programmes and issue guidelines and instructions to develop and enhance the competitiveness of MSMEs.

Literature Survey:

Boone (2020): The National Board for Micro, Small and Medium Enterprises (NBMSME) was established by the Government under Section 3 of Chapter II of the Micro, Small and Medium Enterprises Development Act, 2006 and Rules made there under. It examines the factors affecting promotion and development of MSMEs, reviews existing policies and programmes and makes recommendations to the Government in formulating the policies and programmes for the growth of MSMEs.

Ministry of MSMEs 73th Report: As on 10.01.2021 a total number of 65, 23,067 were classified, consisting of 21, 13,233 enterprises registered under Manufacturing category and 44, 09,834 enterprises registered under Service sector.

Government Flagship Schemes:

Several Digital portals have been launched by Government of India. For example *i.e.*

- *My MSME*: To facilitate the enterprises to take benefits of various schemes, the Office of Development Commissioner (MSME) has launched a web-based application module, namely, My-MSME
- *MSME SAMADHAAN*: To Address Delayed Payment to MSEs section 15-24 of the micro, Small and Medium Enterprises Development (MSMED) Act, 2006 deal with the issues relating to the Delayed Payments to Micro and Small Enterprises (MSEs) by the buyers to the MSE supplier
- *MSME-SAMBANDH*: Ministry of MSME had launched “MSME-SAMBANDH Portal” on 8th December; 2017. The portal helps in monitoring the procurement by Central Government Ministries, Departments and Central Public Sector Enterprises (CPSEs) and also enables

them to share the list of required products/ services from MSMEs.

- *MSME SAMPARK*: A job portal called “MSME SAMPARK” has been launched by the Hon’ble President of India on 27.06.2018. This portal is a digital platform wherein jobseekers and recruiters can register themselves for mutually beneficial interaction.
- *Champions Portal*: CHAMPIONS stands for Creation and Harmonious Application of Modern Processes for Increasing the Output and National Strength.

Special Measures taken under Atmanirbhar Bharat Abhiyaan:

In the aftermath of COVID-19 pandemic, Prime Minister was quick to recognize the role of MSMEs in building the Nation. As such, MSMEs formed a very prominent part of the announcements made under the Aatmanirbhar Bharat Abhiyaan. Under this package, the MSME sector has not only been given substantial allocation but has also been accorded priority in implementation of the measures to revive the economy. To provide immediate relief to MSME sector, various announcements have been made under the Package. In line with Government of India’s top focus on energizing MSMEs in the country, the Ministry of MSME is focusing on all aspects. In addition to the existing credit related schemes and other announcements, the following two announcements were made under the Aatmanirbhar Bharat Package to provide better access to finance for MSMEs. Rs. 20,000 crores Subordinate Debt for Stressed MSMEs Rs. 50,000 cr. Equity infusion for MSMEs through Self Reliant India Fund for Skill Training Eco-system of Ministry of MSMEs.

Guaranteed Emergency Credit Line (GECL): Under the Guaranteed Emergency Credit Line (GECL) scheme, out of the total budgetary allocation of Rs. 10,000 crore, an amount of Rs. 500 crore has been released to the implementing agency, *i.e.*, National Credit Guarantee Trust Company (NCGTC) in the month of December, 2021

Government e-Market Place: Ministry of MSME is already making every attempt to encourage the MSMEs to get them on boarded on the GeM Portal, even by providing a button for the MSMEs in the Udyam Registration online form to enable them to express their willingness for joining GeM.

Activities targeted at welfare of women :

As Per the NSS 73rd Round of NSSO there are a total of estimated 1,23,90,523 Women owned proprietary MSMEs in the country. The percentage distribution of male owned proprietary MSMEs in the country. More than 20% proprietary MSMEs are owned by women. The main focus of the schemes and programmes undertaken by the Organisations of the Ministry is to provide and facilitate a wide range of services required for accelerating the development of MSMEs. Nevertheless, there are a few schemes/programmes which are individual beneficiary oriented. There are several schemes, wherein women are provided extra benefit and assistance.

Prime Minister’s Employment Generation Programme (PMEGP): Under PMEGP higher subsidy is provided to women beneficiaries. Since inception (*i.e.* 2008-09 to 31.12.2021), a total of 2,22,457 projects have been assisted to women entrepreneurs under PMEGP.

Objectives of the study:

(01) To study the status of ownership of MSMEs keeping the view of gender equality.

(02) To study the status of employment opportunities for males and females in MSMEs sector in India.

Hypotheses of the study:

H0: There exists gender equality in terms of ownerships of MSMEs enterprises.

H1: There exists a significant difference in terms of ownerships of MSMEs enterprises.

H0: Males and Females job seekers are employed in MSME sector in equal proportion.

H1: Males and Females job seekers are employed in MSME sector have significant difference in the

number of employment opportunities.

METHODOLOGY

The presented research paper is mainly based on secondary data. Whose main source is Report of 73th Round Survey by NSSO. In the paper, T-test has been used for comparative study of rural and urban entrepreneurs under MSME. Similarly, T-test has also been used for comparative study of micro, small and medium entrepreneurs. In the presented research paper, according to the objectives, the hypothesis has been tested by T-test and the conclusion has been drawn.

RESULTS AND DISCUSSION

Table 1 shows the ownership of male and female entrepreneurs in MSME sector in rural as well as urban categories. The Table 1 shows that 77.76 per cent of male entrepreneurship belongs to rural area and 81.58 per cent entrepreneurship belongs to urban area in male category. Similarly 22.24 per cent female in rural and 18.42 per cent workers in urban areas has been categorized in the given table. The table also Shows their statistical significance of participation which is represented in the further column of t-values, P-values and conclusions section.

Table 2 shows the percentage participation of male and female entrepreneurship and their ownership in MSME sector in India in 3 categories micro small and medium enterprises. The table enlists the male workforce participation in micro small and medium enterprises as 79.56, 94.74 and 97.33, respectively. In female categories the percentage participation in micro small and medium enterprises are given in 20.44, 05.26 and 02.67 percent respectively. This Table 2 also indicates that statistical

Categories	Male	Female	T-Value	t-critical at P-Value	Conclusion
Rural	77.76	22.24	38.03	2.14	Null Rejected
Urban	81.58	18.42			
Total	79.63	20.37			

Source: Report of 73th Round Survey by NSSO

Categories	Male	Female	T-Value	t-critical at P-Value	Conclusion
Micro	79.56	20.44	11.19	1.51	Null Rejected
Small	94.74	5.26			
Medium	97.33	2.67			
All	79.63	20.37			

Source: Report of 73th Round Survey by NSSO

Table 3 : Share employment Opportunities of Males and females in MSMEs enterprises in India

Categories	Male	Female	T-Value	t- critical at P-Value	Conclusion
Rural	360.15	137.5	2.54		
Urban	484.54	127.42	2.54	0.13	Null Rejected
Total	844.68	264.92	2.54		

Source: Report of 73th Round Survey by NSSO

significance of the ownership of male and female entrepreneurship and the value of t-value, P-value and conclusion explain about that statistical significance.

Table 3 shows the share of number of Labour force in Millions in male and female categories in MSME sector. The table shows the participation of male and female workforce or Employment opportunity in rural as well as urban categories and their statistical significance are also given in terms of t-value, P-values and conclusion section. It shows that the number of male in rural as well as urban areas as labour force in MSME sector are 360.15 and 484.54 million respectively. Similarly this table shows the participation of female in labour force in urban as well as rural categories has 137.50 and 127.42 in millions respectively.

Result and interpretations:

Table 1 shows the statistical significance of ownership of MSME entrepreneurship in male and female categories. Here, the t-values for male and female category is given as 38.03. Basically, this is the value of two sample independent t-tests which measures the significance of difference of participation of male and female in MSME sector. 2.14 is given as P value which is less than t- value or in other word t-value is more than p value. Hence, we reject the null hypothesis at 95% significance level and except the alternative hypothesis in this result.

Similarly Table 2 shows the result of ownership of male female participation in entrepreneurship in MSME sector in micro small and medium categories. The t value is given as 11.19. Here independent two sample test has been employed to test the statistical significance. Here, the P value is given as 1.51 and comparison between p and t values reject the null hypothesis because the t value is more than the p- value. We accept the alternative hypothesis at 95% level up significance.

Table 3 shows the employment opportunity for male and female workforce in MSME sector in India. Basically, two sample T test has been employed to test the difference of participation of male and female workforce

in MSME sector statistically. Here, t value is given as 2.54 and P value is given as 0.13. Since, t- value is more than p value hence null hypothesis has been rejected and alternative hypothesis has been accepted at 95% level of significance.

Conclusion and Suggestions:

In conclusion of objective one and objective two, which is based on the ownership of enterprises and employment opportunities in MSME sector in India for male and female workforce respectively has been tested statistically. Ownership as well as employment opportunity provided by the MSME sector in India has been studied in this paper. The MSME sector is second largest sector for employment opportunities in India after agriculture. The given result bears serious and significant underline in gender and equality in workforce participating in MSME sectors. 10 governments should frame special provisions for reducing inequality in MSME sector for participation and ownership opportunities both equally.

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