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Gender and Entrepreneurship Women Workforce Participation in Development of Entrepreneurships with Reference of Uttrakhand Region: A Comparative Study

Jagriti Jaiswal

Assistant Professor, Soss in Doon University, Uttarakhand, India

Abstract:

entrepreneurship is an important pillar for the economic development and the most reasonable factor in economic development is women workforce and women entrepreneurship. We can't ignore the inter-linkages between women entrepreneurship and economic development of any region.

In this paper the discussion is focused on the women workforce participation in Uttrakhand. This paper revealed the various factors which are mostly responsible for the changes towards firms output by using women workforce in their organizations. We know women entry is linked with another major issued like local physical infrastructure, networking system of the firms, laws and legislation and working culture etc. Women are more affected by these issues rather than men because of high involvement in household activities and family responsibilities.

Through our study we conclude the women entrepreneurship can be enhanced by using the business network system based on clear gender policy. This study provides a suggestion for future research in establishing the relationship between women workforce, working culture of firm and the output of the firm. A better understanding of these aspects can provide a platform for increasing the skilled women workforce with gender policy based business network. That can be advantageous for improving the efficiency of the firm with higher productivity.

By this study we can evaluate the performance of the rural and urban areas women workforce in public and private sectors in Uttrakhand from 2000 to 2013. We provide a suitable strategy for the growth of women entrepreneurship in rural and urban areas separately. We have gone through the academic literature review related to the women entrepreneurship development for concluding our study.

The paper analyze the trend and pattern of women participation in Uttrakhand and the role of state in formulating social and business networks.

Key words: gender, women participation, entrepreneurship, development, economic growth

1. Introduction

The concept of an entrepreneur is refined when principles and terms from a business, managerial, and personal perspective are considered. Entrepreneurship is considered as the process of creating something new with value by devoting the necessary time and effort, assuming the accompanying financial, psychic, and social risks, and receiving the resulting rewards of monetary and personal satisfaction and independence that comes with it. An entrepreneurship development program should help aspiring entrepreneurs to recognize and design unique, innovative business opportunities, based on an analysis of local conditions and their own special skills.

Entrepreneurship is considered to be a vital component in the process of economic growth and development for various reasons. It is a mechanism by which society converts technological information into products and services (Shane & Venkataraman).

In the beginning of the 20th century, women were regarded as society's guardians of morality; they were seen as made finer than men and were expected to act as such. Their role was not defined as workers or money makers. Women were expected to hold on to their innocence until the right man came along so that they can start a family and inculcate that morality they were in charge of preserving. The role of men was to support the family financially. Yet at the turn of the 20th century, social attitudes towards educating young women were changing. Women in North America and Western Europe were now becoming more and more educated, in no small part because of the efforts of pioneering women to further their own education, defying opposition by male educators. By 1900, four out of five colleges accepted women and a whole coed concept was becoming more and more accepted.

Women make up a little over half the world's population, but their contribution to measured economic activity, growth, and well-being is far below its potential, with serious macroeconomic consequences. The challenges of growth, job creation, and inclusion are closely intertwined. While growth and stability are necessary to give women the opportunities they need, women's participation in the labor market is also a part of the growth and stability equation.

Creating the ideal conditions for an enhanced work-family life balance, and stimulating an increased participation of women in the workforce is seen by the government as an important pillar for economic growth and sustainability.

By given data we can see that the women participation in rural and urban in both areas declined in india.

Year	Rural		Urban	
	Female	Male	Female	Male
1972-73	31.8	54.5	13.4	50.1
1977-78	33.1	55.2	15.6	50.8
1983	34.0	54.7	15.1	51.2
1987-88	32.3	53.9	15.2	50.6
1993-94	32.8	55.3	15.5	52.1
1994-95 ^a	31.7	56.0	13.6	51.9
1995-96 ^a	29.5	55.1	12.4	52.5
1996-97 ^a	29.1	55.0	13.1	52.1
1998 ^a	26.3	53.9	11.4	50.9
1999-2000	29.9	53.1	13.9	51.8
2000-2001 ^a	28.7	54.4	14.0	53.1
2001-2002 ^a	31.4	54.6	13.9	55.3
2002 ^a	28.1	54.6	14.0	53.4
2004-05	32.7	54.6	16.6	54.9
2005-06 ^a	31.0	54.9	14.3	54.0
2007-08 ^a	28.9	54.8	13.8	55.4
2009-10	26.1	54.7	13.8	54.3

Table 1: Workforce Participation Rate

Source: National Sample Survey Office.

Note: Figures for all the years are based on usual status approach and include principal status and subsidiary status workers of all ages.

A: Based on thin Sample.

Now we focus on women participation sectors. If we compare public sector and private sectors then we find high share in private sectors than public sector and we also record an increment in both sectors from 1992-2010.

Year	Public Sector		Private sectors		total	
	Women	% of Women	Women	% of Women	Women	% of Women
1	2	4	5	7	8	10
1992	2467.0	12.8	1522.7	19.4	3889.8	14.4
1993	2476.7	12.8	1549.7	19.7	4026.3	14.8
1994	2564.6	13.2	1589.3	20.0	4153.9	15.2
1995	2600.4	13.4	1627.5	20.2	4227.9	15.4
1996	2634.5	13.6	1791.9	21.1	4426.4	15.8
1997	2727.6	14.0	1909.4	22.0	4637.0	16.4
1998	2762.7	14.2	2010.9	23.0	4773.6	17.0
1999	2810.7	14.5	2018.4	23.2	4829.2	17.2
2000	2857.0	14.8	2065.8	23.9	4922.8	17.6
2001	2859.2	14.9	2090.1	24.2	4949.3	17.8
2002	2886.7	15.4	2048.7	24.3	4935.4	18.1
2003	2904.7	15.6	2063.7	24.5	4968.4	18.4
2004	2890.0	15.9	2044.4	24.8	4934.4	18.7
2005	2921.0	16.2	2095.3	24.8	5016.2	19.0
2006	3002.8	16.5	2117.7	24.1	5120.5	19.0
2007	3017.5	16.8	2294.4	24.7	5311.9	19.5
2008	3040.4	17.2	2472.2	25.0	5512.0	20.0
2009	3091.1	17.4	2488.8	24.2	5580.0	19.9
2010	3196.0	17.9	2662.5	24.5	5858.6	20.4

Table 2: Women employment in organized sector
Source: Directorate General of Employment and Training, Ministry of labor

2010, the Asia-Pacific Human Development Report (AHDR) estimates that if women's labour force participation rates were raised to 70 per cent, countries such as Malaysia, India and Indonesia would enjoy between two and four per cent increase in gross domestic product.

The GOVT of India has defined women entrepreneurship based on women participation in equity and employment of business enterprises. Accordingly, a women entrepreneurs is defined as an enterprises owned and controlled by a women having a minimum financial interest of 51% of the employment generated in the enterprise to the women

In my study I have taken Utrakhand statistical data based on entrepreneurship development with workforce index from 2007 data with various developing indicators. The entrepreneur developments with women participation have been measured by industrial development, per capita income, higher post occupied by women and engagement in their own business (Kiranastore, dairy, boutique and parlour etc.)

In this study, the role of infrastructure and culture in Utrakhand has been also explained. How these both factors affect the participation of women in jobs. For analysing this we focused more on rural and urban areas of Utrakhand. The study has been conducted on three areas i.e. self-employed, regular salary employed and casual labour.

2. Objective of the Study

The study aims to compare the women workforce growth with entrepreneurship development from 2000-2012 in Utrakhand. We inspect the deviation in motivational level of women entrepreneurs in rural and urban areas of Utrakhand. After analyzing the data we can identify the sectors where districts have comparative advantage and construct a strategy for comprehensive growth.

3. Challenges and Opportunity for Women Entrepreneurship in India

The specific role of women in the economic effort has not been clearly defined but the need for “integration for women into development” is being particularly felt by women themselves.

In spite of having a quick economic growth, gender disparities in women’s economic participation have remained deep and persistence in India. How we can explain this gender disparity? Is it about poor infrastructure, restricted education system or the alignment of labour force and industries? Or we can explain in terms of insufficiency in social and business network and low share of mandatory female entrepreneurs. Gender networks also impact women’s economic participation, as strong agglomeration economic exist in both manufacturing and services. A higher female ownership among incumbent business within a district – industry predicts a greater share of subsequent women entrepreneurs.

According to the world development report 2012 indicate that empowering half of workforce has significant economic benefits beyond promoting just gender quality.

In India, increases in reservation for women in panchayat – rural, local, self-government- have gone a long way in increasing political participation for women. Yet when we talk about economic participation, gender inequality endures inherent. World Economic Forum’s 2012, gender gap index ranked India at 123rd position out of 135 countries.

4. Industries that Attract Women Entrepreneurship

In their study GHANI, KERR and O’CONNELL (2012) discover the factors that influence the Indian women entrepreneurship. Through the survey they identify the presence of new entrants as well as the gender of the owner of propriety establishment and they found the relative rate of female entrepreneurship and business ownership at district industry year level.

Within the manufacturing sector, women ownership participation are highest and typically surpass 50% industries related to chemical and chemical products, tobacco products and paper and paper product. On the other hand women ownership share are recorded 2% or less in computer industries and motor vehicles, fabricated metal products and machinery and equipment industries.

In service sector, urban areas women ownership rates tend to be higher than overall state average. Among service sectors, women ownership participation surpasses 30% in sanitation and education industries. There is a lowest woman proprietorship rates, at 1 % or less in research area and air and land transport industries.

	Industrial activities	Public sectors									
		1991	1995	2000	2001	2004	2006	2007	2008	2009	2010
1	Agriculture, Forestry, Fishing and Hunting	51.1	49.7	48.1	48.3	47.7	58.2	52.7	53.7	56.2	60.2
2	Mining & Quarrying	62.1	64.6	57.6	55.6	66.0	77.0	76.5	76.1	75.9	86.6
3	Manufacturing	112.3	125.5	99.1	93.0	81.5	77.7	77.9	78.1	79.3	83.0
4	Electricity, Gas & Water	30.5	35.7	43.6	44.7	49.7	50.4	51.5	48.2	51.2	58.0
5	Construction	55.3	60.9	64.1	63.2	62.6	61.4	61.6	60.6	61.2	68.5
6	Wholesale & Trade and Restaurants and Hotels	13.2	15.1	16.6	17.4	14.0	13.9	13.6	14.0	13.7	14.0
7	Transport, Storage & Communications	136.7	155.6	170.2	174.9	179.0	180.4	183.0	187.1	190.0	190.5

8	Financing , Insurance, Real Estate & Business Services	146.8	167.7	181.1	184.8	206.0	205.7	199.5	208.3	212.0	225.2
9	Community, Social and Personal Services	1738.8	1925.7	2176.1	2177.2	2183.6	2231.8	2254.9	2249.4	2502.1	2352.7
	Total	2346.8	2600.4	2857.0	2859.2	2890.0	2956.5	2971.2	2975.2	3041.6	3138.8

Table 3: Women Employment in Organized Sector by Industrial Activity (figure in thousands)

Source: Directorate General of Employment and Training, Ministry of labor

Note: 2005 data is not available.

	Industrial activities	Private sectors									
		1991	1995	2000	2001	2004	2006	2007	2008	2009	2010
1	Agriculture, Forestry, Fishing and Hunting	446.5	440.6	461.9	464.4	411.0	438.0	437.9	454.7	410.3	416.6
2	Mining & Quarrying	16.5	16.0	8.9	8.4	7.3	8.5	7.2	8.1	6.9	23.9
3	Manufacturing	484.3	606.0	933.9	937	867.9	812.7	866.9	932.4	910.3	947.2
4	Electricity, Gas & Water	0.8	1.2	0.9	1.3	2.4	2.2	1.8	1.7	2.9	3.0
5	Construction	6.0	3.9	4.0	4	3.4	4.2	3.8	4.3	5.2	6.3
6	Wholesale & Trade and Restaurants and Hotels	21.1	24.2	29.4	29.4	32.0	34.6	38.0	49.2	54.0	59.5
7	Transport, Storage & Communications	3.2	4.4	6.8	8.1	10.4	10.2	11.9	12.7	17.1	24.2
8	Financing , Insurance, Real Estate & Business Services	27.4	36.8	53.9	60.2	81.2	124.1	213.0	268.4	329.8	372.6
9	Community, Social and Personal Services	428.4	494.4	566.1	577.3	628.8	674.9	706.1	732.3	749.2	848.2
	Total	1434.2	1627.5	2065.8	2090.1	2044.4	2109.3	2286.6	2463.7	2485.7	2701.5

Table 4: Women Employment in Organized Sector by Industrial Activity (figure in thousands)

Source: Directorate General of Employment and Training, Ministry of labour

Note: 2005 data is not available

Above tables provide the comparison between public sector and private sector on the basis of industrial activities. Women participation displays a growth from 1991 to 2010 except manufacturing in public sectors and agriculture, forestry and fishing hunting in private sectors. Women workforce is higher in public sectors. In private sectors agriculture industry, manufacturing wholesale trade and restaurant hotel record higher participation of women than public sectors. Rest of the industries have lesser women workforce but if we focus on Financing , Insurance, Real Estate & Business Services it record a great growth in women workforce because of higher earnings. Demographic changes, higher cost of leaving and migration from their origin are the most important factors which influence the women participation

5. Factors that Effect to the Gender Balance of New Enterprises

The explanatory measures focus on demographic traits of a district, population, education, labour regulation, literacy rate of women and men, local physical infrastructure, travel time to main city or working place. Population size seizes local consumer market which is the most important factor for the service industry and overall local economic activities.

Practical findings indicate towards higher women entry shares in industries at district level with more incumbent women employment. There are strong relationship between infrastructure and women participation in business. as it known that all business and industries are wholly dependent on the basic infrastructure facility like electricity and convenience which can be provided by locality. Poor infrastructure can more affect women than because of more involvement of women in household

activity and responsibility. The experimental result shows that the connectivity of major cities does not impact the gender balance of entrepreneurship while infrastructure within a district affects a lot. If we focus on rural areas, the transport availability and road network affect the mobility of women that also influence the women's participation in earning as well as in industries workforce. Other infrastructure facilities like electricity and water supply can also facilitate the women in their household output and encourage them to devote their residual time to entrepreneurial activities.

Through the various studies there is found a positive relationship between regulation in Indian states and economic performance (BASU and MAERTENS 2009; BESLEY and BURGESS 2004; AGHION et al 2008). These regulations may affect the gender balance of entrepreneurs by shifting activity into industries or sectors that female entrepreneurs tend to be more involved in, or influencing occupational decisions within the family.

6. Research Methodology:

In this study secondary data has been used. It is comparative research. The design of research proceeds with following main activity: first is data collection from district office for statistics and economic survey report and Uttarakhand gender statistical report. Third is group discussion with men and women group.

6.1. Literature Review

JALBERT, (2000) performed a study to explore the role of women entrepreneurs in a global economy. The study has shown that the women business owners are making significant contributions to global economic health, national competitiveness and community commerce by bringing many assets to the global market.

GREENE et al., (2003), his study categorized various journals & resources of research on the basis of certain parameters concerned with women entrepreneurship like gender discrimination, personal attributes, financing challenges, business unit, context and feminist perspectives.

BAUGHN, CHUAN and NEUPERT (2006) found evidence that gender inequalities lead to gender based occupational segregation, which may help in explaining the gender gap in entrepreneurship, especially why women are absent in certain industries or earn less than their male counterpart.

JENNINGS and MC DOUGALD (2007) demonstrate that women entrepreneurs are more likely to experience time conflict, stress spill-over due to incompatibility between the family domain and care responsibility on one hand and the business domain and work responsibilities on the other hand.

SEKHAR (2007) found that women's participation in the rural economy is significant. In Uttarakhand, young men generally migrate to the plains in search of employment, whereas women are left behind to cultivate the land and take care of the children and the older generation. One option to reduce the drudgery of women in agriculture is to identify alternative economic activities that are viable given the economic, social, and institutional constraints. The study highlights seven economic activities—dairy farming, mushroom cultivation, bee-keeping, quilt-making, poultry farming, papad-making, and petty business. As alternate/supplementary economic activities, the last three, namely, poultry farming, papad-making, and petty business contribute more than 50% to household income. These activities provide a level of income higher than the poverty line income of the region.

GOLLA et al., (2011) 'a woman is economically empowered when she has both the ability to succeed and advance economically and the power to make and act on economic decisions.

GURENDRA NATH BHARDWAJ (2012) intended to find out various motivating and de-motivating internal and external factors of women entrepreneurship.

GHANI, KERR and O'CONNELL (2012) they conduct a panel analysis at the state industry level that allows us to exploit this state level timing variation and differences in traits across the industries. Empirical result yields a mixed message regarding the extent to which these reforms women's participation in the work force. As a whole, they focus on a pattern where the increases in household-based establishments in sectors where women have traditionally had a relatively stronger ownership

SURTI and SARUPRIYA conducted an experiment over 40 women entrepreneurs having experience min two years. They inspected the role of stress, demographic variable ex- marital status, family size and nature and management between stress and entrepreneurship. They found that the single women entrepreneurs felt less stress and self-role distance than married women entrepreneurs. Women from joint family felt less stress than those women from nuclear family because of support of other family members.

SINGH, SEHGAL, TINANI and SENGUPTA investigated 60 successful women entrepreneurs from around Delhi that shows the majority of the women entrepreneurs were married between the age group of 26 to 35 years. The reason for the choice of business is in the order of high demand for product, processing skills, ready market, future prospect and creativity. The reason for women to become entrepreneurs was to keep busy, to earn money on their own, to pursue hobby as an earning activities, by accident and circumstances beyond control.

RAJESWARI and SUMANGLA said that "the quest for economic independence and better social status and sometime sheer need for family survival, force women into self-employment and entrepreneurship". (Pillai And Anna, 1990) economic growth brought a huge change in women's lifestyle and their thinking in different mode in India, because of advancement in medical sectors, technologies, availability and access to birth control devices, modern household appliances reducing the time and efforts of household work. But due to increasing cost for livelihood it's very tough to manage the middle class families with single person earnings. At this critical position, self-employment is the safer side to generate income.

O D HEGGADE has argued that the development of rural women entrepreneurship, trends and patterns of growth by several type of economic activities and the problem faced by them. The rural women's participation is promoted by different-different government activities such as MANREGA/NABARD and other income generating activities in the group. In this process there is

huge involvement of bankers for providing funds to start up the business, NGO's, village panchayat, district departments and societies. The study has revealed that the marginalized group like SC/STs, religious minorities like Muslims/Christians are very negligible whereas the rural women belonging to Hindu forward group are substantial. Activities selected by these women were poorly village based, lacked tapping the avenues of wider market due to gender bias of the promoters, their restrictions in mobility constraints of market expansion ideas by taking additional working capital.

SASKIA VOSSENBERG (2013) suggests that it need to have a better understand and determine the policy impact on women entrepreneurship promotion and how they influence the economic growth and beyond that, generate the kind of social change required to change the gender bias in entrepreneurship.

6.2. Women Participation in Uttarakhand

Uttarakhand is one of the fastest growing states of India; the State's economy grew more than 9% during the last decade. The state has a peaceful and pollution free conducive environment for Industrial investments. It is rich in power resources with availability of assured, uninterrupted, quality power at affordable and competitive rates.

The economic agenda of the state focuses on Tourism, Higher education, IT & ITES, food processing and biotech industry. The state has attracted both domestic and foreign investments in the different sectors of the economy like automobiles, pharmaceuticals, FMCG and IT during the recent years.

6.2.1. Structure of the Economy

Uttarakhand is one of the fastest growing states in India. The state's economy has shown a healthy growth path during the recent years. GSDP (at current prices) has almost doubled from Rs. 20,438 crore in FY04 to Rs40159 crore in FY09. The real GSDP grew around 9% (average) during FY2004-FY2009 period. Tertiary sector contributes around 49% in GSDP followed by the secondary and primary sectors at 35% and 17% respectively in FY2009. Share of secondary sector in the GSDP has also shown excellent growth, it has grown from 22% in FY2001 to 34% in the FY2009. However, the share of primary sector has come down from 28% to 17% during the same period.

6.2.1.1. Per-capita income

Per capita income of Uttarakhand is Rs42031 (FY2010) which is slightly lower than national average of Rs44,345 (FY2010). According to the latest comparable data (FY2008), Uttarakhand is ranked at the 12th position in terms of per capita income among all the Indian states.

6.2.1.2. Industrial Investments

Uttarakhand is the second fastest mover in the conducive investment environment. It has attracted industrial investment proposals of more than Rs31000 crore in the last four years. The state has been able to develop three Integrated Industrial Estates at Haridwar, Pantnagar and Sitarganj, one Pharma city at Salequi and an IT park at Dehradun in a short span of ten years.

Agro based industry & food processing	Conducive state policy and availability of large number of seasonal fruits make Uttarakhand one of the best locations to set up Agro & food processing industry.
Information Technology	State government is highly focused on developing IT Infrastructure in state and with IT park coming up in Dehradun
Floriculture and Horticulture	Uttarakhand spans across almost all the different agro-geo climatic zones making it particularly conducive for growing a wide range of fruits and flowers commercially.
Pharmaceuticals and Biotechnology	Uttarakhand has one of the country's largest Pharma city located at Salequi. State government has a vision that biotechnology is poised to make significant contributions in agriculture, human and animal health care, environment management and process industries.
Power Tariffs	The Average rate of electricity for domestic consumers stands at 218.75 Paise/kwh which is lower than most other states in India. The rate for Industrial consumer stands at 390.48 Paise/kwh, which is also a relatively low rate in comparison with other states of India.
Hydropower	Uttarakhand has huge potential for generating hydropower; nearly 15000 MW of hydropower can be generated in the state. The government has identified 47 small hydro sites (upto 25 MW) for allotment to the private sector, 17 major hydro sites (25-100 MW) have also been taken up for development.
Tourism	State government has come up with many schemes to promote investment in the state including rebate in the taxes for new tourism units and tax holiday for five years for new amusement parks and ropeways

Table 5: Investment opportunities in Uttarakhand

Source: PHD Research Bureau, Compiled from various policy papers of the Government. of Uttarakhand

Uttarakhand provides excellent investment opportunities in various sectors of theeconomy.. Proximity of Uttarakhand to nationalcapital is also an added advantage. Uttarakhand has received more than Rs.31000crore as industrial investment proposals in the last four years.

Year	Uttarakhand	India	Share of Uttarakhand In India
2007	8367	834249	1.00
2008	6115	1523852	0.40
2009	9293	1040259	0.89
2010	7997	1736322	0.46

Table 6: Industrial Investments proposals in Uttarakhand vis-à-vis India (Rs Crore)

Source: PHD Research Bureau, Compiled from Department of Industrial Policy and Promotion, Govt. of India

However the Industrial investments in Uttarakhand vis-à-vis India has shownvolatile trend. Industrial investment proposals were 1% of the India’s totalindustrial investment proposals during FY2007, 0.40% in FY2008, 0.89% in FY2009and 0.46% in FY2010.

6.2.1.3. Small Scale Industries

Favorable government policies and availability of natural resources in the statehave led to a good growth in the number of SSI Units in the state. Number of SSIshas grown by around 29% in Uttarakhand, whereas the same for India grew by22% between FY2002 and FY2007.

Year	Uttarakhand	India
2001-02	106484	10521190
2006-07	137618	12843774

Table 7: Number of SSI Units in Uttarakhand vis-à-vis India

Source: PHD Research Bureau,

6.2.1.4. Workforce participation in Uttrakhand

As the data depict rural women participation is higher than urban women participation because of earning livelihood. In same way we can also compare the urban men and rural men participation. There is not much difference between their participation in entrepreneurship. If we compare the data between men and women then we found that women participation is always lower than the men and this difference is more in urban areas.

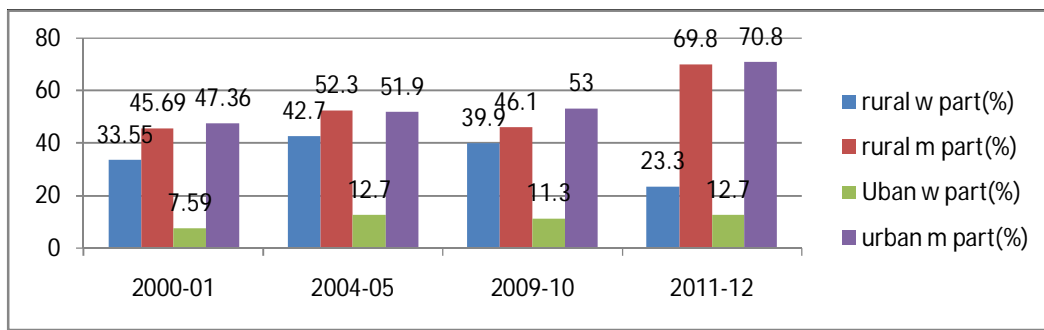


Figure 1

Source: Directorate general of employment and training,, ministry of labor and employment.

6.2.2. Distribution of Workers According to Broad Employment Status (2009-2010)

If we compare the women participation on the basis of employment status then I found that rural area women are mostly dependent on self-employment that’s truly called development of the entrepreneurship. There is least share of rural women in regular employment but still they are participating in casual labor. If we see urban women they are equally distributed in self-employment and regular salaries employment and their distribution is less in casual labor because of high cost of living they want certainty in income. now by comparing data of men and women in urban areas there is not more difference in self-employment mode because both want to utilize their time but in rural area women are more indulge in self-employment mode than men because of necessity of living.in urban men and women are most likely equivalent to each other because of high cost of living one

cannot provide sufficient income to the family and other reason is nuclear family, women want to pass their time to participate in jobs.

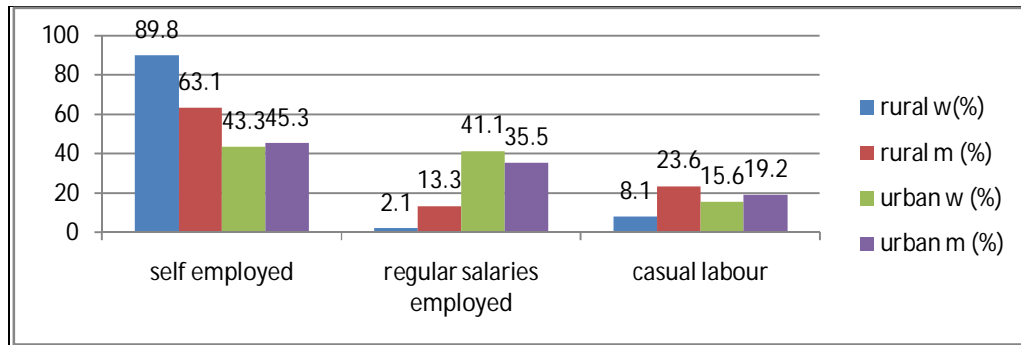


Figure 2

Source: national sample survey office July 2009 – June 2010

6.2.2.1. Women employment in organized sectors industries

In Uttarakhand, people are employed in public sectors as well as in private sectors. Going through the trend analysis we found that with the increases of privatization of industries the women participation also increases in private sectors. Data shows that women are showing their interest in private sectors as the trend move upward. Now we focus on public sectors women participation are higher than the private sectors because of job security and relaxation in job timing and labor. But in 2009 it declined as it was in 2005.

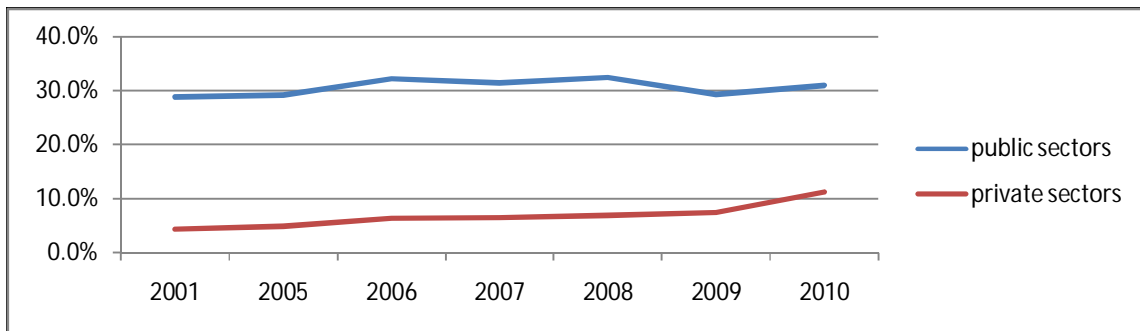


Figure 3

6.2.2.2. Women swarojagaries assisted under SGSY in Uttarakhand.

By analyzing data of SGSY we can say that women are interested to join the government policies. They want to be employed and self-dependent. As data shows participation was declined after 2009-10 but still trend is in upward direction after 2010-11.

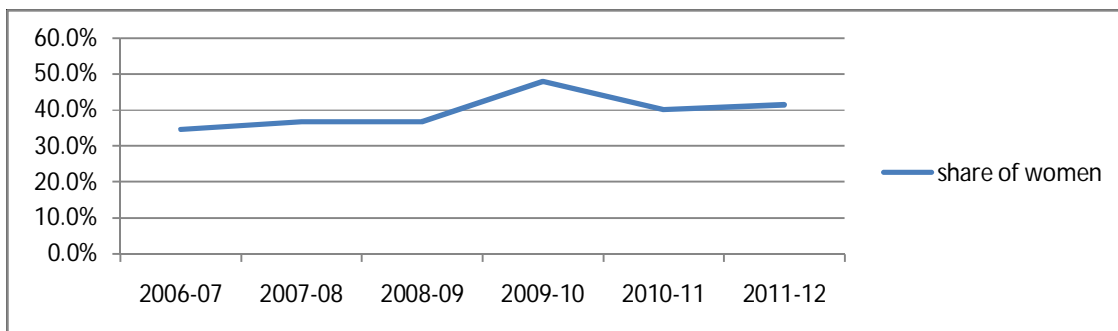


Figure 4

Source: ministry of rural development

6.2.3. Average wage/salary (in rupees) received per day by regular wage/salaried employees of age 15-59 years: 2009-10

women are getting more average salaries than man in 2009-10 data. That’s why urban women are highly participating in regular salary paid employment as fig2 depicts.

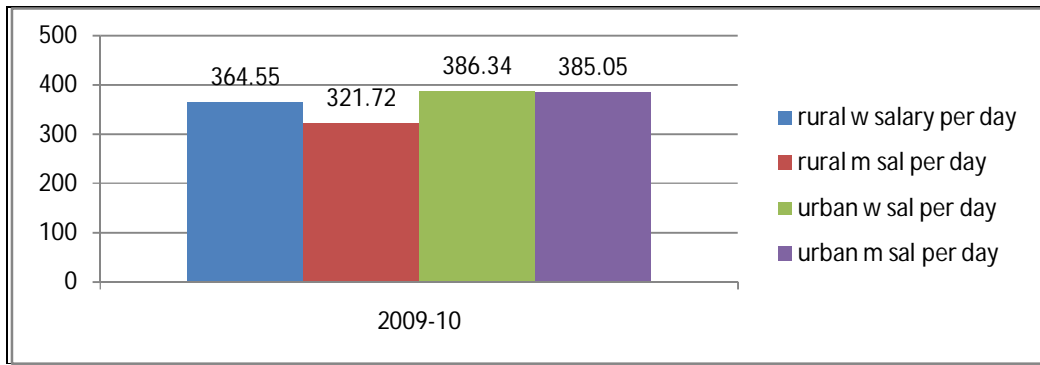


Figure 5

Source: national sample survey office, 66th round, july 2009- june 2010

6.3. Unemployment Rate in Uttrakhand

In 2004-05 and 2009-10 rural women are less unemployed but the unemployment rate among urban women is high if we are comparing men and women it shows that in 2011-12 rate of unemployment among the men are less than the women from the both areas rural and urban. By the trend analysis we can say that there will be an increment in unemployment among the women and decrement among the men.

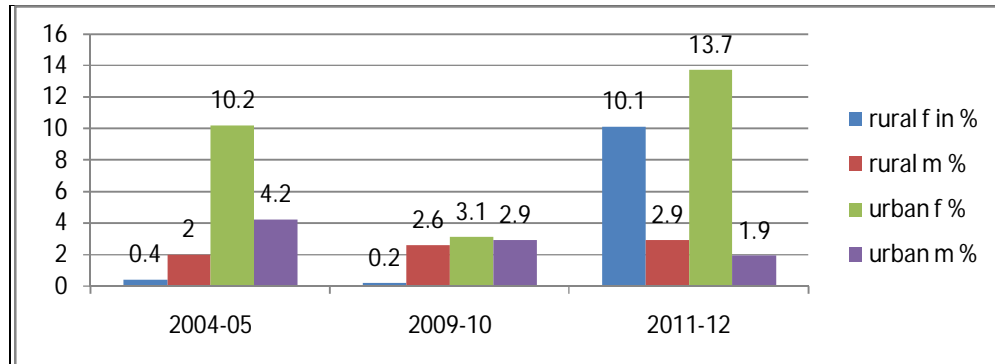


Figure 6

Source: national sample survey office;(this figure represent size of unemployment as % of labor force)

7. Conclusion

As in our last graph it shows that the women unemployment increases relative to 2009-10. By this study we can say that the motivational level of women entrepreneurship is very low. While entering in the entrepreneurship, women want to avail all economic proficiency and independency but all are not succeed in their plan because of lacking in expediting and nourishing the facilities of entrepreneurial environment. They are also suffering from lack of competence and impulseto maximize profit. As the study shows workforce participation rate among the urban women decline due to less motivational factors and rural women are participating due to poverty but still rural women are not getting employment. Reason can be less awareness, low wages or low motivational factors. we need to motivate women entrepreneurs in rural as well as urban areas.

In SWAROJGAR YOJNA women share is below 50% or can say nearer to 40% it is not a good indicator. It shows that not many entrepreneur choiceto government or non-government assistance. They are mostly unaware of the government scheme and assistance. There should be a special scheme for women so that they can get bank loans at decent conditions. They should be introduced with different training and workshop related to various economic activities. It is very important for the economic development of the nation and state also.

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