Conclusions and Policy Suggestions

6.1 CONCLUSIONS

- Maximum women in Allahabad Division of the age group 30-36 have marital status. In this age group economic pressure of the family diverse the attention of such group of women to enhance their family income because normally family of women of this age group have the school/college going children which demand additional expenditure or career planning children drives additional demand of money and income for family survival and maintenance. Therefore they focus to open Boutiques and Beauty Parlor enterprises for supplementing the income of their families and maintaining the enhance expenditure of their families. “Necessities is the mother of Inventions”, this proverb think them to generate additional economic activity for the sake of herself and family.

- The factor analysis between the demographic and skill development factors reveals those 9 correlation coefficients are significant out of 24. It means less than 40% correlation coefficient are significant. Therefore it can be said that women entrepreneurs of Allahabad Division have not specialized skilled. They are either semi skill or unskilled. On the other hand, naturally age group of women entrepreneurs creates deceases and sickness problem in routine sexo-cycles/periods which forces them to maintain their health and creating the pressure of expenditure. On the other hand is not achieving training during that period. Therefore skill development factors or skill promotion is not observable in order that skill promotion or semi-skilled or unskilled may be transformed into skill entrepreneurs. Some institutions must lead and promote in these areas which will convert unskilled/semi-skilled to skilled entrepreneurs and thus we successful in promoting their income in future. Therefore Modi government Skill
Development Program through institutional set up will bring positive fruits in enhancing level of income of the entrepreneurs and thus creating an environment of promoting job opportunity in the area concern to the women.

- Analysis among economic factors has brought five important Economic Factors and out of 55, 32 correlation coefficients were found significant. Thus it can be concluded that the Economic factors are important in the livelihood patterns of the women entrepreneurs. These livelihoods patterns may be accelerated with the TADKA of Skill Promotion and shall be generating accepted enhance income of the women entrepreneurs and ultimately raising the standard of living/life of women entrepreneur’s families.

- Since Scenario of Allahabad Division relating to Women Enterprises suggest that Beauty Parlor and Boutiques are becoming popular in Allahabad Division and Allahabad District. Their rankings are either first or second. These facts may be interpreted as those women in Allahabad Division as well as Allahabad District are willing to come from the traditional house hold lady to the career oriented women. The reasons may reflect financial or economic burden of the family of the entrepreneurs who are engaging themselves into these enterprises. Socio-economic characteristics of these entrepreneurs come under the categories of either APL ar Lower Middle Income group. If opportunity of job is sort to these entrepreneurs, it will helps in supplementing family income of these entrepreneurs because of family income is the clubbed income of their household of the family and the income of the entrepreneurs. Therefore this clubbed income is spent on the children of the families and other heads of the family’s expenditure, it will raise the standard of living/life of APL families and lower middle group of families engaging in these enterprises. Thus, social economic status of these families may be uplifted and therefore women are attracting in opening Beauty Parlors and boutiques in their respective areas with the family savings or marginally financed by the relatives and friends. If however, institutional finance is provided to these entrepreneurs the cost of burden of interest shall be lower as
well as with the help of the institutional finance, they will survive and grow their enterprises which are a positive sign for enhancing social status in society and GDP of the nation.

- Boutique and Beauty Parlor both enterprises are chosen by women in Allahabad Division because both are related to micro investments i.e. upto 100000 that can be managed by self, family members, relatives or friends. Averagely both comes under minimum exemption limit of the income tax therefore the total income may be utilized for enhance of the standard of living of the family. Also income of these professions/enterprises enhances the aggregate income of the family which ultimately raises the social status in the given socio-economic structure of the society. Further the engagement of less number of working hours in these enterprises also provide them in a relax position from the point of view of family attention in comparison to any other private or public services.

- Whole picture shows that from these enterprises without giving much time in Allahabad District than other Districts of Allahabad Division. Reason may be that Allahabad District is more developed than other district.

- If training is provided for establishing in above mentioned enterprises, working hours engagement may be reduced and overall recurring cost of these enterprises may be minimized. As a result, the desired outcomes of the business are quickly achieved and more of remunerative business opportunities are found. In this series, if we provide a more conclusive environment is necessary for the development of women entrepreneurship, so that women entrepreneurship may achieve targeted path in new activities like –

  ➢ IT enabled enterprises,
  ➢ Event Management,
  ➢ Tourism industry,
  ➢ Telecommunication,
  ➢ Plastic materials,
  ➢ Vermi culture,
Mineral water,
Sericulture,
Floriculture,
Herbal & health care,
Food products and fruits & vegetable products etc sectors

Appropriate support and encouragement from the society, family and government can make these women entrepreneur a part of mainstream of national economy and they can contribute to the economy progress of India. So, Entrepreneurship for women can be planned and developed and the need for providing appropriate awareness and development to promote entrepreneurship is of vital importance and promoting entrepreneurship among women is certainly a short-cut to rapid economic growth and development.

6.2 POLICY APPLIED BY GOVERNMENT IN FIVE YEAR PLANS

There has been a progressive increase in the plan outlays over the last six decades of planned development to meet the needs of women and children. The outlay of Rs. 4 crores in the First Plan (1951-56) has increased to Rs. 7,810.42 crores in the Ninth Five Year Plan, and Rs. 13,780 crores in the Tenth Five Year Plan. There has been a shift from “welfare” oriented approach in the First Five Year Plan to “development” and “empowerment” of women in the consecutive Five Year Plans. Perspectives on Advancement of Women through Five Year Plans22 -

First Five Year Plan- It was mainly welfare oriented as far as women’s issues were (1951-56) concerned. The Central Social Welfare Board (CSWB) undertook a number of welfare measures through the voluntary sector. The programmes for women were implemented through the National Extension Service Programmes through Community Development Blocks.

Second Five Year Plan- Efforts were geared to organise “Mahila Mandals” (women’s Plan(1956-61) groups) at grass-roots levels to ensure better implementation of welfare schemes.

Third, Fourth, Fifth Five Year Plan- They accorded high priority to women’s education. Measures to and other Interim improve maternal and child health services, and supplementary Plans (1961-74) feeding for children, nursing and expectant mothers were also introduced.

Sixth Five Year Plan- This is regarded as a landmark in women’s development. The Plan (1980-85) adopted a multidisciplinary approach with a three-pronged thrust on health, education and employment of women.

Seventh Five Year Plan- Development programmes for women were continued, with the Plan(1985-90) objective of raising their economic and social status and bring them into the mainstream of national development. A very significant step therein was to identify and promote “beneficiary-oriented programmes” which extended direct benefits to women. In the seventh five-year plan, a special chapter on the “Integration of women in development” was introduced by Government with following suggestion: -A) Specific target group: It was suggested to treat women as a specific target groups in all major development programs of the country. B) Arranging training facilities: It is also suggested in the chapter to devise and diversify vocational training facilities for women to suit their changing needs and skills. C) Developing new equipment: Efforts should be made to increase their efficiency and productivity through appropriate technologies, equipment and practices. D) Marketing assistance: It was suggested to provide the required assistance for marketing the products produced by women entrepreneurs. E) Decision-making process: It was also suggested to involve the women in decision-making process.

Eighth Five Year Plan- It attempted to ensure that the benefits of development from Plan(1992-97) different sectors did not bypass women. Special programmes were implemented to complement the general development programmes. The flow of benefits to women in the three core sectors of education, health and employment were monitored vigilantly. Women were enabled to function as equal partners and participants in the developmental process with reservation in the membership of local bodies. This approach of the Eighth Plan marks a definite shift from ‘development’ to empowerment’ of
women. The following plans are lunched during the Eight-Five Year Plan: A) Prime Minister Rojgar Yojana and EDPs were introduced to develop entrepreneurial qualities among rural women.

B) „Women in agriculture” scheme was introduced to train women farmers having small and marginal holdings in agriculture and allied activities. C) To generate more employment opportunities for women KVIC took special measures in remote areas. D) Women co-operatives schemes were formed to help women in agro-based industries like dairy farming, poultry, animal husbandry, horticulture etc. with full financial support from the Government. E) Several other schemes like integrated Rural Development Programs (IRDP), Training of Rural youth for Self-employment (TRYSEM) etc. were started to alleviated poverty.30-40% reservation is provided to women under these schemes.

**Ninth Five Year Plan** - a) Empowerment of women and socially disadvantaged groups such as Scheduled Castes, Scheduled Tribes and Other Backward Classes and Minorities as agents of socio-economic change and development. b) Promoting and developing people’s participatory institutions like Panchayati Raj institutions, cooperatives and self-help groups. c) Strengthening efforts to build self-reliance. d) The convergence of services from different sectors. e) A women’s component plan at the Central and State levels. Economic development and growth is not achieved fully without the development of women entrepreneurs. The Government of India has introduced the following schemes for promoting women entrepreneurship because the future of small scale industries depends upon the women-entrepreneurs: (a) Trade Related Entrepreneurship Assistance and Development (TREAD) scheme was launched by Ministry of Small Industries to develop women entrepreneurs in rural, semi-urban and urban areas by developing entrepreneurial qualities. (b) Women Comkp0onent Plant, a special strategy adopted by Government to provide assistance to women entrepreneurs. (c) Swarna Jayanti Gram Swarozgar Yojana and Swaran Jayanti Sekhari Rozgar Yojana were introduced by government to provide reservations for women and encouraging them to start their ventures. (d) New schemes named Women Development Corporations were introduced by government to help women entrepreneurs in arranging credit and
marketing facilities. (e) State Industrial and Development Bank of India (SIDBI) has introduced following schemes to assist the women entrepreneurs. These schemes are: (i) Mahila Udyam Nidhi (ii) Micro Cordite Scheme for Women (iii) Mahila Vikas Nidhi (iv) Women Entrepreneurial Development Programmes (v) Marketing Development Fund for Women

**Tenth Five Year Plan**- The Tenth Five Year Plan was formulated to ensure requisite access Plan (2002-2007) of women to information, resources and services, and advance gender equality goals.

**Eleventh Five Year Plan**- The Eleventh Five Year Plan proposes to undertake special Plan (2007-2012) measures for gender empowerment and equity. The Ministry of Women and Child Development would make synergistic use of gender budget and gender mainstreaming process.

Consortium of Women entrepreneurs of India provides a platform to assist the women entrepreneurs to develop new, creative and innovative techniques of production, finance and marketing. There are different bodies such as NGOs, voluntary organizations, Self-help groups, institutions and individual enterprises from rural and urban areas which collectively help the women entrepreneurs in their activities.

**Training programmes:**

The following training schemes especially for the self-employment of women are introduced by government:

(i) Support for Training and Employment Programme of Women (STEP).

(ii) Development of Women and Children in Rural Areas (DWCRA).

(iii) Small Industry Service Institutes (SISIs)

(iv) State Financial Corporations

(v) National Small Industries Corporations
(vi) District Industrial Centres (DICs)

**Mahila Vikas Nidhi:**

SIDBI has developed this fund for the entrepreneurial development of women especially in rural areas. Under Mahila Vikas Nidhi grants loan to women are given to start their venture in the field like spinning, weaving, knitting, embroidery products, block printing, handlooms handicrafts, bamboo products etc.

**Rashtriya Mahila Kosh:**

In 1993, Rashtriya Mahila Kosh was set up to grant micro credit to poor women at reasonable rates of interest with very low transaction costs and simple procedures.

### 6.3 POLICY SUGGESTIONS

For Skill development and women entrepreneurship, the government has launched new scheme and initiatives for promotion of women activities for providing self-employment, group entrepreneurship and make in India programmes. For implementation of the schemes various types of training programmes improving the skill have been introduced in different district level centers in the country. In various it is, polytechniques and universities B.Voc. and M.Voc. educational programmes were introduced through which trainings and industries like have been developed and the promotion of group entrepreneurship, individual entrepreneurship and private entrepreneurship have been promoted in the nation transforming unemployed well youth into employ well youngster both boy and girls which will solve the problem of educated unemployed people as well as it will enhance demography dividend of the country. Such programmes will help one step ahead for creating job opportunities, career development and jobs in the country and ultimately enhancing GDP of the country with improved income stata level transforming BPL to APL, APL to lower middle income group and lower middle income group to middle income group generating the demand for durable consumer goods and ultimately helping in raising of standard of living and life of the people of the country.
Hence to improve the Socio-Economic condition of India, Government of India has implemented the 12th Plan with the focus on the manufacturing sector and creating job opportunities to women with an intention to remove poverty and empower them. There are many avenues thrown open to women for wealth creation like Entrepreneurship, Employees, Self Help groups and so on. Agriculture, Horticulture, Animal Husbandry, Dairy, Fisheries, Handloom and Power loom are the traditional sectors preferred by rural women. Therefore, Now a days, India’s many leading women is in certain key sectors such as biotechnology, pharmaceuticals, automotive components, Information technology, software, IT enabled services, banks, education and many other service sectors. All above production areas with the improve women entrepreneurship promotion may provide more and more job opportunities not only for women but also for their spouse and male partners depending their own family cooperation therefore internal dynamics of family thinking in a positive direction of jobs, jobs opportunities and entrepreneurship shall bring a mixed fruits for leading the nation to a developed country within a sort spam and we may fulfill the dreams of our Ex-President Abdul Kalam “As develop nation within a target country of 2020”.

The hidden entrepreneurial potentials of women have gradually been changing with the growing sensitivity to the role and economic status in the society. Skill, knowledge and adaptability in business are the main reasons for women to emerge into business ventures. With the advent of media, women are aware of their own traits, rights and also the work situations. The challenges and opportunities provided to the women of digital era are growing rapidly that the job seekers are turning into job creators. They are flourishing as designers, interior decorators, exporters, publishers, garment manufacturers and still exploring new avenues of economic participation. It is only within the last ten years that the concept of women entrepreneurship has achieved the momentum of facts gained some acceptance in overall male dominated majority within the Indian Society. With the growing recognition that women have, unique talents, which could be harnessed for development and for creating employment opportunities for others who are not suited to an entrepreneurial career, developing women as entrepreneurs has become an important part of national development planning and strategies. The financial support to
entrepreneurship is being provided institutional level both private and public, since it increases the social and economic status of women, especially, with reference to Indian condition. Entrepreneurship for women can be planned and developed and the need for providing appropriate awareness and development to promote entrepreneurship is of vital importance.

Empowering women entrepreneurs is essential for achieving the goals of sustainable development and the bottlenecks hindering their growth must be eradicated to entitle full participation in the business. Apart from training programs, Newsletters, mentoring, trade fairs and exhibitions also can be a source for entrepreneurial development. Following efforts can be taken into account for effective development of women entrepreneurs-

- Consider women as specific target group for all developmental programmers for establishing their own creativity.
- Better educational facilities and schemes should be extended to women folk from government part for establishing their own identity.
- Adequate training programme on management skills to be provided to women community.
- Encourage women's participation in decision-making for building confidence.
- Vocational training to be extended to women community that enables them to understand the production process and production management for becoming Economic independence.
- Skill development to be done in women's polytechnics and industrial training institutes. Skills are put to work in training-cum-production workshops.
- Training on professional competence and leadership skill to be extended to women entrepreneurs.
- Training and counseling on a large scale of existing women entrepreneurs to remove psychological causes like lack of self-confidence and fear of success. On the other hand for her achievement of excellence.
 Awareness and motivational programmes should be held in educational institutions for the sub group of women which are not actively engaged in education.

 Women education should be promoted through electronic media & print media.

 Financial Institutions should come forward for micro finances for such entrepreneurs in urban or semi-urban areas. Their promotional role of entrepreneurship will reduce the Income inequalities gap among the considered sub groups of the society.

 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.