Chapter III

REVIEW OF LITERATURE

3.1 Introduction

3.2 Review of Past Studies

References
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This chapter focuses on the review and survey of related literature which forms an important part of research. It deals with the critical examination of various published and unpublished literature relating to the present study.

An extensive review of some of the studies on the status of women in general and that of working women in particular has been taken. Likewise review was also taken from the point of socio economic aspects, entrepreneurship development of women, empowerment of women etc. While conducting this review, various reference books and articles published in various magazines, Journals and Newspapers, Ph.D. Theses, M.Phil dissertations and web sites were reviewed. Thus, for better understanding of the theoretical foundation of the study, the review of relevant literature has been taken.

3.2 Review of Past Studies

The following studies have thrown ample light on the status of women in India and the gradual changes that have been occurring in the society’s attitude towards women, empowerment of women and women coming out of the traditional clutches and emerging as earning hand of the family as well as their decisional roles.

Vinze Medha Dubhashi (1987)\(^1\) expressed her views in the book entitled “Women Entrepreneurs in India: A Socio-economic Study of Delhi”. In this book author was able to bring out the changes imposed by women entrepreneurs on the movement towards better living standards and also consecutive claim on equality. However the parameters chosen might be more refined.

Sahay Sushama (1998)\(^2\) in her book entitled “Women and Empowerment: Approaches and Strategies”. In this book the author explained approaches and strategies of empowerment of women by their increased participation in all aspects of political, social and economic life has become one of the major goals of democratic and participatory movements, as well as women’s organizations throughout the world. Beyond offering an understanding why empower women, concept and framework for women’s empowerment. This book seeks to discuss the approaches and strategies for empowering
women by outlining the strategies, mechanisms and tools that women are using for their empowerment.

**Leela P. (2000)** in her book entitled “Women and the changing development scenario” argues that development of women is crucial for the social and economic transformation of a country in view of their complex and multidimensional roles. Women have been marginal players in the rapidly changing economic scenario. They have to be brought into the mainstream of the development process as equal partners by giving due recognition to the place, role, aspirations and achievements, which have undergone phenomenal changes in recent decades. She suggests for strengthening the implementation machinery for achieving women development.

**Avasthi Abha and Srivastava A.K. (2001)** edited the book entitled “Modernity, Feminism and Women Empowerment” in this book author found that Gender Asymmetry is a universal fact of life. In many societies across the world, women are discriminated against by law and by customs, rendering them among the vulnerable and disadvantaged social groups. The focus of the book is on gender, and the issues discussed in this volume range from modernity to empowerment. The volume presents the women issues in their holistic perspective underlying and highlighting the dilemmas of women development.

**Aruna Goel (2004)** wrote the book entitled “Education and Socio-Economic Perspectives of Women Development and Empowerment”. In this book author enlighten views on the training for leadership of women, health and women development, family welfare and women development, education for girl child, higher education and women development, training capacity building and awareness generation, women participation in employment and economy, vocational and educational training programmes for women empowerment.

**Siddiqui M. Idris (2004)** in his book entitled “Women Workers”. In this book author explained the status of women, women workers in India, women employment, sectoral employment of women, occupational distribution of women workers, and wage structure. He concluded as women workers in the establishments constitute one third of the labour force. They are around 36 per cent of total in the permanent employment but only 30 percent in temporary employment. More over their participation in various categories of employment such as salaried workers, employers and family workers has been lopsided
as majority falls in the wage employment. Women workers in the category of employers have insignificant participation thus casting aspersion on their economic empowerment.


**Rao M.K. (2005)** The book entitled “Empowerment of Women in India”. In this book author focused on Women’s Participation in rural, non-farm employment, Factors Influencing the Participation of Females in rural, non-farm employment, Women in Farm and Non-Farm Employment in Tirunelvelvi District, Tamil Nadu, Employment of Women in the Farm and Non-farm Sector in Goa, Women Enterprises in the Informal Sector in Punjab. He also explained need for empowerment of Tribal women, views and perceptions of DWCRA Beneficiaries, empowerment of Women through DWCRA programme, welfare and empowerment of women in India, conditions of Scheduled caste women in Social Sector, strategies for empowerment of Women in India, Problems of Girl Child labour in India.

**V. S. Ganesamurthy (2008)** In his book entitled “Empowerment of women in India: social, economic and political”. In this book the author focused on the extent of empowerment of women in a nation is largely determined by three factors, viz. economic, social and political identity. The Tenth Five Year Plan (2002-07) called for a three pronged strategy of social empowerment, economic empowerment and providing gender justice to create an enabling environment of positive, economic and social policies for women and eliminating all forms of discrimination against them. The Government of India has initiated various schemes spread across a broader spectrum such as women's need for shelter, security, safety, legal aid, justice, information, maternal health, food, nutrition etc. as well as their need for economic sustenance through skill development, education and access to credit and marketing. For a holistic empowerment of the woman to happen - social, economic and political aspects impacting a woman's life must converge effectively. The multiple roles of women and the meager ability to access
resources and available assets are areas of concern. It is important to emphasize that women require adequate security and protection to be self-reliant.

Pandya Rameshwari (2008)\textsuperscript{10} In her book entitled “Women Welfare and Empowerment in India: Vision for 21st Century”. In this book author explained policies and programs at different levels of the government cover various dimensions and strategies in gender development in India. Over the years, efforts have been made to empower women socially, economically, and politically. However, due to a lack of synergy and coordination, the achievements are not satisfactory. It is imperative that an integrated policy and strategy be formulated to address the economic, social, and political issues related to women, along with the requisite programs and schemes. Though India has created protective legislations for women, the enactments have not been easy to implement. Although the constitutional commitments to women find reflections in the planning processes, legislation, policies, and programs of the central and state governments, the current socio-economic status of women is unsatisfactory in terms of almost all important indicators of human development.

Parida Subhas Chandra (2009)\textsuperscript{11} In his book entitled “Empowerment of Women in India”. In this book author focused on the concept of Human Resource Development in the national context is highlighted. The HRD for women covers a wide range of areas like education in wider context, political empowerment of women and other development programmes of women sponsored by the government. In this book women education since Vedic period, provisions in the Five-year plans, literacy dropouts at school level, gross enrolment ratio in India are briefly analysed. In the second part of the book, the political empowerment of women at both national and international level has been critically discussed along with the obstacles for women and their strategies.

Mishra (2012)\textsuperscript{12} In his book entitled “Women Status and Empowerment in India”. According to India’s 2011 Census, the country's population has increased by 17.6 per cent since 2001. The Census shows that 51.6 per cent of the population is male, while 48.4 per cent is female. Unfortunately, the 2011 Census data also shows that the gender ratio for children below six years has dropped. Gender equality is a constituent of development, as well as an instrument of development. No country can be deemed developed if half of its population is severely disadvantaged in terms of basic needs, livelihood options, access to
knowledge, and political voice. The advancement and empowerment of women in India has been a leading objective of state policy ever since the attainment of Independence in 1947. India's Eleventh Five Year Plan (2007-2012) recognized women, for the first time, not just as equal citizens, but as agents of economic and social growth. Women's lack of economic empowerment not only impedes growth and poverty reduction, but also has a host of other negative impacts, including less favorable education and health outcomes for children. Thus, it is extremely important to ensure that women are economically, socially, and politically empowered. This book provides a vivid account of the problems faced by Indian women, particularly those belonging to vulnerable and disadvantaged groups. It explains the various policies, programs, and schemes initiated by the government of India, in co-operation with other agencies for the welfare, development, and empowerment of women.

T. Lavanya (2010) The book entitled “Women Empowerment through Entrepreneurship”. India's Eleventh Five Year Plan (2007-2012) has recognized for the first time that women are not just equal citizens, but are also acknowledged as agents of economic and social growth. Author further explained that any development strategy will be lop-sided without involving women, who constitute half of the world population. Women entrepreneurship has gained momentum since the early 1980s when countries in Asia - particularly India and China - and elsewhere started liberalizing their economies. The resultant globalization - propelled by foreign direct investment, technological innovations, and manufactured exports - has brought a wide range of economic and social opportunities to women entrepreneurs. This book examines the various aspects of women entrepreneurship in India. It also explains the experience of other countries in this regard.

Jumani Usha, (1991) The author in his book conducted a study to analyse the status of self employed women in rural India. She concluded that economic activities through which income of self employed women will be increased. Women should be in consonance with time availability with family roles and with their awareness levels.

Khanka S. S. (1998) Author explained the term women entrepreneurship that is an act of business ownership and business creation that empowers women economically and socially, increases their economic strength as well as position in the society. Therefore women entrepreneurs have been making a considerable impact in almost all the segments
of the economy. He concluded that entrepreneurship is very limited amongst women especially in the formal sector in India.

**Sharma D.D. and Dhameja S.K. (1995)** In this book, author expressed views regarding constraints for success of women entrepreneurs that usually women entrepreneurs face the problems of shortage of finance on two important grounds. First, generally women do not have property on their own names to use that as collateral securities for obtaining loans from banks and other financial institutions. Secondly, the banks also consider women as less credit worthy and discourage them on the belief that they cannot repay the amount of loans taken by them.

**Hate C. A. (1978)** In her book entitled “Changing status of Women in Post-Independence India” This book has thrown light upon the positive changes occurred in the political, economic and social status of middle class working and non-working women living in Maharashtra after independence.

**Kanitkar Ajit and Nalinee Contractor, (2003)** book entitled “In Search of Identity: the Women Entrepreneurs in India”, Published by Entrepreneurship Development Institute of India, Ahmedabad, Gujrat. The book presented 45 case studies of successful women enterprises. It included qualities, capabilities of successful women entrepreneurs and also stated constraints and difficulties faced by them. The book concluded that Women entrepreneurs are not just self employed but have created employment opportunities for others.

**Anand Madhulata** her book entitled “Women empowerment” Vital Publications, Jaipur India, 2011. This book discussed status and condition of women and women empowerment in India. It also thrown light on social problems of women, health and nutritional status of women, women labour, family structure, and labour wage policies concerning women, educational status of women in the social context.

**M. Soundarapandian (1999)** Author depicted constraints faced by women entrepreneurs such as poor self image, inadequate acknowledgement and motivation, lack of courage and confidence, fear of failure etc. It also explained various government schemes like IRDP, TRYSM, PMRY, DWCRA related to women. Book also thrown light on strategies for the development of women entrepreneurship in India.
Ganesan S. and Duraipandian R. (1983) The book evaluated motivational factors and assess the success rate of women entrepreneurs in Tamil Nadu. Author has classified problems of women entrepreneurs into personal, social and economic problems. Study found lacunas in experience, adequate technical knowledge, business attitude, conservative attitude towards risk bearing capability and some other personal and family problems. He also found that women in general face a lot of problems in the male dominated society. Women do not have their own choice even in the matter of education. The author concluded the overall development of women entrepreneurship along with various problems of women.

Farid Ahmed, Rahaman M.H. & Begum S. (1996) The author studied rural women of Bangladesh. He found in his study that women share has increased in household employment which resulted in the increase in family income. Ultimately he found that decision making capability of these women increased due to household employment. It is desirable for the well-being of the family.

Ramesh T. & Vijaya Laxmi (2007) Author focused on rural and urban women entrepreneurship. He suggested few schemes for women entrepreneurship providing finance and training assistance to poor women to start self employment units. He also listed some successful examples of cooperatives managed by women. He also suggested that a separate policy should be introduced to encourage women entrepreneurs.

Khyadagi Kashibai S. and Sivashankar N. (2007) The author stated economic independence of women facilitates women entrepreneurship. He also stated that women are the key contributors to the economy and in poverty eradication through remunerative and non-remunerative work at home, in the community and at the work place. The economic contributions of women are related to their status and role in the family and in the society. The problem of poverty cannot be tackled without providing opportunities of productive employment to women. Economic independence of women will lead to social and economic change.

Goyal Meenu & Jai Parkash, Ludhiyana, (2011) This article includes the study of the concept of Women Entrepreneurs, reasons why women became entrepreneurs, reasons for slow progress of women’s entrepreneurs in India, suggestions and schemes for the promotion and development of women entrepreneurship in India. Article suggested
measures like awareness programme should be conducted for women entrepreneurs, need of organisation of training programmes for the development of women’s professional competencies and skills, provision of soft loans and subsidies etc.

Srivastav Arun, (2003) Author had taken overall strategy of SMGULP from the inception along with the working strategy, challenges and potential, marketing policy of the organisation, different business activities run by the organisation etc.

Bhatnagar Deepti & Rathore Animesh article stated that SMGULP is an organisation that has acted as a catalyst in empowering poor urban women across India during the last four decades. It took overall study of different products produced by Lijjat along with its management structure. This article raised issues of fake Lijjat Papads being introduced in the market, Curtailment of loss making products and initiation of new products as per the demand of the customers.

Shaik Shafeequr Rahman & Nikhat Sultana (2012) Author focused on the contribution of Shri Mahila Griha Udyog Lijjat Papad on women empowerment. The study found positive contribution in the psychological, social and economic factors in empowerment of women through SMGULP and expressed opinion about new organizations like SMGULP should play an important role in empowering socially and economically backward women.

Malathi Ramanathan (2004) This article has made an attempt to study the growth and progress of an organisation, resulting from a group of women’s practical step to get supplementary earnings. The article concludes that the organisation was positive in its approach in promoting economic empowerment of women. The article also explained the reasons for success even being a women oriented organisation, constructive change in the lives of sister members and the people around.

Sharma Arpita (2011) This article highlighted the challenges faced by women in the path of empowerment and the development policies for women. The article concluded that India is committed to the cause of empowerment of women, but the journey towards the progress is long and difficult. Policies to rise marriage age, enhancement of education and employment opportunities will empower Indian women in some respect.

Prachakar Kumar (2011) In this article researcher found important issues regarding women’s entry in entrepreneurship. He found that women suffer from lack of confidence
to start their own venture due to number of socio-economic and psychological factors such as inhibition to venture in to new avenues, attitude of others about doubting women’s capability, restriction of freedom of movement and financial constraints etc.

**Palanichany P. (1983)** The article focused on entrepreneurship development in Pondicherry. The objective of the paper was to trace the steps taken by the government towards entrepreneurship development. It also attempts to measure the growth of EDPs programmes and to find out the impact of entrepreneurship on productivity.

**Shrinivasan N.P. and Srenivasagal R (1983)** Authors explained the problems of women entrepreneurs and also suggest the remedial measures in assisting and promoting women entrepreneurship. To him widen and strengthen the base of women entrepreneurs, he suggested some measures for example financial management training programmes, organisation of conferences and exhibitions etc.

**Rao Lakshman V. (1986)** Author pointed out the role of entrepreneurship in economic development. According to in both developed and developing countries entrepreneurship is a key to rapid economic development. He also focused on the role of human resources in economic development. The level and the rate of economic growth depend on natural resources, capital accumulation, human resource development and technological progress. It has provided the socio cultural environment which is favourable for the growth of women entrepreneurship.

**Amarnath R. and Uma Mohan C. (1963)** In this article author described impact on middle class women taking up economically productive roles. In his article authors used six parameters- role, perception, say in decision making, acquisition of assets, economic freedom, spouse’s cooperation and perception of status change. A sample of 68 middle class women employed in different sectors of Andra Pradesh in the age group of 25 to 45 years were selected. The finding of the research indicates that the employment of women has led to the greater say in the decision making process.

**National Commission for Women (2002)** In this study commission studied a large number of judicial decisions of supreme and various high courts examined the legal provisions available for women. It also studies various policies issues and future plans that could best enhance the role of women contribution towards sustainable development in the country. It also investigated the challenges that policy makers and the judiciary
face on how to improve the status of women. The study also examined the merits and demerits of the existing provisions of law and other policies. It concluded that women belonging to deprived and poorer sections of Indian society irrespective of their social strata or region are not in a position to solve their problems. More than 400 million women of this country hardly have social, economic, legal or political attribute of any strength.

Sethuraman, Kavita, Lansdown, Richard and Keith and Sullivan (2006)\(^{37}\) This article expressed the relationship between women empowerment, maternal nutritional status and nutritional status of their children aged 6 to 24 months in rural Karnataka. The researchers found malnutrition in 83.5 per cent children and 72.4 per cent mothers. Tribal families had less access to electricity, education and health care. Tribal women had greater decision making capabilities and freedom of movement. The study findings suggest that better community based nutrition program should be designed which help in reducing mal nutrition.

Sharma Sheetal (2006)\(^{38}\) This article stated the realities of women in rural India. Most of the times women are deprived of some of the fundamental human rights and this is justified in the name of tradition. In rural areas women are generally confined to household duties and cheap labour. They are not supposed as substantial income generating source. Without the power to work and earned a good income, their voices are silenced, as they are economically dependent.

Chalapathi B.V., Raghavulu B.V. and Prasad Hari P (2008)\(^{39}\) This article depicted the situation of women in the world in general and in Asian countries such as India, Pakistan, Bangladesh and Nepal in particular is not very satisfactory. The women’s access to health and education in almost all these countries is inadequate. Cultural social and economic factors are responsible for a low status of women.

Jamil Ahmed (2011)\(^{40}\) This article identified the key links between education and women empowerment. Education provides critical foundation for women empowerment. The author conclude that despite the progress made by the Indian women, the life of the average of Indian women from birth through infancy, childhood, adolescence, marriage, mother hood is a long journey of battle against discrimination due to socio cultural
structure of the society. Hence, the economic empowerment of women is essential for achievement of gender equality in all spheres.

**Das Mallika, (2001)** The article explained the initial problems faced by the Indian women, similar to those faced by women in Western countries. However Indian Women Entrepreneurs faced lower levels of work and family conflicts there reasons for starting and succeeding in business are different. Thus the article helps to understand the characteristics of women entrepreneurs in India.

**N Rajani and D Sarada (2008)** Authors observed that entrepreneurship amongst women has been recent development. Further they stated that the enterprises started by women are so greatly influenced by the decisions and desires of the members of the family. Women entrepreneurs who receive support from family, relatives and other support systems to manage their own enterprises successfully.

**Shehla Akram (1999)** According to the author, 54 per cent of women entrepreneurs in India had started their business with their own personal savings and some financial assistance from their spouse, 23 per cent received finance from their parents, 13 percent from relatives and friends and only 10 per cent from government agency and Nationalized Banks. Author has also identified funds as a major issue for women entrepreneurs.

**Shridevi T.O. (2005)** In this article, author studied the variables that affected the level of empowerment of women like type of family, age, education; times spend in household work, freedom of mobility, spouse age differences, educational difference with spouse, number of children, control over personal salary and supporting natal home. From this study researcher found that as the age is higher the chance of empowerment is reduced and when the husbands are equally educated the empowerment is increased. He suggested that women should change their self perception more than being economically independent. The society should understand the capabilities and contribution of women in the development process because empowering women and improving their status are essential ingredients for realizing the full potential of economic and political development of the entire society ensuring sustainable development.

**Dabholkar V.A. (1960)** Thesis thrown light upon female workers working in various organisations such as bidi factories, telephone exchange, teaching field etc. In his study
he stressed on language, marital status, age, classification, status of women etc of working women so as to present the general picture of their life and labour. Study concluded that workings of employed women are regulated as per their different legislations regarding hours of work, night duty, maternity leave etc.

**Awati Shubhangi (2009)**[^46] Researcher analyzed women entrepreneurs from socio-economic point of view. She found that development of women entrepreneurs depends upon the social, educational, economic background of the women. Formal education of entrepreneurship helps to improve performance. Existing policies of the government are also supporting these women entrepreneurs to develop progressively. She also stress on problems like male dominant factor, discriminatory attitude of banks, family obligations etc. Finally she also stressed on measures for the development of women entrepreneurship like better education facilities, adequate training and skill development programmes, Government support for marketing and financial assistance etc.

**Divase Smita Suhas (2002)**[^47] The study analyzes the strengths and weaknesses of various development approaches adopted for empowerment of women. The study examined the feasibility of participatory approach to development, to study the efficiency of existing development interventions and suggested new initiatives to determine the appropriate development partners in the process of empowerment of women. The study revealed that those handicraft artisan women who come under institutional fold have been empowered personally and economically than those who are functioning on their own.

**Drafting committee of 12th Plan working Group on Women’s Agency and Empowerment (2012)**[^48] In this report Indian Government studied the issues of (i) Contextualizing ‘Empowerment’: Emerging Issues and Challenges. (ii) Legal framework for Women. (iii) Engendering Schemes and Programmes & Skill Development amongst women. (iv) Women as prime movers in Governance. (v) Gender Mainstreaming and effective Accountability Mechanisms. Finally they have proposed the amount Rs. 7575.72 crore for the empowerment of women.

This chapter reviewed and critically examined various published and unpublished literature relating to socio economic, empowerment, entrepreneurship and employment relating to women in general. Thus, the review of relevant literature has been taken in this chapter for better and clear understanding of the study.
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