

## ROLE OF WOMEN IN SSIS – A LOOK INTO SMALL SCALE SECTOR OF RAJASTHAN

**Jignesh K. Barot<sup>1</sup>, Dr. Vijay S. Jariwala<sup>2</sup>**

<sup>1</sup>P.G. Department of Economics, S. P. University, V V Nagar, Anand, Gujarat  
Email- barot.jignesh@ymail.com Mobile-94275 45457

<sup>2</sup>P.G. Department of Economics, S. P. University, V V Nagar, Anand, Gujarat  
Email- viju\_19782004@yahoo.com Mobile-98253 10559

### Abstract

Women entrepreneurs have proved equally to their men counterparts in business activities and are emerging as vibrant and smart entrepreneurs. The study reveals the status and disparities prevailing among the women entrepreneurs of India and Rajasthan in SSIs. It further provides the dismal picture of contribution of female in employment in SSIs in India and Rajasthan.

**Key words:** Women Entrepreneurs, Small Scale Industries, Rajasthan

### Introduction

The participation of women in the registered and unregistered SSI sector has been identified in three different roles. Some women were owners of the enterprise while others were managers and employees. With regard to ownership, in unregistered SSIs managed by one or more women entrepreneurs in proprietary concern, or in which she/they individually or jointly have a share capital of not less than 51 % as partners/shareholders/directors of private limited company /members of co-operative society is called a “Women Enterprise”. “Women Entrepreneur” is a person, who accepts challenging role to meet her personal needs and become economically independent. A strong desire to do something positive is an inbuilt quality of entrepreneurial women, who is capable of contributing values in both family and social life. With the advent of media, women are aware of their own traits, rights and the work situations.

### Women Enterprises and Enterprises Managed by Women

The total number of enterprises managed by women in the unregistered SSI sector was estimated as 17.99 lakh (9.05 %) out of the total SSIs in the country with 10.65 % enterprise in rural and 6.62 % enterprises in the urban areas.

Further, enterprises constitute 9.06% of the micro sector of the total unregistered enterprises in the country with a negligible 1042 (3.01 %) number of women enterprises in the small sector. For the enterprises managed by women, 9.05 % enterprises in India give employment to 8.14 % women population, share 6.21 % of market value of fixed assets, 5.59 % of original value of plant and machinery and 7 % of gross output. Rural enterprises

managed by women have 10.65% enterprises and urban areas have 6.62 %. Thus, rural areas have more dominance of women enterprises. Moreover, women manage 9.06 % enterprises in micro sector and 3.01 % enterprises in small sector.

**Table-1 State wise No. of Enterprises Managed and Owned by Women Female Employment in SSI sector**

Sr. No.	Name of State/UT	No. of Enterprises Managed by Women (in Lakh)	No. of Women Enterprise (in Lakh)	No. of Female Employees (in Lakh)	% to Total
1	Jammu and Kashmir	0.12	0.12	0.21	0.40
2	Himachal Pradesh	0.11	0.11	0.16	0.30
3	Punjab	0.76	0.78	1.06	1.99
4	Chandigarh	0.06	0.06	0.07	0.14
5	Uttarakhand	0.15	0.15	0.29	0.55
6	Haryana	0.16	0.16	0.32	0.60
7	Delhi	0.19	0.19	1.23	2.31
8	Rajasthan	0.55	0.55	1.43	2.68
9	Uttar Pradesh	0.75	0.75	3.08	5.78
10	Bihar	0.46	0.47	1.45	2.73
11	Sikkim	0.01	0.01	0.18	0.34
12	Arunachal Pradesh	0.06	0.06	0.22	0.41
13	Nagaland	0.04	0.04	0.26	0.48
14	Manipur	0.01	0.01	0.41	0.76
15	Mizoram	0.01	0.01	0.07	0.14
16	Tripura	0.02	0.02	0.10	0.18
17	Meghalaya	0.16	0.16	0.23	0.43
18	Assam	0.20	0.20	0.66	1.23
19	West Bengal	2.04	2.05	7.72	14.49
20	Jharkhand	0.24	0.24	0.61	1.14
21	Odisha	0.89	0.90	4.58	8.60
22	Chhattisgarh	0.12	0.12	0.43	0.82
23	Madhya Pradesh	1.06	1.06	1.97	3.70
24	Rajasthan	0.57	0.57	1.06	2.00
25	Daman & Diu	0.00	0.00	0.00	0.00
26	Dadar & Nagar Haveli	0.00	0.00	0.01	0.01
27	Maharashtra	0.85	0.85	1.77	3.33

28	Andhra Pradesh	1.11	1.11	5.27	9.90
29	Karnataka	1.85	1.86	4.17	7.84
30	Goa	0.10	0.10	0.10	0.19
31	Lakshadweep	0.00	0.00	0.03	0.05
32	Kerala	2.31	2.31	6.24	11.72
33	Tamil Nadu	3.02	3.03	7.77	14.59
34	Pudhucherry	0.02	0.02	0.07	0.12
35	Andaman & Nicobar Islands	0.00	0.00	0.02	0.03
<b>All India</b>		<b>17.99</b>	<b>18.06</b>	<b>53.24</b>	<b>100.00</b>

Source: 4<sup>th</sup> Census of SSIs

The total number of female employees in the unregistered SSI sector is estimated at 53.24 lakh. Tamil Nadu (14.59 %) has the highest number of female employees followed by West Bengal (14.49 %) and Kerala (11.72 %). The proportion of female employees in the total employment in the total unregistered SSI sector is of the order of 13.02%. There is an increasing and healthy trend of female employment prevailing in the states and the differentials present a positive scenario of the female employment in the country.

Small enterprise promotion has continued to remain an important and integral part of Indian development strategy. The Indian policy concerted emphasis upon small firms as a vital vehicle of progress drawn upon this sector's crucial historical role in generating substantial employment and income at the regional level and acting as a shock-absorber during periods of economic crisis. This sector contributes significantly to the manufacturing output, employment and exports of the country.

As per the results of Fourth All India Census of SSIs, the sector contributes significantly to the number of enterprises, employment and output of the country. It is project to nearly 488.46 lakh units, 1,114.29 lakhs of employment and 1,363,700.54 crore Rs. of market value of fixed assets for the year 2013-14. While the share of this sector in manufacturing sector remains stable at 7 % and for service sector it has been nearly 30.50 % for the 2012-13 year. It contributed 37.54 % in GDP and 37.33 % in total manufacturing output for the 2012-13.

Data from the Fourth Census revealed that in total 26.6 lakh SSI units are owned and manage by women entrepreneurs. Of these, 2.15 lakh about 13.27 % are registered units and 24.46 lakh nearly 9.09 % units are unregistered. So far employment generated by these units are concerned, nearly 19.04 lakh female employment provided by registered units while 101.52 lakh employment generated for female by unregistered units.

### SSI and Women Empowerment in India

Small scale industries not only play an important role in development of Indian economy but also have a significant contribution in the development of women employees in India. Small scale industries are providing large number of employment to both male and female. A very large number of women are working as employee in SSIs performing various kind of job at different levels.

**Table-2 Distribution of SSIs by Sex of Owner and Sector**

Sector	Male (%)	Female (%)
Rural	89.09	10.69
Urban	92.49	6.67
All	90.44	9.09

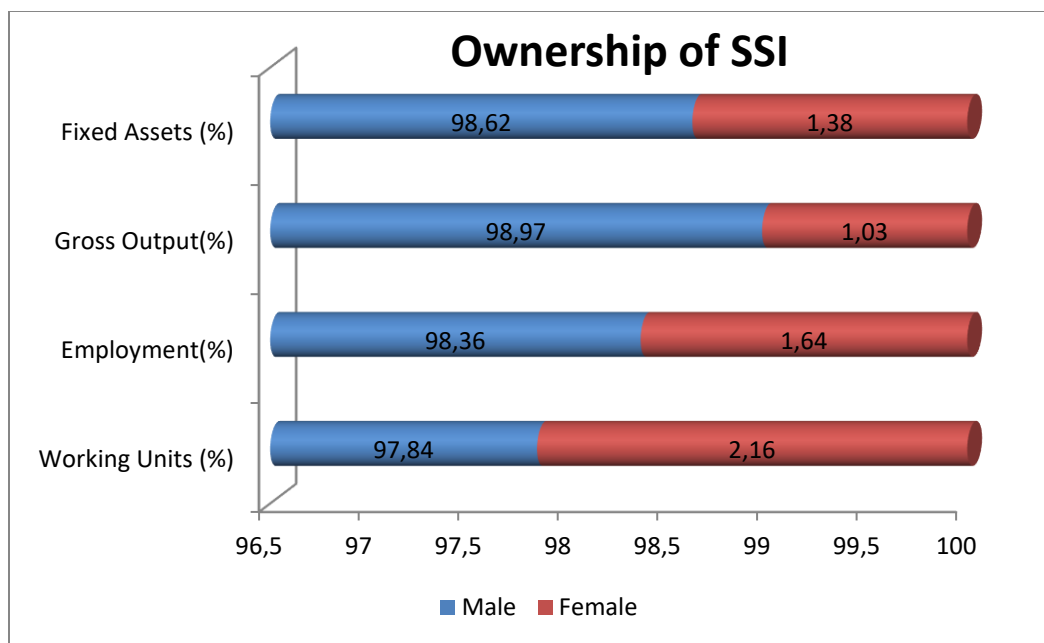
Source: 4<sup>th</sup> All India Census of MSME

There is dominance of males in ownership of SSI units in India as per the 4<sup>th</sup> Census data. The unregistered SSIs sector as a whole, male owned with 90.44 % of enterprises as compared to 9.09 % owned by female. There is no significant deviation in this pattern in urban and rural areas, though the dominance of man owned enterprises are slightly higher in urban areas 92.49 % as compared to rural areas 89.09 %.

### Women Entrepreneurs in Rajasthan

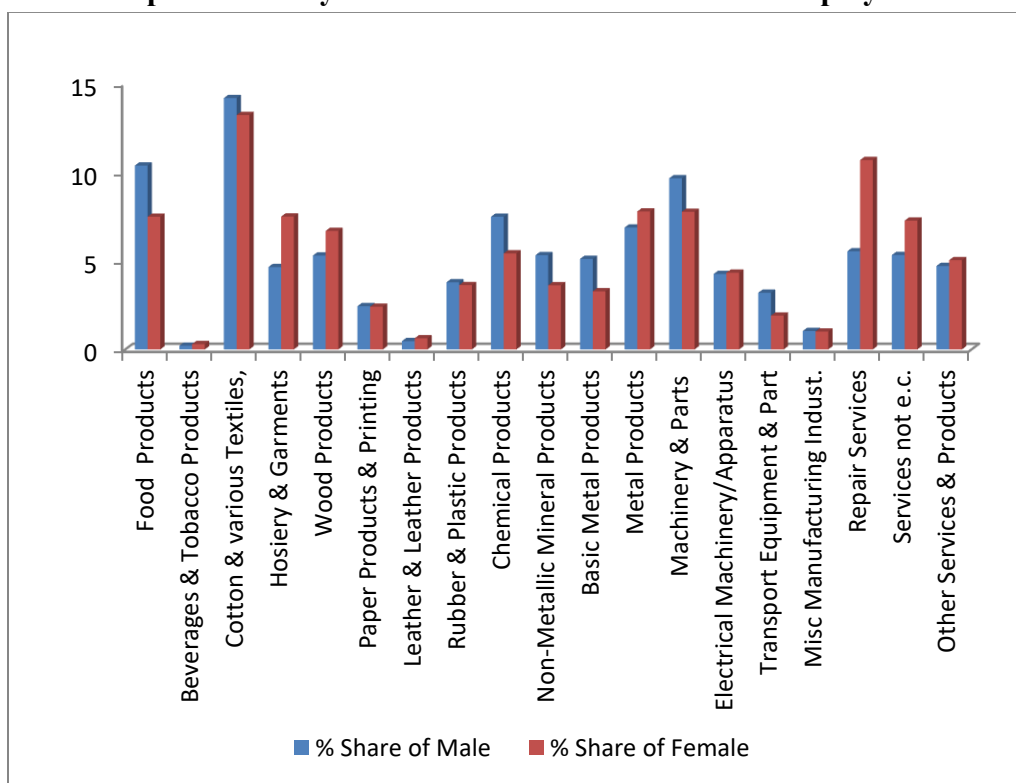
There are nearly 2.29 lakh SSIs units are working in Rajasthan as per the latest 4<sup>th</sup> Census of SSI. Nearly 2.16 % working SSIs units are owned by Women in Rajasthan while rests of the working SSIs units are owned by male. At India level 9.09 % units are owned and operated by women. Taking into account the fixed asset invested in SSIs, only 1.38 % total assets are invested in women owned SSIs. There are only 22,777 (1.83 %) persons are employed in women owned SSIs. While contribution of Women owned SSIs in total Gross output of SSIs is 1.03% as per the forth Census data. It can be revealed from the data that women entrepreneurship so far as SSIs units are concern still in a very meager figure in Rajasthan. The following chart 1aptly provides that information graphically.

### Graph-1 Ownership wise share of man and women in SSIs



The following Graph-2 represents the share of male and female employment in various Small Scale Industries of Rajasthan as per the fourth census data. The share of female labour has been found to be nearly equivalent to male for many SSIs. There many SSIs in which the share of female as labour is more compared to male labours.

There are SSIs related to Beverages, Tobacco & Tobacco products, Paper Products & Printing, Rubber & Plastic Products, Electrical Machinery/Apparatus and Misc. Manufacturing Industries where the share in the employment for male and female labours are almost equivalent. SSIs related to Hoisery & Garments, Wood Products, Leather & Leather Products, Metal Products, Repair Services and Service not e.c., the share of female labourers are more compared to male. While, Food and Food Products, Cotton & various Textiles, Chemical & Chemical Products, Non-Metallic Mineral Products, Basic Metal Products, Machinery & parts and Transport Equipment & Parts are those SSIs where male labourers are higher compared to female labourers.

**Graph-2 Industry wise share of Male and Female Employment**

Women have been successful in breaking their confinement within the limits of their homes by entering into varied kinds of professionals and services. Women entrepreneurs have proved to be on par with their men counterparts in Enterprises and are emerging as smart and dynamic entrepreneurs in Rajasthan.

### Concluding Remarks

Gender disparities in ownership are sharper, but show a reduction over the two Censuses. Female owned enterprises increased from 11.32% in Third Census to 14.7% in Fourth Census, whereas female managed units increased from 9.56% to 11.54%. It is further noted that not all female-managed enterprises are female-owned. As per Fourth Census 88% of female-managed enterprises were female-owned, but only 69% of female-owned firms were female-managed. Both female management and female ownership is higher in rural than in urban areas. This might seem paradoxical at first glance, but it is useful to recall that labour force participation rates for women also exhibit the same pattern in that rural labour force participation rate for women are higher than the urban rates.

The differences in activities by gender of owners-managers are more pronounced. In 2006-07, 59.92% of female-managed firms and 48% of female-owned firms were

engaged in the manufacture of wearing apparel. These proportions are an increase over the shares in 2001-02, which were 53.61% and 44.84%, respectively. Some other dominant activities for female firms whether managed or owned are food products and beverages which is 13% and textile. While, products like furniture and fabricated metal are much more important for male firms. These differences confirm the findings from other literature. Das (2003) deals specifically with non-farm household enterprises in India, and finds that women continue to operate trades traditionally considered the domain of women. Experimental evidence also suggests that women are more likely to be risk-averse than men (Eckel and Grossman 2008; Niederle and Vesterlund 2007), but we cannot say if this explains the gender difference in propensities to be engaged with certain activities, or if business objectives tend to be different for men and women.

Research on female entrepreneurs in developing countries shows that female-led enterprises are typically smaller and experience slower growth than male enterprises (McPherson 1996; Mead and Liedholm 1998). We find differences in size: female-owned and managed enterprises tend to be significantly smaller in terms of the average number of employees 4.64 and 3.14 respectively, compared to male-owned and managed enterprises 6.71 and 6.83 respectively.

The proportions of female-owned and managed owner-operated enterprises are much higher and have increased much more compared to their male counterparts. Therefore, this forms a significant component of gender disparities in the ownership and management of manufacturing enterprises (Deshpande A, Sharma S 2013).

In contrast to the international literature-which documents lower growth rates for female enterprises because of conservative social attitude towards women in traditionally male-dominated arenas, and/or because female entrepreneurs are expected to be less ambitious in terms of growth targets and more concerned with earning just enough to provide for their families. (Coad and Tamvada ).

The strong contribution of female ownership and management on growth of the SSIs sector has been observed. It may be because of women owners and managers in registered firms represent a group with much higher innate abilities than male managers in registered firms. Bardasi et al (2011) also cite self-selection as a possible reason for their finding that in eastern Europe, central Asia and Sub-Saharan Africa, gender gaps in firm growth are much smaller. Moreover, a large proportion of Indian women have either no or low education, in the segment of population with higher education, women outperform men, suggesting that those able to cross early hurdles have the abilities necessary for success (Khanna ).



There have been gender disparities in all enterprises characteristics in the registered and unregistered SSI sector for both 3<sup>rd</sup> and 4<sup>th</sup> Censuses. The sectoral variations has been considerable in rural-urban and by gender of the owner.

The challenges and opportunities provided to the women of new era are growing rapidly that the job seekers are turning into job creators. In India, the entrepreneurial world is still a male dominated one. Women in advanced nations are recognized and are more prominent in the all sectors. But the Indian and Rajasthani women entrepreneurs are facing some major constraints Finance, Training, Marketing, Infrastructural and allied.

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