



MMK: ACE
SMT.MITHIBAI MOTIRAM KUNDNANI:
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FROM THE DESK OF EDITOR...

The COVID-19 pandemic has severely impacted many industries and increasing economic hardship for Consumers, Businesses and Communities. Impact of Covid-19 has been multiple related to social, educational, economic, political, agricultural, psychological levels and many more. The 'Lockdown' and 'Social Distancing' has been recognized as the only method to control the spread of the pandemic and almost every country has adopted this method. Although the technology to facilitate remote work has been around for over a decade, COVID-19 has forced hundreds of millions of people worldwide to engage in a sudden, massive, real-time experiment with remote work arrangements.

However, this pandemic created an opportunity for change in pedagogical approaches and introduction of Virtual Education in all levels of education. Due to pandemic coronavirus schools, colleges and other educational institutions are witnessing a shift towards online learning. Education is defined more innovatively today as compared to what it was centuries ago when teaching originally began. This model built the bridge through which learning was delivered in a manner that helped create and develop the most brilliant minds and there was also a development of a whole new era of education.

Online education in India has witnessed an enhanced acceptance over a few years. It is becoming an integral part of the school, colleges and even in offices across India. Easy availability of the internet is the primary reason for the growth of online education in India. Between 2019 and 2020 the number of internet users in India increased by 128 million. For the first time, rural India has a greater number of internet users compared to urban India.

UGC and MHRD have launched many virtual platforms with online depositories, e-books and other online teaching/learning materials. Combination of the traditional technologies (radio, TV, landline phones) with mobile/web technologies to a single platform with all depositories would enhance better accessibility and flexibility to education. A large open on-line course (MOOC) is an internet course aimed toward limitless curiosity and open entry by way of the net. India is taken into account to be the largest marketplace for MOOCs after the USA.

However, digital learning is not without its challenges, since face-to-face interplay is perceived as the perfect sort of correspondence as in comparison with the relatively impersonalized nature of remote learning. The construction of the digital education infrastructure by the Government of India presently seems to be troublesome as a consequence of absence of price range. Further, remote learning more depends on the dependable energy flexibly and common Web connectivity which can be a critical factor for Tier 2 and Tier 3 cities in India.

In spite of all limitations now the time has come to push India's economy towards solving all such Socio-economic issues. Inculcating strong Higher Education Base with Online Learning in the light of futuristic Vision laid down by New Education Policy could be the right weapon of solving many such issues which have been inherited over Generations. All such efforts require mindset towards "Continuous Research".

Keeping all such ideas in mind and heart I feel extremely delighted to bring out the *Second Issue of E- Journal "MMK: ACE"* with the Papers included from a community of Researcher, Academicians from different strata addressing various aspects of COVID-19 which was the central theme of *Second Issue of E-Journal "MMK: ACE"*.

I extend my sincere gratitude to the Management of HSNC Board and our dear I/C Principal Dr.CA Kishore Peshori for their constant support and motivation towards strong Research foundation.

My heartfelt thanks to the Editorial Board Members Dr. Megha Somani and Mr. Manikandan Iyer for guiding me on several fronts.

Finally, big thank you to Peer-reviewers and Publishing House for helping us in publishing this E- Journal. Last but not the least I would like to sincerely thank to all the academicians' who have wholeheartedly contributed in this *Second Issue of E-Journal "MMK: ACE"*.

I invite feedback and suggestions from our Readers, Researchers and Academicians for further improvement in *E-Journal "MMK: ACE"*.

Dr. Aashish S. Jani

Executive Editor

PRINCIPAL'S MESSAGE

I am very happy to observe that our Research Committee has been very active during this lockdown period and has successfully brought out the second volume of our Ace Online Research Journal, where academicians and students are given a platform to publish their research articles. Last year, our college had the privilege of hosting a mega event, i.e. the XXVII HSNC Board's International Economics.

Convention – 2019 from December 1st December to 14th 2019, where many enthusiastic researchers from various colleges including West Georgia University from U.S.A, presented their research papers. At this Convention, we had launched the first volume of our E-journal, ACE, which was an academic initiative to encourage our young, upcoming researchers. Little did we expect at that time, that this online mode of communication would become the order of the day, as we have been witnessing in these current times. Nevertheless, we are glad that it was an initiative taken in the right direction and at the right time.

The greatest gains of all times in history has always been research driven. Whether it was discovering a vaccine for Polio, or drugs to combat HIV, these were all borne out of research projects. Therefore, Research activities are fundamental to every society, and should be especially encouraged in educational institutions. As Scientists around the world were struggling with their research to find a vaccine for the COVID 19 virus, we realize that it is highly imperative to cultivate this research culture amongst our present generation. I am glad that the editorial team has chosen to have deliberations on this very topical theme of the impact of COVID 19 on various aspects of the Economy and Education sector. I appreciate all the academicians, scholars and students for their valuable contributions and the thoughts that they have shared through this journal.

I also applaud the initiative taken by my editorial board in their continuous efforts to inculcate research attitude and aptitude among our faculty and students.

I wish them all the best and hope that the ideas shared through this volume will find a way in bringing out some positive outcome and encourage many more students and teachers to become good researchers and thinkers.

Dr.CA Kishore Peshori

(I/C Principal)

CONTENTS**RESEARCH PAPERS & ARTICALS ON ACCOUNTANCY**

PAPER ID	TOPIC	AUTHOR
IJISRT20NOV012	BANKING INDUSTRY IN INDIA IN THE POST COVID WORLD	DR. MURALI KRISHNAMURTHY
IJISRT20NOV013	IMPACT OF COVID-19 ON THE CHARTERED ACCOUNTANT FIRMS AND RELATED SURVIVAL PLANS.	DR. CA KISHORE PESHORI
IJISRT20NOV014	"STUDY ON INDIVIDUAL'S AWARENESS LEVEL ABOUT SIP (SYSTEMATIC INVESTMENT PLAN) IN THE MUMBAI METROPOLITAN REGION"	MR. VINAYAK KRISHNAN

CONTENTS**RESEARCH PAPERS & ARTICALS ON COMMERCE**

PAPER ID	TOPIC	AUTHOR
IJISRT20NOV015	A STUDY ON GROWTH AND FUTURE PROSPECTS OF MOBILE WALLETS IN INDIA.	MR. KAYZAD DADACHANJI
IJISRT20NOV016	STUDY OF BUSINESS TREND IN MEN'S APPAREL SECTOR IN INDIA.	DR. SANDEEP R. SAHU & DR. SHREEKUMAR MENON
IJISRT20DEC029	A STUDY OF CONSUMER PERCEPTION TOWARD'S COMMODITY PRICING STRATEGIES AND ITS IMPACT ON CONSUMER BEHAVIOUR BEFORE AND AFTER COVID ERA OF ORGANISED AND UNORGANISED RETAIL STORES.	DR. MEGHA S SOMANI & MS. SAILEE.R. DESAI
IJISRT20DEC031	STUDY ON CHANGING BUYER'S BEHAVIOR DUE TO E-COMMERCE: A COMPARATIVE STUDY BETWEEN ONLINE SHOPPING & OFF LINE SHOPPING (RESEARCH PAPER STUDY DURING MARCH 2019 TO SEPT.2019)"	DR. AASHISH JANI
IJISRT20DEC655	MOVING TOWARDS SELF-ACTUALIZATION...!	MS. FALGUNI SHAH

CONTENTS**RESEARCH PAPERS & ARTICALS ON ECONOMICS**

PAPER ID	TOPIC	AUTHOR
IJISRT20NOV017	A STUDY ON DECLINE IN WOMEN LABOUR FORCE PARTICIPATION IN INDIA.	MS. PRAJAKTA H. PARALKAR
"IJISRT20NOV018	EMPIRICAL STUDY ON THE PERCEPTION OF FINANCIAL LITERACY KNOWLEDGE PRE & POST COVID-19 (CORONA PANDEMIC)	DR. CA KISHORE PESHORI & SACHIN PIMPLE

Study towards Participation of Women in Indian Labour Market (Determinants and Policy Measures)

Ms. Prajakta H. Paralkar

Assistant Professor

SMT. M.M.K. College of Commerce and Economics, Bandra

Abstract:- Women form an integral part of the Indian work force, as it comprises half of the Indian population. Though Women Labour Force Participation is an important and necessary element of an inclusive and sustainable development process, women in India continue to face many barriers to enter labour market, which include access to employment, choice of work, conditions of work, security of employment, wage disparity, discrimination, sexual harassment and balancing the burdens of work and family responsibility. Also in India we have large number of women labour engaged in informal sector where their exposure to risk of exploitation is usually high and they have least formal protection. All these factors may compel Indian policy makers to take comprehensive approach towards the improvement of labour market outcomes for women through improving access to education, equal pay, training programs, skill development, maternity benefit, access to child care, provision of safe and accessible transport. Gender responsive policies needs to be developed with aim of not only increasing women labour force participation but also to creating more employment opportunity that will in turn contribute to the economic empowerment of women.

Keywords:- Gender, Labour Force Participation Rate, Gender Gap

➤ Objectives:

1. To study declining Women Labour Force Participation Rate (LFPR)
2. To identify the main determinants of low Women Labour Force Participation

I. INTRODUCTION

Indian labour force participation rate is one of the lowest in the world. Even though women constitute roughly 50 percent of the economically active population, their contribution in economic activity is far below the required level. To unlock this large potential could work as an imperative to achieve the goals set under Sustainable Development Goals.

The total labour force participation of women is lowest in India. It comprises less than a quarter of total workforce it means out of the four only one woman is working. The total number of female workers in India is 149.8 million and female workers in rural and urban areas are 121.8 and 28.0

million respectively (**Source: Census, 2011**). There are total 149.8 female workers, out of which 35.9 million workers are engaged in cultivation and another 61.5 millions worked as agricultural labourers. Out of the remaining female workers 8.5 million are engaged in household industry and 43.7 classified as other workers.

According to the United Nations Global Compact (UNGC) India study, India's GDP can be increased by 27% if women's labour force participation raised to the same level as men. However it has declined from 34% in 2006 to 24.8% in 2020.

As the country develops India was expected to realize the demographic dividends however the data presents a different scenario. As per recently released data by the National Sample Survey Organization (NSSO) in its Periodic Labour Force Survey, the country's labour force participation rate, which is the section of population in the working age that is currently employed or looking for employment, has fallen from 55.5 in 2011-12 to 49.8 percent in 2017-18 that is half of the country's working population is out of the workforce. In addition to gender gap, the labour force participation has also widened that is male labour force participation was twice as large as that of females in 2004-05, which has gone up to thrice in 2017-18.

Enhancing women's participation in economic activities is not only necessary in achieving poverty reduction and economic development but also important for over all social development. Investment in full economic potential also helps in creating productivity and economic growth. Reducing gender-gap in participation in economic activities contribute towards various benefits such as improvement in child survival, overall family health, reduction in fertility, etc.

The given analysis examines the trend of low female labour force participation even after the introduction of New Economic Policy (1991). It also examines the various determinants that have led to declining female labour force participation. It focuses on various policy initiatives taken by Government of India. However in spite of taking several measures by government labour force participation of female in India is continuing to fall.

II. LABOUR FORCE PARTICIPATION

Labour force, or in others words, the 'economically active' population, refers to the population which supplies or seeks to supply labour for production and, therefore, includes both 'employed' and 'unemployed' persons. According to PLFS (2017-18), The labour force participation rate (LFPR) is defined as the percentage of persons in the labour force among the persons in the population. The labour force constituted of a person who are either working (employed) or seeking or available for work (or unemployed).

Labour Force Participation can be estimated by using following two approaches:

- i. The Usual Status (PS+SS)
- ii. The Current Weekly Status (CWS)

The labour force according to the usual status (ps+ss) is obtained by considering the usual principal status and the subsidiary status together. The estimate of the labour force in the usual status (ps+ss) includes (a) the persons who either worked or were available for work for a relatively long part of the 365 days preceding the date of survey and also (b) those persons from among the remaining population who had worked at least for 30 days out of 365 days preceding the date of survey. The labour force in current weekly status gives the average picture of the labour force participation in a short period of one week during the survey period. (Source: Annual Report, PLFS, 2017-18).

➤ LFPR for persons in Usual Status (ps+ss) and Current Weekly Status for Urban Area:

According to usual status, during 2017-18 total 57 percent of urban male and 15.9 percent of urban female were engaged in labour force. LFPR in usual status (ps+ss) for urban males remained almost same between 2004-05 and 2011-12 as well as 2011-12 and 2017-18. However for females LFPR have declined by 2 percent between 2004-05 and 2011-12 and it remained almost at the same level between 2011-12 and 2017-18. According to current weekly status, about 56.7 percent of urban males and 15.3 percent of urban females were engaged in the labour force. It remained at the same level for urban male between

2004-05 and 2017-18. However decreased by 2 percent between 2004-05 and 2011-12 and increased merely by 1 percent between 2011-12 and 2017-18 for urban females.

Source: Annual Report, PLFS (2017-18).

➤ LFPR for persons in Usual status (ps+ss) and Current Weekly Status for Rural Area:

According to usual status, during 2017-18 about 54.9 percent of rural males and 18.2 percent of rural females were engaged in labour force. LFPR in usual status for rural males remained almost same between 2004-05 and 2011-12 as well as 2011-12 and 2017-18. However LFPR for females between 2004-05 and 2011-12 declined by 8 percent and it further declined by 7 percent between 2011-12 and 2017-18. According to CWS about 54.4 percent of rural males and 16.1 percent of rural females were engaged in the labour force. LFPR in CWS for rural males remained almost at the same level between 2004-05 and 2011-12 as well as between 2011-12 and 2017-18. However for females LFPR have declined by 7 percent between 2004-05 and 2011-12 and it further declined by 5 percent between 2011-12 and 2017-18. **Source: Annual Report, PLFS (2017-18).**

➤ Percentage Distribution of Workers in Usual Status (PS + SS) by Broad Industry Division during 1993 – 94 (50TH NSS ROUND) TO 2017-18 (PLFS) (ALL INDIA)

The following table shows broad industry distribution obtained from employment and unemployment surveys and PLFS (2017-18). The proportion of male and female engaged in the agricultural activities continue to fell between 1993-94 and 2017-18 in both rural and urban area. However the proportion of male and female workers engaged in 'construction' sector has increased considerably. The share of rural male workers has increased in 'trade, hotel and restaurant', 'transport, storage and communication', 'manufacturing and other services'. The share of rural female workers increased in 'manufacturing', 'other services', and 'trade, hotel and restaurant' sectors. The proportion of urban males employed in 'construction', 'trade, hotel, restaurant' sectors have shown increase whereas share of manufacturing sector have declined. The proportion of urban female workers engaged in 'construction', 'trade, hotel', 'transport and other services' have shown gradual growth.

		NSS ROUND SURVEY PERIOD					
		1993-94	1999-2000	2004-05	2009-10	2011-12	2017-18
AGRICULTURE	RURAL MALE	74.1	71.4	66.5	62.8	59.4	55.0
	RURAL FEMALE	86.2	85.4	83.3	79.4	74.9	73.9
	URBAN MALE	9.0	6.6	6.1	6.0	5.6	5.4
	URBAN FEMALE	24.7	17.7	18.1	13.9	10.9	9.1
MINING AND QUARRYING	RURAL MALE	0.7	0.6	0.6	0.8	0.5	0.5
	RURAL FEMALE	0.4	0.3	0.3	0.3	0.3	0.2
	URBAN MALE	1.3	0.9	0.9	0.7	0.9	0.6
	URBAN FEMALE	0.6	0.4	0.2	0.3	0.3	0.2
MANUFACTURING	RURAL MALE	7.0	7.3	7.9	7.0	8.1	7.7
	RURAL FEMALE	7.0	7.6	8.4	7.5	9.8	8.1
	URBAN MALE	23.5	22.4	23.5	21.8	22.4	22.4
	URBAN FEMALE	24.1	24.0	28.2	27.9	28.7	25.2
CONSTRUCTION	RURAL MALE	3.2	4.5	6.8	11.3	13.0	14.5
	RURAL FEMALE	0.9	1.1	1.5	5.2	6.6	5.3
	URBAN MALE	6.9	8.7	9.2	11.4	10.7	11.7
	URBAN FEMALE	4.1	4.8	3.8	4.7	4.0	4.1
TRADE, HOTEL, RESTAURANT	RURAL MALE	5.5	6.8	8.3	8.2	8.0	9.2
	RURAL FEMALE	2.1	2.0	2.5	2.8	3.0	4.0
	URBAN MALE	21.9	29.4	28.0	27.0	26.0	24.5
	URBAN FEMALE	10.0	16.9	12.2	12.1	12.8	13.0
TRANSPORT, STORAGE, COMMUNICATION	RURAL MALE	2.2	3.2	3.8	4.1	4.2	5.2
	RURAL FEMALE	0.1	0.1	0.2	0.2	0.2	0.3
	URBAN MALE	9.7	10.4	10.7	10.4	11.7	12.7
	URBAN FEMALE	1.3	1.8	1.4	1.4	2.7	3.3
OTHER SERVICES	RURAL MALE	7.0	6.1	5.9	5.5	6.4	7.6
	RURAL FEMALE	3.4	3.7	3.9	4.6	5.2	8.9
	URBAN MALE	26.4	21.0	20.8	21.9	21.4	21.5
	URBAN FEMALE	35.0	34.2	35.9	39.3	39.6	44.4

Table 1
(Source: Annual Report, PLFS, 2017-18)

➤ Regional Differences in Female Labour Force Participation

Following figure shows urban and rural differences of female labour force participation across India. Female Labour Force Participation is more in southern and western states as compared to other parts of India.

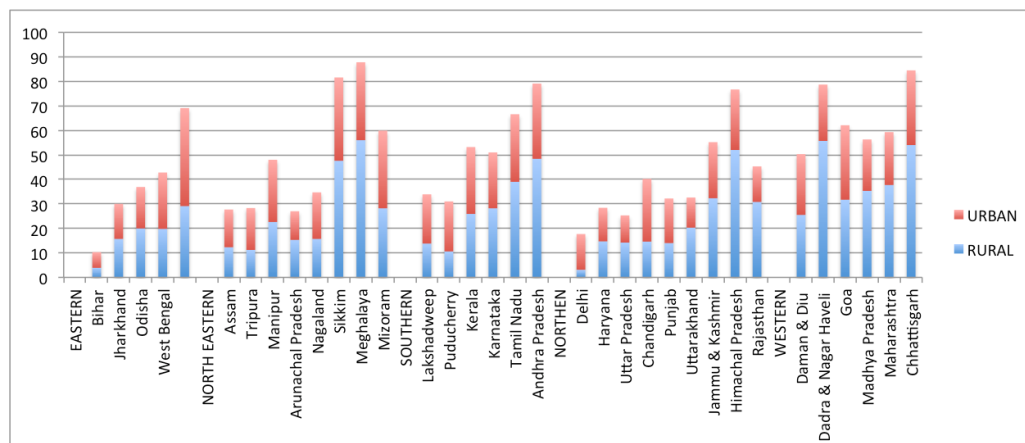


Fig 1

Source: Annual Report, PLFS (2017-18)

III. DETERMINANTS

In India we have low and declining level of female Labour force Participation Rate in spite of continuous growth of the economy over the past decades. Women in India are facing several socio- cultural constraints that keep women outside of the labor force. Regional differences in rural and urban areas are quite huge combined with education and income levels, which are negatively correlated with Female LFPR. Other determinants are lack of infrastructure facilities, access to finance, insufficient labour laws, employment programs, etc. Further participation of women in the labour force is determined by various economic and social factors which work in a complex fashion at both household and macro level.

In India the declining trend of Female Labour Force Participation Rate is determined by the following main factors:

1. Level of Education

Most of the studies have shown that there is positive relationship between the level of education and Labour Force Participation Rate. India has made considerable progress in increasing access to education for girls and enrollment in secondary schools due to measures such as Right To Education and Beti Bachao Beti Padhao. However India often observed 'U' shape relationship between Women Labour Force Participation and level of education. It has been observed that with the increase in level of education employment choices tend to become more stringent due to social norms and lack of quality employment opportunity especially women with secondary and tertiary education. Educated women would not want to work in outside jobs perceived to be below their education level as it lowers their social status. However this is more of an urban phenomenon. Further, there has been steady increase in demand for white collar jobs among educated women however such jobs are in limited supply and available only for women with highest level of education which left

women with moderate level of education out of the labour market. It is also observed that educated women tend to marry with educated men with higher income that further discourage women's participation in the labour market. Higher status of women along with cultural norms, other family income can act as a powerful deterrent to educated women's participation in the labour force.

2. Lack of Employment Opportunities

Conventional theories suggest that with the increase in the growth of an economy, as employment opportunities and education level rises, more women enter the labour market. Though Indian economy is one of the fastest growing developing economies in the world, India's experience is quite opposite. Post liberalization period, India's growth rate of GDP have increased about 6 to 7 percent per year, education level has risen, fertility rates have fallen but women's LFPR has fallen from 42.7 percent in 2004-05 to 23.3 percent in 2017-18. Such Jobless Growth has majorly affected women labour force participation. Domestic duties act as an important deterrent to any kind of employment. Few or lack of major formal employment opportunities in rural areas have majorly affected participation rate. Even entrepreneurship opportunities for rural female are hard to come due to lack of banking infrastructure and weak market linkages.

3. Measurement

Most of the Indian women one-way or the other, work and contribute to the economy. However their work is not accounted or documented in official statistics and thus it tends to be under- reported. For example, a very high proportion of Indian women are engaged in domestic duties. Besides women play a very important role in care activities, majorly their reproductive work and household maintenance which falls outside of the national accounting system. Due to the definition of economic activity and unpaid nature of employment for women's labour force participation is under reported.

4. *Women's Marital Status*

According to studies single women tends to participate more in labour market than married women as the decision to work outside the home is usually taken by family elders. Women's household workload, asymmetric information, safety concerns are few major factors which affect women's participation in labour market.

5. *Occupational Segregation*

In India women are mostly engaged into agriculture, sales and elementary services, handcraft manufacturing, textile, etc., which is another, factor that play an important role in lower labour force participation for women. The problem with these industries or occupations is that they have not shown growth prospects in recent years, which in turn put a break on female employment growth.

6. *Discrimination against Women*

Discrimination against women is one of the important obstacles in terms of entry into the labour force. Women faces discrimination in terms of wages that is they receive lower wages than their male counterparts for the same work and often do not get entry into the paid jobs. Women's belonging to economically backward communities like Scheduled Caste and Scheduled Tribe who nearly accounts for a quarter of the population faces additional discrimination.

7. *Vocational Training*

Vocational training increases the likelihood of being self - employed. However in India the enrollment of girls in ITIs has been very low. ITI graduates comprises of nearly 85 percent of male and only 15 percent of female due to factors such as gender stereotyped courses, few numbers of girls hostels, few female teachers, etc. In addition to this, most of the ITIs are located in an urban area and among them very few are women - only ITIs that discourages women to pursue technical education.

8. *Socio – Cultural Factors*

Women's labour force participation to a larger extent determined by caste, religion and other socio- cultural norms. They operate at multiple levels in society and restrict women's mobility and access to wage employment in formal as well as informal labour market. For example, the likelihood of Muslim women being employed is lower in both rural and urban areas compared to women belonging to Scheduled Caste (SC) and Scheduled Tribe (ST) whereas for widowed or divorced women the probability of being included in the labour force increases in both rural and urban area.

IV. **POLICY IMPLICATIONS: TOWARDS IMPROVED FEMALE EMPLOYMENT**

Declining female work force participation rate may be attributed to factors like increased educational attendance and higher level of participation in education and insufficient formal wage employment opportunities etc. In recent years, government has been taking various measures to target this issue by taking up several initiatives to improve the employability of youth including women. They have mainly focused on launching employment programs with special provision to incentivize female employment such as MGNREGA, PMEGP, MUDRA; diluting protective legislation; launching special training programs and heavy investment in programs that support education of the girl child.

Under the **Minimum Wages Act, 1948**, provision is made to fix the appropriate wages equally applicable to both male and female workers and the Act does not discriminate on the basis of gender.

The Central Government has targeted the issue of low female Labour Force Participation Rate amending the **Maternity Benefit Act 1961** in the year 2017, by providing enhancement in paid maternity leave from 12 weeks to 26 weeks and has made mandatory crèche facility in the establishments where there are 50 or more employees.

Government has issue an advisory to the States under the **Factories Act, 1948** for permitting women workers in the night shifts with adequate safety measures.

The Equal Remuneration Act, 1976 provides for payment of equal remuneration to men and women workers for same work or work of similar nature without any discrimination and also prevent discrimination against women employees while making recruitment for an equivalent work or work of a comparable nature, or in any condition of service after recruitment such as promotions, training or transfer and this provision is extended to all types of employment. The Act is implemented at two levels viz. Central level and State level. At the Central level, the Chief Labour Commissioner (Central) who heads the Central Industrial Relations Machinery (CIRM) is responsible for enforcement of the Act. In order to improve the condition of women workers and to ensure more rigorous enforcement of the Act the State Governments and Union Territories are being advised from time to time.

The Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) is the major initiative taken by Government of India to provide employment opportunities for women. The MGNREGA reserves minimum 33 percent for women participation and provides 100 days of guaranteed wage employment in a financial year to every rural household.

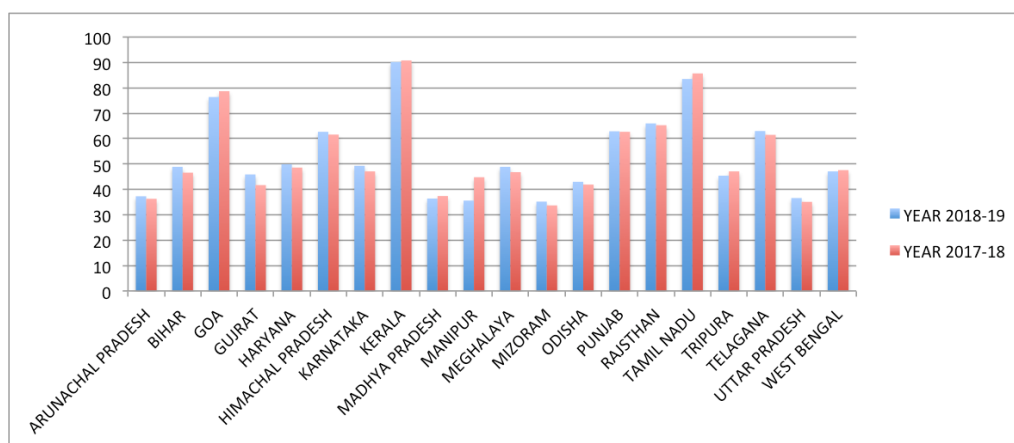
➤ *Women Person Days Out of Total (Percent) in States*

Fig 2

(Source: Economic Survey 2017-18)

Pradhan Mantri MUDRA Yojana (PMMY) is scheme launched on April 8, 2015 by the Hon'ble Prime Minister to provide micro or small businesses with access to institutional finance up to 10 lakh through Commercial Banks, RRBs, Small Finance Banks, MFIs and NBFCs. According to Performance Report of PMMY Data, between 2015-16 and 2018-19 out of a total of 12.27 crore loans, 9.03 crore belong to women entrepreneurs and 6.71 crore belong to SCs/STs/OBCs. Hence around 74 percent loan accounts belonging to women while 55 percent belongs to SCs/STs/OBCs.

The Government of India has set up the **Ministry of Skill Development and Entrepreneurship** on 9 November, 2014 to co-ordinate all skill development efforts across the country and to get rid of the disconnect between demand and provide of skilled manpower to create vocational and technical training framework, to up-grade skills, to build up new skills, and innovation in existing and new jobs. In order to speed up skill development on large scale and to achieve high standards National Skill Development Agency (NSDA), National Skill Development Corporation (NSDC), National Skill Development Fund (NSDF) and 33 Sector Skill Councils (SSCs) were formed. The Ministry also intends to figure with the prevailing network of skill development centers, universities and other alliances within the field. Further, to have multi-level engagement and more impactful implementation of skill development efforts the ministry is collaborating with relevant Central Ministries, State Governments, International Organizations, Industry and NGOs.

In order to reinforce the employability of female workers, the Government is providing training to them through a network of **Women Industrial Training Institutes, National Vocational Training Institutes and Regional Vocational Training Institutes**.

Under the Ministry of Labour & Employment, on 20th July 2015, **National Career Service (NCS)** Project is launched by the Hon'ble Prime Minister. It comprises a digital portal that provides a wide array of online platform

of employment and career related services including job search, job matching, rich career content, career counseling, information on Job Fairs, services of local service providers like drivers, plumbers, etc.

The special efforts were made by **Dattopant Thengadi National Board for Workers Education & Development** to empower the women workers through various training programs. During the year 2018-19 (up to November 2018) in Board's various training Programs total 1,36,896 women participated, among them 61,407 belong to SC category and 18,377 from ST category. The Board also conducted special training programs of 2 days for women's working in an unorganized sector. Till November 2018, total 312 such programs were conducted in which 11,901 women workers participated. The Board played very important role in creating awareness among women regarding their rights and duties, provisions under various Labour Legislation with respect to women, child welfare and various other provisions of the Central and State Government related to women especially on health and hygiene, total care etc.

V.V. Giri National Labour Institute (VVGNI), is the training, research and policy institute set up under the Ministry of Labour and Employment, Government of India on July 1974. It conducts various customized training programs on labour and employment issues for women workers particularly for unorganized workers on regular basis. In Year 2017-18, VVGNI conducted 11 training programs exclusively for women in which total 234 women workers have participated.

Mahila E-Haat is taken a unique direct online marketing platform initiated under The Ministry of Women and Child Development (MoWCD) for meeting aspirations and needs of women entrepreneur/Self Help Groups/NGOs to support Make in India online marketing platform by showcasing the products/services which are made/manufactured by these women. Over 26,000 SHGs and 3.75 lakh have benefited directly and indirectly through this initiative.

Udyam Sakhi is the project under the Ministry of Micro, Small, Medium Enterprises (MSME) designated for women entrepreneur to feel comfortable by providing support and guidance to go for self-employment on one single portal.

V. LIMITATIONS

This study is based on secondary data taken from various government surveys, websites and research papers. Further, traditional surveys are quite inadequate in capturing women employment accurately due to narrow definitions and many times it is under-reported.

VI. SUMMARY AND POLICY ADVICE

In spite of the fact that Indian economy is growing very rapidly labour force participation rate for women is showing a downward trend. With the increase in income levels of the households and education level, women are no longer prefers to work as an unpaid worker or helper or as a casual worker. Remunerative opportunities such as MGNREGA are very limited in rural area, which create problem of finding jobs matching with their preferences. Jobs in non- farm sector are also very limited due to low skill levels of women. In order to make women more economically active along with handling their domestic duties, rural manufacturing sector should create more job opportunities that can be undertaken by women at home. Vocational and basic skill training programs should focus women in the age group 15 to 24 for their timely entry into the workforce. Improving connectivity between the villages and the towns and small cities will also increase the labour force participation for women. Declining fertility rate and child dependency ratio are another factors that led women to be a part of workforce. Companies should also ensure that their policies and procedures are to be made in such a way that they can adapt to various life changes in their employees including maternity, changing care needs for their female employees.

Policy intervention should be needed to tackle the issues such as improvement in areas of education, training programs, institutional or legal measures to reduce the burden of domestic duties, enhancing safety measures, encouraging private sector development in industries and regions that would increase the job opportunities for women. More importantly special focus needs to be given on informal sector as it provides vital source of livelihood for majority of working population of women. Special provisions need to be made to provide more protection to women in informal sector that will enhance labour force participation rate.

Policy makers should frame policies in such a way that not only Labour Force Participation Rate for women will increase but it will also help women to access better job or start a business and to take advantage of new labour market opportunities as economy grows.

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