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## Economic inclusivity of women an act of gender equality for Economic Growth and sustainability

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### Abstract

*“The decline of women participation in India is a decline in our GDP”, opined by Sanjay Kathuria, leading Economist, The world Bank Group. According to Mc Kinsey study, Indian women contribution towards GDP is just 17% compared to world contribution which is much high that is 37%. India can increase its GDP by 16% by 2025, if it can achieve gender parity in labour force. Gender inequality in India is extremely high in work place, legal protection and political voice, and physical security and autonomy and to some extent to economic opportunities. This, we can achieve through women empowerment has been realised globally, and that all are equal and no work is big or small. India is the world’s fastest growing major economy, but female employment is very low. Without tackling gender equality in the society, economic benefits are difficult to achieve. The first and the foremost challenge is to understand the gender equality landscape in detail to prioritize action to bring about change. The*

*Government has initiated many programs and schemes to empower women, but the success of the programs depends on proper implementation and well-built system to carry on these programs. Private sector also plays an important role in lowering barriers for women to move into position of responsibility, providing for family leave and leadership training and sponsorship for women. This paper is an attempt made to throw light on the important resource of the country, ie., women resource which has not been fully harnessed in India. If we can utilize this resource effectively and efficiently we can certainly achieve growth in terms of GDP as well as there will be sustainable development of the country in the long run. By knowing the current position of women in the country, the challenges faced by women in the society and keeping in mind the government policies and programmes, what best we can do to increase women participation in workplace is the subject matter of this paper.*

Keywords: Women resource, Gender equality, Economic Inclusivity, Sustainable development

## **I. Introduction:**

Sanjay Kathuria, Lead Economist, The World Bank Group added, "The decline of women participation in India is a decline in our GDP." The wellbeing status of the society is a reflection of participation of women at her fullest potential. Relatively less participation of women in the work reflect that less utilization of women capacities, opportunities and freedom to engage in productive work, nor recognising the huge amount of work performed by women.

Women plays a prominent role in the economic wellbeing of a country, including housewives. Women are considered to be the largest consumers in the market of the county, especially like the Indian market where culture is upheld by women and majority of the buying decision depends on them. Yet lack the female workforce within their company.

India is the world's fastest growing major economy, but has one of the lowest rates of women employment, a trend that has been lowered over the last decade. The empowerment of women is being making a considerable impact on almost all the sectors or segments of the economy of the country. In India, entrepreneurship among women are very limited i.e., less than 5% of all kinds of business. The women entrepreneurship in a society depends on economic, social, religious, cultural, and psychological factors that are prevailing in the society. In U.S, women contribute 25% of all kinds of business, in Canada, 1/3<sup>rd</sup> of small business are owned by women, in France, 1/5<sup>th</sup> and in U.K, the number of women entrepreneurship has been increased 3 times the number of entrepreneurship by men.

In India, where the economy has been growing rapidly over the past 30 years, recent statistics have showed that women's workforce participation rates (already low by international standards) have declined. Indian women contributed just 17 per cent of national GDP, which is less than half the global average of 37 per cent, according to a McKinsey study. Advancing women's equality can add \$12 trillion to global growth by 2025 and India can increase its GDP by 16 per cent if it achieves

gender parity in labour force. India can increase its 2025 gross domestic product (GDP), estimated at \$4.83 trillion, by between 16% and 60% simply just by enabling the women to participate in the economy on par with men, according to a new study by the McKinsey Global Institute (MGI).

Though there are many barriers and obstacles in the journey of women entrepreneurship, yet there are many things that motivate the women in taking into a huge success and their contribution to the economy of the country. The active participation plays a prominent role to accelerate the growth and development of the women. The government, non-government, promotional, regulatory and many other agencies should Come forward and support in promoting the women entrepreneurship in India. There are many non-government organisations, financial institutions, women development cells like SIDBI, ILO, FIWE and many other that supports in empowering the women.

## II. Literature review:

The study by (Chant, 2012) focused on the current trend of investing on women as smart economies which is a relevant approach to women in development. It highlighted the dangers faced in empowerment of women as individuals with the gender discrimination faced by these women. It also suggested to adopt smart economics-speak and work in alliance with individuals and organisations who have fundamentally different aims.

Rupali Sharma, Zia Afroz (2014), in their study, they analysed the barriers faced by Indian women to success like illiteracy, domestic violence, lack of motivation and support and many other. It emphasised on how the education plays an important role in empowering the women that would result in the development of the country.

In the study of (Qiwu Zhao, 2016) highlighted on How to protect the legitimate rights and interests of women workers, realize the social harmony and sustainable development. They founded the need of scientific knowledge and actively respond to female employment discrimination. they studied the root causes and economic explanations of the gender discrimination in employment.

In countries with low economic growth, females have lack of support in labour market particularly on manufacturing and services sectors, it is due of several factors that have influence on female labour force, such as cultural, religious and economic considerations. (Verme, 2015)

Last decades, female labour force has important role on economic growth in the many countries and the projections in the future suggest that female labour force will have positive impact on global economic development (Ewa Lechman, 2015)

Participation of women in the labour force is reflected in the growth of high inputs of labour as well to economic growth in developing countries, this growing are associated with levels of education for female, then with specific implications the role of female force, especially in the labour market (Verick, Sh, 2014).

According to (ILO Report, 2010), over 865 million female for labour force all over the world have potential to contribute in different aspects of labour markets in their domestic economy, but most of them (812 million) of female for labour force lived in emerging and develop economies. However, in transition economies the low participation of female in labour market has been argued that they have difficult to access the labour market (particularly in managerial position) or often female are not treated equally as the men in some SEE countries (Poland, Czech and Slovak Republic), despite approval of anti-discrimination laws in these countries, (Doleželová et al, 2007)

### **III. Research Gap & Motivation:**

From the literature review study, we are clear that many researches has been done to understand the importance of women employability in economic growth and sustainability at various geographical locations. However, we intend to conduct a pilot study on economic inclusivity of women through employability for growth and sustainability at Davangere city for small business units

### **IV. Scope of the study:**

This study is focused on the women employability as a part of economic inclusivity for economic growth and sustainability in Davangere city. This involves a survey for 100 small business units having the number of employees in the range 5-20. In this study, the selection of respondent companies are only limited to small business units in Davangere city. The respondent companies having the employees less than 5 and more than 20 are excluded in this study.

### **V. Objectives of the study:**

- To assess the willingness of business ecosystem to accept women for employability.
- To know the present scenario in workplace related to women empowerment.
- To list the reasons behind the less participation of women in workplace.
- To study the general perception towards the women employability at workplace.

### **VI. Research Methodology:**

A primary research was carried out through a questionnaire. The questionnaire was well structured and the responses were sought from the respondents. The nature of the questions was such that it avoided ambiguous responses from the respondents and it also helped in quick analysis of the data collected.

We followed it by a descriptive research design in order to understand the problems and carry out the research in a lucid manner.

The survey research study method was employed and a structured questionnaire was used to collect data from the desired sample. The data was collected from 100 companies which were small business units currently running in Davangere city.

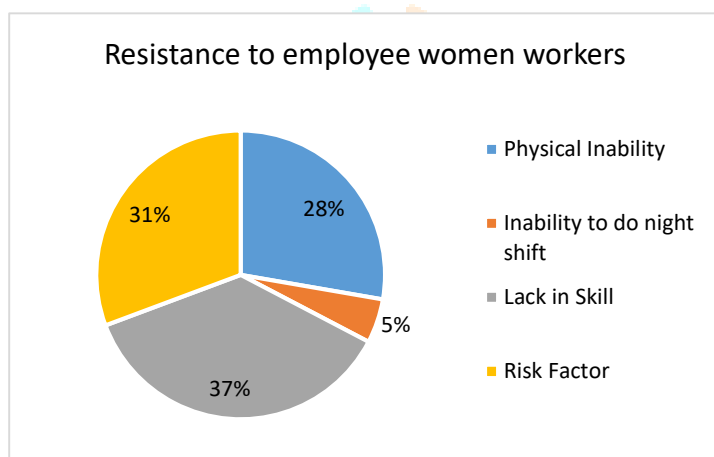
A survey design provides a description of some fraction of the population that is sampled through the data collection process. The study also employed the questionnaire as the data collection instrument for the study.

The responses are gathered in a standardized way, so questionnaires are more objective, certainly more so than interviews.

We are conducted a descriptive research study for understanding specific and clear willingness of business ecosystem to accept women for employability and we have not selected exploratory research because of further research is not required much that problem is already completely defined and description for the research is very much required.

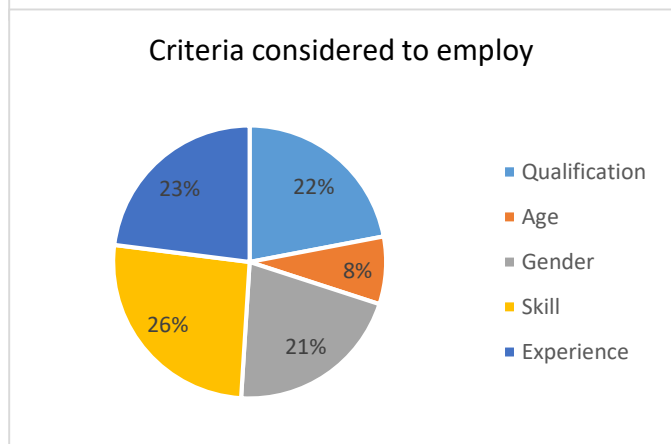
## VII. Data analysis and interpretation:

### 1. Resistance to employ women workers:



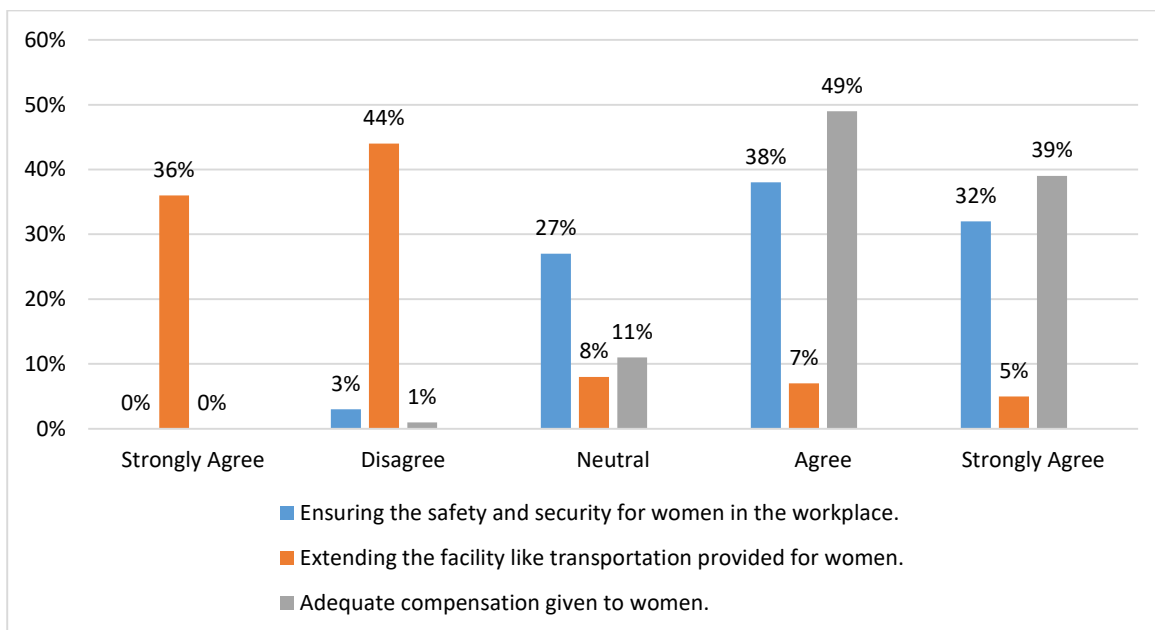
Interpretation: Majority of the reason for resisting to employee women worker is the risk factor associated with women safety and the lack of skill. The Up-skilling of women and safety is still as concern in small cities.

### 2. Criteria considered to employ women in small towns



It is reported that the gender is still a prominent criterion (21%) that the business units have considered to employ people. Off-course the skill and experience (49% put together). is a dominant criterion. Age is the least aspect they consider for the employing the people

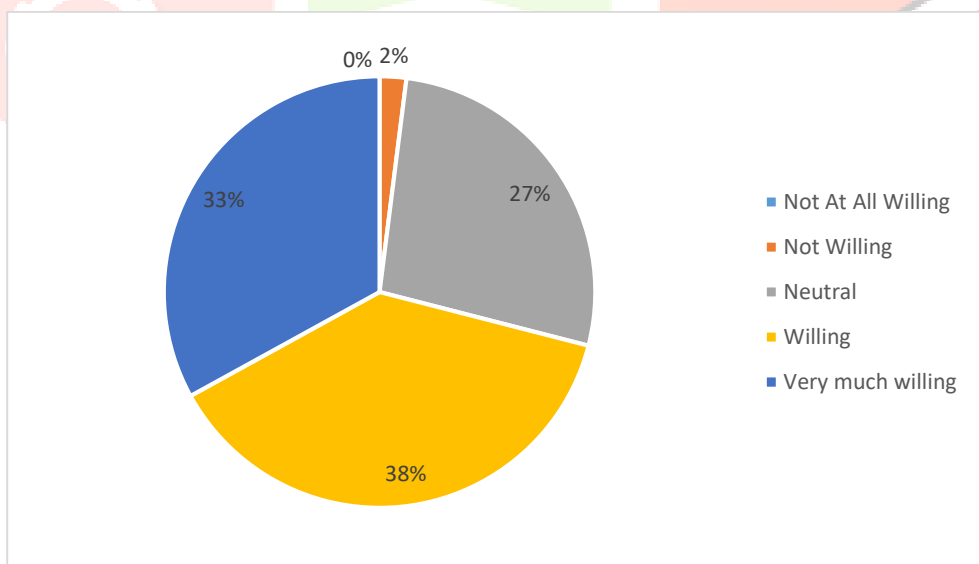
### 3. Managing the women workforce in small towns



The data clearly depicts the fact that the women were adequately compensated 88% of the respondents felt the same. Very interesting fact is that most of the business men felt that they have given the safe working environment to them. The lacking is the transportation facility given to the women employees.

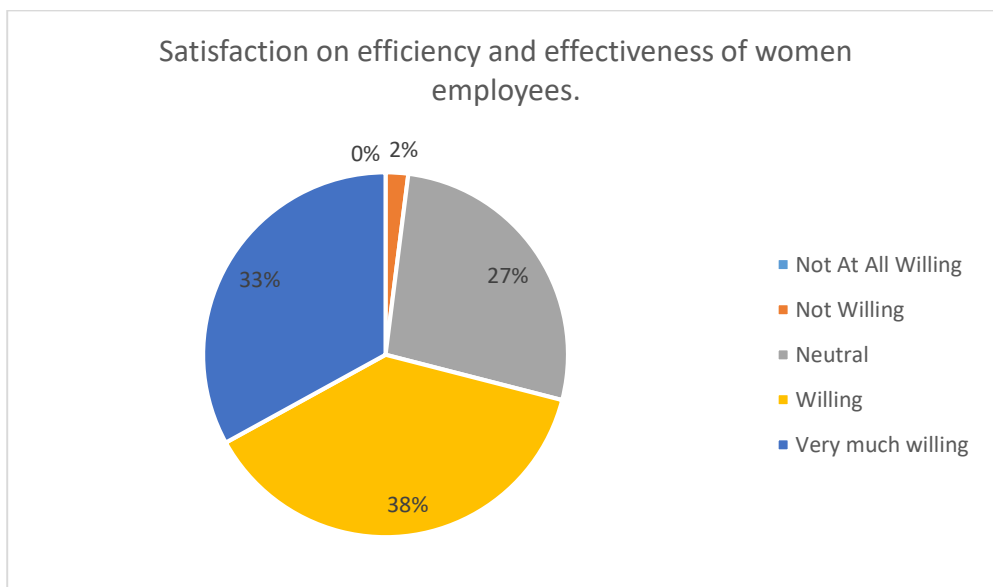
Compensation and the safety is the main aspect which the local businessmen is relying in managing the women employees.

### 4. Willingness to have women in their workplace.



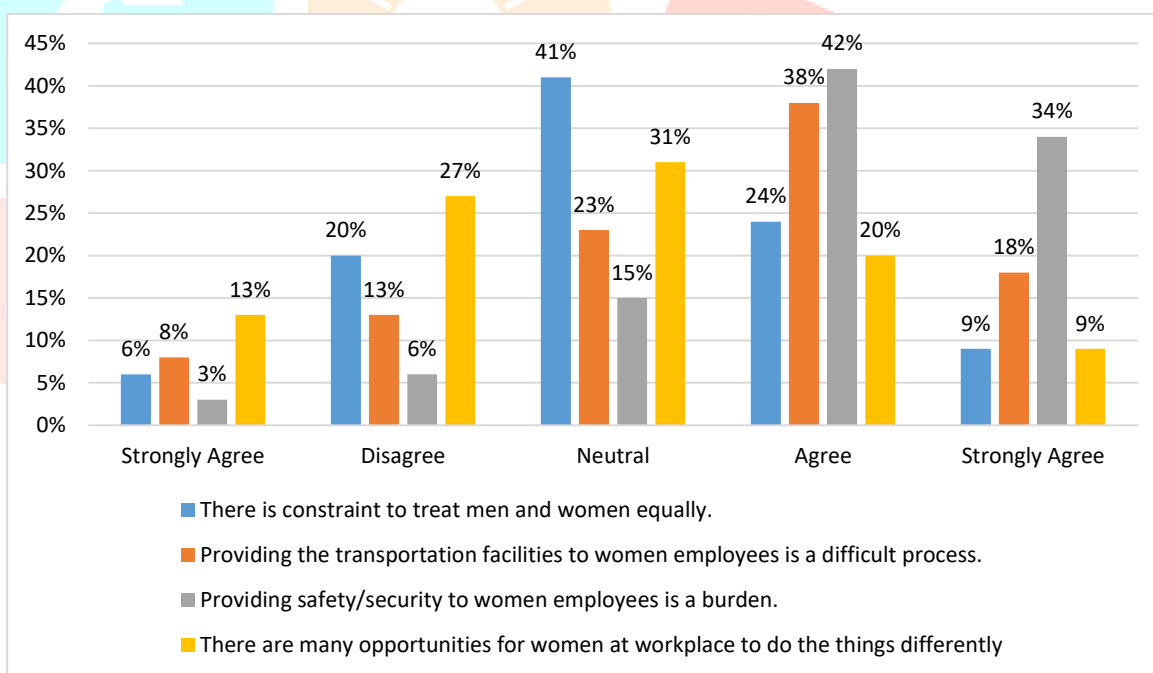
There is a good amount of acceptance towards having a women workforce in their workplace. 71% of them were felt the same. 27% of the respondents were very much neutral in their view.

5. Satisfaction on efficiency and effectiveness of women employees.



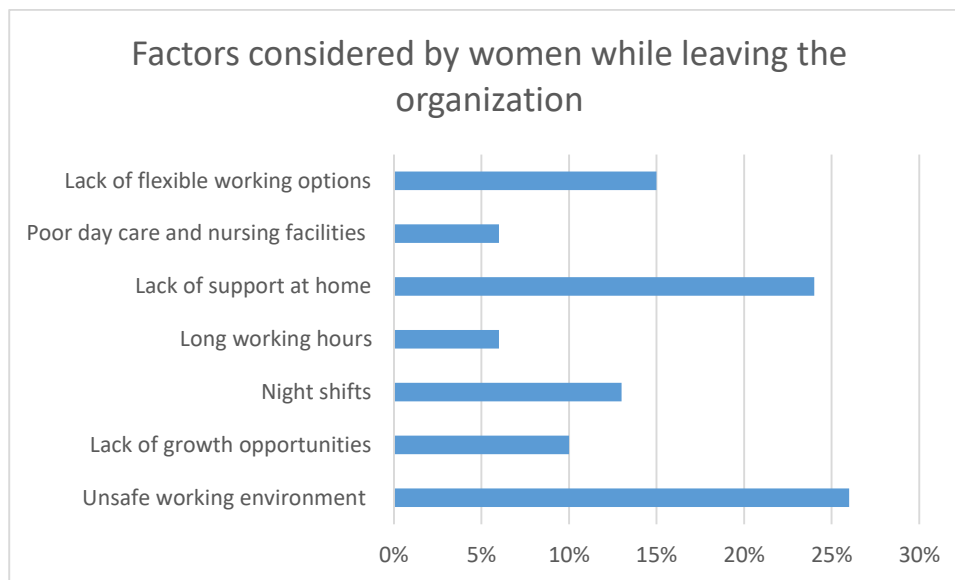
Most of the businessmen were satisfied with the women workforce and they were satisfied on the efficiency and effectiveness of the women.

6. General perception towards the employability of women at workplace.



The respondents were divided on the view that there are many opportunity for women at workplace to do things differently, It has followed a normal distribution. Through many of them were not providing the transportation facility and also felt it is a burden activity. The constraint for treating the men and women equally is also divided and dominated by the neutral view (41%). Providing the safe and secure environment is felt as a burden (76%)

## 7. Factors considered by women while leaving the organization.



Lack of support at home and the unsafe working environment are the main factors considered by the women workforce to leave they job.

### VIII. Findings:

In our research study, out of 100 respondent small business units, we found that majority of them resist to employ the women due to lack of skills or personality required to perform the specific job on the basis of their employing criteria.

From the research we found that, the factors involved regarding the workplace for women is positively correlated with the efficiency and effectiveness of women employees in their business units. The better the workplace for women better the efficiency and effectiveness of the women employees.

The respondents agreed that the unsafe working environment affects the women employment as safe and security of women employee plays an important factor.

The respondents agreed that there are constraint to treat men and women employee equally and they also agreed that providing the transportation facilities to women employees is a difficult process as it is a risk factor. They strongly disagreed that providing safety/security to women employee is a burden and they have a neutral opinion that there are many opportunities for women at workplace to do the things differently also they strongly agreed that the women employee should be paid as par with men employees.

Our findings also says that the majority of the respondents felt that employing women will support women empowerment.



## IX. Conclusion:

Country's progress is correlated with the progress of the women. The fact has been realised by Indian Government, and globally there is an expansion of utilizing the services of women, and is showing an increasing trend. Inclusion is to value every individual, and provide similar access and opportunities to all, eliminate discrimination and other obstacles in involvement. Inclusion is an inevitable change, a change for a better tomorrow.

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