



Role of Skill Development Programmes in Women Education and Empowerment

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ABSTRACT

IN this research paper, the researcher has made an attempt to look into the role of skill development program in women education and empowerment. Women education is one of the biggest tool for their empowerment and effective development of any country. UN report says that education for women is the single most effective way to improve lives and health of a family and society at large.

Women constitute nearly half of a country's population, when 50% of the population is left without education a nation remains under developed. Empowered women contribute to the development of the society, community and nation in several ways. Many surveys and studies worldwide have proved that educating women is the best profitable investment in term of safety of children health, community welfare and building long term achievement and success of developing countries.

Ministry of Skill Development and Entrepreneurship (MSDE) have been implementing several initiative to achieve women empowerment through skill development.

Long term skill development via Industrial Training Institute (ITI): 18 national skill training institute are imparting skill training exclusively for women.

Short term skill development: the flagship program of the ministry, Pradhan Mantri Kaushal Vikas Yojna strives to promote increased participation of women in the work force through appropriate skilling and gender main streaming of skills. Close to 50% of the candidates enrolled and trained under PMKVY are women out of the total 56 lakh candidates who have benefited from the scheme.

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Recognition of prior learning (RPL): under the recognition prior learning more than 4 lakh women candidates have been oriented indifferent skill areas, recognizing their existing skills through a formal certificate and giving them a means to earn better livelihood.

Education Unlocks a whole new world of chances for a women, it gives her the confidence to tackle different problems of life, become economically independent, make better choices resolve family or community matters appropriately, stand for her rights and able to live life on her own terms.

Keywords: Women empowerment, skill development, women education, MSDE

Women play an important role in the development of our country and our society and family. Women constitute about 48% of the total population of the country. According India's constitution women are legal citizens of the country and have equal right with men. From the last decades, they have been actively participating in various economic and social activities but their efforts remain unrecognized. In this male-dominating society, they are still subjected to discrimination in social, economic and educational field. Women are responsible for bearing children, yet they are malnourished and poor health. Women are also overworked in the field and complete the all of the domestic work. Women are not only managing their families but are also playing an important role in the development of entire society. Making women aware of their rights and developing confidence in them – is a central issue. Women Empowerment means giving them freedom or power to live the way they want. It allows them to identify their skills, knowledge & abilities to make their own decisions. It is a dynamic & growth process for women which includes awareness, attainment & actualization of skills. For the socio-economic development of any society, women empowerment is essential. Skills development is a key to success which improves productivity, employability and earning opportunities. It is the bridge between job and workforce. Today, it is considered as an important and indispensable tool for women empowerment. Indian women face the majority of barriers to accessing skills and productive employment.

Vision for the National Skill Development Initiative in India

At present the capacity of skill development in India is around 3.1 million persons per year. The 11th Five Year Plan envisions an increase in that capacity to 15 million annually. India has target of creating 500 million skilled workers by 2022. Thus, there is a need for increasing capacity and capability of skill development programs. The skill development initiatives will harness inclusivity and reduce divisions such as male/female, rural/urban, organized/unorganized employment and traditional/contemporary workplace. The skill development initiatives support the supply of trained workers who are adjustable dynamically to the changing demands of employment and technologies. This policy will promote excellence and will meet the requirements of knowledge economy.

Prime Minister's National Council on Skill Development

Under the Chairmanship of Prime Minister has been set up as an apex institution for policy direction and review. The Ministers for Human Resource Development, Finance, Industries, Rural Development, Housing and Urban Poverty Alleviation, Labour and Employment and Micro Small & Medium Enterprises are members. Deputy Chairman, Planning Commission, Chairperson of the National Manufacturing Competitiveness Council, Chairperson of the National Skill Development Corporation and 6 experts in the area of skill development are other members. Principal Secretary to the Prime Minister is the Member Secretary to the Council.

National Skill Development Co-ordination Board

A National Skill Development Co-ordination Board has been set up under the Chairmanship of Deputy Chairman, Planning Commission. Secretaries of Ministries of Human Resource Development, Labour and Employment, Rural Development, Housing and Urban Poverty Alleviation and Finance are members. Chairperson/Chief Executive Officer of the National Skill Development Corporation, Secretaries of four States by rotation, for a period of two years, and three distinguished Academicians / Subject Area Specialists are other members. Secretary, Planning Commission is Member Secretary of the Board.

Vocational Training for Women

Skill development for employability will be used as an agent of change in promoting women's employment. Women face a multitude of barriers in accessing skills and productive employment, remaining on the job due to effect of globalization or otherwise and advancing to higher level jobs, as well as returning to the labour market after a period of absence spent, for example, in raising children.

- (a) A policy of non-discrimination will be pursued vigorously to provide equal access for women to skill development and employment.
- (b) This Policy will aim to raise women's participation to at least 30% by the end of the 11th Plan.
- (c) Proactive measures that overcome barriers and facilitate participation, such as hostels for women, scholarships, transport, training materials and loans, will be made available on a large scale.
- (d) The Women's Vocational Training Programme will be expanded and the institutional network providing training facilities exclusively for women, so that they can obtain skills with high wage and self-employment potential will be greatly expanded.

- (e) In order to promote skills and employability of women, the sectors which employ a large number of women will be identified. These may include construction, home-based traditional crafts or piece rate work, financial and health service as well as agricultural sectors.
- (f) Gender stereotyping in vocational courses will be eliminated to encourage women's participation in non-traditional occupations, including existing and emerging technological fields.

Skill development for the unorganized sector

Approximately 93 per cent of the country's workforce is in the unorganized sector. The sector cuts across all economic activities and includes rural and urban areas. It contributes to about 60 per cent of the country's GDP. Strengthening the skill base of the unorganized sector will improve productivity, working conditions, labour rights, social security and living standards. Separate institutional mechanism will be explored which will inter-alia plan, implement and monitor the skill development efforts for the unorganized sector. The mode of informal apprenticeship and learning will be recognized and accommodated in the NVQF to help in horizontal and vertical mobility.

Objectives

The basic objective of the paper is:

- ❖ To determine the role of skill development programs in women education and empowerment
- ❖ To suggest possible solution for women education and empowerment through skill Development programs.

Research methodology

The research done is based on secondary data and descriptive in nature. Here, the data from various research journals, websites and articles are collected in order to understand the role of skill development programs in women education and empowerment. This paper primarily focuses on the role of skill development programs in women education and empowerment.

Findings

The study found that the government & its agency partners have undertaken various measures/ initiatives for the effective implementation of the skill development system for women. Skill development has highly impacted women empowerment. It has changed the image of women workforce.

The results are:

- ❖ Majority of the women have captured the market of garment making, fabric painting, zardosi work, hand embroidery, beauty parlor, etc.
- ❖ They have started their small business units with good level of income.
- ❖ Employment of women in organized sector has increased by 12%.
- ❖ With employability skills, it's now easy for them to present, communicate & analyze.
- ❖ Skill development has increased number of women entrepreneurs in the country.
- ❖ It has helped them to shift from manual labors to desk jobs.

Suggestion

- ❖ Increase the number of ITI institutes for girls in the rural area.
- ❖ Empowering them through skill-building programs would give them more opportunities to earn their living and become self-reliant.
- ❖ There is a need to develop training policies from gender perspectives with understanding of local traditions & customs.
- ❖ Women are good in multitasking if they get skill development training they will easily achieve their ambitions.

CONCLUSION

It is seen, that there is a need for developing gender-responsive strategies for skill development for women who are no less than men. Empowering women socially, economically, educationally, politically and legally is important for socio-economic development. Women are capable to manage if given opportunity. They must be treated with respect, purity, dignity and equal rights. All we need is a concentrated effort focused in the right direction that would rest only with the liberation of women from all forms of evil. As more and more India moves towards the 'knowledge economy', it becomes increasingly important for it to focus on the advancement of the skills and these skills has to be relevant to the emerging economic environment. For transforming its demographic dividend, an efficient skill development system is the need of the hour.

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