

# Skill Development Program as a Tool to Help Women Empowerment

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**Abstract**—Women form a significant proportion of this work force in India. The key strategy for women's empowerment and gender equality is to combine policy and institutions at the local level. The aim of skill development, particularly in case of women, is not merely to prepare them for jobs, but also to improve the performance of women workers by enhancing the quality of work in which they are engaged. Skill is the bridge between job and workforce. Women often have different training needs than men, since they are more likely to work as contributing family workers, subsistence farmers, home-based micro entrepreneurs, or low-paid seasonal laborers, in addition to handling their domestic work and care responsibilities. Skills development is a key to improving household productivity, employability and income-earning opportunities for women and also for enhancing sustainable rural development and livelihoods. This paper will deal with the importance of skills development through vocational training along with various measures such as Pradhan Mantri Kausal Vikas Yojna, National Skills Development Corporation, National Skills Development Mission. Ministry of Labor and Employment has taken a number of initiatives in the field of skill development and employment.

**Keywords**— Women Empowerment, Skill Development, etc.

## I. INTRODUCTION

Women's empowerment is the process in which women elaborate and recreate what it is that they can be, do, and accomplish in a circumstance that they previously were denied. Empowerment can be defined in many ways, however, when talking about women's empowerment, empowerment means accepting and allowing people (women) who are on the outside of the decision-making process into it. "This puts a strong emphasis on participation in political structures and formal decision-making and, in the economic sphere, on the ability to obtain an income that enables participation in economic decision-making." Empowerment is the process that creates power in individuals over their own lives, society, and in their communities. People are empowered when they are able to access the opportunities available to them without limitations and restrictions such as in education, profession and lifestyle. Feeling entitled to make your own decisions creates a sense of empowerment. Empowerment includes the action of raising the status of women through education, raising awareness, literacy, and training. Women's empowerment is all about equipping and allowing women to make life-determining decisions through the different problems in society.

The aim of skill development in case of women is not only to

prepare them for jobs but also to improve the performance of women workers by enhancing the quality of work in which they are engaged. Learning about business skills as well as health management skills, decision making, self confidence or conflict management among various other things like new products and marketing can make a big difference for many of rural poor particularly women folk.

Thus skill development is key to improve household productivity, employability and income earning opportunities for women. It also enhance food security and promotes environmentally sustainable rural development and livelihood.

## II. NEED OF THE STUDY

Women often have different training needs than men linked to domestic work and care responsibilities:

- In male dominated trading system, women make less use of formal and informal apprenticeship system. Women also receive less basic education and training than men because of which they lay behind.
- Due to some social norms, cultural and economic constrains women are restricted for training and economic activities.

## III. SKILL DEVELOPMENT POLICIES FOR WOMEN EMPOWERMENT

To address the specific needs of both rural women and men different skill development policies should be implemented:

- Targeted gender responsive education and training strategy should be there. Clear objectives should be set and there should be proper collection of sex disaggregated statistics and qualitative data on rural and urban women and men education and skill training to evaluate the progress.
- Gender responsive learning environment should be provided by including safe school facilities and proper separate sanitation facilities. There should be proper time table and curriculum responding to rural realities.
- There should be different scholarships in order to encourage girls to study technical subjects. Employment opportunities to trainees after the completion of training will attract the women and girls to take training.
- Number of women trainers and agricultural extension workers should be increased so that rural women can access formal and non formal vocational training in better way.
- In the present scenario of digital India, more knowledge about accessing science and technology education and ICTs such as mobile phones, computer, internet facilities should be

provided so that they can get quality education and training such as distance learning.

- Efforts on providing combine technical entrepreneurship training in order to support women's self employment.

Women should be given knowledge about business, credit or saving programs, product design and they should be guided how to link to new markets especially value chain.

Some of the efforts made for women in skill development both on international and national scale:

- In Burkina Faso, the BRIGHT project (Burkinabé Response to Improve Girls Chances to Succeed) implemented by Plan International in 2005-2008 to increase enrolment, retention and graduation rates among girls through supportive learning environments and child friendly classrooms.

- In Cambodia, the Ministry of Education, Youth and Sports, supported by UNICEF, in the mid 2000s, launched the 'Child-Friendly Schools Initiative' to promote gender equality.

- In Asia and Africa, TREE (Training for Rural Economic Empowerment) which is an ILO community-based training programme is established to provide employment to disadvantaged women by skill development.

- In India Deen Dayal Upadhyay Kaushalya Vikas Yojana (DDU-KVY) concentrates on providing skill development to poor women and making them ready for getting employment in different sectors.

- Another programme called, STEP (Support to Training and Employment Programme for Women) which focusses on women empowerment by providing skill development training and grants during training period.

Amongst the states, Manipur received the maximum funding under the scheme, followed by Madhya Pradesh and Assam. A total of 24,037 women beneficiaries have been impacted under the scheme.

#### IV. CONCLUSION

Empowerment of women is necessary for socio-economic development. Increasing literacy rate among women helps in better development of children. If women are given the opportunities they can excel themselves. Gender equality has to be established as a crosscutting issue in international development. Many private sector actors have placed working with women as core objective of their business and corporate social responsibilities. Since girls and women represent 50% of the world population, enabling them to participate in their local economics help broaden the employment pool. It is well said by Brigham Young, "You educate a man; you educate a man. You educate a woman; you educate a generation."

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