

Emerging Trends in Skill Development for Empowering Women

Tanu Jain, Dr. Reena Verma, Prof. (Dr.) R.P. Agarwal

Abstract— A country's progress is measured by the progress status of its women's population. The aim of skill development in case of women, is to prepare them for jobs, and to improve the performance by enhancing the quality of work in which they are engaged. The NSDC has identified a few major challenges, which need to be addressed for building a conducive ecosystem of skill development for the female workforce. Women are treated with negligence in many occupations, This paper deals with a question whether the government and other social organizations are making adequate efforts to empower the women in India? , also throws light on the issue whether women are accessible to technology. And the existing resources are able to improve their well-being or not . Whether women are getting opportunities for their development especially in the rural areas. This paper also discusses the challenges which the women face in their approach to technology at their work place and their day to day life and the measures to overcome those challenges.

Index Terms- Women Empowerment, Gender Sensitization, Leadership Skill, Discriminatory Practices.

I. INTRODUCTION

Women empowerment emphasizes to create a very healthy and conducive working environment for women so that their inherent potentials can better be utilized for development not only of their skills but of country's economy. Empowering the women refers their self decision making. It focuses on their independence in all the spheres of life. It is to diminish sex discrimination. Women empowerment is indispensable to upgrade family, society and country. They require a healthy and conducive environment for their self exploration and development which fosters the development of the country. women empowerment is an essential tool to get the goal of development.

The increasing need for empowerment

As per latest statistics:

- The female child sex ratio (0-6 yrs.) is 914
- Rural female literacy rate is only 58% while rural male is 78%

Tanu Jain, Dr. Reena Verma, Prof. (Dr.) R.P. Agarwal , Shobhit University, India.

- A woman employment in urban areas is only 13.9% while in rural areas is 29.9%
- Employment of women in organized sector is less than 8%
- Women especially in the child bearing age often deficient in nutrition due to poverty. As a result the number maternal death in India is one of the highest in the world and 87% of all pregnant women in India are anemic

India stands out in the world because of shockingly low rates of recognized work participation by women (around 24 per cent) that have even declined over the past decade. This obviously represents a huge economic loss for the country — but it is also a sign of the continuing low status of women and their lack of agency in Indian society.

As it happens, most women in India do indeed work, but they are involved not in paid employment but in unpaid work in their homes or communities. Such work is socially necessary but unsung and unrewarded — everything from cooking and cleaning to looking after the young, the old and the sick, to collecting fuel wood and water for households, to tending gardens and livestock, and so on. Bizarrely, during the recent economic boom in India, official data suggests that more women have moved from paid or recognized employment to doing unpaid work in their households. There are many factors behind this peculiar tendency. The sheer inadequacy of job creation in the economy makes it hard for women to find suitable jobs. Gender gaps in education also work against them. For less skilled women, available paid jobs tend to be physically arduous and pay much lower wages than for men. The double burden of paid work and unpaid work creates extreme time poverty for working women. So when family incomes improve even slightly (as they did in the previous decade when real wage rates were rising — something that is no longer the case) women may be less inclined to try and do both. And there are other impediments to women working outside the home: Patriarchal attitudes within families and social restriction on mobility; concerns about commuting time and about security at work and during the commute; and the difficulties of managing domestic responsibilities along with the paid jobs, given the unequal division of

household work between men and women within families.

The Need for Skill

A skill is the learned ability to carry out a task with pre-determined results often within a given amount of time, energy, or both. In other words, the abilities that one possesses. Dreams are a driving force for one to move forward. It is only in India where our parents get us good education with the hope that we emerge successful in life. Apart from education, honing the necessary skills is important to become employable. Today, 50 per cent of the population is below 25 years of age. In 2020, when the average age of a citizen would be 29 years, in Japan it would be 48, in Eastern Europe 44, for Western Europe 41, in China 49 and for USA 37. This means that all the developed countries in the world are growing old. However, the need of skilled human resources is going to keep growing. This is a golden opportunity for us. If we could fulfill this need of the world, there will be no stopping us from becoming a superpower, also the country will enjoy the demographic advantage till 2035, after which the dividend will incline towards the African countries. On one hand, it's an opportunity, on the other it's also a challenge. The demographic dividend if not taken care of properly could also become a demographic disaster. There are 60 to 70 crore youngsters who want to earn their livelihood. They want work. Therefore if we fail to give them employment, the situation will take a disastrous turn.

Skilling and educating women in India plays a very important role in the overall development of the country. It not only helps in the development of half of the human resources, but in improving the quality of life at home and outside. Educated women not only tend to promote education of their girl children, but also can provide better guidance to all their children.



Emerging Role of Corporate

The skill development centers such as run by ICICI Academy for Skills and Rural Self Employment Training Institutes, arms of ICICI Foundation, aim to provide vocational training to the youth, especially

women, from economically weaker sections to help them earn a sustainable livelihood.

Under corporate responsibility Jindal Steel and Power Limited believes that gender inclusive leadership helps create a new bench mark in women development. The company organizes skill development training programs regularly to upgrade their existing traditional skills. The company feels it is important to empower women. Women have right determine their own choice in life. Several women empowerment initiatives have been under taken across the area of their operation. These initiatives aim at improving literacy as well as providing training to enhance livelihood generation opportunities among women. Further the company provides women with primary help in order to start with the production facility, which would in turn help in supplementary family income through micro based micro enterprises. Awareness programme on gender purity, sexual harassment, domestic violence, legal rights are being conducted to increase awareness on such issues. Also, different skill development training programme are regularly organized to upgrade their traditional skills and simultaneously promote new skills. All this to empower women.

The Government has also been making efforts for creating a congenial work environment for women. For this purpose, a separate 'cell for women labour' has been set up in the Central Ministry for labour to focus attention on the condition of working women and bring about an improvement therein.

The cell has the following functions:

- Formulation and coordination of policies and programmes for the female labour force within the framework of national manpower and economic policies.
- Maintaining liaison with other Government agencies to secure effective implementation of the programmes in respect of women workers.
- Monitoring the implementation of the Equal Remuneration Act, 1976.
- Setting up of an Advisory Committee under the Equal Remuneration Act, 1976.
- Giving grant in aid to Non-Governmental Organization / Voluntary Organization to formulate and execute action oriented projects for women workers.
- Moreover, a number of protective provisions have been incorporated in the various laws enacted for equality and empowerment of women, the proper

enforcement of which will create an enabling environment for women workers.

Key Issues and Challenges

As noted earlier, 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. The NSDC has identified few of the major challenges, which need to be addressed for building a conducive ecosystem, of skill development for the women workforce.

These are as follows:

1. The large number of women who need to be trained since currently only 2% of the female workforce is formally trained,
2. Inadequacies in the quality and relevance of TVET (technical and vocational employment training in India),
3. Inadequate Infrastructure, acute shortage of trained women workers, poor quality of training,
4. Lack of mechanisms to judge and certify quality,
5. Inequity in access to TVET for women
6. Low level of education of potential women trainees that limits training of women in the formal sector,
7. Lack of recognition of prior learning of potential women trainees,
8. Relatively high opportunity cost of learning involved for training women.

Few Policy Measures

- Gender sensitive policy
- Revisiting the Apprenticeship Act
- Expansion of training institutes and provision of basic infrastructure
- Provision of vocational training in schools
- Identifying and making efforts to change basic and nuanced socio-cultural values
- Making the private sector responsible for skill development in the country Gender sensitive training
- Accessible and affordable training
- Support services beyond training
- Monitoring and Evaluation

Conclusion

To conclude it can be noted that:

- Empowerment of women is necessary for socio-economic development.

- Increasing literacy rate among women helps in better development of children.
- Given the opportunities women 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.
- It's a startling pair of statistics: when women are able to earn an income, they typically reinvest 90% of it back into the families and communities. And, for every year a girl stays in school, her future earning slated to increase exponentially.
- 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 therefore clear, that there is a dire and urgent need for a paradigm shift in the skill development sector, in favor of innovations, improvements and high quality training. It is also observed, that the concept of training and skill development needs to move beyond the conventional goal of imparting technical and managerial competencies, to playing a broader role of even including basic literacy, numeracy, critical social and political awareness, awareness about gender, and enhancing life skills. Such interventions by their nature will encourage higher self esteem among women and overall personality development. It is also urged that for skill development to be more effective, training needs to bend towards developing the kind of skills women and men already know. Or, in other words, the need is to enhance or adapt traditional skills to aspirational skills. However, focus on upgradation needs not be at the cost of developing new skills, especially in the case of women who otherwise may get further entrenched in traditional skills and roles.



References

- (1) Batliwala, Srilatha. (1994): The Meaning of Women's Empowerment: New Concepts from Action.' Pp. 127-138 in Population Policies Reconsidered: Health.
- (2) Beteta, C. Hanny (2006): What is Missing in Measure of Women's Empowerment?' Journal of Human Development and Capabilities, Vol. 7, No. 2, 221-241.
- (3) Chakrabarti and Biswas (2008): Women Empowerment, Household Condition and Personal Characteristics: Their Interdependencies in Developing Countries.' Discussion Paper ERU/2008-01.
- (4) Sridevi, T.O. (2005): "Empowerment of Women-A Systematic Analysis" IDF Discussion Paper. U.N.D.P. (1990, 1995, 2000, 2002, 2005 and 2007-08): Human Development Report.
- (5) World Economic Forum (2005): Women's Empowerment: Measuring the Global Gender Gap. <http://in.rediff.com/money/2005/may/17wef.htm>.

ABOUT THE AUTHORS



Ms. Tanu Jain did honours in history and Masters in Sociology and currently pursuing her Ph.D from Shobhit University. She is IDES Probationer 2015 Batch.



Dr. Reena Verma received her Ph.D from C.C.S University Meerut in 2012. She did her B.Ed in 2003. She did her M.A and B.A in 2001 and 1999 respectively. She has been the Head of the Deptt. of Humanities & Social Sciences in Shobhit University Gangoh. Presently she is the Coordinator of all programs in Shobhit University Gangoh Extension Campus Noida. She has presented many papers in International and National Conferences. She has been teaching in Shobhit University since May, 2002. She is supervising two Ph.D candidates.



Prof. (Dr.) R.P. Agarwal received B.Sc. degree from Agra University, B.E. degree in E&CE with Hons. in 1967 and M.E degree from Poona university in 1970. He received his Ph.D. from University of Newcastle upon Tyne, UK, in 1977. Dr. Agarwal joined Department of E&CE, IIT, Roorkee, as a lecturer in 1970, where he worked as Professor and Dean till 2009. Thereafter he worked as a vice-chancellor of H.S.Gour Central University, Sagar, M.P. & Bundelkhand University, Jhansi, U.P. & Shobhit University, Meerut, U.P. He is currently working as an Academic Advisor at Shobhit University, Meerut, U.P. His research interests include signal processing systems and VLSI technology, Computer Engineering and Systems.