

Empowerment of women through skill development in India

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Abstract

The Indian Constitution gives the State the authority to enact laws that promote positive discrimination against men in order to help women improve their standard of living along with gender equality. Empowerment of women is a basic human right that allows them to take charge of their lives and make a positive impact on society. Gender inequality and discrimination against women are still common in India, and some women face multiple forms of exclusion and discrimination due to caste or background. The link between a job and the workforce is skill. Since women are more likely than men to work as contributing family workers, subsistence farmers, home-based micro entrepreneurs, or low-paid seasonal laborers in addition to taking care of their homes and children, they frequently have different training needs than men. The enhancement of sustainable rural development and livelihoods, as well as the improvement of women's employability, income-earning prospects, and household productivity, are contingent upon skill development. This study examines how women's skills are developed through a variety of training initiatives and policies, including the National Skills Development Mission, the National Skills Development Corporation, and the Pradhan Mantri Kausal Vikas Yojna.

Keywords: Employment, skill-development, womenempowerment, rural development

Introduction

In India, women constitute approximately 48% of the nation's population. The Indian constitution grants women the same rights as men and recognizes them as legitimate citizens of the nation, still Indian women suffer greatly as a result of the male-dominated society's lack of acceptance. Although it is their responsibility to bear children, women are often undernourished and ill. In addition to being overworked in the field, women handle all household chores. Most of the Indian women tend to be uneducated so that, the Programs for Vocational Training target women. The secret is to empower women economically so they can become self-sufficient and to mobilize others to raise awareness of social, political & legal issues. Recognizing and highlighting the variety of roles that women play, including those in reproduction, productivity, and community management, is also important. To end these dominations, women should organize and strengthen at the local level. Any nation's ability to develop economically and socially depends on its knowledge and skill base. Higher and better developed nations react to the opportunities and challenges of globalization more quickly and effectively. India is moving toward a knowledge-based economy, and the ability of its citizens to produce, distribute, and apply knowledge more efficiently will determine their competitive advantage through gender aspects.

Women Empowerment in India

The Indian Constitution not only guarantees women's equality but also gives the State the authority to enact laws that promote positive discrimination against men in order to improve the lot of women. Our laws, development policies, plans, and programs have all targeted women's advancement in various fields within the framework of a democratic society. The focus on women's issues changed

significantly starting with the Fifth Five Year Plan (1974–1978), moving from welfare to development. With the Eighth Five Year Plan, the focus switched from development to empowerment. The Government of India passed the National Policy for the Empowerment of Women, which aims to promote the advancement, development, and empowerment of women. In 2001, the Govt of India declared 2001 to be the Year of Women's Empowerment (Swashakti). The National Policy for the Empowerment of Women was passed by the Government of India with the intention of promoting the growth, development, and empowerment of women. The Govt of India established the National Mission for Empowerment of Women (NMEW) with the intention of strengthening general procedures that support women's holistic development. Its duties include supporting inter-sector convergence and streamlining the coordination of all ministries' and departments' socioeconomic development and women's welfare initiatives. Investing in the development of skills and entrepreneurship, microcredit, vocational training, and SHG development for the economic empowerment of women is one of NMEW's primary strategies. This effectively illustrates that teaching women literacy alone will not be adequate; in order for them to be independent and provide for their families, they also require vocational training or skills.

In recent years, women have become more interested in earning income through self-employment and entrepreneurship, which also contribute to the advancement of property rights, political representation, social equality, individual rights, family development, market development, community development, and ultimately the development of the country. In addition to granting women equality, the Indian Constitution gives the State the authority to enact laws that promote positive discrimination against men in order to help women improve their standard of living.

Empowerment of women is a basic human right that allows them to take charge of their lives and make a positive impact on society. Gender inequality and discrimination against women are commonplace, and some women face multiple forms of exclusion and discrimination due to caste or background. Skill is the bridge between job and workforce. Since women are more likely than men to work as contributing family workers, subsistence farmers, home-based micro entrepreneurs, or low-paid seasonal laborers in addition to taking care of their homes and children, they frequently have different training needs than men. Because, in addition to taking care of their domestic duties and caring for others, they are more likely to work as contributing family workers, subsistence farmers, home-based micro entrepreneurs, or low-paid seasonal laborers. The enhancement of sustainable rural development and livelihoods, as well as the improvement of women's employability, income-earning prospects, and household productivity, are contingent upon skill development. This study examines how women's skills are developed through a variety of training initiatives and policies, including the National Skills Development Mission, the National Skills Development Corporation, and the Pradhan Mantri Kausal Vikas Yojna.

Review of Literature

After researching women's empowerment through entrepreneurship development in Bangladesh, Mohammed Badruzzaman Bhuiyan and Rubab Abdullah (2007) ^[1] concluded that all banks and financial institutions should invest roughly one-fifth of their resources in order to improve the skills of women entrepreneurs Sathiabama (2010) ^[2]. Emphasized the benefits of entrepreneurship for rural women and the way it empowers them to become self-sufficient. The development of the family and community was found to be a direct result of women's economic empowerment, and in Tamil Nadu, collective micro entrepreneurship provides the same benefit. According to Esther Duflo (2011) ^[3], there is a direct correlation between economic development and the empowerment of women through skill improvement. According to Palaneeswari and Shashikala (2012) ^[4], women should be viewed positively by society and treated as capable achievers.

Objectives

- To study the skill development programmes for women empowerment in India.
- To identify the challenges in implementing skill development programme and policy implication in India.

Role of the Government in Promoting Women Entrepreneurships in India

The Government of India has also developed various training and development programs as well as generational programs for the employment of women to enable them to start their businesses. These programs are as follows: In the Seventh Five Year Plan, the government introduced a special chapter on inclusion of women in development with the following proposal

Specific Target Group: It was proposed to treat women as a specific target group in all major development programs of the country.

Establishment of training opportunities: This chapter also proposes to develop and diversify vocational training opportunities for women to suit their changing needs and capabilities.

Development of new equipment: Efforts should be made to increase their efficiency and productivity through appropriate technologies, equipment and practices.

Marketing Support: It was proposed to provide necessary support for marketing the products produced by women entrepreneurs.

Decision-making process: It was also suggested that women should be included in the decision-making process.

Women Empowerment through Skill Development Programmes in India

The Ministry of Skill Development and Entrepreneurship has launched various programs since its founding with the goal of empowering women via skill development. Increasing the number of women working can help our economy grow even more, and the goal of Skill India is to make this happen by providing our women with skills that are relevant to the market and guiding them toward entrepreneurship as a means of becoming self-sufficient.

The following programs have been implemented to support women's skill development and encourage entrepreneurship:

Long-Term Skill Development Training

through Industrial Training Institutes (ITIs) Over 22-point 82 lakh candidates have been enrolled (in trades with one- and two-year durations) through a vast network of 15,042 ITIs across the nation, with a focus on enrolling women. 2018 saw a nearly 97% increase in admissions compared to 2014, rising from 87,799 to 173,105 female trainees. Only women are receiving skill training from the 18 National Skill Training Institutes (for Women). Additionally, under the National Apprenticeship Promotion Scheme (NAPS), special batches have begun offering women basic and theoretical training in all Centrally Funded Institutes (CFIs). Under the Craftsmen Training Scheme (CTS) and Craft Instructors' Training Scheme (CITS), the NSTIs(W) provide NCVT-approved skill training programs in a variety of subjects, including office management, electronics, fashion design and technology, and computer-aided embroidery.

Short-Term Skill Development Training

The Pradhan Mantri Kaushal Vikas Yojan, the Ministry's flagship program, aims to increase the number of women entering the workforce by gender mainstreaming and appropriately skilling workers. Out of the 56 lakh candidates who have benefited from PMKVY, women make up nearly half of those who have been enrolled and trained under the program. Work is done to update job roles on a regular basis, keeping in mind industry demands for female professionals as well as market demand. In addition to providing safe transportation, flexible scheduling, and childcare support, programs under the Skill India Mission are tailored to meet the needs of women. While women predominate in industries like apparel, healthcare, and beauty and wellness, they are also significantly present in non-traditional roles like electronics and hardware, where a large number of female enrolments (1 point 03 lakh) are

under the Field Technician - Computing and Peripherals job role. Government initiatives such as Ayushman Bharat, Swachh Bharat Mission, Smart City Mission, and others have partnered with Skill India. to guarantee a continuous supply of skilled labor in order to coordinate skill development initiatives with these national missions. Numerous jobs, especially for women, are being created by these programs in the form of caregivers, midwives, nurses, diabetes educators, and other professions.

Recognition of Prior Learning (RPL)

More than 4 lakh female candidates have received orientation in various skill areas under the RPL program, which acknowledges their prior learning with a formal certificate and provides them with a way to improve their standard of living.

Apprentice Training

The extensive revisions made to the Apprenticeship Act of 1961 have made it possible for apprentices to pursue opportunities in the service industry. Over 50,000 women in seven states and union territories will benefit from a targeted pilot program that Skill India, through NSDC, is implementing in collaboration with UNDP and Society of Development Alternatives (DA) over a 15-month period. In an effort to support apprenticeship training even more, the MSDE-affiliated Directorate General of Training is conducting a gender study to identify barriers that Prevent women from pursuing ITI and apprenticeship training as well as from entering the workforce.

Policy Interventions

To improve economic productivity, women's participation should be encouraged through inclusive skill development, which is the focus of the National Skill Development and Policy. In order to do this, emphasis has been placed on building out the infrastructure for women to receive training and apprenticeships; flexible mechanisms for delivering training, such as mobile training units and flexible afternoon batches, in addition to locally needed training tailored to women; and guaranteeing a training environment that is safe, gender sensitive, and inclusive, as well as hiring female trainers and providing equitable compensation and benefits.

Special Women-Centric Projects

The National Skill Development and Policy prioritizes inclusive skill development with the goal of boosting women's participation to improve economic output. In order to do this, focus has been placed on building out the infrastructure for women to receive apprenticeships and training; flexible mechanisms for delivering training, such as mobile training units and flexible afternoon batches, in addition to locally tailored, need-based training to accommodate women; and ensuring a safe, gender-sensitive training environment and a complaint redressal system. The industries with the highest likelihood of having a greater proportion of female employees have also been identified by the skill gap reports. Aside from these, the Ministry-approved Common Norms for a range of skill development programs offer extra assistance to female candidates in the form of boarding and lodging facilities, transportation costs & post-placement stipends to help new trainees settle in. Through its training partners,

including the Mann Deshi Foundation, Sri MahilaSewaSahkari Bank Limited, and Sri Sarada Math RasikBhita, Special Women-Centric Projects NSDC focuses solely on the skill development of women, particularly in rural areas. To enable the possibility of starting their own business, the training consists of teaching digital, accounting, and entrepreneurial skills.

Partnerships with Private & Non-Government Organizations to boost skill development

NSDC working together with Collaborations with Non-Governmental and Private Entities to Enhance Skill Development: Among the joint ventures with private entities are businesses like Airbnb, which facilitate homestay services by offering training in the hospitality and tourism domains. Amrita Vishwa Vidyapeetham is focusing on remote villages as part of a PMKVY project to promote women's empowerment through skill development and the creation of employment opportunities. The project is targeted at the tribal population as well as marginalized and vulnerable groups. The project has been implemented in Chhattisgarh, Odisha, Jharkhand, Kerala, and Tamil Nadu, with over 50% participation from women. Through a partnership with the HumaraBachpan Trust in Odisha, approximately 1500 women from economically disadvantaged backgrounds will be given the opportunity to pursue employment and entrepreneurship. A producer group company's partnership with the Industries Crafts Foundation is assisting in the training and support of women, with the goal of benefiting 1500 women in Karnataka. In collaboration with the Youth net Home Stay Project in North East (Nagaland and Arunachal Pradesh), 200 residents are able to earn a living and the quality of homestays is being improved.

Projects at the Pradhan Mantri Mahila Kaushal Kendra (PMMKK)

Four PMMKs have recently been assigned over 6,000 training targets to train women. These centers also offer childcare services to make it easier for new moms to enroll in skill development programs. Self-employed tailors, beauty therapists, customer service representatives, hair stylists, yoga instructors, and other professions are all receiving trainings

Future Employment and Industry-Related Courses

According to NSQF, approximately 450 job positions are focused on women's skill development. Women's participation in new-age jobs aligned with Industry 4.0, like data analytics, 3D printing, and artificial intelligence, is encouraged by Skill India. and has observed a rise in the number of women pursuing hard skills like auto repair and welding. Young girls who are interested in training for careers in cutting-edge fields like cybersecurity, artificial intelligence, and CNC mechanics—skills that are relevant to the jobs of the future—have expressed interest in our programs. For example, in the last two years alone, 892 women have received training to become automation specialists, and roughly 500 have received training to become CNC operators. Additionally, to develop skill development initiatives that meet the demands of Industry 4.0, Skill India has teamed up with major players in the world of business, such as SAP, Adobe, and IBM.

Entrepreneurial Initiatives

The mission of Entrepreneurial Initiatives MSDE is to support the national expansion of women-owned businesses. With the goal of fostering entrepreneurial values, attitudes, and motivation among rural women to take on challenges to establish an enterprise or group enterprises, NIESBUD, under the MSDE, has created Entrepreneurship Development Programs for them. The Institute also uses the Livelihood Business Incubation (LB I) strategy to support female entrepreneurs. Beyond the three awards specifically intended for them, we honored women's entrepreneurial journeys through the National Entrepreneurship Awards. Of the thirty-three businesses that were recognized, twelve had only female owners, and two more had female co-founders. The Mudra Yojana and Skill India link has been established. As 78 percent of Mudra Yojana beneficiaries are women, this connection will help aspiring female entrepreneurs even more.

Challenges in implementation of Skill Development Programmes in India

The goal of skill development, especially for women, is to improve the quality of the work they do in order to improve their performance as workers as well as to prepare them for the workforce (Nikita and Tauffiqu, 2015). A few of the main issues that must be resolved in order to create an environment that supports women's skill development in the workforce are as follows

- The vast number of women who require training, as only 2% of the workforce is currently formally trained.
- There are deficiencies in the technical and vocational employment training (TVET) in India
- Inadequate infrastructure, a severe scarcity of skilled female workers, and subpar training.
- Injustice in women's access to TVET and a lack of systems to assess and certify quality.
- Women's access to formal sector training is restricted due to low educational attainment of potential trainees.
- Neglecting to acknowledge possible female trainees' past education.
- Training women entails a relatively high opportunity cost of learning.

Suggestions

The following are the suggestions for improvements

- There is need to develop HRD & training policy from a gender perspective by taking consideration of local traditions and customs.
- Instead of operating under the direction of multiple ministries and two important ministries (MHRD and MOLE), the entire national skill development system ought to be governed by a single ministry for better focus and coordination between various initiatives.
- Provide more gender sensitive training such as numeracy, problem solving, communication, learning to learn and team work which are resulting in improvements of behavior skills, quality of leadership among women.
- Provide quality training at an affordable cost with the option of availing loan at lower interest rate and scholarships.

Conclusion

Women are eager to start their own businesses and support the development of their country. Their significance is acknowledged, and initiatives are implemented to encourage female entrepreneurs. The current imperative is the revival of entrepreneurship. In order to succeed in the local economy and adapt to shifting trends and competitive global markets, women entrepreneurs need shaped with entrepreneurial qualities and abilities. The main element in empowering women will be skill development. Socioeconomic development requires women's empowerment. A higher rate of literacy among women contributes to the better development of children. Women can succeed on their own if they are given the right opportunities. The establishment of gender equality as a cross-cutting issue in international development is imperative. Working with women has become a top priority for many private sector actors when it comes to their business and corporate social responsibility. Encouraging girls and women to engage in local economic activities can help expand the pool of potential employees, as they make up half of the global population.

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