

Skill Development of Women through Vocational Training

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Abstract

National economic growth and social improvement are depends upon Skills and knowledge. These are the powerful factors of any country development. The economy of nation becomes more productive, innovative and competitive through the existence of further skilled human potential. Women are the most energetic and dynamic fragment as well as potentially most vital human resources. Despite phenomenal capabilities, India is sincerely handicapped with a very weak and slender knowledge and skills base, with 12.3% gross enrolment ratio, as compared to 21% in China, 54.6% in developed nations and the world average of 23.2%. This paper represents the concept and meaning of Vocational Education and Training by connecting it to lifelong learning. The importance of VET set up for deprived section, marginalized groups and women has been pinpointed, as it is a powerful weapon against poverty and hunger, and for women's empowerment. By focusing on the need for VET for women, it was felt that VET can make a big differentiation for several of the rural poor and women by improving household productivity, self/ wage-employment and income-earning opportunities and also for enhancing food and health security and promoting environmentally sustainable development and life style.

Index Terms – Skill Women Vocational Training

I INTRODUCTION

In today's modern era due to globalization, knowledge and competition intensified the need for extremely skilled workforce in both the developing and developed nations as it enables them to speed up the growth rate of their economy towards higher route. Today all economies need skilled workforce so as to achieve global standards of quality, to raise their foreign trade, to get advanced technologies to their domestic industries and to boost their industrial and economic development. So that skills and knowledge becomes the major important factor of socio-economic growth and overall development for any nation.

According to a Mckinsey Global Institute reported, India could boost its GDP by \$2.9 trillion by 2025, if female workforce involvement rate is improved by 10 percentage points. This would be equal to bringing 68 million more women into the non-farm labor force. As per National Sample Survey Organization (NSSO), there are over 30 lakh unemployed women in India in 2012. As on December, 2013, a total of 1.65 crore women had registered on various employment exchanges. However, only 58.8 thousand women had been placed through these exchanges in the same year (8). (10) (12)

Increasing contribution of women in the workforce would need improvements in right of entry and quality of education, skill development and employment chances available to women. The government of India is running several programs to enhance job opportunities in India- such as the Prime Minister's Employment Generation Program (PMEGP), National Livelihoods Mission, DeenDayalUpadhyayGrameenKaushalyaYojana (DDUGKY), PradhanMantriKaushalVikasYojana (PMKVY) along with several entrepreneurship development programs. With a persistent need to connect the demographic dividend that India enjoys, special focus has been given to skill development initiatives.

II Current Scenario

In India Female workforce participation rate (WPR) stands at 31.8%, which is nearly 50% of male WPR at 73.2%. While north-eastern and hilly states have done well on female WPR, with Mizoram having the highest WPR at 61.3%, the condition is worrying in Haryana, Uttar Pradesh and Punjab, with WPR as low as 9% in the latter.(8)

III Why is action needed?

Education and training are essential components of any strategy to improve agricultural and non-farm productivity and pull families out of poverty. Learning about enhanced production technologies and methods, new products and markets, business and life skills (such as health management, decision-making, self confidence, or conflict management) can make a big difference. Skills development is mostly important to rural women who are more likely to be contributing family workers, existence farmers or home-based micro entrepreneurs in the informal sector, or performing low-paid, unskilled work as seasonal workers. Women often have diverse training needs than men, associated to their domestic work and care responsibilities, as well as to gender centered divisions of labor for managing or taking responsibility of definite tasks in crop, livestock, forestry or fish production farm works and processing.(11)

Shortfalls in the education system working against women:

"People look for education for getting knowledge, developing insight, and becoming financially stable to fulfill daily needs," says Neela Dabir, Dean, Tata Institute of Social Sciences, School of Vocational Education. In her own words, here is the list of various problems faced by economically and financially backward women which paints a gloomy picture of employability (14): The main observation for women education is listed below from various studies.

- The formal education system in India is established for creating learning opportunities for those who have the enough resources to access it
- Women from economically weaker or downgraded backgrounds grow up experiencing bias in access to learning opportunities. And women have limited economic resources and time.
- In a family's meager resources need to be prioritized, boys get favorite in being supported towards achieving enough education, for their carrier development Girls and women have very limited learning opportunity offer locally and stop at the level up to which it is available, sometimes which may be only up to primary or high school in many cases.
- The education system has been incapable to deliver suitable and locally appropriate program to women from economically weaker backgrounds due to lack of vision on the part of policy makers at the central level and local organization.
- Due to this reason programmes for skilling women were constrained to tailoring, incense stick making, soap making, papad making etc like small home business. Searching of a market for their products was left to the women. The training did not contain marketing strategies and appropriate training for marketing. So, these programmes could not make an influence in the economic empowerment of women.
 - Few courses accessible through the government-run Industrial Training Institutes are hardly opened by women or girls due to the fact that the trades for which training offered are mostly traditional male oriented.

IV Skill Development and Women's Empowerment (9)

Most of mass of the workforce in India is in the informal sector. Low income women workers in the informal sector, due to the irregular nature of work and little bargaining power. They are amongst the most vulnerable groups in the Indian economy. The National Policy for Skill Development and Entrepreneurship, 2015 visualizes skill development as a major tool for women's empowerment. To teach skills to women, the government has taken steps like the Skill Development Initiative Schemes under Directorate General of Employment and Training developing over 10,000 training providers under which 12.6 lakh woman have availed benefits. There are 402 women ITIs and 1134 women wings in ITIs, which provide training to 1,41,907 women annually (Lok Sabha Starred Question 226). Moreover, vocational training schemes for women are being run by 10 Regional Vocational Training Institutes (RVTIs). The government has proposed to open 8 more. Given below are some of the policy provisions for skill development with a special focus on women .(8) (9)

V National Policy on Skill Development and Entrepreneurship, 2015

The National Policy on Skill Development observe that in to improve the productivity of the economy, participation of women in the labor force needs to be improved. Below are the major highlights from the policy.

This policy provides a pathway for skill development, including the setting up of Ministry of Skill Development and efforts of skill development initiatives of other Ministries. It also gives various intervention that the government must take up to catalyze and motivate skill development for women. Some of the proposed interventions are enlisted below.

The policy highlights the need to improve access to skill development for women. According to the policy, added training and apprenticeship seats will be set up completely for women. While the skill development infrastructure in India is vast, we need to create facilities dedicated to women. This also includes rising the pool of women trainers. As per the policy, mechanisms to provide certification to women trainers would be put into place. New institutes for training of women trainers will also be promoted and motivated. (9)

The policy explains the need for women training to bring them in main stream. Women involvement in vocational education and training is low as compared to men. In order to bridge the gap, the policy find out the need for special output mechanisms such as mobile training units, flexible afternoon batches along with on local needs based training. The policy visualize inclusion of women related issues in the guidelines for skill training procedures, such as issues of secure, safe and gender sensitive training environment, employment of women trainers, fairness in remuneration, and grievance and problems redressed mechanism.

While Digital India is obtaining momentum, there is need of day is to incorporate ICT for providing skill development solutions also. The policies announce the promotion of an internet or mobile based proposal for women employment. The platform would connect skilled women and employers. It would focus on women willing to re-enter the workforce after a break and those exaggerated by migration. The government of India is implementing several schemes on skill development. Given below are some of the schemes which have a special focus on women's skill development (9)

VI Challenges before Skill Development Initiatives in India

In spite of various concentrated and contentious efforts, there is still a long way to bring the skill development mission to completion due to the presence of certain serious key issues & challenges in the path of the mission and goal.. Some of these difficulties along with their possible solutions are defined below:

- ◆ Demand & Supply Mismatch
- ◆ Geographical Problem in various remote areas
- ◆ Low Educational Attainment
- ◆ Vocational Training for women
- ◆ Skill development for women
- ◆ Private sector participation of women
- ◆ Placement-linked Challenge
- ◆ Multiplicity of Institutional Framework
- ◆ Informal & Formal Sector Skill-Gap
- ◆ Infrastructure Challenge for skill
- ◆ Training of Trainers
- ◆ Lack of Labour market information system .

VII Problems faced by women in getting a job even after proper skilling:

Sometimes after proper training and skilling has been given to women, it is not easy for them to get a job. They face numerous problems:

- Too much competition, many trained professionals in job market , gender bias, language problems, family issues, long working hours are some of the issues for women.
- Other problems faced by women include mindset connected issues and lack of support from their family and parents for girls.
- In many cases women get married very early, so they shoulder family and children responsibilities from a very early time in life, So that women get very less time to develop an independent standing career.
- After getting a suitable job, many women have problems like lesser pay or remuneration compared to male counterparts in the same field.
- Along with this, women safety is a major and critical issue which puts many women on a back seat to take a job.

Some requisite skills which skilling and training institutes should impart, are:

- Communication skills
- Business etiquettes
- Language development
- Personality development
- Leadership skills
- Management skills
- Entrepreneurship skills
- Basic accounting skills
- Basic computer skills

VIII Vocational training available in numerous fields:

- There are various vocational courses available in several universities, colleges and institutes all over India. "Based on the area of work chosen by the women and corresponding qualifications required for their skills, women could be trained in several areas which would lead to job opportunities for their complete empowerment and development.

The various fields in which women can take up training are:

- Banking and financial services
- Geriatric care services
- Dialysis technology for kidney problems
- Hospitality industry like Hotels Malls, Companies
- Electronics industry
- Healthcare organizations
- Media and entertainment industry
- Information technology enabled services

- Pharmaceuticals industries, company and stores.
- Travel and tourism industry
- Telecom industry
- Printing and packaging industry
- Management and entrepreneurship
- Child care & Child proper nutrition

IX CONCLUSION

To make India internationally competitive and to enhance its economic and financial growth further, a skilled workforce is essential for nation. As more and more India shifts towards the knowledge economy, it becomes increasingly important for it to concentrate on advancement of the skills and these skills have to be applicable to the emerging economic environment. For drastically changed its demographic dividend, an efficient skill development system is the need of the hour. Due to this to accomplish its determined skilling target, it is essential to have holistic solutions of the challenges as an alternative of gradually interventions.

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