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The importance of skill development on women empowerment in India

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Abstract

Both earning and education are important factors for women empowerment. Skill development not only creates employment opportunities but also empowers them. The aim of skill development, in case of women, is not just simply preparing them for jobs; but also to boost their performance by improving the quality of work in which they are involved. This paper clearly highlights the impact of skill development on women empowerment. The basic need for empowering women is to in still the required skills and abilities in order to shape up their overall personality & raise their status within the society.

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. It is important for women to identify themselves with self confidence & esteem.

Keywords: Women empowerment, skill development, growth & knowledge

Introduction

Women play an important role in the development of a family and society. From last few decades, they have been actively participating in various economic & social activities, but their efforts remain unrecognized. In this male-dominating society, they are still subjected to discrimination in the social, economic and educational field. 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. It is important for women to identify themselves with self confidence & esteem. The confident smile on the faces of women is the measurement of their empowerment.

Skills development is a key to success which improves productivity, employability and earning opportunities. It is the bridge between job and work force. 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. A large effort is needed to create a skilled workforce for creating an economic prosperity. The aim of skill development, in case of women, is not just simply preparing them for jobs; but also to boost their performance by improving the quality of work in which they are involved.

Skill Development for Women

Women have shown their ability in community development. Hence, it is important that women be a part of skill development. In India, women are now participating in various areas like education, art and culture, service sector, sports, politics, media, and science and technology. They form a substantial part of the workforce - but the working percentage rate of women in the total labor force is declining. A large number of them are working in the informal sectors. This represents lack of employment opportunities and skills for women workforce. Currently, a majority of the female workforce in India is unskilled.

They can be motivated to develop their life skills that will give them high paying jobs with better livelihood & confidence to earn for their family.

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It will develop their ability & quality to move ahead and be self-dependent.

The government of India has passed the national policy for 'women empowerment' which aims to ensure overall development of women within the country. They seek to impart skills to women so that they can stand & support for themselves and gain status within society. On the other side, Maharashtra government has launched Skill Sakhi for women empowerment. Their main aim is not only to create employment opportunities for women but also to empower them. They are giving skill training which involves tailoring, embroidery, knitting, and the making of home decoration items. The missions Skill India' & 'Make in India' shall succeed only when the women work hand-in-hand.

Literature Review

There is a demand to create awareness among the rural women who are unemployed to gain self-esteem & confidence.

Dhruba Hazarika (2011) ^[9] concluded that women are future of country's development. Empowering women will be the right approach for growth in this competitive world. Vijaya & Lokhandha (2013) ^[4] suggested that skill development will boost the women empowerment with high productivity & earnings. Skills lead to confidence among them to be more innovative.

Entrepreneurship, a special training course for women entrepreneurs must be started to improve their skills.

Mamta Mokta (2014) ^[1] found that women need to find their own way in this male dominated society. They should be motivated for growth & empowerment by self-help groups, NGOs, government policies & micro finance institutions.

Prasanna Kumar (2014) ^[3] stated that it is our need to identify the areas where women are still facing problems and are unable to access resources, institutional knowledge & basic education.

Objective

To determine the impact of skill development on women empowerment to suggest possible solutions for future development.

Methodology

The proposed study mainly is descriptive in nature. The research done is based on secondary data from various research journals, websites and articles are collected in order to understand the impact of skill development on women empowerment.

Findings

Majority of the women have captured the market of garment making, fabric painting, zardosi work, hand embroidery, beauty parlour, 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 & analyse Skill development has increased number of women entrepreneurs in the country It has helped them to shift from manual labours to desk jobs.

Suggestions

Suggestions to improve the situation are

There is a need to improve policies for women by creating

more seats for them. Digital platforms can be used for women empowerment, 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, Expand training institutes in remote areas with employment opportunities for sustainable development.

The various field in which women can gain skills for better empowerment are

- Banking and financial services
- Media industry
- Information technology
- Telecom industry
- Management
- Pharmaceuticals
- Hospitality industry
- Travel and tourism
- Electronics
- Child care

Conclusion and Recommendation

The study found that women's empowerment directly contributes to gender equality culminating in reduction of poverty conditions faced women with in the district. Additionally, the study found that vocational skills training is a crucial tool for women's empowerment and gender equality, and also contributes to poverty reduction among women with in the district.

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.

So my recommendation based on the results of this study and suggestions should be given the needed attention and deliberation by relevant stakeholders that women empowerment, gender equality, skills training and sustainable development are top on their agenda:

To improve upon women education in the especially within the four communities the study collected data, it is recommended that local government unit as a matter of urgency should institutes a strategy to address low level of education among women in the district. To make education and training accessible in the district, it is recommended that an establishment of institutions or training center should be a topmost priority on the agenda of the local governments.

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