Need of skill development program to empowering women: an initiative of Skill India Mission

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**ABSTRACT**

It is often said that, “when women move forward, the family moves, the village moves, and the nation moves”( Pandit Jawaharlal Nehru). The present paper intent to analyze the programs and initiatives taken by the Skill India Mission under Ministry of Skill Development and Entrepreneurship to promote self-employment among Indian women seems always indulged them with domestic activities and they give priority to look after their child to give best life. Thus keep the women isolated from workplace and unable to lead them independent life. In order to increase the women workforce in the mainstream, govt taken many initiatives to encourage women employability in the workplace. Further a great number of women are involved in conventional and unorganized sector, which give them no security of wages or tenure, it keep them away to improve their social status and remain them in lower status . Hence it is necessary to remove the inadequacy between male and female, the gap has to be filled earlier to improve socio-economic status of the country. Therefore Skill India Mission comes with their special program to promote women employability by engaging them into training to develop skill among them. These training really cater the needs of women, by proving them all facilities like safe transport, flexible schedule, avail free accommodation and childcare support at the training center. It has transformed over 35.56 lakh women through various schemes viz. PMKVY, NAPS, JSS, CTS and CITS under MSDE to improve their social security, economy option and limit their opportunities to gain from newer, non-traditional professions.

**Key words:** SkillIndia Mission, self employment, women empowerment

1. **INTRODUCTION**

Unemployment is a burning issue in our India. Govt take many initiatives to removing unemployment among youths. The Skill India Mission not only focus on Male employability but also taken steps to involve all women in this program, so that will ultimately befitted to our economy and gender equality. Involvement of both male and female together in the workforce can lead financial stability and economic growth. Trainings given under this program really cater the all needs of women. For mothers they have special facilities to take care their children, females have free transportation and accommodation. This support system motivates our Indian women to lead a life of social independency through their active participation in the skill development training. In 2001, therefore declare as a “Women Empowerment Year” by the Govt of India under National policy for empowerment of women.

 Earlier in our society women got ignorance in every aspect of social development on the basis of gender biasness. Later on with changing time period women also got encouragement to participate in social issue. We can only consider our country as developed country if every individual equally contribute in the developmental process. Women always not suppose to be a house maker, more than they should be a skilled person, confident spirit and empowered women. The progress is still slow and limited in certain areas. As there is prevailing imbalanced position in mainstream, empowering women is now necessary for their betterment. Women can be empowered if they aware about their right and responsibility towards their country as a concern citizen.

 Skill India initiates training program for increase our economic growth by enhenching different skills and crafts among all. It full flegedly involved the women who always busy their self in house making, they also take training to themselves skilled person to earn for their self in nontraditional way under Skill India Mission. We can see the women of new age actively participate in job roles aligned to Industry 4.0 like those in Artificial Intelligence, 3D printing, Data Analytics etc. and also across in skills like welding, automobile mechanics etc. under this program as they provide proper support which encourage their inclusion rapidly in workforce. They also provide online webinar, online learning portals and online skill competition to boost their skill.

1. **OBJECTIVES OF THE STUDY**
2. To study the need of skill development among women.
3. The study the need of women empowerment through skill development program.
4. To study the various skill development program focus on women empowerment.
5. **METHODOLOGY**

This paper is based on purely secondary based data. The researcher collect data from different sources: books, websites, journal articles, e-books reports, virtual observation of various organizations and commissions, articles published in local papers, national and international, etc. This paper is conducted to aim at knowing how Skill India Initiatives help in empowering the rural women for their self employability and progressiveness of our socio-economic growth.

1. **WHAT IS SKILL DEVELOPMENT**

Skill is action of doing something in a very proficient manner. It denote having ability to perform in a expertise way through acquisition of proper training or practice over a period. A skilled person always been appreciated by others and they always try to create something new through their skill. People use their skill to earn money which gives them a livelihood.

 People learn or acquire skill through various skill development program initiated by GOI. Our govt provide Skill development program to engage our youth in workforce to develop our economic status by reducing the unemployment. Ministry of Skill Development and Entrepreneurship aims at establish skill development efforts over the country, by removing gap between demand and supply of manpower.

The Ministry aims to make skillful on large scale and high speed in order to achieve its vision of “Skilled India”. MSDE’s Vision 2025 adopts an ecosystem-enabling lens to transition India to high-skills equilibrium and help to create positive outcomes of individuals, enterprises and the economy. The three outcomes to be achieved through vision:

1. Enable individual economic grains and social mobility.
2. Create a skills market that is learner-centric and demand-driven
3. Facilitate aspirational employment and entrepreneurship generation, and catalyse economic growth.

The Mission has also incorporate skill based learning in school curriculum to create opportunities for both long term and short term training and employment. Being named as “Young” country, as India’s75% population under working age, skilled workforce will play crucial role in development of overall economic system of the country. According to the data from Centre for Monitoring Indian Economy (CMIE), employment rate increase to 37.95 in January 2021 from 36.9% in December 2020. MSDE’s flagship scheme -**Pradhan Mantri Kaushal Vikas Yojna,** has achieved 17.72 lakh women training. This scheme implemented by National Skill Development Corporation**,** with the aim of women empowerment and improving employment opportunities via short term training programs, special project and recognition of prior learning.

1. **SKILL DEVELOPMENT FOR WOMEN EMPOWERMENT**

Empowerment as a concept was introduced at the International Women’s Conference at Nairobi in 1985 where ‘empowerment’ defined as a redistribution of social, power and control of resource in favour of women (Marloes A. Huis, 2017). Empower mean when the person know their rights and take decision by themselves independently. A woman called empowered if she has power and control of her over her life. No one can’t make others empowered, empowerment comes within to stand up by own, may be the other person can support or encourage them to do this by themselves. Empowerment does not mean allow or give permission someone to do something, if a woman has to take permission about any decision of her life that refers someone taking the authorship of her.

 GOI initiates Skill India Mission, comes forward to make sure women empowerment by developing skills in them so that they can economically, socially, physically and mentally independent to lead their lives.

The Ministry provides schemes which aims at developing skill among all section of people including women, such as- Pradhan Manti Kaushal Vikas Yojna, National Apprenticeship Promotion Scheme, Jana Shikshan Santhan, Craftmanship Training Scheme, Craft Instructor Training Schemes. The details are given below of various schemes under MSDE :

**Table 1: Data of candidates taking skill training**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S.No** | **Name of schemes** | **Year** | **No of Male candidate trained** | **No of Female candidate trained** |
| 1 | PMKVY | 2016-21 | 64,37,213 | 48,30,646 |
| 2 | JSS | 2018-22 | 1,54,359 | 8,00,269 |
| 3 | NAPS | 2018-22 | 3,01,556 | 61,842 |
| 4 | CTS | 2018-21 | 39,37,114 | 5,30,406 |
| 5 | CITS | 2020-21 | 3,394 | 6,111 |

MSDE avail several initiates to achieve women empowerment by skill development program. They announce 10 initiatives following below to facilitate skill development and entrepreneurship among women-

1. **Long Term Skill Development Training via Industrial Training Institutes (ITIs):**

15,402 no of wide network of IITs over the country 22.82 lakh candidates have been enrolled (in the trades of one year and two-year duration) and among the candidates its give special focus women enrolment. Compared to 2014 there is 97% rise in enrolment in 2018 to reach 173,105 women trainees from 87,799. As a result we can see a large no of women actively participated in the non-traditional sector of work, which is connected to Industry 4.0 like those in Artificial Intelligence, 3D printing, Data Analytics etc. and also across in skills like welding, automobile mechanics etc.

1. **Short Term Skill Development Training:**

The flagship program of the Ministry,Pradhan Mantri Kaushal Vikas Yojan attempt to make greater involvement of women in the workforce by providing proper skill and addressing the gender equality in skill development. Further than the total 56 lakh candidates half of them were women candidates enrolled and trained under PMKVY get benefited from the scheme. However in women dominated work such as; Apparel, Beauty & Wellness and Healthcare, there is made major changes in women’s role with non-traditional role in the field of technician- computing and peripherals duty in this zone.

1. **Recognition of Prior Learning (RPL)**

 More than 4 lakh women under the Recognition of Prior Learning (RPL) align with various job roles according to their existing skill, provide them able to earn better livelihood.

1. **Apprenticeship Training:**

Along with UNDP and Society of Development Alternatives (DA), Skill India through NSDC, aims at running small scale program helps to organize large scale project, it give advantage to over than 50,000 women in 7 states/UTs . Directorate General of Training under MSDE plan to assist Apprenticeship training among women by undertake gender based study to analyse the restrictions of women engagement in the field of ITI and Apprenticeship Program.

 

**Figure 1: Women participation in skill development**

1. **Policy Interventions:**

The National Skill Development and Policy laid focus on creating larger participation of women in both training and apprenticeship by building infrastructure accordingly for their economic growth. Training delivery mechanisms suitable to their time, provide training at afternoon based on their local need to accommodate women; and confront safe and gender sensitive training environment.

 Apart from these, according to Common Norms of Ministry for various skill development programs they give special support for women candidates such as provision of boarding and lodging facilities; pay transportation cost for non-residential training programs and post placement stipends to enable new trainees to accommodate in new place.

1. **Special Women-Centric Projects:**

NSDC, through its training partners such as Mann Deshi Foundation, Shri Mahila Sewa Sahkari Bank Limited and Sri Sarada Math Rasik Bhita working on skill development of rural areas. NSDC along with the Ministry of Drinking Water and Sanitation focus on skill development of workers for Swachh Bharat Mission and has roles such as builder training for making twin pit toilets and gobar gas (bio fuel), which has seen encouraging participation from women.

1. **Partnerships with Private & Non-Government Organizations to boost skill development:**

Under a PMKVY project, Amrita Vishwa Vidyapeetham is intend to establish women empowerment in under privileged areas by availing training and opportunities in skill development. The project has seek around half population of women participant in Chhattisgarh, Odisha, Jharkhand, Kerala and Tamil Nadu. Humara Bachpan Trust in Odisha, Industree Crafts Foundation in Karnataka, Youthnet Home Stay Project in North East (Nagaland and Arunachal Pradesh), these NGOs are running to improve the economic stauts of marginal society.

1. **Projects in Pradhan Mantri Mahila Kaushal Kendra (PMMKK):**

Trainings are being conducted under this project for Self Employed Tailor, Beauty Therapist, Customer Care Executive, Hair Stylist, Yoga Trainer etc. with the availability of crèche facility in the centers so that the mothers of new born can take participate in skill training.

1. **Future jobs and industry-oriented courses:**

Skill India supporting non-traditional job roles for women related to Industry 4.0 such as Artificial Intelligence, 3D printing, Data Analytics etc. and has witnessed increased participation of women in hard skills like welding, automobile mechanics etc. These programs grab attention of young girls to train themselves in skills for job roles in unconventional and new-age areas like CNC mechanics, artificial intelligence, cyber security, that are in line with the future of jobs. In its consequence we can witnessed as many as 892 females were trained as automation specialists while about 500 were trained as CNC Operators in this past two years.

1. **Entrepreneurial Initiatives**

NIESBUD under the MSDE has designed Entrepreneurship Development Programs for the rural women with the aims at inculcate entrepreneurial values, attitude and motivation among the socially disadvanced women to take up challenges to set up an enterprise/Group Enterprises.

 It recognized entrepreneurial journeys of women through National Entrepreneurship Awards over and above the three awards specially targeted at them. Out of 33 companies which received awards, 12 were solely owned by women and in another two a woman was a co-founder.

 The government in this way tries to balance gender equality through employing both male and female in the economic growth of the country. Skill-building initiatives and New Education Policy emphasis on assure more women participation in the developmental process by providing supportive facilities to encourage them into the unconventional workplace, which helps them be empowered women.

**Conclusions**

India has come long way, Indian women have come long way. Literacy growth of women rise, gender gap has been reduced, women participation in workforce has increase rapidly. Skill India Mission empowered lot of women by sifting their existing skill into professional and formal. It helps to make their own identity in front of the society through contributing their service to the country and make them self independent by self employability. India has relized very earlier that the gender biasness should reduce to become a “developed country” from a “developing country”. It has working continuously through various ways, Skill India Mission is one of them lunched in 2015 under MSDE through NSDP has achieved greater success in bridge up space between male-female by providing special provision towards women. Which let women participate actively in the training program, later they involved in high paid job to lead their life without depending on others to mark them as empowered women..

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