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Proceedings of National Seminar on
**'SKILL DEVELOPMENT INITIATIVES IN INDIA :
STRATEGIES AND CHALLENGES'**
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KARNATAKA,**

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WOMEN EMPOWERMENT AND SKILL DEVELOPMENT - A RELATIVITY

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Introduction :

Women Empowerment refers to the creation of an environment for women where they can make decisions of their own for their personal benefits as well as for the society.

Women Empowerment refers to increasing and improving the social, economic, political and legal strength of the women, to ensure equal-right to women, and to make them confident enough to claim their rights, such as:

- 1) freely live their life with a sense of self-worth, respect and dignity,
- 2) have complete control of their life, both within and outside of their home and workplace,
- 3) to make their own choices and decisions,
- 4) have equal rights to participate in social, religious and public activities,
- 5) have equal social status in the society,
- 6) have equal rights for social and economic justice,
- 7) determine financial and economic choices,
- 8) get equal opportunity for education,
- 9) get equal employment opportunity without any gender bias,
- 10) get safe and comfortable working environment.

Why Women Empowerment is Important?:

1. **Under-employed and unemployed:** Women population constitutes around 50% of the world population. Many women around the world are unemployed. The world economy suffers a lot because of the unequal opportunity for women at workplaces.
2. **Equally competent and intelligent:** Women are equally competent. Nowadays, women are even ahead of men in many socio-economic activities.
3. **Overall development of society:** The main advantage of Women Empowerment is that there will be an overall development of the society. The money that women earn does not only help them and or their family, but it also helps develop the society.
4. **Economic Benefits:** Women Empowerment also leads to more economic benefits not to the individuals but to the society as well. Unlike earlier days when they stayed at home only and do only kitchen stuffs, nowadays, they roam outside and earns money like the male members of the society. Women empowerment helps women to stand on their own legs, become independent and to earn for their family which grows country's economy.
5. **Reduction in domestic violence:** Women Empowerment leads to decrease in domestic violence. Uneducated women are at higher risk for domestic violence than some educated women.
6. **Reduce Poverty:** Women Empowerment also reduces poverty. Sometimes, the money earned by the male member of the family is not sufficient to meet the demands of the family. The added earnings of women help the family to come out of poverty trap.

The National Skill Development Mission, headed by the Prime Minister, was launched in 2008, and a Co-ordinated Action Plan for Skill Development was formulated with a three tier structure that includes, (a) the Prime Minister's National Council on Skill Development, as the apex body for advice on policy and interventions, (b) the Skill Development Co-ordination Board to device detailed strategies, guidelines and instructions based on the advice of the council, and (c) the National Skill Development Corporation (NSDC), a non-profit company registered under the Companies Act of 1956. The role of the corporation is to identify the full range of skill development needs, develop processes with special emphasis on excellent standards and certifications, training of trainers, and proper delivery of training. Historically, vocational training has been primarily coordinated by the Directorate General of Employment and Training (DGET) under Ministry of Labour and Employment (MOLE), Government of India, while technical training falls under the Ministry of Human Resource Development. "The main objective of vocational education and training (VET) is to furnish the technical and management skills and help develop appropriate attitudes for specific occupations and jobs." However, this traditional objective is being widened now to include approaches and interventions that promote capacity building and empowerment and not just training per se. The present focus is to develop and achieve sustainable improvements in the livelihoods of the poor.

Women Empowerment through skill development :

Women from all sectors must be empowered. Hence in this regard there are any number of skills should be developed among women to bring in empowerment among them. They are as below:

1. **Financial Literacy** – women from higher levels certainly have theoretical knowledge about finance but practical knowledge must also be given to them. Women from gross-root level will not know anything about financial management at the larger level.
2. **Basic Computer education** - this is second most important area which must be strengthened. Every job involves the usage of computer. The education of Microsoft word, excel, PowerPoint should be added. This education will further add as a skill in the girl education which can be used in a job.
3. **Self-defense technique** – this should also be incorporated in the curriculum of a girl education. It not only will enhance her self-confidence but also equip them with the techniques which can be used in an emergency.
4. **English language** is also very important. Every job involves the usage of English language. Basic English should be taught so that it can be used in a job.
5. **Emotional Intelligence** is least understood by the girls. We can teach younger girls (1std onwards) not to trust any strangers which came to see them in school or any other place where they play or roam. If they encounter any such persons, always inform the issue to parents so that the parents can safeguard their girls before any crime takes place. This topic has myriad information which should be incorporated in the curriculum which is beneficial to girl's safety.
6. **Vocational education and training**- Vocational training has been a great success in bringing much of knowledge and skill among women. Hence with this empowerment is also easy. National Policy on Skill Development has been framed by ministry of Labour with instructions of Prime Minister.
7. **Skill development for unorganized sectors** – Approximately 93% of the country's workforce is from unorganized sector.

Conclusion :

Despite the huge task ahead with many intrinsic in skill development landscape in India at present, it is believed that the Government of India has been adequate attention on skilling the women as per world standards. The separate

of design. Further, accelerating entrepreneurship and self-employment is also crucial for large-scale employment generation in India. Skill development initiative focusing on specific needs and challenges faced by growing entrepreneurs is the key to promote self-employment among the Indian women.

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