

Empowering Women through Skill Development



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Abstract

Women form a significant proportion of the work force in India. Women participation and women rights to enabling women to have control over their lives and put forth influence in society. Women often face discrimination and gender inequalities, with some women experiencing multiple discrimination and exclusion because of factors such as sex, background or caste. Skill is the bridge between job and workforce. Women have different needs of skill training than men, as they are contributing as family workers, subsistence farmers, home-based micro entrepreneurs, or low-paid seasonal laborers, as well as handling their domestic work and care responsibilities. The main focus of skill development is to provide training to enhance their skills which ultimately improve the quality of their work by using proper skills. There are few challenges also which should be addressed properly for the women empowerment. There must be a conducive atmosphere for their effective participation.

Keywords: Women Empowerment, Skill Development, Issues and Problems

Introduction

Women constitute about 48% of the total population of the country. Women are legal citizens of the country and have equal rights with men. Women have always been marginalized and relegated to the status of subjugated class in Indian society. Women empowerment leads to enhance the social, economic, political and legal strength of the women. So that they have equal rights to men, and to make them confident enough to claim their rights, such as:

1. Freely live their own life with a sense of self worth, respect and dignity.
2. To make their own choices and decisions
3. Have equal rights and social status in society
4. Get safe and comfortable working environment

Objective of the Study

There are various objectives for empowering women through skill development which are as follows:

1. To increase or strengthen the level of women participation in job
2. To cope up with challenge of advance advancement in technology
3. To enhance the standard of living of women
4. To open the gateways of opportunities for them.

Methodology

The research design in this study is descriptive research design. In order to achieve the research objectives, the study is based on secondary data. The data has been collected from various websites, newspapers and reputed journals.

Meaning of Women Empowerment

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

Skill Development Policies for Women Empowerment

To meet the basic and specific needs of both the men and women in rural areas there is need to implement the skill development policy:

1. There should be target oriented training to the men and women in rural areas. Their performance must be compared with that of past statistics so that level of progress can be evaluated.
2. The timetable of rural areas for training programmes should be adjusted as per their needs and requirements.
3. There must be separate sanitation facilities as well as safe school facilities also.
4. Timely scholarships should be given to girls to include technical subjects in their studies.

5. Employment opportunities must be given after training so that there must be rise in participation of women and girls for training.
6. Proper knowledge of various new digital technologies and ICTs should be given to them so that they can gain benefit by using such technology to attain distance education also.
7. Women should be given knowledge about banks and saving, investing schemes, about business etc.

National Policy on Skill Development

The Indian government has declared 2001 as the year of women empowerment. The national policy has set up various goals and objectives. These are meant only for upliftment, development and empowerment through social, economic, political and cultural aspects. This lay emphasis on creating awareness among them.

1. There must be elimination of child discrimination and all forms of violence against women.
2. Need of the hour is to change the social attitudes by the equal participation opportunities both for men as well as women.
3. The legal systems and regulations should be improved for women.
4. Male and female should have equal access in health, education, vocational guidance, public life, wages and remuneration etc.
5. Women should equal right to participate in all the decisions.
6. A healthy environment should be created to realize women their full potential both at social and economic levels.

Various Legislations and Different Acts

For women empowerment government of India framed out following legislations and acts:

1. Immoral Traffic (Prevention) Act-1956
2. Dowry Prohibition Act-1961
3. Maternity Benefit Act-1961
4. Medical termination of Pregnancy Act-1971
5. Equal Remuneration Act-1976
6. Commission of Sati (Prevention) Act-1987,
7. Pre-Conception & Pre-Natal Diagnostic Techniques (Regulation and Prevention of Misuse) Act-1994,
8. Prohibition of Child Marriage Act-2006

9. Sexual Harassment of Women at Work Place (Prevention, Protection and) Act-2013
10. Juvenile Justice (Care and Protection of Children) Bill, 2015 etc.

Issues and Problems Faced by Women in India

1. Women are sexually exploited at their work place, streets, schools, colleges, homes etc. by males.
2. The major problem faced by women and their families now days is demand of dowry and bribe by the boy's families.
3. There is a huge disparity between educational level of male and female. Still, there is high level of illiteracy among the women.
4. 70% of Indian women face domestic violence after their marriage by their in laws.
5. Lack of proper nutritional food is not given in the childhood which proves to be a challenge in their future.
6. Women face various difficulties in search of suitable and safe job as they face high level of exploitation and harassment.
7. The most common problem in India is female foeticide.

Conclusion

So it can be concluded that women represents half the world population and discrimination exist everywhere. Women should be given ample opportunities for education so that there will be increase in literacy rate. Women empowerment generally works in a chain system. If women are empowered then there will be improvement in physical health which in turns leads to improve in mental health also, this will increase in the spirit of competency, self-esteem, self-reliance and ultimately improves the social, economical, political interventions for women. Women empowerment issue should be taken into consideration at international level.

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