

A Study of Vocational Training on Women Empowerment:-A Case Study in Indore

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Abstract

Women empowerment is empowering the women to take their own decisions for their Personal dependency. Empowering women is to make them independent in all aspects from mind, thought, rights, decisions, etc by leaving all the social and family limitations. It is to bring equality in the society for both male and female in all areas. Women empowerment is very necessary to make the bright future of the family, society and country. Women need fresh and more capable environment so that they can take their own right decisions in every area whether for themselves, family, society or country. The present study helps to find out the important role of vocational training centers in Indore that enforce women empowerment successfully in Indore.

Keywords: Vocational training, Self-realisation, NMEW, DWCRA. Women empowerment.

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1. INTRODUCTION

Women empowerment is empowering the women to take their own decisions for their personal dependent. Empowering women is to make them independent in all aspects from mind, thought, rights, decisions, etc by leaving all the social and family limitations. It is to bring equality in the society for both male and female in all areas. Women empowerment is very necessary to make the bright future of the family, society and country. Women need fresh and more capable environment so that they can take their own right decisions in every area whether for themselves, family, society or country. In order to make the country fully developed country, women empowerment is an essential tool to get the goal of development.

According to the provisions of the Constitution of India, it is a legal point to grant equality to women in the society in all spheres just like male. The Department of Women and Child Development functions well in this field for the proper development of the women and child in India.

Women are given a top place in India from the ancient time, however, they were not given empowerment to participate in all areas. They need to be strong, aware and alert every moment for their growth and development. Empowering women is the main motto of the development department because an empowered mother with child makes the bright future of any nation.

With the slogan of women empowerment the question arise that “are women become really strong?” and “has long term struggle ended?”. Many programmes have been implemented and run by the government such as International Women’s Day, Mother’s Day, etc., in order to bring awareness in the society about the true rights and value of the women in the development of the nation. Women need to be progressed in the number of spheres. There is a high level of gender inequality in India where women are ill treated by their family members and outsiders. The percentage of illiterate population in India is mostly covered by the women. The real meaning of the women empowerment is to make them well educated and leave them free so that they can be capable to take their own decisions in any field.

Women in India are always subjected to the honour killings and they never given their basic rights for the proper education and freedom. They are the victims who have to face violence and abuse in the male dominated country. The National Mission for the Empowerment of women (NMEW) launched by the Indian Government, has shown some improvement in the 2011 census. The ratio of female sex and female literacy both has increased. According to the Global Gender Gap Index, India needs to take some advance steps to improve the women position in the society through the proper health, higher education and economic participation. Women empowerment needs to take full speed in right direction instead of being in nascent stage.

Pandit Jawaharlal Nehru had rightly said “To awaken the people, it is the women who must be awakened. Once she is on the move, the family moves, the village moves, the nation moves”. In India, to empower the women, first it needs to kill all the demons who are killing women’s rights and values in the society such as dowry system, illiteracy, sexual harassment, inequality, female infanticide, domestic violence against women, rape, prostitution, illegal trafficking and other issues. Gender discrimination in the nation brings cultural, social, economic and educational differences which push country back. The most effective remedy to kill such devils is making women empowered by ensuring the Right to Equality mentioned in the Constitution of India.

These are giving priority to the gender equality facilitates women empowerment all over the country. To get the high level goal of women empowerment, it should be promoted from the childhood in each and every family. It needs women to be strong physically, mentally and socially. Since the better education can be started at home from childhood, the upliftment of women needs healthy family to bring a holistic development of the nation. Still in many backward areas, there is a trend of early marriage and childbirth because of the poverty, insecurity and illiteracy of the parents. In order to empower women, various steps have been taken by the government to prevent violence, social separation, gender discrimination and abuse against women.

Women empowerment has the power to change many things in the society and country. They are much better than men to deal with certain problems in the society. They can better understand the disadvantages of the overpopulation for their family and country. They are fully able to handle the economic conditions of the family and country through proper family planning. Women are capable enough to handle any impulsive violence in comparison to the men whether in the family or society.

Through women empowerment, it can be possible to change the male dominated country into the equally dominated country of rich economy. Empowering women may easily help to grow each and every member of the family without any extra effort. A woman is considered to be responsible for everything in the family so she can better solve all the problems from her own end. Empowerment of the women would automatically bring empowerment of everyone.

Women empowerment is the better treatment of any big or small problems related to human being, economy or environment. In few last years, the advantages of the women empowerment are coming out in front of us. Women are being more conscious about their health, education, career, job and responsibilities towards family, society and country. They are taking part in the every area and showing their great interest in each field. Finally, after long years of hard struggle they are getting their rights to go ahead on the right track.

2. REVIEW OF LITERATURE

Jamil Ahmed (2011) identified the key links between education and women empowerment. Education provides critical foundation for women empowerment. The author conclude that despite the progress made by the Indian women, the life of the average of Indian women from birth through infancy, childhood, adolescence, marriage, mother hood is a long journey of battle against discrimination due to socio cultural structure of the society. Hence, the economic empowerment of women is essential for achievement of gender equality in all spheres.

Das Mallika, (2001) explained the initial problems faced by the Indian women, similar to those faced by women in Western countries. However, Indian Women Entrepreneurs faced lower levels of work and family conflicts there reasons for starting and succeeding in business are different. Thus, the article helps to understand the characteristics of women entrepreneurs in India.

N. Rajani and D. Sarada (2008) observed that entrepreneurship amongst women has been recent development. Further they stated that the enterprises started by women are so greatly influenced by the decisions and desires of the members of the family. Women entrepreneurs who receive support from family, relatives and other support systems to manage their own enterprises successfully.

Awati Shubhangi (2009) analyzed women entrepreneurs from socio- economic point of view. She found that development of women entrepreneurs depends upon the social, educational, economic background of the women. Formal education of entrepreneurship helps to improve performance. Existing policies of the government are also supporting these women entrepreneurs to develop progressively. She also stress on problems like male dominant factor, discriminatory attitude of banks, family obligations etc. Finally, she also stressed on measures for the development of women entrepreneurship like better education facilities, adequate training and skill development programmes, government support for marketing and financial assistance etc.

Divase Smita Suhas (2002) analyzed the strengths and weaknesses of various development approaches adopted for empowerment of women. The study examined the feasibility of participatory approach to development, to study the efficiency of existing development interventions and suggested new initiatives to determine the appropriate development partners in the process of empowerment of women. The study revealed that those handicraft artisan women who come under institutional fold have been empowered personally and economically than those who are functioning on their own. Drafting Committee of 12th Plan working Group on Women's Agency and Empowerment (2012) reported Indian Government studied the issues of (i) Contextualizing 'Empowerment': Emerging Issues and Challenges. (ii) Legal framework for Women. (iii) Engendering Schemes and Programmes & Skill Development amongst Women. (iv) Women as prime movers in Governance. (v) Gender Mainstreaming and effective Accountability Mechanisms. Finally they have proposed the amount Rs. 7575.72 crore for the empowerment of women.

Rao Lakshman V. (1986) pointed out the role of entrepreneurship in economic development. According to him in both developed and developing countries entrepreneurship is a key to rapid economic development. He also focused on the role of human resources in economic development. The level and the rate of economic growth depend on natural resources, capital accumulation, human resource development and technological progress. It has provided the socio cultural environment which is favourable for the growth of women entrepreneurship.

Amarnath R. and Uma Mohan C. (1963) described impact on middle class women taking up economically productive roles. In his article authors used six parameters- role, perception, say in decision making, acquisition of assets, economic freedom, spouse's cooperation and perception of status change. A sample of 68 middle class women employed in different sectors of Andhra Pradesh in the age group of 25 to 45 years were selected. The finding of the research indicates that the employment of women has led to the greater say in the decision making process.

National Commission for Women (2002) studied a large number of judicial decisions of supreme and various high courts examined the legal provisions available for women. It also studies various policies issues and future plans that could best enhance the role of women contribution towards sustainable development in the country. It also investigated the challenges that policy makers and the judiciary face on how to improve the status of women. The study also examined the merits and demerits of the existing provisions of law and other policies. It concluded that women belonging to deprived and poorer sections of Indian society irrespective of their social strata or region are not in a position to solve their problems. More than 400 million women of this country hardly have social, economic, legal or political attribute of any strength.

3. OBJECTIVE OF THE STUDY

To study the Impact of vocational training on women empowerment

4. RATIONALE OF THE STUDY

Nobel Laureate Malala Yousafzai famously quoted “I raise up my voice –not so I can shout, but so that those without a voice can be heard...we cannot succeed when half of us are held back.”, and that sentiment precisely outlines the basis of new age women empowerment. Discrimination against women is rampant all over the world even in this 21st century. Patriarchal societies in most countries are adept at exploitation as well as victimization of women. Even though about 50% of the world’s population consists of women, but unfortunately most of them are denied basic rights of education, freedom of speech, voting power and even independent identity. Crimes directed specifically against women are reported from all over the world. There still remain questions about acceptance of women empowerment in the most advanced of countries, while developing nations and nations under political duress are far from achieving the desired status. The present study emphasises on the need of women empowerment that can be facilitated by vocational training in India. Focus of the research area was Indore region where large number of women are benefited by vocational training to acquire women empowerment.

5. RESEARCH METHODOLOGY

Research Question- To study the significant impact of Vocational Training on women empowerment in Indore region

Sample Size- 120 women were contacted at various vocational training centres at Indore.

Tool- Structured questionnaire was used to collect information for the research

Statistical Tool- Regression analysis was conducted to study the impact of Vocational training on women empowerment

Findings of the research indicate a significant impact of vocational training on women empowerment. Investing in skill and education for women and men leads economies to achieve dynamic growth with a strong skilled workforce. These are basic facilities and services, which should form an integral part of the design, implementation, monitoring and evaluation of skill training and development at institutes. The key strategy for women’s empowerment and promote gender equality is to combine policies and skill development institutions at the local level. Education and skill development is the most significant instrument of individual self-realisation, and is an absolute necessity to boost women empowerment today.

On the basis of the results attained the research question clarifies the fact that vocational training is significantly impacting women empowerment in Indore region that is directly affecting education, financial, political, social and self esteem of women at large in Indore.

Table 1: Showing regression model summary

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.728 ^a	.174	.167	7.841

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a. Predictors: (Constant), VT

R-Square provides an indication of the regression model that constitutes a "good" R-Square which differs depending on the setting and type of data used. Square is simply the percentage of variance in the dependent variable explained by the collection of independent variables. In this case it's about 72%.

Table 2: Showing analysis of variance

ANOVA ^b						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1403.242	1	1403.242	22.824	.000 ^a
	Residual	6639.931	108	61.481		
	Total	8043.173	109			

a. Predictors: (Constant), VT
b. Dependent Variable: WE

The term "sig" refers to "significance test" which another way of saying statistical hypothesis tests. In other words, numbers in columns labelled "sig" are p-values and, therefore, give the results of the hypothesis test. In this case, the p-values refer to the test of the entire model as a whole. Since p value is .000 which is less than .05 indicating to the model fitness for the variables used for the study.

Table 3: Showing coefficients

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	86.024	2.948		29.184	.000
	VT	.048	.010	.418	4.777	.000

a. Dependent Variable: WE

The term "sig" refers to "significance test" which another way of saying statistical hypothesis tests. In other words, numbers in columns labelled "sig" are p-values and, therefore, give the results of the hypothesis test. In this case, the p-values refer to the test of the entire model as a whole. Since p value is .000 which is less than .05 this indicates the acceptance of hypothesis stating that vocational training has significant effect on women empowerment. There are many factors that women attain due to vocational training that has a significant effect on women empowerment.

The following studies have thrown ample light on the status of women in India and the gradual changes that have been occurring in the society's attitude towards women, empowerment of women and women coming out of the traditional clutches and emerging as earning hand of the family as well as their decisional roles.

Sethuraman, Kavita, Lansdown, Richard and Keith and Sullivan (2006) expressed the relationship between women empowerment, maternal nutritional status and nutritional status of their children aged 6 to 24 months in rural Karnataka. The researchers found malnutrition in 83.5 per cent children and 72.4 per cent mothers. Tribal families had less access to electricity, education and health care. Tribal women had greater decision making capabilities and freedom of movement. The study findings suggest that better community based nutrition program should be designed which help in reducing malnutrition.

Sharma Sheetal (2006) stated the realities of women in rural India. Most of the times women are deprived of some of the fundamental human rights and this is justified in the name of tradition. In rural areas women are generally confined to household duties and cheap labour. They are not supposed as substantial income generating source. Without the power to work and earned a good income, their voices are silenced, as they are economically dependent.

Rao M.K. (2005) in a book entitled "Empowerment of Women in India" focused on Women's Participation in rural, non-farm employment, Factors Influencing the Participation of Females in rural, non-farm employment, Women in Farm and Non-Farm Employment in Tirunelveli District, Tamil Nadu, Employment of Women in the Farm and Non-farm Sector in Goa, Women Enterprises in the Informal Sector in Punjab. He also explained need for empowerment of Tribal women, views and perceptions of DWCRA Beneficiaries, empowerment of Women through DWCRA programme, welfare and empowerment of women in India, conditions of Scheduled caste women in Social Sector, strategies for empowerment of Women in India, Problems of Girl Child labour in India.

Ganesamurthy, V.S. (2008) his book entitled "Empowerment of women in India: social, economic and political", focused on the extent of empowerment of women in a nation is largely determined by three factors, viz. economic, social and political identity. The Tenth Five Year Plan (2002-07) called for a three pronged strategy of social empowerment, economic empowerment and providing gender justice to create an enabling environment of positive, economic and social policies for women and eliminating all forms of discrimination against them. The Government of India has initiated various schemes spread across a broader spectrum such as women's need for shelter, security, safety, legal aid, justice, information, maternal health, food, nutrition etc. as well as their need for economic sustenance through skill development, education and access to credit and marketing. For a holistic empowerment of the woman to happen - social, economic and political aspects impacting a woman's life must converge effectively. The multiple roles of women

and the meagre ability to access resources and available assets are areas of concern. It is important to emphasize that women require adequate security and protection to be self-reliant.

Pandya Rameshwari (2008) in her book entitled "Women Welfare and Empowerment in India: Vision for 21st Century" explained policies and programs at different levels of the government cover various dimensions and strategies in gender development in India. Over the years, efforts have been made to empower women socially, economically, and politically. However, due to a lack of synergy and coordination, the achievements are not satisfactory. It is imperative that an integrated policy and strategy be formulated to address the economic, social, and political issues related to women, along with the requisite programs and schemes. Though India has created protective legislations for women, the enactments have not been easy to implement. Although the constitutional commitments to women find reflections in the planning processes, legislation, policies, and programs of the central and state governments, the current socio-economic status of women is unsatisfactory in terms of almost all important indicators of human development.

T.Lavanya (2010), mentioned in his book "Women Empowerment through Entrepreneurship". India's Eleventh Five Year Plan (2007-2012) has recognized for the first time that women are not just equal citizens, but are also acknowledged as agents of economic and social growth. Author further explained that any development strategy will be lop-sided without involving women, who constitute half of the world population. Women entrepreneurship has gained momentum since the early 1980s when countries in Asia - particularly India and China - and elsewhere started liberalizing their economies. The resultant globalization - propelled by foreign direct investment, technological innovations, and manufactured exports - has brought a wide range of economic and social opportunities to women entrepreneurs. This book examines the various aspects of women entrepreneurship in India. It also explains the experience of other countries in this regard. **Jumani Usha, (1991)** conducted a study to analyse the status of self employed women in rural India. She concluded that economic activities through which income of self employed women will be increased. Women should be in consonance with time availability with family roles and with their awareness levels.

Ganesan S. and Duraipandian R. (1983) evaluated motivational factors and assess the success rate of women entrepreneurs in Tamilnadu. He has classified problems of women entrepreneurs into personal, social and economic problems. Study found lacunas in experience, adequate technical knowledge, business attitude, conservative attitude towards risk bearing capability and some other personal and family problems. He also found that women in general face a lot of problems in the male dominated society. Women do not have their own choice even in the matter of education. The author concluded the overall development of women entrepreneurship along with various problems of women.

Farid Ahmed, Rahaman M.H. & Begum S. (1996) studied rural women of Bangladesh. He found in his study that women share has increased in household employment which resulted in the increase in family income. Ultimately he found that decision making capability of these women increased due to household employment. It is desirable for the well-being of the family.

Ramesh T. & Vijaya Laxmi (2007) focused on rural and urban women entrepreneurship. He suggested few schemes for women entrepreneurship providing finance and training assistance to poor women to start self employment units. He also listed some successful examples of

cooperatives managed by women. He also suggested that a separate policy should be introduced to encourage women entrepreneurs. **Khyadagi Kashibai S. and Sivashankar N. (2007)** stated economic independence of women facilitates women entrepreneurship. He also stated that women are the key contributors to the economy and in poverty eradication through remunerative and non-remunerative work at home, in the community and at the work place. The economic contributions of women are related to their status and role in the family and in the society. The problem of poverty cannot be tackled without providing opportunities of productive employment to women. Economic independence of women will lead to social and economic change.

Shaik Shafeequr Rahman & Nikhat Sultana (2012) focused on the contribution of Shri Mahila Griha Udyog Lijjat Papad on women empowerment. The study found positive contribution in the psychological, social and economic factors in empowerment of women through SMGULP and expressed opinion about new organizations like SMGULP should play an important role in empowering socially and economically backward women.

Malathi Ramanathan (2004) has made an attempt to study the growth and progress of an organisation, resulting from a group of women's practical step to get supplementary earnings. The article concludes that the organisation was positive in its approach in promoting economic empowerment of women. The article also explained the reasons for success even being a women oriented organisation, constructive change in the lives of sister members and the people around.

Sharma Arpita (2011) highlighted the challenges faced by women in the path of empowerment and the development policies for women. The article concluded that India is committed to the cause of empowerment of women, but the journey towards the progress is long and difficult. Policies to rise marriage age, enhancement of education and employment opportunities will empower Indian women in some respect.

6. CONCLUSION

Women empowerment is the better treatment of any big or small problems related to human being, economy or environment. In few last years, the advantages of the women empowerment are coming out in front of us. Women are being more conscious about their health, education, career, job and responsibilities towards family, society and country. They are taking part in the every area and showing their great interest in each field. Finally, after long years of hard struggle they are getting their rights to go ahead on the right track.

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