

## WOMEN EMPOWERMENT THROUGH SKILLS AND TRAINING DEVELOPMENT: A STUDY OF PRADAN INITIATIVES AND FUTURE TREND

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*Abstract: Women empowerment is the buzzword now-a-days. No country can afford development without considering women who constitute about half of its stock of human resource. Thus the intervention of skills and training development is essential tool for women's economic development. Empowerment is a process by which women take control of their lives through expansion of their choices. The concept of empowerment has been the subject of much intellectual discourse and analysis. Empowerment is defined as the processes by which women take control and ownership of their lives through expansion of their choices. Thus, it is the process of acquiring the ability to make strategic life choices in a context where this ability has previously been denied. The core elements of empowerment have been defined as the ability to define one's goals and act upon them, awareness of gendered power structures, self-esteem and self-confidence . Empowerment can take place at a hierarchy of different levels – individual, household, community and societal or in other words home, village, state and nation and is facilitated by providing encouraging factors like exposure to new activities which can build capacities and removing inhibiting factors like lack of resources, skills etc. Gender equality is central to realizing Millennium Development Goals. Gender equality will not only empower women to overcome poverty but also their children, families, communities and countries. Thus, gender equality produces a double dividend benefits to both women and children. However eliminating gender discrimination and empowering women will require enhancing women's influence in the key decisions that save their lives. Women themselves are the most important catalyst*

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*for change The present study is an attempt to assess the women empowerment through skills and training development in sustainable livelihood in Madhya Pradesh and Chhattisgarh. This study also examines the initiatives taken up by the leading NGO Pradan in the field of skills and training development in the two states. The quantitative and qualitative data both have been used in the study based on the information available on the various skills and training related programmes carried out by the Pradan to empower rural women. This paper also deals with the changes in the livelihood in agriculture and forestry based activities before and after the skill and training programme. Some prediction models and case studies have also been developed based on the base information and valuation of the activities and revenue generated in the two states . The analysis methods include historical trend analysis, linear regression analysis using software tools. This study strongly recommends that there is a future potentials for the women empowerment through skills and training development in Madhya Pradesh and Chhattisgarh. The budget should be available for conducting various training and skills development programme in the other rural areas where no programmes has been carried out. The adequate manpower and skilled professionals are also required to implement the government innovative schemes for skills and training development. It is highly recommended that the skills and training development programme should be designed in such a way it must include the priorities of women based on their existing occupational pattern. The micro entrepreneurship development in the state is an indicator of economic development of women in India.*

**Key words:** Empowerment, skills, training, livelihood, micro entrepreneurs

## INTRODUCTION

Women empowerment is the buzzword now-a-days. No country can afford development without considering women who constitute about half of its stock of human resource. Thus the intervention of skills and training development is essential tool for women's economic development.

Empowerment is a process by which women take control of their lives through expansion of their choices. The concept of empowerment has been the subject of much intellectual discourse and analysis. Empowerment is defined as the processes by which women take control and ownership of their lives through expansion of their choices. Thus, it is the process of acquiring the ability to make strategic

life choices in a context where this ability has previously been denied. The core elements of empowerment have been defined as the ability to define one's goals and act upon them, awareness of gendered power structures, self-esteem and self-confidence. Empowerment can take place at a hierarchy of different levels – individual, household, community and societal or in other words home, village, state and nation and is facilitated by providing encouraging factors like exposure to new activities which can build capacities and removing inhibiting factors like lack of resources, skills etc.

Gender equality is central to realizing Millennium Development Goals. Gender equality will not only empower women to overcome poverty but also their children, families, communities and countries. Thus, gender equality produces a double dividend benefits to both women and children. However eliminating gender discrimination and empowering women will require enhancing women's influence in the key decisions that save their lives. Women themselves are the most important catalyst for change.

Over the last two decades, India's planning process has increasingly recognized the need to address gender inequalities. Formal earmarking of funds for women began with Women's Component Plans in 1997-98, however, gender sensitivity in allocation of resources started with the Seventh Plan. The plan documents have over the years reflected the evolving trends in gender matters.

- The **Seventh Plan** introduced the concept of monitoring of 27 beneficiary oriented schemes for women by DWCD. The exercise continues and number of schemes covered is being expanded.
- The **Eight Plan** (1992-97) highlighted for the first time a gender perspective and the need to ensure a definite flow of funds from the general developmental sectors to women. The Plan document made an express statement that ".....the benefits to development from different sectors should not be pass women and special programmes on women should be complementing the general development programmes. The later, in turn, should reflect great gender sensitivity".

- The **Ninth Plan** (1997-2002) adopted “Women Component Plan” as one of the major strategies and directed both the Central and State Governments to ensure “not less than 30 per cent of the funds/benefits are earmarked in all the women’s related sectors. Special vigil advocated on the flow of the earmarked funds/ benefits through an effective mechanism to ensure that the proposed strategy brings forth a holistic approach towards empowering women.
- **The National Policy for Empowerment of Women 2001** envisaged introduction of a gender perspective in the budgeting process as an operational strategy.
- **Tenth Plan** reinforced commitment to gender budgeting to establish its gender-differential impact and to translate gender commitments into budgetary commitments.
- **Eleventh Plan** has recognized women not just as equal citizen but as agents of economic and social growth. The approach to gender equity is based on the recognition that intervention in favour of women must be multi-pronged and they must (i) provide women with basic entitlements (ii) address the reality of globalization and its impact on women by prioritizing economic empowerment, (iii) ensure an environment free from all forms of violence against women, (iv) ensure the participation and adequate representation of women at the highest policy levels, and (v) strengthen existing institutional mechanism and create new ones for gender mainstreaming and effective policy implementation.

The women empowerment play a very important role at the micro level, or at the family level, for their sustainable livelihood. For economic sustainability the recycling of the fund flows is essentially required to strengthen the credit delivery system at the micro level. There is a need for the auditing of the statement of Income and Expenditure to have the clear picture and the status of each beneficiaries or borrower or the functioning of the SHGs. Thus the allocation of the gender budget, its utilization for specific activity could be measured through its expenditure carrying forward the balance amount for other gender development purpose. The

identified schemes for the gender development and women empowerment need to be monitored by the autonomous agency to ensure the progress in the specific activity. To increase the forest cover and to ensure the sustainable livelihood of the family it is a high time revise the allotment of budget. As the present status of the budget availability is very meagre so far the development and upliftment of the people is concerned.

Some of the studies carried by Singh, (2003, 2004, 2007, 2008 and 2010, 2012,) dealt with women empowerment through agricultural resources , livestock resources, and forest resources focuses on the gender participation and women empowerment . A detailed study is required to instigate out the women empowerment through forest resources.

However, the attempts has so far been made in the above studies and research requires to investigate out, the level of women empowerment through forest developmental activities agricultural development activities micro finance SHGs formation and development and how Educational empowerment of women; Social empowerment of women.; Economic empowerment of women; Women empowerment through conservation and protection of forest and collection of the Forest resources is increasing and it becomes essential to document the Attitudinal change among women after empowerment and gender participation in the various rural resources in the study area for sustainable livelihood in the study area. It was also essential to curb the intensity of domestic violence to strengthen the level of women empowerment in the study areas. The women empowerment depends upon many variables such as skills development, training programmes, changes in occupation structure in the forest villages, which affects the ways of utilizing available resource and affecting livelihood of tribal people. (Singh, 2012, 2014).

Thus, this study aims at analysing the following objectives:

#### **OBJECTIVES**

- to assess the women empowerment through skills and training development in sustainable livelihood in Madhya Pradesh and Chhattisgarh.

- To prepare and develop a list of activities and initiatives taken up by the leading NGO Pradan in the field of skills and training development in the two states.
- To develop a prediction model and to find out the future trend innovations, skills and training programmes on the women empowerment.
- lastly to suggest a future trend and predicted growth model for the empowerment of the women.

## **METHODOLOGY**

The quantitative and qualitative data both have been used in the study based on the information available on the various skills and training related programmes carried out by the Pradan to empower rural women.

A list of detailed activities taken up by the Pradan NGO was obtained from the Annual Report of the Pradan on various aspects of skills and training programme carried out by the NGO and Before and after intervention of pradan Ngo has also been analysed in the study . The changes in the livelihood in agriculture and forestry based activities were also taken for the consideration such as how many women trained in different activities, impact of programme on livelihood. Before and after analysis has also been used in the study. Some prediction models and case studies have also been developed based on the base information and valuation of the activities and revenue generated in the two states . The analysis methods include historical trend analysis, linear regression analysis using software tools.

### **Analysis**

#### ***(i) Women Empowerment - Building Livelihood***

In 2012-13 we helped 1,51,362 families build better livelihood- which is 9% growth from previous year

***ii) \***

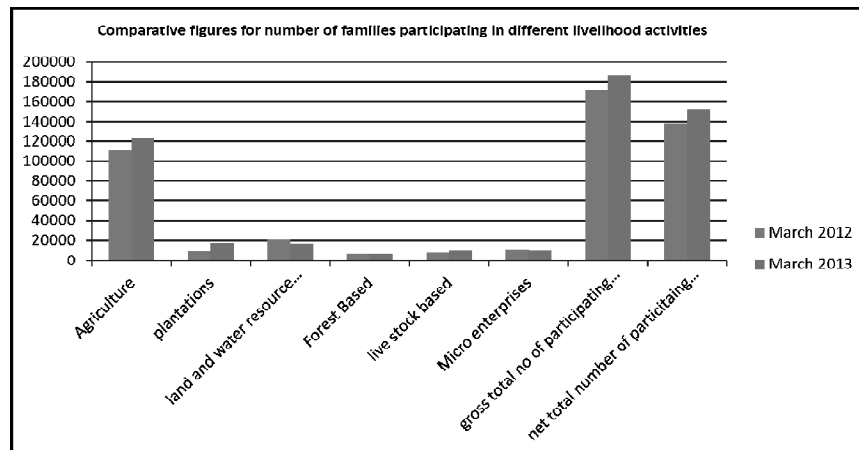


Figure 1

*iii) Women-empowerment - Improving Agriculture (Dhamtari, Chattisgarh)*

1,22885 farmers with 322626 tonne productivity and Rs 2,083 million income, we produced 175380 tonnes of food crops valued Rs 1,88 million and 147246 tonnes of cash crops values at Rs 1536 million. Provided 417889 days of training on better farming practices of which 288006 days were for SHG women farmers. Worked with 156592 women farmers who had a collective net income of Rs 286 crore.

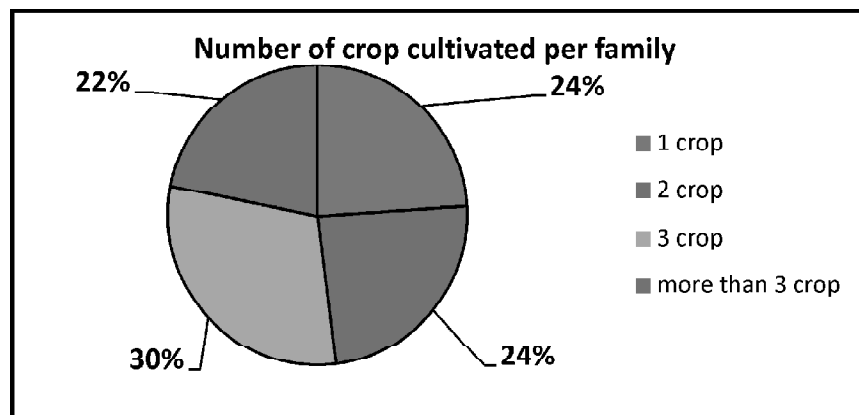


Figure 2

*iv) Women empowerment - Promoting Forest Based activities*

6849 tasar farmers with Rs 56.345 million in income, 1,1,117 lac farmers with Rs 8 million in income. Though the lac cultivation in the state is gradually expanding, there is further more scope to cover a very large number of host trees, so as to provide extra source of income and means of livelihood to all other beneficiaries also who are not covered in any of the schemes so far. As per an estimate there is roughly 2 crore, lac host trees are available most of which are on private holding and remaining are on the fringes of the forest boundary. The state has a very ambitious plan to grow lac on 20 lakh more host trees within next 3 to 4 years of time, it is sure that most of the farmers and villagers holding host trees will be benefited to a great extent.

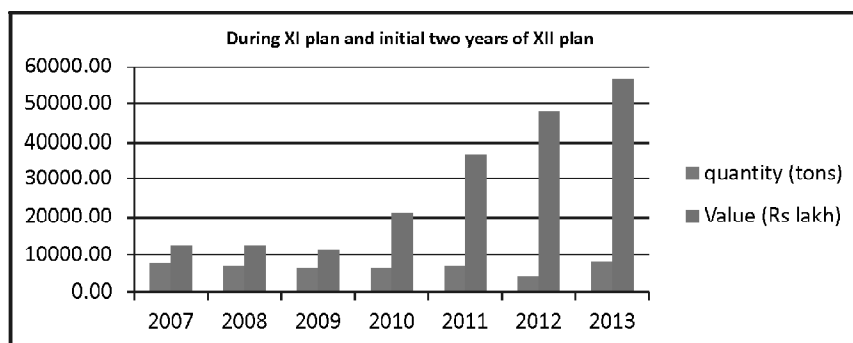


Figure 3

**Trend Analysis for lac processing**

*Chhattisgarh*

Cultivation of lac in Chhattisgarh is spread over all the districts except in few, namely Janjgeer-Chapa and Kondagaon. Forest occupy about 42% of total geographical area of the 2 state. Majority of the rural population live in and around forest and are directly or indirectly dependent on the forest for their livelihood. Availability in plenty of natural lac host plants and favourable climatic conditions in the state are the main reason for lac farming. Like other main forest produce lac has also ready local markets. But due to lack of



organised farming and selling of raw lac, farmers has no direct approach to the market and produce is often sold to middleman.

Out of total no. of JFMCs on an average 300-400 JFMCs only qualify every year for 15% of money and rest are deprived of getting such amount. Keeping this in view govt. has taken initiative to create a revolving fund which is 30% of that of 15% amount. Out of this kitty loan is advanced to those JFMCs for their village development and other requirement which do not qualify for 15% of amount. This provision makes such kind of JFMCs inspired and motivated for continuous forest protection activities.

### *Madhya Pradesh*

A number of integrated approaches were implemented to support and promote sustainable rural livelihoods to improve food security and enhance access to resources of vulnerable communities at the community-level. Fish farming, riverbed vegetable farming, off season vegetable and farm training, improving traditional skills for produce like Lac were some of the activities carried out since 2010. Implementation of these activities has significantly reduced seasonal migration, increased income and self employment, helped diversify livelihood options, reduced burden on women and enhanced social and political capital.

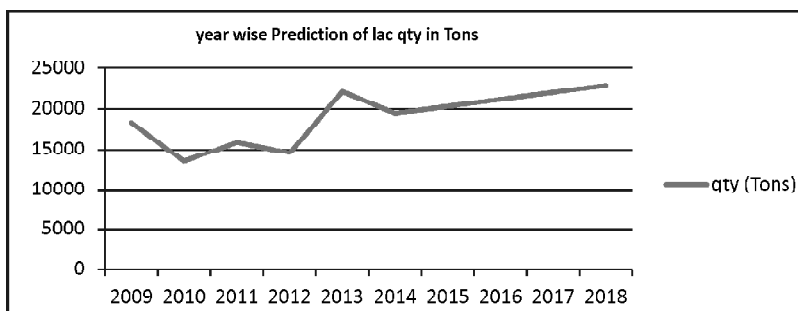
**Table 1**  
**Lac processing in India**  
Lac processing in India

<i>year</i>	<i>qty (Tons)</i>
2009-10	18400
2010-11	13500
2011-12	15892
2012-13	14594
2013-14	22149

Table 1, shows the Lac processing in India from 2009 to 2014. It is evident that the Lac processing in India has increased by 3749 tonnes in 2013-14.

Based of above data, prediction model for lac processing has been developed and use to forecast the same upto 2018, which is given below with graphical representation

$$\text{Qty (in tons)} = -1710944 + 859.2 * \text{year}$$

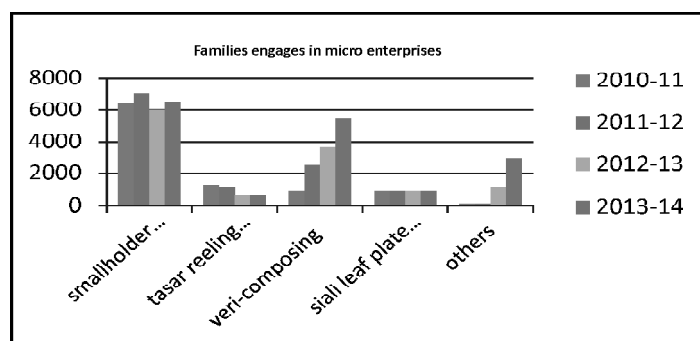


v) *women empowerment – micro enterprises (12,476 families turned entrepreneurs)*

Distribution of participants across micro-enterprises from year 2010-11 to 2013-14 is given below

**Table 2**  
**Families engages in micro enterprises**

Activity	2010-11	2011-12	2012-13	2013-14
smallholder poultry	6465	7061	6017	6575
tasar reeling and spinning	1313	1148	700	623
veri-composing	937	2517	3642	5433
siali leaf plate making	955	950	950	950
others	126	126	1167	2957



It could be concluded from the table that the major micro-enterprise promoted by PRADAN are smallholder poultry farm and tasar yarn making, another very promising livelihood activity is micro-enterprise siali leaf plate making.

### Trend analysis for micro enterprises upto 2020

Based on data for increasing micro enterprises, a forecast for 2020 has been developed which is given below with total variance explained as **79.9%**

$$\text{Microenterprises} = -2866216 + 1430 * \text{year}$$

**Table 3**  
**Micro enterprises**

<i>year</i>	<i>total no</i>
2012	11802
2013	11096
2014	13786
2015	15672
2016	16664
2017	18094
2018	19524
2019	20954
2020	22384

Table 3, shows the trend in the micro enterprises development shows that in the next three years prediction shows that there would a increase of 4290 more micro entrepreneurs With a variance of 79.9%.

Table 4 shows the Women are being trained to stitch Siali leaf plates of finer quality and to produce a wider range of products with or without the aid of machines. Plates using leaves of Siali creeper (abundant and available in the local forests around the year), Out of the various activities , One of the activity in micro enterprise is siali-leaf plate activity, **very high positive correlation** for the given table with families and turnover is **0.879**,

**Table 4**  
**Stali leaf plate activity**

<i>Year</i>	<i>Families</i>	<i>Turnover (Rs in millions)</i>
2005-06	70.00	0.52
2006-07	300.00	1.75
2007-08	400.00	2.85
2008-09	688.00	3.00
2009-10	931.00	3.00
2010-11	955.00	5.64
2011-12	950.00	5.20

Prediction model to developed for the Stali leaf plate activity shows that the forecast total turn over in millions as independent variable and total number of families as dependent variable with total variance explained as 77.4%

$$\text{Turnover (in millions)} = 0.436751 + 0.004402 * \text{total no of families}$$

## CONCLUSION

Based on the analysis It could be concluded as follows >

- the major micro-enterprise promoted by PRADAN are smallholder poultry farm and tasar yarn making, another very promising livelihood activity is micro-enterprise siali leaf plate making.
- Lac processing in India has increased from 2009 to 2014 by 3749 tonnes.
- the trend in the micro enterprises development shows that in the next three years prediction shows that there would a increase of 4290 more micro entrepreneurs. With a variance of 79.9%.
- The before and after analysis of agricultural and forestry based activities shows the change in the income and livelihood levels.

- Prediction model has developed for the Stali leaf plate activity shows that the forecast total turn over in millions as independent variable and total number of families as dependent variable with total variance explained as 77.4%

## RECOMMENDATIONS

This study strongly recommends that there is a future potentials for the women empowerment through skills and training development in Madhya Pradesh and Chhattisgarh.

The budget should be available for conducting various training and skills development programme in the other rural areas where no programmes has been carried out.

The adequate manpower and skilled professionals are also required to implement the government innovative schemes for skills and training development.

It is highly recommended that the skills and training development programme should be designed in such a way it must include the priorities of women based on their existing occupational pattern.

The micro entrepreneurship development in the state is an indicator of economic development of women in India .

There is an urgent need to replicate the success stories in other rural areas for empowerment through skills and training development

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