

Education for Skill Development and Gender Empowerment : An Overview

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ABSTRACT

Education is a crucial determinant of the knowledge and skills required for the development of a nation. Education has occupied a prime place in the modern era. It enables an individual and thereby the society to transform towards a knowledge society, a civil society at that. Education, therefore, is no longer a choice either for an individual or for a state. It is a crucial tool to realise the knowledge economy and society. The development of human resource depends on quality education. The expenditure on education benefits to a Nation for stable economic growth, out space in technology and stability in the economy. It provides out space in technology and development of skills in human resources. Women constitute around fifty percent of the total human resources in our economy. Yet women are the more poor and under privileged than men as they are subject to many socio-economic and cultural constraints. Skills and knowledge are the engines of economic growth and social development of any country. Countries with higher and better levels of knowledge and skills respond more effectively and promptly to challenges and opportunities of globalisation. India is in transition to a knowledge based economy and its competitive edge will be determined by the abilities of its people to create, share and use knowledge more effectively. Skill, Education and employment are the most important tool not for social and economic development but political development also. It has been recognised that the status of the women and their contribution is not only managing their families, but also to the economic and social development of entire society. Increasing skill development among women make them more capable and empowered and skill development is the surest way for socio-economic development of any country. The basic objectives of the present study are: (i) to underline the role of skill education on gender development and their empowerment and (ii) to analyse how skill development and vocational programmes can drive the national development. The present paper is an analytical study and is based on secondary data drawn from various government sources.

Keywords : - Education, Skill Development, Gender Empowerment.

I. INTRODUCTION

Women constitute around fifty percent of the total human resources in our economy. Yet women are the more poor and under privileged than men as they are subject to many socio-economic and cultural constraints. The situation is more severe in the rural and backward areas. Women development activities must be given more importance to eradicate poverty, increase the economic growth and for better standard

of living. And for this the gender dimension in work and employment continues to attract scholarly attention in view of its implications for economic development on the one hand, and women's economic empowerment and status in the society on the other. Skills and knowledge are the engines of economic growth and social development of any country. Countries with higher and better levels of knowledge and skills respond more effectively and promptly to challenges and opportunities of

globalisation. India is in transition to a knowledge based economy and its competitive edge will be determined by the abilities of its people to create, share and use knowledge more effectively. Skill, Education and employment are the most important tool not for social and economic development but overall development also. Empowerment means a shift from a delicate situation to accomplish supremacy. Empowerment enables greater access to knowledge and resources. Empowerment liberates women easing their mobility, decision-making capacity, awareness of rights and opportunities. Women carry accurate perceptions, priorities and strengths resulting from their life experiences, which are frequently diverse from men's they are likely to make different choices. Empowerment includes higher levels of literacy, educational attainment, awareness of rights and responsibilities, active participation in economic activities, better healthcare and equal access to productive resources and improvement in the standard of living. Empowerment of women is a prerequisite to transform a developing society into a developed one. They are a potential resource for the overall development. As they constitute half of the human race, it is vital that every section of society develops equally and in harmony with each other. Social and economic transformation requires that women should be empowered to make decisions, capacity building, skill formation and economic security. Hence special effort has been made to empower them through skill development. Investing in human capital by the way of education, skill development, training and provision of health care facilities and welfare programme enhances the productivity of the population. Skill, knowledge and training are the important driving forces of economic progress and social development for any nation. Lack of proper skill is one of the major bottlenecks affecting women's participation in the workforce, specially

secondary and tertiary sectors. It has been widely accepted that the position of the women and their contribution is not only managing their families, but also to the socio-economic development of entire society. Women have shown their capacity to play a major role in community development as well as national development. Development of any nation requires participation of each people from all sections and opportunities for utilization of the existing potentialities by the people for development. The gender development is significant in our country and in order to make them more responsive, and effective participation in the society, it is essential to improve them all qualitative or positive parameters of socio-economic development.

Objectives and Methodology of the Study

The main object of the paper is to analyse the relationship between education and gender development. Some other objectives of the study are as following:-

- 1- To underline the role of skill education on gender development and their empowerment
- 2- To analyse how skill development and vocational programmes can drive the national development.

The present study is analytical in nature, which is based on relevant secondary data drawn from government sources such as national and international reports, reputed printed and online journals, census and concerned websites etc.

Literature Review

The rapid growth and structural transformation of the Indian economy have led to an increased demand for skilled manpower, particularly from the industrial and services sectors. The economic

empowerment of women is a prerequisite for sustainable development. Gender equality and empowered women are catalysts for multiplying developing efforts. Government of India has enacted various rules and regulations within the constitutional framework to improve female representation in different professions. Currently a majority of female workforce in India is Unskilled. Skill is the bridge between job and workforce. It is a key to improve employability and income-earning opportunities for women and for enhancing sustainable rural development and livelihoods. Raisa stated in her study that there is a need to incorporate ICT(Information and communication technology) for providing skill development solutions. It should focus on promotion of internet or mobile based platform which would connect skilled women and employers. Vijay et.al.(2013) stated that skill development will boost the women empowerment with high productivity and earnings. Skills lead to confidence among them to be more innovative.

Women have been participating in economic activities since ancient days to the present, In rural areas women have almost always been working outside their homes. In urban areas also, women of lower strata were compelled to seek employment in factories as a result of industrialisation which ruined home industries. A significant change took place after India became free in 1947. The constitution of independent India declared that there should be no discrimination against the employment of women. This created further opportunity for employment of women and an increase in their employment rate was seen more particularly among educated and upper-class women. This is somewhat a recent phenomenon. Women have been coming out of the seclusion and they are entering in those occupations, which were considered as the monopoly of men. This is a very significant development and characteristics of

independent India. There are many factors, which are responsible for this change. Socio-economic emancipation is one of the sources. The changes in the attitude of people are also important. "The real advancement which has been made during this period is actually in the revolution that has been brought about in the outlook with regard to the conception of the status of women and her role in society.

Gender Empowerment Indicators:

Economic Parameters	Social Parameters
Per Capita Income	Poverty
Employment	Education or Literacy
Mortality Rate	Skill development and training
Birth Rate and Death Rate	Technical and Vocational education etc.
Life Expectancy	Good Health
Own Pucca House	Social Justice, Freedom & Legal Rights
Labour Force	Crime against Women
Work Participation Rate	Living Standard
Skilled Labour	Equal Treatment
No. of Children	Nutrition /Balanced Diet
Awareness of Government Development Schemes	Numbers of Girls schools or Colleges or Higher Institutions
Own Business/ Self Employed	Enrolment Ratio and Drop-out
Infrastructure Facilities	Health care and Sanitation Facilities etc.

Development Programme for Gender Development

The most serious problem that women in the work force face is poor quality of work. For the vast majority of female in non-agricultural employment they tend to work from home-based work, usually sub-contracted to them by male contractors in a variety of low-productivity work such as bidi-making, zari-making and helper in the construction industry. It is expected that attainment of the education would empower that women to join the labour market at a slightly later age better qualified and in quality employment though in unorganised sector. Skill development does not refer to the source of education or training itself, but to the capacities that are acquired through skills. Skill may be defined an ability to carry out a task within a given amount of time, energy, or both. Generally there are two types of skill first Domain General skill which includes time management, self motivation etc. and the second, Domain specific skill which represents specific job abilities like gardening, tailoring, beautician, cooking etc. Skill development acts as an instrument to improve the overall effectiveness and empowers to the people male or female. Necessary skill is basic requirement of key of success because it improves productivity, work efficiency, confidence level and broadest direction through proper skill training programmes. Women empowerment is the symbol of social and economic development of any country. For the development of women skill development works as an effective tool and helps in improvement in the quality of work in which are engaged and are willing to engage. Major challenges, which inherent in gender based skill are as following: (i) Illiteracy, (ii) improper knowledge of technical or vocational knowledge (iii) Lack of information about development schemes (iv) inadequate infrastructure facilities etc. For the improvement of the status of women and to achieve gender empowerment through skill development the government have been implementing several

programmes such as long term skill development training via ITIs, Short term skill development training, Apprenticeship training, Special women centric projects, PM Mahila Kaushal Kendra, Future jobs and industrial-oriented courses etc. Despite this for the eradication of illiteracy among females and their development, some other development programmes initiated by the Government of India, these are BetiBachao, BetiPadhao, Sukanya Samsiddhi Account, Pradhan Mantri UjjwalaYojna, MahilaHaat, Rajiv Gandhi National Creche Scheme for Children of working Mothers, Maternity Benifit Scheme, Women Helpline 1090 etc. The twelfth plan has seen a paradigm shift in skill development strategy wherein public private partnership model had been encouraged in the skill development. Besides involving private sector in upgrading the capacity in the existing institutions both at the ITI and polytechnic level, an institutional structure in the form of National Skill Development Corporation (NSDC) has been put in place to catalyse the private sector efforts. The NSDC provides soft loans to the private partners for undertaking skill activity. NSDC works in around 365 districts in 28 states and 2 Union Territories in both organised as well as unorganised sectors. NSDC along with its partners have trained over 2016-17 with an aggregate placement record of around 79 percent. To bring together all stakeholder namely industry, training providers and the academia. NSDC has been catalysing the setting up in industry led Sectoral Skill Councils(SSCs) for identified priority sectors. These SSCs are expected to lay down the National Occupation Standard for different for different levels of jobs in their respective sectors, formulate certification and accreditation norms, strive to create knowledge repository on current requirement of skill development in the industry, assess the supply of skilled workers, identify the demand and supply gap in each sector, and identify trends and future requirements.

II. CONCLUSION

Gender empowerment are an essential part of National development process of the country. Without active participation of females, a society or the nation cannot achieve development. Above discussion reflects that the progress of any nation is related to various development parameters like health, per capita income, demographic trend, social welfare as well as the gender equality and their empowerment in that society. The higher growth of female literacy and their participation in economic activity are the best indicator of development. Greater gender work participation in work has contributed to stronger long term economic growth and their earnings reduce the poverty not for herself but for their families also. Present study clears that without eradicate the gender inequality in the society, the socio-economic development can not achieved. The study concluded that gender development have a great sign of the development of every economy. And the empowerment of women plays a major role in the developing countries like India. Without their contribution the society cannot develop. Empowerment of women has benefit not only for herself but for their family and the society also. Historically it is true in developing countries and male dominating society that women were ignored to receive education, training and to make their career. But at present they are treated as a equal partner in each sphere of the social and economic development. For gender empowerment skills, training and vocational education plays a very crucial and important role. The gender development, empowerment and their autonomy as well as the improvement of all sphere of life like political, social and economic are the more important end in itself. And it can be said that these are also essential for the achievement of sustainable development. It is

essentially required to eliminate the gender bias patterns in the society. Awareness should be generated among females that they have equal rights to receive the good quality of education skill training, vocational courses and as well as the opportunities of work and political benefits. So a specific efforts are needed in this direction which can helpful for them to be an active member in society and make more capable to participate in the process and progress of national development.

III. REFERENCES

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