

SKILL DEVELOPMENT TRAINING MODULE FOR EMPOWERMENT OF WOMEN

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Abstract : *Women are the pivots around whom the family, society and the whole humanity move. As they constitute half of its population and play crucial role in household, agriculture and economic activity; women have still remained an invisible workforce. In India 65 percent of its population resides in villages where nearly 80 percent economically active rural women are engaged in agriculture besides managing home. These rural women represent a major force for rural change. Though the objective of a strategy of Human Resource Development is to build the skills and knowledge required for the growth along with participation of all segments of the society for the creation of a better society; our developmental efforts continue to have sex bias in favour of men. Thus Empowerment is the best means to solve women's problems. But power is not something to be injected exogenously; it is the process where women find time and space of their own to critically re-examine their lives to look old problems in new ways, analyse their situation, recognise their strength, alter their self image, assess new knowledge, acquires new skills and initiate action at gaining control over various kinds of resources. The Fourth World Women's Conference held at Beijing in 1995 highlighted the importance of vocational education and training as the surest way of women empowerment. As our majority of women folk resides in villages representing valuable resource; it is essential to equip the rural women with needed skills and knowledge which will improve their status as well as will show new path for self employment and economic empowerment. Therefore attempt has been made to develop skill training module by using systematic approach and to assess its effect on empowerment of rural women by using various statistical methods.*

Key words : Training, Module, Rural Women.

Introduction :

Skill development is one of the most urgent and effective means to drive progress on gender equality, poverty eradication and inclusive economics empowerment of women. Skill development brings the focus to the empowerment of women by enabling them to develop necessary skills that can find them appropriate employment opportunities to make them self-sustainable.

After independence the serious efforts have been made to propagate the cause of women upliftment. Though the condition of women some what improved during last 70-80 years; they are still far away from realizing their potential. In order that it is essential to

develop their potential by improving their knowledge and skill through proper education and training. Thus for the empowerment of rural women training is most crucial component which equips them with necessary knowledge, skill, abilities and attitude. Currently there are number of schemes in operation for the empowerment of rural women such as DWCRA, RLEGP, IRDP, TRYSEM, Women Entrepreneurship, Science and Technology etc, Burring a few marginal occupations for supplementing family income, agriculture, home Science and allied sectors continue to be most important field where women cling for their economic support. So training module of household skill with systematic approach will improve not only the status but also show new path for self employment and economics empowerment.

Economic intervention is posited not only for enhance income but also for increased empowerment of rural women. Therefore the rural women owing to their peculiar situation require a training of various skill development activities at their doorstep.

Women all over the world do various types of household skills which of them have entered in local as well as in national and international market. Keeping in view the entire situation of rural women attempt has been made to design the Hand Embroidery Skill development Training Module by using system approach with considering following objectives:

- To assess the impact of Hand Embroidery Training Module in terms of standard learning of knowledge and skill.
- To study the relationship between selected characteristics of rural respondents with effectiveness of training module.

Researches in past have clearly established the capacity of 'ready to use' training modules for the development of various sections of society inspired for the present study. In short modular training defines as breaking down a basic training programme into specific components; each component then described in terms of objectives, subject contents, training methods and materials.

No country in the world other than India has such rich and varied heritage of beautifully embroidered costumes and fabrics as India has. In all over the world Indian hand embroidery skill is most popular and very much demand for it. Hence it will definitely become a big source of income or self-employment.

Methodology :

Beyond any doubt, effective training is good investment in human resources of an organization with both immediate and long term return. For this study six villages from two blocks of Amravati Panchayat Sammittee were selected randomly. Total 150 women respondents of different Self Help Groups were selected. In accordance of standardized training methodology researcher developed the Hand Embroidery Training Module of useful nine stitches for empowerment of rural woman. For the measurement of knowledge learning simple teacher made Test and for skill learning four point tailor made scale were used. The knowledge and skill score was quantified in terms of standard learning knowledge and skill

index and it's relation was studied with selected independent variables. For present study experimental research design with before-after without control was used.

Result and Discussion :

The impact of Hand Embroidery Training Module on the standard learning of knowledge Index (SLKI) and Skill Index (SLSI) was studied and results obtained presented in Table No.1

Table 1 : Standard Learning of Knowledge and Skill Index of Respondents.

Sr. No.	Standard Learning Index	Respondents			
		SLKI		SLSI	
		No.	Percent	No.	Percent
01	00-20	03	02.00	03	02.00
02	20-40	22	14.67	24	16.00
03	40-60	37	24.67	39	26.00
04	Above 60	88	58.66	84	56.00
	Total	150	100.00	150	100.00
	Mean		61.97		60.07
	SD		18.85		19.64
	C.V.		30.41		32.69

Regarding the Hand Embroidery 58 percent and 56 percent respondents were found in high SLKI and SLSI category respectively. The mean of SLKI was 61.97 and SLSI was 60.07 which are indicative of a quite satisfaction level of standards learning knowledge and skill respectively.

Training Modules Effectiveness is based upon the respondents perceptions regarding the training subject, material, methods, training climate and trainer. The data was collected with the help of scale developed for this purpose. Correlation between the perception and characteristics of respondents was assessed and results obtained depicted in Table No. 2.

It may not be enough to know that a particular characteristics was associated or not associated significantly with the effectiveness of Hand Embroidery Training Module. The influence of each independent variable need to be predicted. For this purpose multiple regression coefficient was carried out. The result obtained also presented in Table No. 2.

Table 2 : Correlation and Regression Analysis of Modules Effectiveness of Hand Embroidery.

Sr. No.	Characteristics	Correlation Analysis	Regression Analysis	
		'r' Value	Regression Coefficient	't' Value
1	Age	-0.14	-0.136	-1.720

2	Education	0.57**	2.813**	8.440
3	Occupation	0.19*	3.429*	2.354
4	Training Experience	0.33**	3.650**	4.253
5	Empowerment Attitude	0.40**	0.202**	5.310
6	Family Education	0.29**	0.318**	3.687
7	Family Income	0.15	0.000**	3.687
8	Family Occupation	0.35**	2.126v	4.546
9	Extension Exposure	0.26**	0.292**	3.276
10	Mass Media Exposure	0.16*	-0.020	1.846
		* Significant at 0.05 level	* Significant at 0.05 level	
		** Significant at 0.01 level	** Significant at 0.01 level	

From Table No. 2, it is revealed that only Age of the respondents showed significant but negative correlation with respondents perception about Training Modules effectiveness. It helps to conclude that Hand Embroidery Training Module was perceived by young respondents most effectively. It was also observed that excluding family income all 8 characters showed significant positive correlation with respondents perception about modules effectiveness.

From Table No. 2, the result of regression analysis also revealed that only Age and Mass Media Exposure were negatively related which means that these variables contributed towards the effectiveness of training modules of Hand Embroidery. The prediction level of selected variables was relatively high in this regard which leads to conclude that there was significant effects of all variable to increase effectiveness of Training modules.

Conclusion :

The study is proving boon to the rural women to start their venture scientifically and systematically. Ultimately it empower rural women which is a sign of good progress of nation.

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