

Skill training: A tool for women empowerment

MEENU VERMA^{*1}, SANGITA DEODIYA² AND V. KAMALVANSI³

^{1&2}Department of Home Science, Banaras Hindu University, Varanasi (U.P.) India

³Department of Agricultural Economics, Banaras Hindu University, Varanasi (U.P.) India

ABSTRACT

In the history of human development in the world the role of woman cannot be ignored. In fact, the status, employment and work performed by women in society are the indicator of a nation's overall progress. For wider study two NGOs in Varanasi district of Utter Pradesh were selected randomly. The list of Self Help Groups (SHGs) was obtained from the selected NGOs. Out of each two NGOs five SHGs were also selected with simple random sampling technique. From ten SHGs total 184 women respondents formed were selected for the study. The selected women were interviewed with a structured interview schedule developed for this purpose. The evaluation of pre and post training programme about the change in knowledge and skill of respondents were studied with the help of five point Likert scale. For data processing and analyzing, SPSS 16.0 had been used for some descriptive statistics like χ^2 -test. Data indicated that training programme had significantly ($P<0.05$) positive impact on increase in average knowledge score about different parameters of garment constructions in both the NGOs, irrespective of the age groups and educational status of the females of self help group. The proper and need based training in all ages and status of the females of self help group is necessary for the adaptability and all round improvement of their knowledge and skills, in respect of traditional works as well as for generating new ideas, to beget a source of supplementary income for their self development.

Key Words : Empowerment, Skill, Self help group, Training, Women

INTRODUCTION

Women empowerment is a process of gaining more access to a steady income and economic power or security (Malhotra *et al.*, 2002). India is very fortunate to have its huge portion of the population in the working-age group. Presently 80% of the workforce in India (Rural and Urban) doesn't possess any identifiable and marketable skills. Therefore, bridging this gap through various skill development initiatives could make India the global hub for skilled manpower, and also result in a surplus of skilled manpower of approximately 47 million 2020 (FICCI). India's transition to a knowledge-based economy requires a new generation of educated and skilled people. Its competitive edge will be determined by its people's ability to create, share, and use knowledge effectively. Skill development acts as an instrument to improve the overall effectiveness and empowers an individual to work more efficiently.

METHODOLOGY

The main objective of this study was to know the impact of training module through self

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developed apparel pattern packages and implementation on SHGs members. The study was undertaken in Varanasi district of Uttar Pradesh with two NGOs (World Literacy of Canada, Gangamahal Ghat, Varanasi and Yuva Gramya Vikash Samiti, Basani, Varanasi). The list of SHGs was obtained from the selected NGOs and then five SHGs from each NGO were selected with simple random sampling technique. Total ten SHGs were selected for interventions for the study. Total 184 women respondents formed were selected for the study. The selected women were interviewed with a structured interview schedule developed for this purpose. The evaluation of pre and post training programme about the change in knowledge and skill of respondents were studied with the help of five point Likert scale. For data processing and analyzing, SPSS 16.0 had been used for some descriptive statistics like χ^2 -test.

RESULTS AND DISCUSSION

The majority of respondents (62.5%) were between the age group of 21-35 and remaining 19.0% and 18.5% respondents were in ≤ 20 years and >35 years of age groups, respectively (Table 1). The average age of the total respondents was found to be 28.12 ± 7.50 years difference in average age of the respondents between NGO- I and NGO- II was not significant. Young people are likely to be more energetic, change- prone and dynamic agents of change than other age groups. This finding was at par with the report of Rathod and Damodhar (2015), Varghese (2011), Verma (2010) and Bharathamma (2005). Shanthi and Thiagarajan (2011) found that the respondents in a study were mostly young (less than 35 years) 23.97% and middle aged (35-50 years) 61.12%.

The majority of respondents (43.5%) were educated up to high school followed by 38.0% were either illiterate or educated at primary level while rest (only 8.5%) were educated more than high school. According to their educational status the difference in proportion between respondents of NGO- I and NGO-II similar views have already been reported by Rathod and Damodhar (2015), Rokonuzzaman (2013), Ghosh *et al.* (2013), Shanthi and Thiagarajan (2011), Tayde and Chole (2010), Cerin and Leslie (2008) and Joseph and Easwaran (2006).

In the areas under study, the majority of total respondents were Hindu (81.5%) whereas, rest of respondents belong to Muslim religion (18.5%). This may be due to Hindu dominant area. Census (2011) reported that religion wise population categorized that 80.5% in Hindu population, 13.4% Muslim population, 2.3% Christian population and only 1.8% Sikh population in India. Cast of the respondents was worked out on the basis of Indian constitution. The maximum of respondents belongs to OBC (Other Backward Classes) group (63.0%) while remaining 29.9% and 7.1% of respondents belonged to SC/ST and General categories, respectively. The caste wise distribution in both the groups NGO-I and NGO-II was at par. Rathod and Damodhar (2015) found 43.33% general caste followed by 36.66% of OBC, 10.83% SC and only 1.66% of women respondents in ST caste category. The present findings are also at par with the findings reported by Ayanwuyi and Akintonde (2011).

It was also observed that more than half of the respondents (56.5%) were married whereas 37.5% were unmarried and only 6.0% were widow/ separated / divorced categories. The difference in proportion according to marital status between NGO-I and NGO-II was not significant. These results were in close conformity with the observations of Salunkhe (2011) and Varghese (2011). It was also seen that more than half of the respondents (57.6%) belong to nuclear type of family while 42.4% of the respondents were from joint family. Contrary to this finding, Bharathamma (2005) found 85.8% of the women of nuclear family and remaining 14.2% of women belonged to

Table 1 : Distribution of the respondents according to their socio- demographic background in relation to different selected NGO

Socio-demographic classification	NGO									
	I (90)		II (94)		Total (184)					
	No.	%	No.	%	No.	%				
Age (years)										
≤ 20	20	22.2	15	16.0	35	19.0				
21 – 35	58	64.4	57	60.6	115	62.5				
> 35	12	13.3	22	23.4	34	18.5				
Average age ± SD	27.08 ± 7.56		29.12 ± 7.34		28.12 ± 7.50					
	$t = 1.86, df = 182, P < 0.05$									
Educational status										
Lower (Illiterate –Primary)	35	38.9	35	37.2	70	38.0				
Middle (Middle - HS)	40	44.4	40	42.6	80	43.5				
High (Intermediate +)	15	16.7	19	20.2	34	18.5				
	$t_2 = 0.39, df = 2, P > 0.05$									
Religion										
Hindu	70	77.8	80	85.1	150	81.5				
Muslim	20	22.2	14	14.9	34	18.5				
	$t_2 = 1.64, df = 1, P > 0.05$									
Caste										
SC / ST	33	36.7	22	23.4	55	29.9				
OBC	53	58.9	63	67.0	116	63.0				
General	04	4.4	09	9.6	13	7.1				
	$t_2 = 4.90, df = 2, P < 0.05$									
Marital status										
Unmarried	31	34.4	38	40.4	69	37.5				
Married	50	55.6	54	57.4	104	56.5				
Separated/Divorced/Widowed	09	10.0	02	2.2	11	6.0				
	$t_2 = 5.23, df = 2, P < 0.05$									
Types of the family										
Nuclear	58	64.4	48	51.1	106	57.6				
Joint	32	35.6	46	48.9	78	42.4				
	$t_2 = 3.37, df = 1, P < 0.05$									

joint family.

The knowledge level of females regarding taking measurement was positively correlated ($P < 0.05$) with other type of skills with the exception of the knowledge about pattern alteration, use of basic seams, pleats, tucks and gathers, sleeve constructions, selection of fabric and color choice, renovation and miscellaneous type of work (Table 2). The knowledge about preparation of draft/ pattern of females was positively correlated ($P < 0.05$) with the knowledge about other remaining parameters.

Likewise, the knowledge about other parameters of females has positive correlation ($P < 0.05$) with knowledge about different stated parameters before providing training in the present study. Skills training, that lies in contrast to earlier interventions that have focused only on one of these dimensions in isolation, or in conjunction with financial transfers. This finding is similar to the results

Table 2 : Correlation matrix about knowledge of females with in different parameters of garment construction before application of training programme

Parameters	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	1													
2	.159*	1												
3	.178*	.440***	1											
4	.176*	.574***	.293***	1										
5	.087	.328***	.672***	.220**	1									
6	.151	.424***	.395***	.383***	.289**	1								
7	.194**	.495***	.354***	.355***	.305***	.580***	1							
8	.110	.334***	.491***	.233**	.392***	.437***	.613***	1						
9	.174*	.526***	.283***	.385***	.269***	.587***	.714***	.508***	1					
10	.110	.426***	.189*	.292***	.177*	.567***	.701***	.468***	.737***	1				
11	.060	.340***	.333***	.170*	.330***	.526***	.501***	.411***	.594***	.620***	1			
12	.154*	.424***	.473***	.258***	.264***	.461***	.441***	.412***	.484***	.489***	.460***	1		
13	.107	.381***	.324***	.322***	.205**	.567***	.435***	.400***	.383***	.498***	.331***	.457***	1	
14	.005	.304***	.309***	.266***	.166*	.561***	.415***	.362***	.327***	.454***	.317***	.474***	.474***	1

* P<0.05 ** P<0.01 *** P<0.001

where, 1= taking Body measurement, 2 = Preparation of draft / pattern, 3 = Pattern layout and Pinning, 4 = Cutting, 5 = Pattern alteration, 6 = Use of basic seams, 7 = Dart construction, 8 = Pleats, tucks and gathers, 9 = Neck line finishes, 10 = Selection of fabric and colour choice, 11 = Renovation, 12 = Ornamentation, 13 = Miscellaneous

obtained by Duflo *et al.* (2014).

The correlation matrix values (Table 3) reveals that after training programme the knowledge of females about taking measurement was positively correlated (P<0.05) with knowledge of females about remaining parameters likewise the knowledge of females about preparation of draft/pattern,

Table 3 : Correlation matrix about knowledge of females with in different parameters of garment construction after training programme

Parameters	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	1													
2	.626***	1												
3	.394***	.423***	1											
4	.626***	.778***	.390***	1										
5	.287***	.389***	.550***	.306***	1									
6	.169*	.468***	.290***	.482***	.236**	1								
7	.507***	.602***	.535***	.635***	.366***	.636***	1							
8	.412***	.552***	.466***	.537***	.341***	.546***	.688***	1						
9	.505***	.683***	.393***	.579***	.370***	.555***	.698***	.511***	1					
10	.478***	.713***	.386***	.612***	.243**	.666***	.727***	.590***	.719***	1				
11	.430***	.547***	.427***	.518***	.292***	.561***	.690***	.694***	.494***	.658***	1			
12	.478***	.529***	.371***	.546***	.302***	.488***	.657***	.562***	.680***	.632***	.583***	1		
13	.302***	.451***	.459***	.466***	.388***	.405***	.569***	.516***	.461***	.473***	.482***	.529***	1	
14	.473***	.601***	.476***	.634***	.397***	.552***	.822***	.624***	.620***	.674***	.573***	.604***	.589***	1

* P<0.05 ** P<0.01 *** P<0.001

where, 1= taking Body measurement, 2 = Preparation of draft / pattern, 3 = Pattern layout and Pinning, 4 = Cutting, 5 = Pattern alteration, 6 = Use of basic seams, 7 = Dart construction, 8 = Pleats, tucks and gathers, 9 = Neck line finishes, 10 = Selection of fabric and colour choice, 11 = Renovation, 12 = Ornamentation, 13 = Miscellaneous

pattern layout and pinning, cutting and pattern alteration was also positively correlated ($P<0.05$) with other remaining parameters.

On the training of different parameters of garment construction the knowledge of females and were positively significantly increased correlated for every parameters. The overall performance of NGO-I was better than NGO-II. This may be due to better working pattern and facilities provided by NGO-I than NGO-II. Similar findings have also been as reflected by Sharma *et al.* (2013).

Conclusion :

It can be concluded that training programme had significantly ($P<0.05$) positive impact on increase in average knowledge score about different parameters of garment constructions in both the NGOs, irrespective of this age group and educational status of the females in the NGOs. the proper and need based training in all ages and status of the females is necessary for the adaptability and all round improvement of their knowledge and skills, in respect of traditional works as well as for generating new ideas, to beget a source of supplementary income for their self development.

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MEENU VERMA, SANGITA DEODIYA AND V. KAMALVANSI

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