



Government of Maharashtra

**Shree Maharani Tarabai Government College of Education,  
Kolhapur (Maharashtra) 416001**



Organizes  
One Day International Interdisciplinary Conference  
On  
**Skill Development in Higher Education**

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The present paper mainly focuses on the following objectives-

1. To study the concept of women empowerment.
2. To study the role of skill development in empowering women.
3. To study the challenges in skill development of women.
4. To suggest suggestions for improvement skill development programmes in India.

#### Division Of The Paper:

The present paper is divided into four parts. First parts introduce the concept of women empowerment. Second part deals with role of skill development in empowerment. Third part focuses on the challenges in skill development of women. Fourth part suggests some suggestions for improvement of skill development programmes.

#### Methodology:

The information for the present paper is obtained through secondary sources. The secondary data is collected from reference books, periodicals and the information available on internet.

#### I The Concept Of Women Empowerment

The concept of women empowerment is broader having various issues and diversions. At the Social Summit in Copenhagen in 1993 and the International Conference on Population and Development in Cario 1994, Governments committed themselves to the empowerment of women. This committed was operationalised and formulated into a clear action plan at the fourth world Conference on Women in Beijing 1995 where Governments committed themselves to the "empowerment and advancement of women, including the right to freedom of thought conscience, religion and belief thus contributing to the moral, ethical, spiritual and intellectual needs of women and men, individually or in community with others and thereby guaranteeing them possibility of realizing their full potential in Society and shaping their lives in accordance with own aspirations." Thus to empower women in the real sense is to enable them to flourish their talents, abilities and capacities and to realize their full potentialities and real identity, it also means to have freedom of thought, expression and action and to strength them to handle every sphere of their lives. It is not only to make them aware of their capacities but also to provide them with the opportunities, facilities and external and internal environment to utilize their inherent qualities and to develop in them the ability to raise voice and fight against injustice, exploitation and violence done to them. It is essential for bringing about prosperity, peace and progress.

#### II SKILL DEVELOPMENT AND WOMEN EMPOWERMENT

Women with her inherent capabilities inevitably play a constructive role not only in the family but also for the society and for strengthening national economy. In today's globalized world, the women are a viewed as a human resource. If given enough freedom and proper opportunities, the women's potential is fully realized, thereby enriching the surrounding around her. Empowering women through skill building programmes would give them more sources of income of their living and become self-reliant. Such skill-development programs will also help them to raise their voice against the injustice which occurs with them within the family or society. The aim of skill development in case of women is not only to prepare them for jobs, but also to improve their performance by enhancing the quality of their work. Rich knowledge and skills are the driving forces for the socio-economic development of the nation by which the vision of inclusive growth can bring into reality. The current scenario of women workforce in India shows that a significant proportion of women workforce are largely concentrated in the informal sector in which low earning, low productivity, poor working conditions are occurs. In India there are higher number of unskilled workers in rural than urban areas and in them more number of women do not have any skills. Provision of skill training programme may definitely help them in increasing

## WOMEN'S EMPOWERMENT THROUGH SKILL DEVELOPMENT

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**Abstract:**

Women are almost one half in the world's population having enormous potential but in fact is underutilized or unutilized for the economic development of the nation. Empowering women through skill building programmes would give them more sources of income of their living and become self-reliant. Such skill development programs will also help them to raise their voice against the injustice which occurs with them within the family or society. The aim of skill development in case of women is not only to prepare them for jobs, but also to improve their performance by enhancing the quality of their work. The empowerment of women is a prerequisite for sustainable development. Skill development is a key to improving household productivity, employability and income earning opportunities for women.

Skill development is important because of its contribution to enhancing productivity at the individual, industry and also national levels because of the complementarities that exist between physical capital and human capital on the one hand and between technology and human capital on the other.

Strengthen the educational system and universalizing access to it, is thus an essential pre-requisite for wide-spread skill development, particularly when the skill mix, needs to change, to accommodate the needs of greater integration with the knowledge economy. Evolving systems of apprenticeship and enterprise based training that allow trainees to use their skills, with suitable incentives provided to employers as well as the trainees, is essential.

**Keywords:** Self-reliant, sustainable development, employability

**Women Empowerment through Skill Development**

"Empowering women is a prerequisite for creating a good nation, when women are empowered, society with stability is assured. Empowerment of women is essential as their thoughts and their value systems lead to development of a good family, good society and ultimately a good nation.

Dr. A.P.J. Abdul Kalam

**Introduction:**

Women are almost one half in the world's population having enormous potential but in fact is underutilized or unutilized for the economic development of the nation. No country can go ahead if half of its citizens are left behind. With limited participation in the workforce, the potential of women remains untapped. Effective implementation of skill development programme is needed to make them important aspect in development. Economic development is the main goal of a society. A country can achieved development to the fullest extent only if all the human resources in it are being utilized to the optimum level. The empowerment of women is a prerequisite for sustainable development. Skill development is a key to improving household productivity, employability and income earning opportunities for women.

Skill development is important because of its contribution to enhancing productivity at the individual, industry and also national levels because of the complementarities that exist between physical capital and human capital on the one hand and between technology and human capital on the other.

Improvement of skill enhances labour productivity even with the existing technology. Labour productivity even with determines the potential relative shares of both labour and capital. Rise in labour productivity in a necessary condition for rising the living standards of both wage and non-wage earners.

**Objectives:**

5. To enable and encourage individuals belonging to low income groups to join vocational training programmes, it is important to provide quality training at affordable cost with the option of availing loans and scholarships.
6. It is necessary to develop a standard certification system by recognizing and including quality skills acquired through any informal system of learning. Industries could undertake the assessment and the certification of training programmes which will facilitate placements after the completion of the training programme. By this women will be benefited by assured sustainable livelihood and economic independence.
7. A proper monitoring and evaluation system consistent with gender equality perspective would help in informing corrections needed in time and assure quality of training for sustainable skill development.

Strengthen the educational system and universalizing access to it, is thus an essential pre-requisite for widespread skill development, particularly when the skill mix, needs to change, to accommodate the needs of greater integration with the knowledge economy. Evolving systems of apprenticeship and enterprise based training that allow trainees to use their skills, with suitable incentives provided to employers as well as the trainees, is essential.

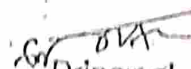
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