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## Study of skill development programme and women employment in Bihar

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### Abstract

Women education in India plays a very important role in the overall development of the country. It not only helps in the development of half of the human resources, but in improving the quality of life at home and outside. Educated and skilled women not only tend to promote education of their girl children, but also can provide better guidance to all their children. Moreover educated women can also help in the reduction of infant mortality rate and growth of the population. Skill development in women means to make women stronger and more confident, especially in controlling their life and claiming their rights." It means to give women power and help them face the challenges of being a woman in society. For centuries, women were treated as less-than-equal to men in many ways. Women were not allowed to vote, owned property, or work in many jobs. Now that we are out of those dark ages, women are more empowered to do whatever they want. This means that they have the ability to choose their own destiny, job, vote, and do anything a man can do.

**Keywords:** Skill development, women empowerment, society, challenges, education

### Introductions

Education and Skill development one of the most important means of empowering women with the knowledge, skills and self-confidence necessary to participate fully in the development process. It leads to higher productivity, efficiency and better socio-economic level of men. Women education is the best way to improve the health, nutrition, fertility and economic of a household that constitute a micro unit of a country. Women constitute almost half of the population of the world. In this context, it can be argued that lack of woman education can be an impediment to the country's economic growth. Educated women are more likely to engage in civic participation and attend political meetings. For this reason they were able to secure themselves through political movement which is the part of developed country. The status of women in India has been subject to many great changes over the past few millennia. Women's rights are secured under the Constitution of India mainly, equality, dignity, and freedom from discrimination; further, India has various statutes governing the rights of women.

Education, vocational training and lifelong learning are central pillars of employability, employment of workers and sustainable enterprises development. Skill development of Women has become a significant topic of discussion in our society and education is milestone for Skill development of women because it can challenge their life. Skill development of women is a challenging issue in the present situation of our country. Skill development of women through education is a possible means for inclusive growth. Education also brings various aspects of development. Skill development of women through education is a powerful tool for national development. Women are playing a vital role in their society but they are still lagging far behind due to lack of education if they get proper education, then they will be more skilled.

When we talk about Skill development of women, we talk about women taking more of a leadership role. Skill development of Women refers to the creation of an environment for women where they make decisions of their own for their personal benefits as well as for the society. It is also increasing and improving the social, economic, political and legal-right to women. Skilled Women leads to decrease in domestic violence. Women are increasingly participating in the national development process. They are making the nation proud through their outstanding performances.

At present, as the developed nations are preparing themselves to face a storm created by more advanced and technical processes of delivery of education, India's educational system is still undergoing a content reformation.

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A few initiatives by the current incumbent government will shift our focus to the right needs of our country's youth. Our focus has always been on education but unfortunately not on overall skill development. This is the need of the hour, in order to become a great power and utilize our biggest strength i.e. our demographic dividend. The next 5 to 10 years are extremely crucial for our country to meet the challenges ahead, in making India, the human resource capital of the world.

Today, India is one of the world's largest growing economies. India is also blessed with a demographic dividend. For India to become a developed nation, we need skilled manpower and more importantly, we need to skill our youth. However, today India as compared to other nations, lacks formally trained manpower in a variety of industry required skills. In Korea, for example, more than 93 percent of their work force is skilled. However, in India only about 10 percent are formally trained in some useful skill or the other. The Govt. of India realized this and has launched a massive Skill India initiative by establishing a separate Ministry for this purpose and other agencies such as the National Skill Development Corporation. The vision of 'Make in India' has given major impetus to skill development over the last year. The Government plans to skill more than 150 million youth by 2022 which means skilling about 45,000 youth each year for next ten years. This ambitious target can be achieved only if the industry, academia and government come together and form a golden triangle.

#### **Government Initiatives towards Skill Development**

Skill development can be viewed as an effective instrument to improve the efficiency and overall input of labour to the production. Education & skill development has been emphasized as one of the top priority sectors in the 13th five year plan and has gained a significant place in the national as well as state action plans.

#### **State level Skill Development Initiatives**

Right of Youth to Skill Development Act provides for right to opportunities for skill development to every person between the age of 15 to 45 years residing in the State, in any vocation of his/her choice consistent with eligibility and aptitude. It states that no youth shall be denied opportunity to get skilled in a vocation of choice from amongst the skills, as notified by the state authority, subject to possessing such eligibility as mentioned in the notification. The youth may make an application to the district authority or an officer designated by the state authority with regard to skill development which in turn would identify a vocational training provider and inform the applicant of the same within a maximum period of 90 days from the date of receipt of application.

The National Skill Development Corporation is introducing the issue of skills going through creating capacity, opportunity and output come driven work force by skill councils. Indian higher education is overcoming inherent deficiencies and going to new reforms. Certain parameters are identified in Higher education such as education quality; delivering lecture, employability etc. are still need at present days. Our country 50% population occupies below aged 25 is asset so as it is significant to focus on the youth of the country and provide sustainable lively hood through skills to majority population. Problems are faced by Higher

education which is lack of industry recognition to the skill training courses at the Government training institutes which are ICT tools in education, learning materials etc. which should be reformed. The farmed Council responsible for coordinating among universities planning development in universities, education at various sectors, colleges are transformed into universities or college-cluster universities, some large affiliating universities are bifurcated to local managed bodies, colleges can be farmed as multidisciplinary education institutes, Affiliating universities with CPDC etc. make effectively to autonomy and governance to the college will horn the skills.

The emergence of skill needs can be visualized from two angles: one from the point of view of meeting the demand for manpower by the economy and from the point of view of improving the quality of human resources available. Diverse skills are required to maintain the existing and anticipated production levels, improve productivity and respond to changing technologies in enterprises, to meet overseas demand and to sustain productive self-employment activities in the economy. There is also the need to improve the employability of the existing and potential labour force, raise incomes of individuals through higher skills, enhancing upward mobility and adjust to various situations of involuntary unemployment. The Task Force on Employment Opportunities, viewed the need from manpower demand side while the Special Group on Package for Creation of Ten Million Employment Opportunities Per Annum in the Tenth Plan, consider the situation from the manpower supply side. While skill development in the absence of effective demand is an exercise that would result in skill surpluses, in a country like India with massive levels of illiteracy, underemployment and poverty, the latter considerations are equally, if not more, important.

The vocational courses have to be market-relevant attracting a significantly higher proportion of students. It is important to expand the counseling services in schools substantially to achieve this diversion. A sound labour market information system that would continuously generate signals to indicate directions of change in the demand, domestic and overseas, for diverse skills is sine qua non for any efficient vocational training system. Establishing a sound labour market information system that would enable identification of marketable skills, area-wise, on the basis of labour market signals, identify the changes in skill needs due to technological and other innovations and assess their demand (domestic and overseas) in the short or medium term.

With the shrinking of employment opportunities in the government sector in general and the public sector in particular, due to ongoing process of disinvestments, the employment situation has become quite grim. On the other hand, rising literacy levels in both rural and urban areas for male as well as female workers has resulted in higher unemployment rates for the educated persons. Unemployment among the educated may also be high because of a mismatch between the existing qualifications of the educated and those desired by the employers. It is evident that the educated and skilled workers may be able to take advantage of the changes afforded by globalization. The uneducated and unskilled workers will, however, be facing the brunt of restructuring of the economy leading to redundancy, skill mismatches and under-employment under the unstable labour market regime. In the post-liberalization period, uneducated and unskilled workers are in a great deal

of trouble and even the educated workers will find it difficult to get regular jobs<sup>[5]</sup>. The Indian economy is now moving on the fast track. In order to maintain the present tempo and to further accelerate the speed, more dynamic, productive, skilled, visionary and committed human resources are required.

Skill development in the context of women is a way of challenging and overcoming barriers in a women's life through which she enhances her ability to shape her life and environment. It is an active, multidimensional process, which enables women to realize her full identity and power in all spheres of life. Education is the remedial tool to eradicate all these barriers and enhance the status of women by empowering them in all spheres of life. Education brings positive change in the life of women by changing the attitude and the ideology of the society. Giving education to women is the best medicine for their development. Educated empowered women transform families, communities, and finally the nation. When women move forward the family moves, the village moves and the nation moves". It is essential as their thought and their value systems lead the development of a good family, good society and ultimately a good nation. The best way of empowerment is perhaps through inducting women in the mainstream of development. Women empowerment will be real and effective only when they are endowed income and property so that they may stand on their feet and build up their identity in the society.

Education is central to the process of empowerment, since consciousness raising essentially a process of education. Education, in the context of empowerment is a weapon of great potency, as it provides exposure and access to new ideas and way of thinking, and triggered a demand for change. In the absence of education that is relevant to existing knowledge and real needs, women are unable to get access to formal sector jobs, make career advancement, participate in decision making at all levels, and be represented in government and gain political influence. Educated women become more affective at improving their own well-being and their family's welfare. They are better equipped to extract the most benefit from available services and existing opportunities, and to generate alternative opportunities, roles and support structures. These empowering effects of women's education are manifested in a variety of ways, including increased income earning potential, ability to bargain for resources within the household, decision making autonomy, control over their own sexuality, and participation in public life.

Taking an overview of all the above reviews, researcher come to know that Skill development of women is directly linked with education. Education is considered as a key instrument for the change which is ultimately responsible for national development. Educated and empowered women transform families, communities, and finally the nation. The study reveals that there is a high degree of positive correlation between education, Skill development status and position of women in the society. It was found that education is vital instrument for the change in life style of women. It also brings improvement in their position and status. Now Education is assumed as a vehicle to change the conservativeness and narrow mindedness and educated women have more respect than uneducated women. They can take better decisions about family and society for their betterment. The study highlights the fact that education is

the main tool to reduce gender discrimination; almost all respondents supported this view. The educated women can be more empowered than uneducated women in the politics. It is worth to mention here that after independence lot of efforts were made to improve the status and empowerment of women but still there is a need to be done a lot. Empowerment means moving from a weak position to execute a power. Education of women is the most powerful tool of change of position in society. Education also brings a reduction in inequalities and functions as a means of improving their status within the family. The transformation is very much needed, accepting at the same time that its pace may be less than the desired pace. For giving this process a momentum, education is indispensable. Hence, if Skill development of women is to be effected, it can be carried out only through the medium of education. Today skill capacity is very important because of increasing global competition both among factor and product market. In order to steer the forces impinging on skill formation every government adopts policies and programmes which have significant effects.

### Conclusion

To sum up skill development for women in Bihar is critical from both the socio-economic and demographic points of view. It is an important tool for reducing poverty, enhancing competitiveness and employability and to promote the self-entrepreneurship among women. With this new approach, our economy can surely achieve its targeted results. In India around 12 million youth enter the workforce every year, with poor education and negligible work skills, if they are unemployed due to lack of skills, massive social unrest could ensue. Now it's time to stop spending on that flawed approach and comprehensively embrace the globally-proven training based model. In particular, to move further into a knowledge-based economy, to promote industrial development and to achieve high economic growth, it must increase its investment in education and training for youth with a proper balance between them.

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