

A STUDY OF EMPOWERMENT OF WOMEN THROUGH SKILLS DEVELOPMENT IN UNORGANIZED SECTOR

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ABSTRACT

"There is no tool for development more effective than the empowerment of women."

-Kofi Annan

In present era, educational and Skills Development facilities help in raising the women awareness in several fields for seeking gainful employment in modernization, urbanization and globalization periods. Unorganized sector plays a vital role in Indian economy. There is a requirement Empowerment of women to initiate with her participation in several spheres of life. Women have dependably been the real supporter of human capital since beginning and creation of this universe. Human development comprehends elements that contribute basic disputes of gender and development. The respect and culture of a society can be distinguished from the status of women in the society. The things are identified with women's status and their future. Women assumes an imperative part like a spouse, a mother, a home producer and child bearers and guardians and leading, a daughter-in-law of a middle class Indian family and sloppy division. Women are parting the workforce in hordes in support of being at home-grown. As it provide job-making entrepreneurs by women empowerment, but not to be a homemaker. According to the 2011 census, the total number of women workers in India is 149.8 million. They make economic contribution but much of their work is not documented. This happened due to their participation in the unorganized sector. In urban area, 42.8% of women are informal sector (self-employed), 42.8% are in regular employment and 14.3% are casual labour. The present research paper is to analyse the problems facing by the government in the implementation of skill development programmes in India, and to focus the particular requirements for development in support of the huge number of unorganised sectors, especially women workers. The study attentions on the problems, issues, challenges faced by women workers, and it also concentrate on the Indian government programme of skill development policies which help to overcome the problems faced by woman workers while pursuing the same.

Key words: unorganised sectors, Skills Development, Women Empowerment.

INTRODUCTION

Our Indian constitution guarantees correspondence of men and ladies. Other than of such a large number of endeavours from past years, female area of society is denied in contrasted with male segment. They are not given first need in social and monetary choices in her own particular family. As per United Nations Development program (UNDP) report, woman is associated with completing 67 % work of world, still they are socially and monetarily denied. According to

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census 2001, women constitutes 48.26 % of the total population in India and 25.67 % of female population is designated workers. These woman labours working in informal sector are for the most part is abused. They are uneducated, incompetent, socially in reverse and monetarily frail. The occupation wise distribution of employment indicates that 62 % of the workers are engaged in agriculture, 11 % in industry and 27 % in service sector. The National Commission for Women estimates that 94 percent of the total female workforce is to be found in the unorganized sector.

In rural and urban area, there is gender wage gap between organized and unorganized employment. There is no proper facilities like drinking water, toilets, cooking fuel, provisions for crèches etc. which impact directly especially amongst marginalised women. There is orderly oppression woman economically, politically, socially and socially are drilled at all levels. The present examination target to know the level of weakness of woman labours in chaotic area in India. The primary driver for their weakness - unpredictable and low pay, no haggling power, absence of control over procuring, low financial status, need to adjust paid work with care of kids and homework, no entrance to institutional credit, preparing and data . Lack of essential education and skills development resulted in unavailability of sustainable livelihoods, increased migration and socio - economic challenges in the area Today's many groups and NGO's have been working for empowerment of women.

In the unorganized sector of the country's workforce is around 93%. Approximate 60% it contributes the GDP of the Indian economy. All the economic activities censored across by the unorganised sectors. In unorganized sector, the empowering the women skill through skill development programme will be help to progress efficiency, working conditions, rights of labour, security of social and standards of living. Distinct organized tool will be discovered which will additionally plan, implement and observe the skill development efforts for the unorganized area. The approach of informal training and education will be acknowledged and billeted in the NVQF to benefit in straight and perpendicular flexibility.

Nature of unorganized sector:

1. It may be legal and illegal.
2. No record of income.
3. Free entry and exists.
4. Ownership in family hands in informal sector.
5. Ignorance of government towards informal sector.

REVIEW OF LITERATURE

Manju (2017) has highlighted that the Problems & issues faced by Women in unorganized sector. It evidently demonstrations that the female participation in the unorganized sector is larger in rural areas as compared to urban areas. Women worker face crucial problems. It can be improved only through self-awareness and education is the magical sticks which will fuel the revolution.

Shettar M. R. (2015) focused on the effects of many efforts undertaken by Government for women of India are relatively disempowered and they enjoy somewhat lower status than that of men. The study concludes by an observation that access to Education, Employment and Change in Social Structure are only the enabling factors to Women Empowerment.

Ahamad T., Sinha A. and Shastri R. K. (2016) state that Women participation and empowerment are important women's rights to empowering women to have control over their lives and put forward guidance in society. Pradhan Mantri Kausal Vikas Yojna, National Skills Development Corporation, National Skills Development Mission etc. are several initiatives of skills development through vocational training. Ministry of Labour and Employment has engaged a number of measures in the field of skill development and employment.

RESEARCH METHODOLOGY

The present study is foremost based on secondary information. The study drafting and analysis is based on the conclusion of numerous research paper which help in preparing the current research work. So, secondary data have been taken from different research reports, journals, research papers and websites.

OBJECTIVE OF THE STUDY

1. To study the role of women workers in unorganised sectors.
2. To understand the present working condition of women workers.
3. To analyse the problems of women workers faced by in unorganised sectors
4. To empower women in distress through skill development training and government policies

PROBLEM OF WOMEN EMPOWERMENT IN UNORGANIZED SECTOR

The unorganized sector is covered large area while the organised sector is shrinking. Contact, casual, temporary, part-time, piece-rated jobs and home based work etc. are increasingly and replacing permanent jobs. The women workers find in large number in informal sector who do not have job security, economic security, social security and promotional opportunities. They are concentrated; no occupational safety and health safeguards are in place. Starvation, poverty and inadequacy of husband income was the main reasons for women engagement as labour in agriculture, construction and industry sector. Besides lack of an organization in terms of forming trade unions among female workers and adverse impact of technological growth on women workers. They lack ability to bear economic risk, social risk, technical and environment risk. There is absence of purposeful human resource development policy on improving women employability through training, inadequate legislation and ineffective enforcement of safeguards to protect female workers especially in terms of their working conditions. Working conditions include the working hours, the interval and frequency of leisure, physical work environment, including safety measures etc. On the other side, labour welfare includes facilities such as canteen, rest and recreation, arrangement for travel to and from work, crèches, and housing and education facilities for children etc.

A few certainties with respect to empowerment of woman

1. 24% females are there in Indian working economy, implies out of 47.8 crore working individuals 11.7crore are females.
2. 24% working females are in private divisions and 18 % in Govt. segments.
3. 5% females are posted in more elevated amount post in India while 20% are in world level.
4. 62% measure paid to working females assemble relative to working male gathering, most elevated measure paid to females is 80% in USA.
5. In 2080 each female has a place with poorer family would be instructed, at present just 61% females are educated over 15 years.
6. 1300 women officers are there in defence govt. India which is only 4% of total officers

From 1941 women employees are working in defence medical department while in other department the from 1992. The economy of India will raise 4.2% annually if women will be empowered and work properly

WOMEN EMPOWERMENT AND WOMEN WORKER IN INDIA:

According to the Country Report of Government of India, "Empowerment means moving from a position of enforced powerlessness to one of power". Empowerment is a multi-faceted, multi-dimensional and manifold thought. Empowerment of a woman is a procedure in which ladies increase more noteworthy offer of control over assets - material, human and intellectual like facts, evidence, thoughts and monetary assets like cash - and access to cash and control over basic leadership in the home, group, society and country, and to pick up 'power'. The empowerment of financial and economic based way to deal with enhancing women's control over fiscal assets and fortifying the pecuniary safety of women.

Table 1: Female worker characteristics

Indicator	Male	Female	Rural Female
Total Workers (in million)	309.4	149.8	121.8
Labour Force Participation Rate	56.0	29.0	33.3
Work Force Participation Rate	54.7	25.51	30.02
Percentage of Casual Labour in Total Workforce	27.5	30.0	32.6
Percentage of Unorganized Sector Workers in Total Workforce	84.0	91.3	94.5
Percentage of Workers in Agriculture and Allied Activities	48.9	72.8	83.34
Percentage of Out of School Children in Relevant Age (5-14 years)	15.5	20.7	23.5
Mean Years of Schooling (Unorganized Non-agricultural Workers)	6.1	3.7	2.9
Wage Rate of Rural agricultural Labourers (Rs. Per manday)	47.9	NA	33.1
Wage Rate of Rural Non-agricultural Labourers (Rs. Per manday)	67.5	NA	44.0
Percentage of Casual Labourers (Rural) not Getting Notional Minimum Wage of Rs 66	78.0	NA	95.6

Percentage of Casual Labourers (Rural) not Getting Notional Minimum Wage of Rs 66	40.9	NA	80.9
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Sources: the office of Registrar General & Census Commissioner of India, As per Census 2011

In the Indian workforce, Women play a vital role. The non-conducive work atmosphere is present in the unorganised sector which can be known by the rigid structure of unorganised area and the underestimation of social work of woman. Those two fold anxiety of dealing family fill in and in addition setting off to fill in with supplement gang money will be what makes the problem of statistically determining women' worth of effort an intricate errand. This 'inconspicuousness' of the women' profitable partake those facts is generally constantly felt additional keenly. This two fold trouble frequently impacts the sort for fill in and the accessibility of fill in itself

According to the information provided by the office of Registrar General & Census Commissioner of India, As per Census 2011, the total number of female workers in India is 149.8 million and female workers in rural and urban areas are 121.8 and 28.0 million respectively. Out of total 149.8 million female workers, 35.9 million females are working as cultivators and another 61.5 million are agricultural labourers. Of the remaining females' workers, 8.5 million are in household Industry and 43.7 million are classified as other workers. As per Census 2011, the work participation rate for women is 25.51 percent as compared to 25.63 per cent in 2001. The Work Participation Rate of Women has reduced marginally in 2011 but there is an improvement from 22.27 per cent in 1991 and 19.67 per cent in 1981. The work participation rate for women in rural areas is 30.02 per cent as compared to 15.44 per cent in the urban areas. In so far as the organized sector is concerned, in March, 2011 women workers constituted 20.5 percent of total employment in organized sector in the country which is higher by 0.1 percent as compared to the preceding year. As per the last Employment Review by Directorate General of Employment & Training (DGE&T), on 31 March, 2011, about 59.54 lakh women workers were employed in the organized sector (Public and Private Sector). Of this, nearly 32.14 lakh women were employed in community, social and personal service sector.

Table 2: Female Workforce in India (Nos. in Millions)

Female Workforce in India (Nos. in Millions)	
Female Workforce in India	148
Female Workforce in Informal Sector	135
Female Workforce in Formal Sector	13
Fresh Women Workforce added to Labour	
Market every year in informal Sector	3.5
Fresh Women Workforce added to Labour	
market in formal sector	0.2

Source: Dilip Chenoy.

The Table 2 represents that the present situation of females workforce in India. It can obviously notice that the enormous emphasis of woman workforce not in support of the formal sector but they focus on unorganised sectors.

Table 3: Distribution of Persons with Marketable Skills (figures in percentage) Skill Status Rural Urban Men**Women Men Women**

Distribution of Persons with Marketable Skills (figures in percentage)				
Skill Status	Rural		Urban	
	Men	Women	Men	Women
No Skill	89.9	93.7	80.4	88.8
Some Skill	10.1	6.3	19.6	11.2
Total	100.0	100.0	100.0	100.0
Sample Size	183464	172835	109067	99283

Source: Dilip Chenoy

Table 3 depicts that the Status of marketable skills of rural and urban areas of women and men in terms of percentage of skilled. It shows that both men and women are unskilled compared to having some skills in rural and urban areas. It also reveals most of women do not possess any skills in comparisons of men with no skills. There is small number of worker with skills in urban area but in rural area there is larger number of unskilled workers is present. It means it is an alarming situation which shows that there is urgent requirement that government should take some step for this dire situation by promoting the skill development training and skill education.

Challenges in unorganized sector

- * High level of domestic responsibilities
- * The boy child often gets preference for education and healthy diet over girl child.
- * Restriction to participate in social, economic and religious activities.
- * The collection of data is not maintained under any legal provision.
- * The estimated of value added for the primary activities like agriculture, forestry, fishing and mining are compiled by multiplying the data on production in quantities with the producers prices and deducting from therein, the material input costs.

Various government schemes and policies/ support services/ institutional services:-

The Ministry of Women and Child Development pursues to encourage financial women empowerment through policies and programmes. It cuts through areas, mainstreaming femininity anxieties, generating awareness about their rights and simplifying official and judicial provision for empowering them to develop to their full possibility. The important programmes in different areas in skill up gradations are:

1. Rajiv Gandhi Scheme for Empowerment of Adolescent Girls (RGSEAG) – ‘SABLA’

The Indian Government on 16.8.2010 was launched and sponsored the scheme by centrally. The scheme is actuality executed in 200 districts across the country on a pilot survey basis. The scheme, inter-alia, objects at vocational

training for girls above 16 years of age under National Skill Development Program (NSDP) for their economic empowerment.

2. Support to Training & Employment Programme for Women (STEP)

The Central Sector Scheme launched in 1986-87 by the government. Its main aim to upgrading skill of underprivileged and asset less women and offer work on sustainable base by assembling them in feasible supportive groups, reinforcement marketing connections, sustenance services and access to credit. The scheme also delivers for allowing upkeep services in the form legal, gender sensitization, elementary education, health check-ups, health literacy, and mobile crèches.

3. National Mission for Empowerment of Women

On 8th March, , the National Mission for Empowerment of Women (NMEW) was launched by the government. The women empowerment from an all-inclusive and macro-point like financial, social, economic and political personality. The idea for socio-economic women empowerment is to empower womenfolk economically and socially to finish mistreatment and discernment facilitating them to grow their full prospective to be energetic contributors in country building, partaking the assistances of economic development and prosperity. Thus, it also to promote self-employment chances and creates livelihood preferences for females. it will be make sure that the women beneficiaries provides the training and skill up gradation under schemes/ programmes of MoS&ME, MoL&E , MoRD, MWCD etc.

4. Central Social Welfare Board (CSWB)

The scheme was executed on 2008 in pilot basis. The aim of the scheme is to congregating existing services and resources of the area, mobilizing community action, income generation through possible and sustainable events for females and to deliver services for health awareness, career counselling vocational training, stopping child trafficking and other social evils. The Central Social Welfare Board has articulated the Integrated Scheme for Women Empowerment (ISWE) in which they address the socio-economic wants of the females and children of selected eight most backward districts in the North Eastern region in the economic ground.

5. Maternity Benefits Act, 1961: It was passed to regulate employment of women for certain periods before and after child birth and to provide for maternity benefits.

6. Provision for crèches: In every factory wherein more than 30 women workers are ordinarily employed, the employer shall have to provide rooms for use of children under the age of six years.

7. Skill Development & Vocational Training Centres: The vocational training centres cater job-oriented technical training courses like type writing and short hand mainly to the adumbrate of departmental institutions.

8. Regional Tailoring Centres: In these centres, unemployed women are given job – oriented training tailoring to appear for technical examination in tailoring and to permit them to take up craft instruments jobs or to set up their own tailoring units.

9. Craft Training Centres: In these centres, training in local crafts is conveyed to the women belonging to low income group to empower them to formulate for profitable employment. Throughout the training epoch, they are paid a stipend of Rs. 100/- per month. In these centres, the vocations skilled are tailoring,

10. Women Technical Training Institute (WTTI): This is a state wide-ranging institution which conducts diploma course in Civil Engineering, Agriculture, Computer Engineering, Electronics and Instrumentation for girls belonging to economically backward classes. The candidates are selected by the Director of Technical Education through common entrance tests for admission into women polytechnics. The sanctioned strength is 50².

CONCLUSION

In India, it seems the list of unorganized workers is never endings. So that for overall development of society is based on the women empowerment which is important both at micro and macro level. Enhancement in women's economic status would not only upsurge their cheerfulness, but also improve their position. Providing training and extensions services support to women through a comprehensive package suited to their skills and socio-economic status. Empowerment should aim at changing the nature and direction of the power structures which is marginalized the women workers. Equal pay their wages and perk's in time and foster and practice human values, justice and equanimity. Skill development will be the important aspect for empowering the females. To start differentiated skill development training programmes and durable favour structure subsequently so that the benevolence and enthusiasm formed by its' extremely devoted staff and volunteers close in an optimistic note. Yet, it is felt that the skill development programmes and other schemes do have their crucial part in the practice of women empowerment and which are being successfully implemented

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