

Impact of training skill and knowledge development of rural women

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The word training has been derived from the word "Train" which is a symbol of continuously running from one station to the other having halts at different stations. Training is a process of practicing different learning again and again. Then only a person who has attended training can be able to do his/her job properly and effectively. Training and human resource development are interrelated. Human resource development is a process of increasing knowledge, skill and capacities of all people in a society or organization. Human resource is developed through systematic informal training programme

Today, the world is passing through the age of information explosion. Still at large, it has not reached the larger segment of the population i.e the rural women. One of the keys to our nations socio- economic progress is upliftment rather empowerment of women and secondly to create mass awareness of the linkages between development and women empowerment on one hand and progress and gender equality on the other. To achieve these goals, one cannot depend on the normal pace of social change but has to hasten the process of social change through affirmative action, forward looking policies and radical strategies.

In India, seventy eight per cent of economically active women are engaged in agriculture and allied sectors. Their role varies from contributing physical labour to managing the farms and as a head of the household. It is estimated that on an average, the Indian women in the poverty groups spend 5h/day more than the Indian men in work. Taking the economy as a whole, women perform two-thirds of the work but earn only one tenth of the income.

Despite their substantial contributions to agriculture

development, women have always been neglected and marginalized by extension and training programmes. This is due to gender blindness and the assumption that all farmers are men. Another reason for man-oriented extension is possibly the inability to see women as farmers and understand that women farmers have different training needs than men. The situation needs to be changed and women have to be considered as equal partners in the process of development. Otherwise the idea of equitable and sustainable development will remain only a dream.

Technology exposure for empowering women in an integrated manner through active learning needs to be initiated to increase women's participation. Attempts have been made to analyse farm women's work role, nutritional status, food consumption pattern, their involvement in food security through project based networking for the empowerment and upliftment of women.

Any vision for the upliftment of the rural women, the womenfolk should be sensitized and exposed to different trainings for their empowerment. Keeping these in mind, training programmes were designed with the following objectives to provide opportunity to the rural women to develop knowledge on health, nutrition, sanitation and child care, to develop skill in simple household technologies related to food processing, pickling, preservation, baking and confectionery items and to encourage rural women to develop small scale enterprise for economic development.

Different self-help groups and Mahila Mandlas were selected from different blocks namely, Baghchung, Dhakorgora and Sipahikhula. Different need-based trainings on family health, nutrition, sanitation, balanced

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