

Empowerment of women through different training programmes

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■ **ABSTRACT** : Women are the most neglected part of our society especially those who are residing in the rural areas. They have very passive role in the family decisions due to their low educational level. They work for 14-16 hours a day and have to perform all types of household, farm and allied activities. Their economic status is low because of unemployment in economic sector. Keeping in view the above facts, All India Coordinated Research Project on Home Science, FRM component under the objective "Empowerment of women through capacity building" was conducted intensive training programmes in three adopted villages of Ludhiana district to improve the knowledge of women for better living and to empower them for undertaking income generating projects so that they can contribute towards family income and improve the financial status of their families. Different training programmes were conducted to impart knowledge to total 105 participants (35 from each village). Further, impact analysis of the training programmes was done and the results showed that almost all the respondents gained full knowledge of all the aspects of training programmes. But most of them used the knowledge gained through different trainings for making articles to fulfill their household needs or to give these items to their friends and relatives. There were only few respondents who used the knowledge of candle making for earning money for their families.

■ **KEY WORDS** : Capacity building, Knowledge, Empowerment, Impact

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Women are the most neglected part of our society especially those who are residing in the rural areas. They have very passive role in the family decisions due to their low educational level. They work for 14-16 hours a day and have to perform all types of household, farm and allied activities. Their economic status is low because of unemployment in economic sector. An analysis of the UN's Gender related Development Index (GDI) shows major differences between men and women in the areas of education, health and quality of life and there are glaring gaps between the targets set up countries for women's empowerment and the true social, educational and economic status of women. One major reason is that most of the rural women are illiterate and unable to attend formal training courses leaving their domestic responsibilities. They trail in adopting new technologies

and in taking advantage in modern scientific and information technologies (Kaur, 2004). The policy and institutional environment should be supportive of women in order to recognize the significance of their contribution and the ability to realize empowerment through their own skills and capacity. Therefore, to deliberate on the urgent need for capacity building for women in order to economically empower them, All India Co-ordinated Research Project (AICRP) FRM Component conducted different training programmes in three adopted villages of Ludhiana district to improve the knowledge of women for better living and to empower them for undertaking income generating projects so that they can contribute towards family income and improve the financial status of their families (Anonymous, 2007-08). The training programmes were conducted with the following objectives:

–To empower the rural women through different training programmes, to assess the use of knowledge gained by women through different training programmes, to know the constraints perceived by women for not using the knowledge and to know the satisfaction level achieved by women from different trainings.

■ RESEARCH METHODS

A bench mark survey was carried out by Punjab Agricultural University, Ludhiana under All India Coordinated Research Project – Home Science, of Directorate of Research on women in Agriculture, Indian Council of Agricultural Research (ICAR) Bhubaneswar. For this purpose three villages from the reachable vicinity of Punjab Agricultural University, Ludhiana were selected. Out of the total women who came for trainings, a sample of 35 women from each village were selected randomly thus making a total sample of 105 rural women. For capacity building and empowerment of rural women, 7 training programmes on the aspects such as candle making, pot painting, glass painting, quilling and paper mache, M- seal art and drudgery reducing technologies were selected to be undertaken in the adopted villages. The trainings were not only aimed to impart the skills for production of goods but also managerial skills to undertake and sustain the enterprise. Women other than self-help groups were also encouraged to attend the training programmes. The women were educated to keep in mind the market requirement, input cost, economic gains and the skill before undertaking any enterprise for income generation.

For evaluation of field validation of technology, three technologies/tools were selected and given for intervention namely, ring cutter, maize sheller and improved sickle which have been already developed under AICRP. The field trials were done by taking 12, 14 and 13 farm women workers thus making a sample of 39 rural women from the 3 adopted villages who were involved in farm activities. The awareness and knowledge programmes on these drudgery reducing technologies were organized for farm women. Preferences for technology by farm women on field validation was also done.

The training programmes which were undertaken were evaluated to study the impact of these on the rural families. The responses were recorded by making the questionnaire which was administered through personal interviews with the rural women who attended the training programmes. The aspects included in the questionnaire were duration of each training programmes, number of participants, knowledge gained by the women through each training programme, constraints perceived by the women for undertaking enterprises and the level of satisfaction. Knowledge gained and the satisfaction level of the women were measured on three point scale *i.e* 1 for somewhat, 2 for partial and 3 for full knowledge gain and 3 for High, 2 for medium and 1 for low level of satisfaction. Further, Mean scores were calculated for knowledge gained and level of satisfaction.

■ RESEARCH FINDINGS AND DISCUSSION

For capacity building and empowerment of rural women, 7 training programmes on the following aspects such as candle making, pot painting, glass painting, quilling and

Table 1: Detail of the training programmes conducted in the adopted villages

| Sr. No. | Name of the training programmes | Duration | Total time spent (each day) | No. of participants |
|---------|---|----------|-----------------------------|---------------------|
| 1. | Knowledge and awareness regarding drudgery reducing technologies for farm women | 3 days | 4 hours/day | 39 |
| 2. | Glass painting | 6 days | 4 hours/day | 105 |
| 3. | Candle making | 6 days | 4 hours/day | 105 |
| 4. | M- seal Art | 6 days | 4 hours/day | 105 |
| 5. | Quilling and paper mache' | 6 days | 4 hours/day | 105 |
| 6. | Pot painting | 6 days | 4 hours/day | 105 |

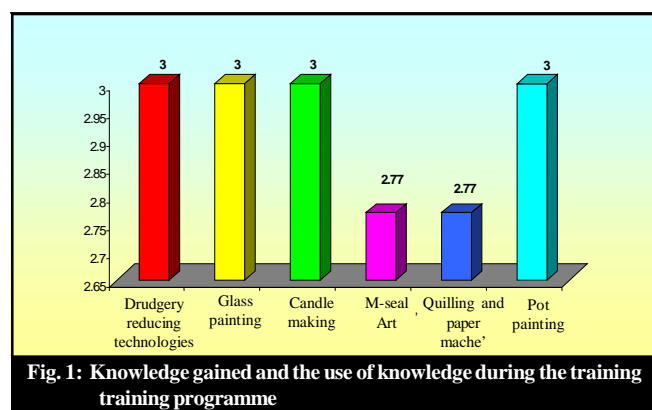
Table 2 : Knowledge gained and the use of knowledge during training programmes

| Sr. No. | Name of the training programmes | Knowledge gained | | | | | | | Use of knowledge gained through training programme | | | | |
|---------|---|------------------|------|-----------|-------|----------|------|-------------|--|------|----------------|------|------------|
| | | Fully | | Partially | | Somewhat | | Mean scores | Household use | | Commercial use | | Mean score |
| | | No. | % | No. | % | No. | % | | No. | % | No. | % | |
| 1. | Knowledge and Awareness regarding drudgery reducing technologies for farm women | 39 | 100 | 0 | 0 | 0 | 0 | 3 | 39 | 100 | 0 | 0 | 2 |
| 2. | Glass painting | 105 | 100 | 0 | 0 | 0 | 0 | 3 | 105 | 100 | 0 | 0 | 2 |
| 3. | Candle making | 105 | 100 | 0 | 0 | 0 | 0 | 3 | 101 | 96.1 | 4 | 3.80 | 1.95 |
| 4. | M- seal Art | 88 | 83.8 | 12 | 11.42 | 5 | 4.76 | 2.77 | 105 | 100 | 0 | 0 | 2 |
| 5. | Quilling and paper mache' | 88 | 83.8 | 12 | 11.42 | 5 | 4.76 | 2.77 | 105 | 100 | 0 | 0 | 2 |
| 6. | Pot painting | 105 | 100 | 0 | 0 | 0 | 0 | 3 | 105 | 100 | 0 | 0 | 2 |

paper mache, M- seal art and drudgery reducing technologies were conducted in three adopted villages.

Details of the training programmes conducted in the year 2013 is enclosed in Table 1. From the table it is revealed that six training programmes were conducted in each village. The duration of these training programmes varied from 3-6 days and majority of the training programmes were conducted for 2 days. Total time spent on each training programme was 4 hours. The total number of participants were found to be 105. The impact of awareness, knowledge of training programmes was also assessed after providing them training on candle making, pot painting, glass painting, quilling and paper mache, M- seal art and drudgery reducing technologies.

Extent of knowledge gained by the beneficiaries from the training programmes was calculated on 3 point scale *i.e* 1 for somewhat, 2 partial and 3 for full knowledge gained. Mean scores obtained are enclosed in Table 2. It is observed from the table and Fig. 1 that values on mean scores in respect of all the trainings for almost all the subjects is 3 or approximately 3 *i.e* 2.77 for M-seal Art, quilling and paper mache indicating that beneficiaries gained full knowledge in all the trainings however, the use of knowledge gained was made mainly for meeting household needs and only 1.95 per cent respondents used the knowledge of candle making for commercial purpose. It is therefore recommended that rural women need appropriate motivation to use the knowledge for income generation which is required especially for lower income group families. Rural women also need selling tips for selling their products in the market. Few aspects where the knowledge gain was partial should again be included in the future training programmes so that the rural women can gain the full knowledge on these important aspects.



Preferences for technology by farm women on field validation:

For field validation, three technologies/ tools already developed under AICRP were selected namely; ring cutter

for vegetable plucking, maize sheller for shelling of maize and improved sickle for cutting of fodder. The field trials were done by taking 12, 14 and 13 farm women workers of the 3 adopted villages who were involved in agricultural activities. The results (irrespective of the village) showed that regarding ring cutter and maize sheller, all the farm women workers preferred to have these tools. Whereas, they suggested modifications in the design/ material of improved sickle. Some respondents though agreed for the benefits of improved sickle but due to high price they preferred to use their local made sickle which is cheap and easily available in their local markets. So, if the tools are made available to them, the adoption rate can be increased as they are reluctant to go to city market to buy these tools therefore, they used their existing tools for farm work and showed their satisfaction to these existing tools.

Table 3 : Preferences for technology by farm women on field validation

| Name of the technology | No. of farm women involved in farm activities | No. of farm women preferring conventional method only | No. of farm women preferring improved technology |
|-----------------------------------|---|---|--|
| Village I | | | |
| Total no. of farm women 30 | 12 | | |
| Improved sickle | 5 | 2 | 3 |
| Maize sheller | 4 | - | 4 |
| Ring cutter | 3 | - | 3 |
| Village II | | | |
| Total no. of farm women 30 | 14 | | |
| Improved sickle | 6 | 3 | 3 |
| Maize sheller | 6 | - | 6 |
| Ring cutter | 2 | - | 2 |
| Village III | | | |
| Total no. of farm women 30 | 13 | | |
| Improved sickle | 8 | - | 8 |
| Maize sheller | 2 | - | 2 |
| Ring cutter | 3 | - | 3 |

Table 4 highlights the data on the 7 types of constraints perceived by the respondents for not using the knowledge gained through training programmes for commercial purpose. These were inadequate knowledge, lack of interest, lack of money, lack of time, lack of space in the house, training contents has no relative advantage and no requirement at present etc. From the data given in the table it was observed that most common constraints perceived by the respondents for not using the knowledge of training programmes for commercial purpose was lack of money lack of interest, followed by lack of time. Few of the respondents also

perceived the reason as no requirement at present to take up some commercial ventures. It can be therefore, concluded that the poor women need some financial support at the beginning to start some income generating ventures and therefore need the knowledge of the financial institutions who give loans for such purposes.

Table 5 highlights the data on the number of respondents satisfied and the level of satisfaction of the respondents regarding the training programmes conducted and the contents of the training programmes. It is observed from the contents of the table that 100 per cent of the respondents were satisfied from the training programmes conducted and the contents of the training programmes. Level of satisfaction of the respondents was found high for most

of the training programmes as made clear from the values of mean score calculated on the basis of 3 point scale *i.e* high, medium and low. The level of satisfaction of few respondents was found little lower than high but very closed to high for M -seal Art, Quilling and paper mache'. It may be due to the reasons that these topics were highly technical and new for them. The repeated trainings on these topics may be helpful to increase their level of satisfaction regarding these aspects. However, all the respondents were highly satisfied with knowledge gained regarding drudgery reducing tools.

Table 6 encloses the data regarding the suggestions made by the respondents to improve the training programmes in future. There were a number of suggestions made by the respondents like suitable place, suitable time, long duration,

| Table 4 : Constraints perceived by women for not using the knowledge | | | | | | | | | | | | | | | |
|--|--|--|------|-----|------|-----|-------|-----|-------|-----|---|-----|---|-----|------|
| Sr. No. | Name of the training programmes | Constraints for not making the products for commercial use | | | | | | | | | | | | | |
| | | 1 | | 2 | | 3 | | 4 | | 5 | | 6 | | 7 | |
| | | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| 1. | For not using drudgery reducing technologies | 30 | 76.9 | 0 | 0 | 9 | 23.07 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2. | Glass painting | 3 | 2.85 | 10 | 9.52 | 88 | 83.8 | 4 | 3.8 | 0 | 0 | 0 | 0 | 0 | 0 |
| 3. | Candle making | 3 | 2.85 | 10 | 9.52 | 4 | 3.8 | 88 | 83.8 | 0 | 0 | 0 | 0 | 0 | 0 |
| 4. | M- seal Art | 3 | 2.85 | 10 | 9.52 | 88 | 83.8 | 4 | 3.8 | 0 | 0 | 0 | 0 | 0 | 0 |
| 5. | Quilling and paper mache' | 47 | 44.7 | 10 | 9.52 | 26 | 24.76 | 20 | 19.04 | 0 | 0 | 0 | 0 | 2 | 1.90 |
| 6. | Pot painting | 3 | 2.85 | 10 | 9.52 | 88 | 83.8 | 4 | 3.8 | 0 | 0 | 0 | 0 | 0 | 0 |

1. Inadequate knowledge 2- Lack of interest 3- Lack of money 4- Lack of time 5- Lack of space 6- Training content has no relative advantage 7- No requirement at present

| Table 5 : Satisfaction and the level of Satisfaction achieved through training programmes | | | | | | | | | | | | |
|---|--------------------------------|--------------|-------|---------------|-------|-----------------------|-------|--------|-------|-----|---|-------------|
| Sr. No. | Name of the training programme | Satisfaction | | | | Level of satisfaction | | | | | | Mean scores |
| | | Satisfied | | Not satisfied | | High | | Medium | | Low | | |
| | | No | % | No | % | No | % | No | % | No | % | |
| 1. | Drudgery reducing technologies | 39 | 100 | 0 | 0 | 39 | 100 | 0 | 0 | 0 | 0 | 3 |
| 2. | Glass painting | 105 | 100 | 0 | 0 | 89 | 84.76 | 16 | 15.23 | 0 | 0 | 2.84 |
| 3. | Candle making | 105 | 100 | 0 | 0 | 105 | 100 | 0 | 0 | 0 | 0 | 3 |
| 4. | M- seal Art | 90 | 85.71 | 15 | 14.28 | 80 | 76.19 | 10 | 9.52 | 0 | 0 | 2.47 |
| 5. | Quilling and paper mache' | 80 | 76.19 | 25 | 23.80 | 75 | 71.42 | 5 | 4.76 | 0 | 0 | 2.23 |
| 6. | Pot painting | 105 | 100 | 0 | 0 | 90 | 85.71 | 15 | 14.28 | 0 | 0 | 2.85 |

| Table 6: Suggestions made by women for further improving the training programmes | | | | | | |
|--|----------------|---------------|---------------|---|---------------------------------|-------------------|
| Name of the training programme | Suitable place | Suitable time | Long duration | Availability of raw material in the nearby market | Market for the sale of products | Financial support |
| Drudgery reducing technologies | 12 | 4 | 22 | 32 | 0 | 2 |
| Glass painting | 87 | 78 | 63 | 89 | 4 | 2 |
| Candle making | 65 | 35 | 75 | 101 | 4 | 5 |
| M- seal Art | 87 | 74 | 63 | 100 | 4 | 1 |
| Quilling and paper mache' | 87 | 78 | 63 | 89 | 4 | 0 |
| Pot painting | 84 | 78 | 63 | 100 | 4 | 0 |
| Average | 70.33 | 57.83 | 58.16 | 85.16 | 3.33 | 1.66 |

availability of raw material in the nearby market, market for the sale of products and financial support to take up the income generating projects. It was observed that most common suggestions made by the respondents for improving the training programmes in future were availability of raw material in the nearby market place (85.16) followed by suitable place (70.33), long duration (58.16) and suitable time (57.83). However, few of the respondents also suggested that there should be provision of market for the sale of products (3.33) and the financial support to take up the income generating projects (1.66).

In Table 7 the aspects for future training programmes in which the women were interested are enclosed. The topics suggested by the women for future training programmes were Rangoli making, flower making, metal embossing, training regarding beauty parlour and napkin folding etc. Most of these topics suggested by the women were related to gaining knowledge for quality living. It was due to the reason that some of them were planning to settle abroad where they feel the type of knowledge gained through training programmes may help them in management of their homes and families.

Table 7: Interest of women for further training programmes

| Sr.No. | In general | Specific |
|--------|-----------------|------------------------------------|
| 1 | Rangoli | Beauty parlour training |
| 2. | Flower making | Increase the number of instructors |
| 3. | Bouquet making | Napkin folding |
| 4. | Metal embossing | |

Conclusion:

The results for the impact of training programmes showed that almost all the respondents gained full knowledge of all the aspects of the training programmes, but most of them used the knowledge gained through training for making

articles to fulfill their household needs or to give these items to their friends and relatives. There were only few respondents who used the knowledge for candle making for earning money for the family. They were highly satisfied with the knowledge regarding drudgery reducing tools and majority of them wanted to buy these tools to reduce drudgery during work. When asked the reasons for not using the knowledge for income generation, they reported that there is lack of time, money and problem of procuring raw material to adopt any of this aspects for income generation. Maximum number of the rural women suggested that these training programmes should be of long duration and these should be at suitable place so that they can get perfection for making articles and can compete with the products of local market.

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