

RURAL WOMEN EMPOWERMENT: ROLE OF CAPACITY BUILDING AND TRAINING PROGRAMMES

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ABSTRACT: The Development of any country depends on how empowered its women are, because women are integral part of any society. It is very important for the overall development of women that they should be all round strong and capable. The present study provides help to know that in rural area many training programmes are running for rural women empowerment. These training programmes giving help in skill development for self-employment these training programmes could be of nursery, floriculture, jute bag making embroidery, poultry, fisheries, pickle making stitching, handicrafts, cloth bag making, toy making vermicompost etc. These training programmes could make rural women self employed, Self Confident and make socially and economically empowered.

Key Words: Empowerment, development NABARD, SELF HELP GROUPS, PANCHSUTRA, Skill training programmes. Refresher training, livelihood mapping, project Implement Agency Monitoring, Training module, Master trainers craftsman, Innovative knowledge, Exposure visit, Sanction, stipend, Joint liability group PMIC, DDM, LDM, PMIC, Quarterly progress report, Social & Economic upliftment.

INTRODUCTION

India is a vast country with a number of rural are, the overall development of villages is necessary for the development of country like social, economical, cultural, technological development etc because the maximum person are living in these villages. Women are integral part of every society if they belong to rural or urban community. Rural development is unimaginable without development and empowerment of women of rural area. Development is a multi -dimensional process and it is related to empowerment because empowerment influence to development. Women empowerment is an essential part of development.

“More than 2/3rd of the people of the world still live in villages. Rural welfare activities constitute one of the powerful means of promoting the progress of the rural people. No nation can afford to ignore rural development and rural welfare.”¹

“One of the best ways to understand the spirit of a civilization and to appreciate its excellences and realize its limitations is to study the history of the position and status of women in it.”²

“The preamble to the constitution speaks of securing to all citizens of India equality of status and of opportunities and as well as justice-social, economic and political. Women's in India with a variety of social and economic disabilities which present them from exercising their human rights and freedom in society.”³

“Empowerment is conceived as a process of awareness and capacity building to greater participation, the greater decision-making power and control and transformative action. Further, the concept relates to progress whereby women become able to organise themselves to increase self-reliance and to assert their independent right to make choices and control resources both of which will in challenging and eliminating their subordination.”⁴

“There are various area/scope of girl/women empowerment which comprises all areas concerning to the life like social, cultural, economical, mental, physical, emotional moral, intellectual, vocational, nutritional, rational, ethical, equity and equality, technological etc.”⁵

Need of empowerment: There are so many factors/situations which demand the need or empowerment for girl/women these are –

- They should develop the ability of self determination.
- They can take working initiatives.
- Women are plays multidimensional role.
- They need encouragement.
- Capacity building development among women.
- Develop a sense of mobility.
- There health should be taken primarily.

Dimension of Social Development:

The dimensions of social development can be summed up as follows:

- (1) Fulfilment of the basic needs of food, clothing and housing of the common people.
- (2) Provision of nutritious food, population free environment, medical facilities etc to maintain the high standard of physical and mental health of the people.
- (3) Provision of adequate opportunities for employment on the basis of high standard of living, skills and capability not on the basis of caste, race religion or community.
- (4) Spread of education which includes scientific education, vocational and moral education by which creativity, research, discoveries and inventions are possible.
- (5) Basic amenities like pure water, electricity, transport and communication available to all the people.
- (6) Provisions of basic facilities to the backward sections of society like exploited castes, farmers, women, children, aged and disabled.
- (7) To remove all social, economic and political hurdles to facilitate social change.
- (8) To make conscious efforts to reduce foreign aid and become self sufficient.
- (9) To maintain and self respect, pride and national identity of the nation.⁶

“Employment and income generation programme was started in 1982-83 to train women belonging to weaker section of society and provide them employment on sustained basis, the various trades in which training is imparted are electronics, watch assembly and repair, computer programming, printing and binding, handlooms wearing, handicrafts wearing and spinning, toy making, doll making etc.”⁷

Many schemes are being implemented for the development of rural women, but it is also important that they should be aware of these schemes for this it is very important that advertising, letters, TV, radio, newspaper, discussions, puppet show, nukkad drama, women awareness fair etc should be used

Goals and aims of policies of Women Empowerment:

‘The main goal of the national women policy is to ensure progress development and empowerment of women.

Taking legal steps to provide all human rights and fundamental freedoms to men and women in political economic social and cultural activities

To ensure participation of women in the Decision process on the basis of equality in the economic, social and political life of the nation

To provide access to women on the basis of the equality and quality, health, education at all levels employment wages, safety at the workplace and social protection

To improve the legal system so that any kind of discrimination against Women can be eliminated.

To promote participation of men and women that appropriate changes can be brought in gender related social thinking and community behaviour.

Integrating women's perspective into the development process,

End of all forms of violence and discrimination against women and girls.

To make special efforts to develop positive attitude towards women with the participation of women, men, students, grass roots workers, Institutions, department and women's organisations.'⁸

Importance of SHGs for training programme:

The most important thing that has emerged in the evaluation of the implementation of rural development and women development programs that the poor class especially women are highly unorganised as a result of which they could not take proper advantage of the development programs. They do not even have enough capacity of established themselves as an economic limit in rapidly changing economy. If poor people organised themselves into groups and organised they will be able to collectively solve the problems faced in the economic activities. In this background the efforts being made for properly alleviation in the last decade of the 20th century give strength to the concept of self help and it was felt that first of all there is a need to change the thinking of the poor so that they develop confidence that they can bring out a change in their situation to got them out of the trap of Poverty it is necessary to develop their ability to take proper advantage of opportunities and they should be made of realise that by organising themselves they can ensure their own development through self help.

Therefore it is clear that through micro level planning first of all they should be motivated to determine the outline of development programs as per their priority which they themselves should implement through the group. In this way this class can also become a part of development and contribute more to the economic and optimum utilisation of available limited resources can be ensured.

Utility of SHGs:

'The poor especially women can make collective efforts to solve their problems through groups and find solutions it has been found that these groups of poor women have been extremely successful.

Group problem that would otherwise be extremely difficult can be solved easily through these groups.

As a result of increase mutual understanding a universally accepted solution to a when the biggest collective problem has become possible through the group.

The potential of the poor can be identified and developed through groups.

Through groups optimum use of the merger resources available to the poor is possible the benefits of which reach every member.

Employment can be provided to the poor on a large scale through groups.

Through groups the benefits of poverty alleviation programmes can reach the poorest of the poor and such efforts can be sustained.

Implementation of social development programs can be made more effective through these groups.'⁹

Different Schemes for Women Empowerment:

The Government of India has introduced several schemes which develop awareness and ability in women like Make in India programme, Mahila police volunteer scheme, Swadhar Greh, Mahila shakti Kendra, Swayam Siddha Yojna, Balika Ashirwad Yojana, Sukannya Samriddhi khata yojna, Ujjwala yojna etc.

NABARD is also giving help to empower rural women by sanctioned budget to NGOs and agencies to organise training programmes for rural women.

Training and capacity building programme:

‘Activities related to training and capacity building should be seen in the broader context of human resource development. It is true that humans have unlimited potential to develop their capabilities if they are given the right opportunity, most of the people involved in capacity development programs for women empowerment and poverty alleviation are either illiterate or have very little education.

In the context of capacity building it is important to keep some things in mind what are the target groups currently doing and what difficulties are there facing in doing their work or what additional knowledge is required to do these things in a better way or what they want to know. This is called assessing training needs.

The main objective of any training for capacity building is to increase knowledge and skills through them, efforts are made to bring changes in their opinions and behaviour.

Whatever attempt is made to teach or skills through practice it must have practical application in practice otherwise the effort made in this regard will be vain.

The training should be organised in such a way that the trainees get full opportunity to analyse the current situation or the objectives to the training.

In training adequate Emphasis should be given on practical path rather than just giving theoretical knowledge.

Training is an integral part of the learning process training is the appropriate medium to provide special information or knowledge to all the participants to achieve the objectives of any program. It is worth nothing training cannot achieve its objectives in one go as it is a continuous process. Only through this continuous process capability and capacity of men and women beneficiaries being progressively increased, if the trainees are illiterate it is very important that programs like literacy should be run simultaneously for success of training programme.’¹⁰

LEDP is a programme by NABARD to help rural youth and women in self help groups earn sustainable livelihood. This programme provides training for SHG members. “As of March 31, 2024. 3 lakh SHG members have been supported through 2449 LEDP with grand support of Rs 128.41 crore.”¹¹

Along with sanctioning the budget for training programme, NABARD also releases the schedule, First of all the name of the agency or NGO is selected through which the training is to be conducted, training days are also determined.

When NABARD sanctions the budget for training it also decides on which components the total amount of training will be spent on.

Some components of training on which budget funds are spent are-

Identification of participants, skill training, boarding charges, stipend for the trainees, refresher training mentoring, hand holding credit linkage, demo unit, for exposure visit, critical infrastructure etc.

In the Identification of participants component involves identifying or selecting potential participants from the selected self-help group has come.

The amount given for skill training component includes trainer’s fees, training material, rent, location, documentation and miscellaneous expenses.

The amount provided towards boarding charges includes transportation logistic support of stipend of the trainees goes into the bank account of the trainees which is given on prorate bases of attendance.

The amount sanctions for refresher training includes trainer’s fees, training equipment, training venue etc.

Amount of budget is released to any NGO or agency under the livelihood and enterprise development program only when it mainly fulfills the following terms and conditions:

- The organisation or project implementing agency only has to select self help groups whose members follow the criteria of PANCHSUTRA.
- SHG already covered or being covered under NRLM livelihood initiative should not be taken up for the project.
- The project implementing agency other than providing the initial intensive training shall provide mentoring and hand holding support to the identified SHG members and community resource persons, if any through frequent visits to the concerned villages.
- Role of project implementing agency would include arranging access to higher credit, formation of Joint Liability Group “(JLGs)” of self help group members wherever required for taking up livelihood activity linking with sources of raw materials, market channels, providing updated information, promoting the trainees into producers group etc.
- The project implementing agency ensure constitution of a project monitoring and implementation committee (PMIC) comprising of district development manager (DDM), NABARD, lead district manager (LDM), and other important persons as per the project requirement and local context such as resource agency, master craftsman, manager of the bank branch having SHG accounts.
- At the end of each batch of training a report may be submitted through the district development manager to the regional office (RO).
- The project implementing agency also has to keep a record of what was the socio economic condition of the trainees before and after conducting the training.
- The release of assistance will be linked on the recommendation of the Project monitoring and implementation committee and as per the conditions.
- After the completion of the training program of each batch the project implementing agency has to give the following information on the prescribed format:-
 - Name of the Project implementing agency.
 - Name, Address and E- mail ID of Co-ordinator.
 - Location of training programme.
 - Nature and Period of training.
 - How many trainees are doing training for the first time.
 - Age group should also be mentioned.
 - Name, Address and Contact no. of community resource person and guest faculty if any.
 - Period of training programme.
 - Trainings identified from how many SHGs.
 - No. of candidate selected/dropout (reason of dropout).
 - Impact of training programme.
 - Day to day programme schedule.
 - Training module/ material prepared.
 - Date of Constitution of PMIC.(Project Monitoring and Implementation Committee.)
 - Members of PMIC.
 - Dates of meetings etc.

A quarterly Progress report has to be submitted to NABARD RO by Project Implementing Agency,

In this way, these training programs, working systematically, can be helpful in the overall development of rural women in the following ways:

- Provides assistance in obtaining proper self employment.

- Can be helpful in providing knowledge of work.
- It helps in enhancing innovative thinking.
- These can be helpful in skill development.
- It can increase awareness.
- It can be helpful in eradicating poverty.
- It can prove helpful in creating manufacturing ideas.
- It could also be helpful in starting small cottage industries.
- It can also develop the feeling of collective work or group work.
- It can be helpful in promoting entrepreneurship.
- It can be helpful in development of communication skills.
- It can also prove helpful in providing technical knowledge.
- These trainings could be helpful in achieving perfection in work.
- It can prove helpful in removing ignorance.
- It develops broad thinking and vision.
- It could be helpful in overall development of rural women.
- It could be helpful in providing knowledge of sources of marketing.
- It can provide knowledge of unlimited scope of work.
- It could be helpful in social and economic empowerment of rural women.
- It could be helpful in providing positive changes in the life of rural women.
- These could enhance knowledge of trends.
- It helps in upgrading creativity.

CONCLUSION - In rural areas various NGOs and agencies are working for the empowerment of women. They also provide trainings like embroidery, chikankari, pottery, stitching, wormy compost, farming, pickle making, mat weaving, cloth bag making, nursery/floriculture etc. Many women of SHGs have taken their work forward through these trainings. These trainings are extremely beneficial and helpful for the rural women as it also leads to their social and economic upliftment.

SUGGESTIONS – There is a need to increase such awareness among rural women that they participate more and more in these training programmes for their better livelihood because it can improve the status of themselves in their family and can develop a sense of independence. It can also improve the standard and quality of their life and increase happiness.

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