

Impact of Vocational Training Programmes on Employment and Income Generation among Rural Women

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ABSTRACT

The aim of this study is to assess the impact of vocational training courses on knowledge, skill and income level of rural women in Jabalpur (M.P.). The study sample comprised of 275 farm women beneficiaries who had under gone various vocational training courses to ascertain the impact of training courses for the empowerment of rural women in Jabalpur during the year 2015 to 2018. To utilized total percentage, arithmetic mean, SD a paired t-test to assess the effects of vocational training. The results indicate a favorable impact on job opportunities and income. Additionally, we examined the attributes hindering progress in employment and offered suggestions to enhance income levels.

Key words : *Vocational training, value addition, knowledge, income and skill development*

Women in India play a major role in shaping the economy of the country and play a predominant role in agriculture and food provisioning and subsistence agricultural activities (Singh et al, 2010). In fact, the status of women's employment and labor in society serves as an indicator of a country's overall prosperity. The absence of women's active participation in national activities can impede a nation's social and economic progress. Rural women, in particular, can significantly contribute by engaging in various agriculture-related activities (Sharma and Vishwakarma, 2014). Income-generating endeavors serve as effective tools for social and economic development, providing employment opportunities for numerous farm women who operate within their own social networks. These activities also serve as valuable resources for rural women as they supplement their family's income (Indoria, 2018). Any number of improvement in our science and technology will be not fulfill unless until this will be adopted by our farm women who are the real uses of our modern technology or who are the real beneficiaries (Kumari et al, 2015).

Farmwomen experience high exploitation due to economic dependence. Emancipation of women, especially in socio-economic terms, is an essential pre-

requisite for economic development and social progress. Economic independence of women creates far reaching social changes empowering them to face injustice and discrimination (Santhi and Muthu, 2005). Producing insights into effective practices, knowledge and skill alternatives to enhance women's involvement and leadership in rural areas. This involves influencing the formulation of SHGs, leadership, policies, programs in rural employment and income generation. Vocational training is the important tool to prepare trainees for job that are based on manual or practical activities traditionally non-academic and totally related to a specific trade, occupation or vocation. The empowerment situation in the country is indeed grave and calls for immediate attention of our planners and policy maker. In the past, various employment oriented and income-oriented programme were experimented. The author suggests that certain aspects persist, albeit in a modified and amalgamated manner (Gupta, 2018). While these programs have certainly alleviated some pressure, their overall impact appears to be limited when considering the scale of unemployment in rural areas. It is acknowledged that wage employment alone cannot fully address the issue of unemployment across all sections of the rural economy. There is a need to encourage and attract rural women to participate in such training

programmes for better understanding of technology (Gupta et al, 2005). Training is a process by which desire, ideas, positive attitude, knowledge and skills are inculcated and reinforced. It is an integral part of any developmental activity (Singh and Singh, 2014). Recognizing the increasing significance of knowledge empowerment alongside capital investment, the KVK is actively involved in facilitating technology diffusion through training and demonstrations. This approach aims to empower rural women to achieve generate the employment and income.

METHODOLOGY

The Krishi Vigyan Kendra in Jabalpur, Madhya Pradesh, conducted this study to explore the impact of vocational training on the employment and income of rural women. Between 2015 to 2018, various vocational trainings were conducted in Household utility items, handicraft and value addition of different crops. All the trainees were included as respondents in the study, and data was collected using an interview schedule.

The study focused exclusively on farm women who had undergone diverse vocational training programs. 275 participants were chosen for data collection. To address the potential challenge of employment generation and income among rural women, a structured interview schedule was formulated for primary data collection. The data related to the employment and enhance the income of farm women was calculated by the following formula. $N = \text{Total number of respondents (275)}$

$$\% \text{ Change} = \frac{\text{Post} - \text{Pre}}{\text{Pre}} \times 100$$

The data collected has been scrutinized and condensed into master chart and tabulated in terms of statistical tools to represent in a meaningful way. Based on scores obtained by each respondent at pre and post evaluation, the overall mean, standard deviation, and ‘t’ test computed (Panse and Sukhatame,1961).

RESULTS AND DISCUSSION

Total 13 vocational trainings for 275 beneficiaries were organized by Krishi Vigyan Kendra Jabalpur between the years 2015 to 2018 (Table 1), in which 3 trainings were conducted on house hold utility items like making of Paper bags, Cushion, Cloth bags. Total 70 participants participated in this training. During the programme three training session were organized on

making bamboo handicraft items, soft toys or wooden items for 61 participants, majority of the 144 participants showed more interest in making value added food items of different seasons.

Table 1. Selection of respondents to participate in theme wise vocational trainings

Name of training	Year	Days	No.
Value addition by bakery	2015	10	20
Utility items cushion making	2015	10	30
Utility items paper bags making	2016	30	20
Utility items cloth bags	2016	30	20
Wooden handicraft	2016	10	20
Soft toys making	2016	10	21
Bamboo handicraft	2016	10	20
Value addition of crop green pea	2017	10	23
Value addition of crop Multi grain	2017	10	21
Value addition of crop water chest nut	2017	10	20
Value addition of crop fruit & vegetable	2017	10	20
Value addition forest crop	2018	10	20
Value addition miner millets	2018	10	20

Table 2: Descriptive statistics of study participants

Attributes	Intervention	Mean	SD
Employment generation	Pre	0.95	0.21
	Post	1.12	0.59
Enhancement of income	Pre	795.01	823.58
	Post	1313.11	1310.53

Table 2 depicts the descriptive summary of the study participants before and after the activity. Employment Generation is a categorical variable, representing the extent of employment generation. In the pre-intervention phase, the majority of the values are 0, with a mean close to 1 (0.95), indicating the unemployment of women. In the post-intervention phase, the variable has a wide range (0 to 3), with a mean of 1.12. The standard deviation of 0.59 suggests moderate variability around the mean. This suggests that there will be employment opportunities.

Enhancement of Income is a continuous variable. In the pre-intervention phase, the income ranges from 0 to 2800, with a mean of 795.01. The standard deviation of 823.58 indicates considerable variability in income levels before the intervention. In the post-intervention phase, the income ranges from 0 to 6500, with a higher mean of 1313.11. The standard deviation of 1310.53 suggests substantial variability in income levels after the intervention. There is notable variability in income levels,

Table 3. Inferential statistics of Paired Differences for Employment generation and Enhancement of income

Attributes	Mean Diff.	SD	SE Mean	95% confidence interval		t-value	P-value
				Lower	Upper		
Employment generation	0.17	0.54	0.032	0.23	0.11	5.28	<0.001
Enhancement of income	518.10	659.78	39.86	596.57	439.63	13.00	<0.001

both before and after the intervention, as indicated by the standard deviations.

Table 3 shows the results from paired t-test for both the outcome variables i.e. Employment generation and Enhancement of income. The mean difference represents the change in the mean employment generation from the pre- to post-intervention phase.

The positive value indicates an increase in employment generation on average after the intervention. The p-value is less than 0.001, indicating strong evidence to reject the null hypothesis. The result is statistically significant, suggesting that the observed increase in employment generation is unlikely to be due to random chance.

Both employment generation and income enhancement show statistically significant increases after the intervention. The positive mean differences, along with narrow confidence intervals and low p-values, provide strong evidence to reject the null hypothesis and support the conclusion that the intervention had a

significant impact on both employment generation and income enhancement.

CONCLUSION

As per the study findings, a significant portion of respondents reported a low to medium level of employment and income generation, possibly attributed to the district-level vocational training offered by KVK. The perceived benefits by women at the village level include enhanced and increased income, as well as improved socioeconomic empowerment. Among the various activities, value addition of crops emerged as the most popular. also highlighted the effectiveness and house hold utility items. To enhance the effectiveness of training, both KVKs and the Government should consider providing inputs at lower rates or ensuring the availability of resources. Consequently, it can be argued that vocational training courses contribute to the economic empowerment of rural women.

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