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## RESEARCH ARTICLE

# Constraints and Opinions of Farm Women Regarding Vocational Trainings Conducted by Krishi Vigyan Kendra in Uttarakhand

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## ABSTRACT

*To analyze the training experience, opinions and constraints of women beneficiaries (BF) regarding vocational training conducted under KVK Jeolikote. The study was conducted by applying random sampling technique, 45 BF (by using proportional allocation method) and 75 women non-beneficiaries (NBF) engaged in vocational training from the same area were deeply interviewed using a pre-tested structured interview schedule. A descriptive research design was used for the present investigation. Based on the nature of data, frequency, percentage, arithmetic mean and weighted mean square the weightage of each constraint was calculated and ranked by Garrett's ranking by the researcher. It was reported that majority of respondents 66.66 per cent felt vocational training as improving farm family living and half of the respondents 54.16 per cent found vocational training programmes as means of promoting gender equality. Lack of financial assistance to start own venture or small-scale enterprise received the highest weighted mean score of 3.1 and were thus ranked first. Information regarding constraints and opinion through group activities involving both vocational and horizontal learning helps in eliminating the barriers that restricts the development of farm women. Theoretical Implications: Vocational training provided by Krishi Vigyan Kendra helps majority of the farming community especially to marginal and a small farm woman to gain women empowerment with the acquaintance of new skill, knowledge and attitudes. This research will provide a thorough understanding of the impact of vocational training provided by KVKs on socio-economic status, trainings skill needed, and level of empowerment after adopting different enterprises. The result of the study may be useful to encourage non-beneficiaries to join Vocational trainings.*

**Key words:** Vocational training; Opinion; Human resource; Farm women.

Women are the back bone of the nation. They generally constitute nearly half of the global population and approximately accounts for one-third of the total labour force and perform nearly two third of working hours (UN, 1995). They are recognized as the pillars of progress and development for the country. Women in developing countries represent 43 per cent of the rural workforce, and it was estimated that when women's access to the required financial resources and technologies has improved then women could increase plantation yields by 20 per cent to 30 per cent, and this would reduce the number of undernourished people up to 17 per cent, i.e., 150 million people Food and Agriculture Organization (FAO, 2011). Women participation in

development is also not free from gender dimensions. In the process of development, gender bias takes the form of alienation of women from the mainstream (Patel, 2008).

According to an Oxfam research, agriculture sector employs 80 per cent of all economically active women in India, which comprise 48 per cent of the self-employed farmers, and 33per cent of the agriculture labour force. Also, 85per cent of rural women in India are working in agriculture, yet only 13% of them own any land. The most critical issue that needs to be addressed toward a gendered equality is to reduce the gap between ownership and control of land by addressing patriarchal conventions and bottlenecks in interpersonal legislations, to

achieve economic equality in gender. In 2011, MS Swaminathan, by being a Rajya Sabha member (2007-13) also proposed the 'Women Farmers Entitlement Bill', which was stopped in 2013. With increasing contribution of women in agriculture such as by it is time that such legislations and institutional reform in agriculture are addressed. Government role along with different institutions like State Agriculture Universities and NGOs are found crucial to develop women capabilities and skills through its training programme and other initiatives (*Singh. et. al. 2020*). The impact of KVK training has also promoted the farming community to do their jobs much quickly and easier and that they were highly motivated and energized as well as satisfied with the acquaintance of new skill, knowledge and attitudes *Jaiswal et. al. (2019)*. This study was conducted in Uttarakhand state to find out the constraints faced by farm women in taking part in vocational training programme conducted by Krishi Vigyan Kendra, Jeolikote.

## METHODOLOGY

The present study was conducted in Uttarakhand state. The present study was conducted in Uttarakhand state. Out of thirteen districts of the state, Nainital was selected purposively for the present study as Krishi Vigyan Kendra, Jeolikote has been working in this district. Selection of three villages was done randomly from Bhimtal block. A complete list of trainees who had undergone trainings during last two year by KVK Jeolikote in the villages were obtained from KVK personnel. Numbers of non-beneficiaries were selected from the villages by using random sampling method and proportional allocation method was used for the beneficiaries were selected. Thus, constituting the total sample size of 120 women in which 45 were beneficiaries and 75 were non beneficiaries. The training experience which beneficiaries had from KVK Jeolikote been obtained by using pre tested interview schedule. The opinions of the trainees on different aspects of training programme were obtained. To measure the opinion of beneficiary farm women towards vocational trainings, an opinion scale was used. The response of the beneficiaries only was taken in three continuum point. Overall categorization for each respondent was done with the help of frequency and percentage and thereafter, respondents were categorized accordingly. For the purpose of delineating the constraints faced by beneficiaries

(farm women) in participating in vocational training program, the constraints were separately enlisted through review of literature and information collected during pilot testing. The respondents were asked to mark all the major constraints faced by them and also rank the top three major constraints.

Using weighted mean score, the weightage of each constraint was calculated and ranked by the researcher. The formula for calculating Weighted Mean Score (WMS) is -  $aw = \sum mW / W$

Where,

aw= Weighted Mean Score,

mW= Product of weight assigned and measurement

W= Total no. of observation

Data were fed in an excel sheet. Descriptive and inferential analysis was done using SPSS Statistic software.

## RESULTS AND DISCUSSION

Training experience which beneficiaries had from KVK Jeolikote. It is evident from the data in Table 1 that majority of the respondents (51%) attended more than two trainings in last one year, followed by two trainings (29%) and only (20%) of beneficiaries attended one training programme. Thus, it can be concluded from the results that highest percentage (51%) of the respondents from beneficiaries group attended more than two trainings, showing their active involvement in the development process. The findings of the present study are in line with *Kurbetta (2017)* who also reported that majority of the rural women had undergone two and more than two trainings.

Farm women received trainings related to candle making, food processing, knitting woolen garments and macramé activities from the KVK trainers. The duration of training mostly varied from 2-3 days.

The data in Table 1 also shows different types of ventures started by the respondents after receiving the vocational training. It includes all the respondents who received training and used it for home purposes or for income generating activity. It was found that (46.67%) of beneficiaries started making decorative candles and (35.56%) started knitting woolen garments as venture due to high demand in nearby Nainital market, which is being a tourist area. But only few (8.88%) of beneficiaries were interested in designing macramé articles as it required high skills and more time and cost for making articles. The findings are

supported by *Nazir (2012)* who reported that knitting and tailoring was most preferred venture selected by farm women. All respondents started their own unit of production after receiving the vocational trainings from KVK and made it income generating activities for themselves and even used the techniques and learning for home purpose like making of candle, jam and jelly, handicrafts and pickles etc. However, few among the group also left the venture after continuing it for just 2 to 3 months. Data regarding venture started as individual/group has been presented in Table 1. It is clear from the Table that majority (86.67%) of respondents started their venture individually as it provided them flexibility in working hours. However only (13.33 %) of respondents performed group work.

Data regarding availability of raw material has been presented in table. It is clear from Table 1 that majority (67%) of the respondents purchased their raw material from Haldwani market and only (33 %) of the respondents used Nainital market for purchase of raw materials. The place of selection for raw material

**Table 1. Describes about the training experience which beneficiaries had from KVK Jeolikote (N=45)**

Description	No.	%
No. of trainings attended in last one year		
One	9	20
Two	13	29
More than 2	23	51
Types of venture		
Decorative Candle making	21	46.67
Knitted woollen garments	16	35.56
Food processing	4	8.88
Macramé wall hangings	4	8.88
Participation		
Individual	39	86.67
Group	6	13.33
Place of raw material		
Haldwani market	30	67
Nainital market	15	33
Income generated (per month in rupees)		
Low (less than 1600)	20	44.44
Medium (1600-3350)	21	46.66
High (more than 3350)	4	8.88
Place of marketing		
Local market	18	40
Near by town	16	35.55
Door to door	3	6.66
Middle man	8	18

was based on the ease of nearness and convenience and cost of material available. Data in Table 1 also indicates the distribution of respondents on the basis of income generated after receiving vocational trainings. Most of the respondents (46.66%) monthly income ranged between Rs (1600-3350) followed by (44.44%) of respondent's income ranged below 1600 rupees. Only few of the respondents (8.88%) monthly income was more than Rs 3350. The probable reason for low-income generation might be due to low economic status of respondents and lack of proper financial support from other sources. It is clear from the Table 1 that most of the respondents (40%) sold their products in local market, followed by (35.55%) of respondents preferred to sell their products in nearby town. Eighteen percent of respondents contacted middle man for selling their products, and only (6.66%) of respondents preferred for door to door selling of the products.

*Opinions regarding effective organization of training programmes :* The respondents were asked to suggest their desire for participating in organized vocational training programme in which majority of respondents 66.66 per cent found it as favourable and felt a need for society development. While, majority of respondents 75.00 per cent also wanted to participate actively in it and one third 33.33 per cent of respondents also felt that present numbers of training programmes are unfavourable for them and need to have more training programme. The findings of the study were in line with the study conducted by *Nashine (2014)* who also found that farm women needed more training and wanted to participate actively in the vocational training programme. Table 2 clearly shows that majority 51.66 per cent of the respondents suggested that most suitable number of days for receiving training are three days, followed by fifty percent suggested five days as most suitable duration of training.

Analysis from Table 2 also depicts that opinion regarding value/benefit of training program to rural community was taken in which maximum of respondents 62.5 per cent found it favourable for promoting of livelihood /small enterprise and felt as economic reinforce for farm women in the society. While, majority of respondents 66.66 per cent also felt it as improving farm family living and half of the respondents 54.16 per cent also found vocational training programmes as means of promoting gender equality. Among the different practices and instruction

**Table 2. Opinion regarding vocational trainings among BF and NBF(N=120)**

Opinions regarding desire for participating in organized vocational training programme	Favourable		Partially favourable		Unfavourable	
	No.	%	No.	%	No.	%
There is a need in the society	80	66.66	30	25.00	10	8.33
Would like opportunity to participate	90	75.00	10	8.33	20	16.66
Need met by present training programme, it is sufficient	40	33.33	28	23.33	52	43.33
<i>Opinion as to value/benefit of training programme to rural community</i>						
Promoting livelihood means /small Venture	75	62.5	26	30.00	19	15.83
Improving farm family living	80	66.66	40	33.33	0	0
Promoting equality to gender	65	54.16	21	17.5	34	28.33
<i>Distribution of respondents according to duration of training</i>						
3 days	62	51.66	38	31.66	20	16.66
5 days	60	50	55	45.83	5	4.16
10 days	40	33.33	15	12.5	65	54.16
<i>Valuation of instruction and practices</i>						
New livestock and crop practices	66	55.00	33	27.50	21	17.5
Family and community living	50	41.66	44	36.66	26	21.66
Farm management and marketing	62	51.66	38	31.66	20	16.66
Conservation of soil, water, etc.	43	35.83	45	37.5	32	26.66
Promoting cooperative projects	30	25.00	50	41.66	40	33.33

trainings provided to respondents by the different Scientists, farm women were found to be more interested in farm management and marketing about 51.66 per cent of respondents showed favourable attitude for learning about new farm tools, practices and marketing channels. Few respondents 26.66 per cent found conservation of soil and water as unfavourable practices showing least concern towards the sustainable farming. More than fifty percent of population was interested in learning about new crop producing practices with focus on livestock sector as integrated means of livelihood. Rural families are considered as conventional and conservative in their living style they don't want any change in their belief and culture, hence about 16.66 per cent of respondents found training/program related to family and community living as unfavourable. Further, the data in Table 3 show that seating arrangement, light arrangement and arrangement for practical were quite well as majority of respondents i.e., 80, 66.66 and 57.77 per cent respectively found it favourable. The physical facilities like arrangement for audio visual aids and field visits however, were partially satisfied among 44.44 and 46.66 per cent of respondents respectively. Among the audio-visual aids used in the

vocational training program flash card, slides, charts, and model were found as more valuable among different training aids. Majority of trainees (77.77%) preferred to take trainings in a group less than 25 trainees. Some of the respondents (22.22%) felt that the group should be between (25 to 50) was suitable. The present findings are also in conformity with the findings of with *Jyoti (1998)* and *Patel (2008)* who also concluded that when there was not much work in the field, the farm women preferred to attain the training programme. In relation to the findings a study by *Dubey et. al. (2008)* was also found that among on-campus trainees, all the respondents i.e. 100 per cent had high level of attitude towards KVK training programme; while in case of off-campus trainees 86.67 per cent had high level of attitude followed by 13.33 per cent with medium level of attitude. This showed that on-campus trainees have more favourable attitude towards KVK training programme than the off-campus trainees. The finding of the study is found contradictory with study conducted by (*Mazumdar1993*) who said that majority of farm women preferred farmers training centre for receiving training and also found that majority of farm women preferred long duration training to get more skill and

**Table 3. Opinion regarding vocational trainings among BF (N=45)**

Facilities	Favourable		Partially		Unfavourable	
	No.	%	No.	%	No.	%
Physical Facilities						
Seating arrangement	36	80	9	20	0	0
Light arrangement	30	66.66	10	22.22	5	11.11
Arrangement for use of A.V. Aids	14	31.11	20	44.44	11	24.44
Arrangements for Practical	26	57.77	14	31.11	5	11.11
Arrangement for field visit	18	40	21	46.66	6	13.33
<i>Use of Audiovisual aids</i>						
Model	19	42.22	15	33.33	11	24.44
Chart	22	48.88	10	22.22	13	28.88
Flash cards	35	77.77	10	22.22	0	0
Tape recorder	16	35.55	21	46.44	8	17.77
Slides	23	51.11	20	44.44	2	4.44
Chalk board	11	24.44	17	37.77	17	37.77

perfection. It can be concluded that farm women felt small group as most suitable and efficient in learning skills, with proper trainers' guidance and support. The results were in contradictory with the findings of (Kanani 1988) who also reported that majority of farm women preferred training in slightly larger groups.

*Constraints reported by the beneficiaries* : Constraints reported by farm women in all, seven constraints were enlisted and the beneficiaries were asked to first identify all the constraints faced by them in the process of their vocational training by Krishi Vigyan Kendra. Next, out of all the constraints identified by the beneficiaries, the respondents were requested to give top ranking (top three) to those which had a major bearing. Table 4 indicated the constraints as reported by beneficiaries and the weighted mean score of each constraint. Lack of infrastructure at the Krishi Vigyan Kendra was ranked as the significant constraint by the beneficiaries. This constraint was reported by 77.77 per cent of the respondents and most of the respondents

ranked this constraint among the top three, because of which it received high weighted mean score of 2.9. Beneficiaries indicated that at the time of visit to the KVK Campus, they faced shortage of proper training infrastructure like arrangement of practical, adequate training aids and seating and light arrangements. The beneficiaries expressed the need for support from the extension agencies/institution in setting up proper facilities. One of the important constraints also reported by the farm women was communication gap among beneficiaries and KVK trainers/ scientists. This constraint was reported by 75.55 per cent of the respondent and received the weighted mean score of 2.6. Although the communication competence was high among the trainers, however they felt that there is a communication gap i.e less than adequate. This can be attributed to the fact that many trainers have different culture and language and may feel uncomfortable in public speaking situations. Beneficiaries also felt that in formal situations, they lacked proper interaction and

**Table 4. Constraints reported by beneficiaries**

Constraints	%	WMS	Rank
There is a lack of infrastructure facilities for organizing vocational training programme.	77.77	2.9	II
Lack of proper communication / communication gap among beneficiaries and trainers	75.55	2.6	III
Lack of sufficient financial assistance to the beneficiaries	82.22	3.1	I
Lack in motivational and social support from family and friends	75.55	2.6	III
Lack of sufficient number of vocational trainings	62.22	2.3	V
Lack of regular follow up and technical backup by the trainers for marketing, raw material etc.	68.88	2.5	IV
Lack of knowledge on how to organised and convert vocational training into enterprise	68.88	2.6	III



discussion. It can be noted here that, although KVK Scientist have good knowledge of vocational practices, they cannot be used in extension program by virtue of their knowledge alone. This necessitates proper training of scientists as conducted by various ICAR institutions, SAUs and apex training institutes like MANAGE. Lack of financial assistance to start own venture or small-scale enterprise received the highest weighted mean score of 3.1 and were thus ranked first. Lack of financial support to execute the soft skill training small scale venture was reported by 82.22 per cent of the respondents. Lack of knowledge on how to organize and convert vocational training into enterprise was reported by 68.88 per cent of the respondents. Beneficiaries felt that they needed regular follow up by the KVK scientist which was found lacking by many respondents. They also lacked technical back for various venture enterprises like proper marketing, availability of raw material, etc and various extension activities. They said that, if they were given more training on different vocational activities that would help them to generate income and independence among the society. The study was found complimentary with the study of *Sandhu and Singh (2012)*.

## CONCLUSION

Training programmes conducted by KVK had good role in creating awareness, increasing the knowledge, self-confidence, and providing improved skills which helps in the betterment of their livelihood security of farm women. The opinions of trainees highlighted on benefits, Value, needs and infrastructural facilities used in conventional trainings, however KVKs and other similar training institutes should upgrade the facilities, aids and use innovative training methods also. It was noted that beneficiaries lacked infrastructure facilities and there is also gap in the communication among trainees and the trainers. Provision of adequate funding to the respondents can help in creating basic infrastructure for starting enterprises or a venture. Adequate steps must be taken to formalize upgrade status of farm women in rural areas. KVK scientists must undergo regular training for their new capacity building and maintenance training with upcoming new knowledge and practices of extension activities.

## CONFLICTS OF INTEREST

The authors have no conflicts of interest.

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