

# Skills Development is the Power of Women

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## Abstract:-

In present era, it is a very important issue of skills development of women empowerment. Women are having a high level of intellect, sensibly, and independently thinking. The meaning of skills development of women power is to inspire women with courage and confidence without any break from the limiting beliefs, religious conditions that have traditionally kept women avoid from being expressed and unable to become awake of as a fact their real power.

The real power of women for developing their skills is “Education”; education plays a fundamental role and gives more self-confidence of women. With the help of education women updated their obtainable information and connected to the current matter for the current needs. An educated woman is the important part of any nation and can increased strongly economic growth. For the development of economic, social, cultural and political in the nation women literacy is must. Women literacy is directly make a difference to develop on the whole country. When man is educated then only one person is educated and developed his skills but the women are educated then the whole family is educated and also improved skills. To increase the skills of women are gaining the growth of the country and developing the professional skills.

**Key Words:** traditional women, learning, specific training, skills developing through education.

## 1. Introduction:

Our country is called “The Bharat Mata”, many important government posts are engaged by women and educated women are doing very well in their professional life in various national and international corporations, despite all this, the attitude of Indian society is not good for working women. It is universally says that, men are producers and women are consumers. This

division between men and women is completely socially defined and extends to work activities. Thus, while men attend to difficult, heavy works which requires more physical strength, women are left to perform house hold and domestic works which need less physical power, which considered inferior work in comparison with the work men do.[1]

While today there is an impressive manner of women in many fields and services yet India is still far behind to developed countries in the matters of freedom of women to work outside their homes. The poor participation of India women in economic, political and professional life of the country was highlighted by the United Nation's Human Development Report, 1995. [2] In spite of such indications about two decade ago, the position does not appear to have improved much. In comparison with men, even today there are very less number of women in parliament, in higher judiciary and in top position of public and private sectors. Even though some women have reached the top professional position, the greater part still continues to hold jobs in lower cadres. In certain cases, however, a part of the responsibility has to be shared by women too, when they do not wish to compete with men and prefer to choose the softer option as regards their profession because of their gender.

## 2. Objectives:

- To make more knowledgeable and develop skills through learning and trainings.
- To being more influential, powerful and develop their personality through skills.
- To examine the reasons why education and skills important in women's life.
- To increase courage and confidence of women.

## 3. Established Women's State:

When we try to sketch the women's work culture in India through the last periods, we find that except for a short period during Rig Veda when the women enjoyed equality, freedom and the right to live with self-esteem and respect, mostly their position has been of inequality and less important. They were considered lesser to men, not allowed freedom to work outside, had no rights to inherit properties and were not given opportunities to attain education and develop their qualities.

In the Rig Veda period, women enjoyed a high position in society. They were married at a matured age, participated in religious ceremonies and had freedom in the choice of husbands. [3] But this position of women short lived and their condition failed gradually from the later Vedic period onwards. After that time, a woman was to be under her father's control in childhood, her husband's once married and her son's when widowed. Yajnavalkya, the author of **MitaKshara** also says, "The father should protect the maiden daughter, the husband when she is married, the son in her old are, in their absence clansmen. Women have no independence at any time." [4] Now it is clearly says, that era women had no freedom to work in external environment of the home and they had to live under the control of men inside the four walls of their houses.

The condition of women was more serious during the medieval ages, especially during the Muslim rule in India. Many customs came into present that pretend to feel women unfavorable. Many social practices of that time went against women. Keeping women out of sight of the muslim enter in large number of women gave rise

to baneful veil (pardah) system. In this way, women lost their all freedom and they became unable to succeed in doing work outside their houses and nobody focused on the women's professional education and skills of women. The family members and relatives saved money for their marriage but not saved for developing skills of women. They don't want to expend money for their education or learning.

**In post independence era**, the position of Indian women did not improve much except some field such as health and education. In our country, for a long time the field of public service was not opened for women. They were treated as weak and hence required to remain within the four walls of their parental or matrimonial home to attend to house hold and domestic duties like food preparation, clean-up, and looking after children and old age members of the family. Even today, in certain Indian communities, there is restriction in allowing women to work external.

Management scientists and psychologists have found that females are not present in every way, substandard to males. [5] However, despite such findings, the age of old traditions, which support the misunderstanding, those women are weak and continue to misguide the people of India. As a result, most of men do not support the abilities of women. This attitude of men made the position of women worse and blocked their way of progress and freedom.

As situation change with the time, allowing women on work outside their houses was felt necessary to support the income of family. Women started doing

jobs which did not require higher educational qualifications and much physical strength. With the concepts of justice, equality and liberty coming to front position, some women who were fortunate enough to have got higher education and acquired high status in the society, raised issues concerning the education and service of women in all fields, gradually large number of women got employed in various areas or field unrestricted as well as confidential. Today we can say the presence of women in many fields and services. Even though, India is still far behind to developed countries in the matters of women's freedom to work in external environment of their houses.

### **3.1 Skill Development is the Requirement of Current Scenario:**

In the 21<sup>st</sup> century Industrial Training Institution is supporting to develop the skills of manpower and creating quality of skilled in them. There are some policies launched under the skill development. These policies are called "Skill India" which is launched by Central Government in March, 2015. This programme teaches multi skills of the human being. The main aim of this programme to provide training and skills development to 500 million youth of our country and covering each and all villages upto 2020.

**"Skill is building a better dignity of Women. If the women have to move in the direction of development then skill development should be their first mission."**

After developing skills of women, they get employment and also develop entrepreneurship since training gives

support and guidance for all occupations such as construction, tailors, transportation, textile, jewellery designing, banking and various other sectors where skill development is nil. That type of skills provided by “Skill India” programme. This programme is provided training across the line of country or international level. This programme is also need based programmes which can be as language and communication skills, skills of positive thinking, personality development skills, management skills, skills of behavioral and also job and employability skills. According to national priority, the government of India always thinks carefully about skill development of women and others. Skill development is a movement for reducing the unemployment of the country.

There are several certifying agency which is recognized by all private and public agencies and will be issued certificates to those who having all necessary parts of skills or programmes. For better results are attained in a short time, corporate educational institutions, non-government, organization government academic institutions and society would help in the skill development. It is improve the physical and mental development of the women. [6]

### **3.2 Education and Training:**

Skills development can be easier gain through education. Education is the process to collect numberless logical instruction, knowledge, skills, values, beliefs and take training etc.

Education is classified for better understanding of the individual for enhancing capacity and skills. It is five

stages of education first is preschool, second is primary school, third is secondary school, fourth is college and the last is university [7]. Education gives you spiritual power to accept your future challenges. It's increase the curiosity to know the truth and increase their existence information. It is provided you extra knowledge and to develop your logical power to prove thing on the basis of facts. Education builds up your good skills for making relationship in professional life and increases your leadership quality with skills. Education gives patience in abnormal or unwanted condition of life. Education builds your logical thinking, increase your ability and improve capability. It always makes you mentally stronger than others. Education gives motivational power for long run. Education increases your awareness and also attention which is the key of all success [8]. It is said that-

**“Stop Sleeping, start to exist and stop not till the goal is achieved.”**

**-Swami Vivekananda.**

Learning is the process of analyzing of position, understands of situation and gives the power to complete the task with struggle. It teaches how to control our mind or situation. Education teaches morality and ethical not for only an individual but also in a large group of people. Learning is helpful to know of law or organization.

Learning is the base to alive your perfect life style. It makes you civilized people. The major aim of learning is taught the

values of thing and developing the skills with the help of brilliant teachers. Education is like a channelize which gives you knowledge for the society. It gives the strong foundation of ethical values. Education instructed a spiritual knowledge and a body of information and experience or skills. Today, education has become only a commercial activity in the society. [9]

Professional education is fully differing on arts academic education. Professional education consists experiences before the normal time area and also the study of the human mind and its functions. Professional education develops the value, important or quality of things. It tells direct knowledge of technology; provide technique for doing any new work like- stabilising new business in the market i.e. - online commercial business. It teaches to take new challenges which make women's quality and after build brand of women.

### **3.3 Challenges faced by the women:**

There are many challenges faced by the women and many competitions present in the market then the organizational success fully depend on the performance of employees or women employees and upon the work quality of the products. To compete these competitions and to face these types of challenges then **training** is the successful pillar for surviving in the market. This is the best tool to improve the product quality and the quality of women's life in the organization. Training recovers the women's existing information, thoughts, observation, ability, individuality and also increase profit and make more demand of the product in the marketplace. Training also enhances the obtainable

performance capabilities of the employees. Trainings get better the quality of output and lower the cost of waste and also improvement to grow in the women's personality. Training always develops working performance of the male and female employees which helps the following growth in the company and comes a lot of growth in the women's life. Training is the short term program to learn for a specific area. It's increase learning experience which is helpful to achieve the desired objectives of the association. It's also improved the ability and increase the capacity of the trainees' staff. **“Every training will be successful and fulfill the organization's goal when the women's inner willingness to learn from it.”** Training is the best tools for improving the professional skills of women from which they make self depend in their life.

Training representation the latest idea, in sequence knowledge, develop the skills and performance which require for particular fields and also make more responsible position of the all male and female employees. Training fills the gap between Standard and Actual Performance of the women.

Training is necessary for develop of skill, personality enhance, practice for problem solving, skill for time management, women competency development programs, workplace communication, regulatory compliances and so on. And these types of training increase market value of the organization, job secure of women's employees and increase earning power of the women. [10]

### **3.4 The Value of Developing Skills:**

How to helpful developing skills of the women in their life? The answer is skill development of women raise confidence, improve productivity, and give direction by proper skill improvement. Skill development should be a stability growth in all the sectors and all job should be specified equal importance. Training and education both improves the “Soft Skills” of the women and also improves women’s communication skills, presenting ideas in an appropriate manners, appropriate voice will make the presentation successful and motivating, team work; it’s helpful for successful organization and enhanced performance, interpersonal ability success of human being in her life which is highly depends on their relationship and dealings with others, body language, compromising skills, understanding, good manners, liability, a sense of wittiness, and truthfulness. It the other side hard skills which are about a person’s ability position and ability to perform a certain type of activity or task. But it includes soft skills in the individual personality or traits then he can do to complete any type of task and activity in their life. For changing the individual’s skills, there are running many training programs in the society by the central government, school and colleges to build up individual qualities or skills of the women. The training of flexible skills improves the opinion and quality, ideas and thoughts which express and communicate to each other or person to person, soft skill includes humble or soft voice, clearly and correctly communication to others with patience. Flexible skills always make a good relationship to others.

The women’s personality improves by the Soft skills and interpersonal skills. It makes the person very sociability, self-discipline, and self-confidence, maintain courtesy and ethic. Developing skills finish the barriers which increase slow working effectiveness of the women and enhance the women’s capabilities and good skills. This is the major purpose of women’s developing skills. In this way, it makes good character and impressive personality of the women as a professional and separately. On this way to inspiring these type of skills through training program should be opened in colleges and workplaces and need to finish lacking of hesitation of women and students by working such training programs. [11]

#### **4. Research Methodology:**

The study is primarily based on secondary data literature review, books, news paper and reports. Based on the available literature and research material, the present paper makes an evaluation of the importance of women developing skills, challenges and future of women. Through this paper, the researcher is also planned to draw the attention of traditional women’s skills and women toward their current life skills.

#### **5. Conclusion and Suggestion:**

Skills development gives better opportunities, space and scope of improving women’s talent. There are some policies made by the Central Government such as “Pradhan Mantri Kaushal Vikas Yojana” which runs skills certification and monetary reward scheme, “National Skill Development Corporation” and “Job Creation and Social Security Schemes”. It

is necessary for growing India and really increases Indian talent to make up our country.

Women should be required to aware in all fields. Their lack of knowledge will be faced many problems in the society. Skill development is the one only weapon to fight all kinds of problems for the women in the society which is improved by the education and training. Women should have hardly desire to gain information with the sequence from their own hard work. Skills development is also developed by the training for the specific area of profession which that improved the personality of the women and give the power to do something in their life and make to able earn money for their living independently in the society. Education makes emotionally strong, increase learning skills, make reputation in the society, gives self depending ability, understanding and does overall development of the women. Parents and other members of the Family should be supported to attain the education classes of the women and also continue developing the skills of women.

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