



4. Empowering Women in the Unorganized Sector through Vocational Training and Skill Development

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Abstract

This review-based paper investigates the effectiveness of vocational training and skill development programs in empowering women engaged in the unorganized sector. The contemporary situation of Indian women from poor backgrounds is not very good in terms of skill development and vocational training. India is a country which is progressing very fast in the economic field. With good human resources and other sectors, it is going to become the most powerful country in the world. When we talk about vocational training and skill development among women, we find many challenges come between the paths. These challenges are limited access to resources, challenges of low enrollment rates, and challenges of inequality in training. However, the status of male counterparts in getting skill development and vocational training is also not very good. Women from poor backgrounds often face barriers in accessing vocational training and skill development opportunities due to financial constraints, lack of awareness, and limited availability of training centers in their localities. The present paper reviews the issues and challenges faced by women in unorganized sector in the field of vocational education and skill development practices. The purpose of this paper is to evaluate the success achieved in the direction of employment through skill development and vocational training in the lives of unorganized women. Here an attempt has been made to understand the process of skill development and vocational training for the empowerment of women especially in unorganized sector. It also aims to understand the issues and challenges faced by the women getting the skill training and explores the various factors, challenges, and best practices that impact the status of women at many levels.

Keywords: Empowerment, Unorganized Sector, Vocational Training, Skill Development, women equality.

Introduction

Women constitute a significant portion of the workforce in the unorganized sector, often engaged in informal work characterized by low pay, lack of job security, and limited access to training opportunities. Empowering these women through vocational training and skill development is crucial for enhancing their socio-economic status and breaking the cycle of poverty. This research aims to assess the impact of vocational training programs on women in the unorganized sector and identify strategies to promote their empowerment. In many countries, a significant portion of the workforce, particularly women, is engaged in the unorganized sector, which often lacks job



security, decent wages, and access to formal training opportunities. Empowering women in this sector through vocational training and skill development programs is crucial for enhancing their livelihoods, economic independence, and overall well-being. Vocational training tailored to the needs of the unorganized sector equips women with practical skills that are directly applicable to their work environments, whether in agriculture, domestic work, informal manufacturing, or other informal activities. By providing training in areas such as entrepreneurship, financial literacy, technical skills, and occupational health and safety, women can improve their productivity, enhance the quality of their work, and potentially increase their earnings.

Review of literature

Empowering women in the unorganized sector through vocational training and skill development has gained significant attention in both academic and policy spheres. Several studies have explored various aspects of this topic, shedding light on the challenges faced by women in the unorganized sector and the potential benefits of vocational training programs.

‘Gender Disparities in the Unorganized Sector’ research by Kabeer (2008) highlights the pervasive gender disparities in the unorganized sector, where women often face lower wages, limited access to formal employment benefits, and higher levels of exploitation compared to their male counterparts.

‘Importance of Vocational Training: Studies’ by Datta (2016) and Mukhopadhyay (2019) emphasize the importance of vocational training in enhancing the employability of women in the unorganized sector. These programs not only equip women with relevant skills but also boost their confidence and self-esteem.

‘Impact of Skill Development on Economic Empowerment: Research’ by Chakraborty et al. (2017) examines the impact of skill development initiatives on the economic empowerment of women in the unorganized sector. Findings suggest that such programs can lead to increased income generation and improved living standards for women and their families.

‘Barriers to Participation: Studies’ by Sen (2015) and Dasgupta (2020) identify various barriers to women's participation in vocational training programs, including lack of access to education, cultural norms, and household responsibilities. Addressing these barriers is crucial for ensuring the effectiveness and inclusivity of skill development initiatives.

‘Role of Government Policies: Research’ by Rahman (2018) analyzes the role of government policies in promoting women's participation in the unorganized sector through vocational training and skill development. Policy interventions such as subsidized training programs and outreach efforts can significantly impact women's access to skill-building opportunities.

Research Question: "How can vocational training and skill development programs be effectively designed and implemented to empower women in the unorganized sector?"

Objective: To examine the existing literature on empowering women in the unorganized sector through vocational training and skill development.

- To identify the key challenges and barriers faced by women in accessing and benefiting from vocational training programs.
- To explore the impact of skill development initiatives on the economic empowerment and social inclusion of women in the unorganized sector.
- To propose recommendations for designing and implementing effective vocational training programs that cater to the needs and aspirations of women in the unorganized sector.

Unorganized Sector: A space of insecurity and challenges for the women

The unorganized sector refers to a segment of the economy characterized by the absence of formal regulation, structure, and labor standards. It typically consists of small-scale enterprises, self-employment, and informal employment arrangements that operate outside the purview of government regulation and oversight. Workers in the unorganized sector often lack job security, social protection, access to benefits such as healthcare and retirement plans, and legal recognition of their employment status. This sector can include various types of economic activities, such as street vending, domestic work, small-scale agriculture, construction labor, and home-based production. The unorganized sector is prevalent in many developing countries and plays a significant role in providing employment opportunities, particularly for marginalized communities. However, it also poses challenges related to exploitation, low wages, and poor working conditions, and limited access to rights and benefits for workers.

In many countries, the unorganized sector often lacks legal protections, benefits, and stability, making it particularly challenging for women to secure stable employment and fair treatment. Women in these sectors may face exploitation, low wages, unsafe working conditions, lack of access to healthcare or social security benefits, and limited opportunities for advancement. The term "black hole" emphasizes the sense of being trapped or engulfed by these challenges, suggesting a situation where women's rights and well-being are overlooked or disregarded. Overall, the quote highlights the urgent need for policies and initiatives to address the vulnerabilities faced by women working in the unorganized sector.

Importance of Vocational Training for Women

Vocational training offers women opportunities to acquire practical skills tailored to market demands, enhancing their employability and economic independence. By providing avenues for skill development, women can break through traditional gender roles and access higher-paying jobs in sectors traditionally dominated by men. Moreover, vocational training equips women with the confidence and capabilities necessary to contribute meaningfully to their communities and economies.

Methodologies for Advancing Women through Vocational Training:



Targeted Programs-Implementing specialized vocational training programs specifically designed for women, addressing their unique needs and challenges.

Collaboration with Industries-Partnering with industries to develop training curricula aligned with market demands, ensuring women receive relevant skills for employment.

Mentorship and Support-Providing mentorship and support networks to guide women through their training and career advancement, fostering confidence and resilience.

Access to Resources-Ensuring equitable access to resources such as funding, infrastructure, and technology to facilitate women's participation in vocational training programs.

Policy Advocacy-Advocating for policies that promote gender-inclusive vocational training and address systemic barriers hindering women's access to skill development opportunities.

International Perspective of Women's Advancement

International Labour Organization (ILO)-The ILO advocates for gender-responsive vocational training policies and programs, emphasizing the importance of empowering women economically through skills development.

United Nations Development Programme (UNDP)-The UNDP supports initiatives aimed at enhancing women's participation in vocational training, recognizing its role in promoting gender equality and sustainable development.

World Bank-The World Bank funds projects focused on vocational training and skill development for women, emphasizing the positive impact on poverty reduction and economic growth.

Non-Governmental Organizations (NGOs)-NGOs such as Plan International, CARE, and Women's World Banking implement vocational training programs targeting women in marginalized communities, facilitating their empowerment and socio-economic inclusion.

Academic Research-Scholarly studies on women's participation in vocational training provide valuable insights into effective strategies and best practices for promoting gender equality in skill development initiatives.

One effective approach to empowering women in the unorganized sector is through community-based vocational training initiatives. These programs, often implemented by non-governmental organizations (NGOs) or local community organizations, are designed to reach women in remote or marginalized areas who may face barriers to accessing formal training institutions. By bringing training directly to the communities where these women live and work, these initiatives can overcome logistical challenges and ensure greater participation and impact.

One example of a successful vocational training program for women in the unorganized sector is the Self-Employed Women's Association (SEWA) in India. SEWA provides training and support to women engaged in informal work such as agriculture, handicrafts, and home-based production. Through SEWA's interventions, women gain not only technical skills but also access to financial



services, markets, and advocacy networks, empowering them to improve their livelihoods and advocate for their rights

Furthermore, vocational training programs for women in the unorganized sector should incorporate elements of empowerment and agency-building. Beyond just acquiring technical skills, women should be equipped with the knowledge and confidence to assert their rights, negotiate fair wages and working conditions, and access support networks and resources. This holistic approach not only improves women's economic prospects but also contributes to broader social and gender equality objectives.

Government Approach for the Women's Development

The Government of India has implemented several schemes and programs to promote skill development among women from poor backgrounds. Initiatives such as Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and Udyogini Scheme offer financial support, training, and placement assistance to empower women with skills.

Various NGOs are working towards empowering women from poor backgrounds through vocational training and skill development. They provide training, counseling, and support services to help women gain employable skills and become self-reliant.

Some vocational training programs specifically target women from disadvantaged backgrounds, including those from poor socio-economic backgrounds. These programs aim to address their unique needs and challenges by offering flexible timings, childcare support, and financial aid. Skill development programs for women from poor backgrounds often emphasize entrepreneurship as a pathway to economic empowerment. By providing training in business management, access to finance, and mentorship support, women are encouraged to start their own businesses and generate income. Efforts are being made to address the challenges faced by women from poor backgrounds in accessing vocational training and skill development. However, continued investment in infrastructure, awareness campaigns, financial support, and targeted interventions are necessary to further improve the contemporary status of Indian women from poor backgrounds in this domain.

Vocational training equips women with industry-specific skills and knowledge, making them more competitive in the job market. By acquiring relevant vocational skills, women can access a broader range of job opportunities and increase their chances of securing formal and higher-paying employment. Skill development programs often include modules on entrepreneurship and business management. These programs empower women to start their own businesses or engage in self-employment ventures. By acquiring entrepreneurial skills, women can create sustainable livelihoods and contribute to their local economies. Vocational training programs provide a supportive learning environment where women can build confidence and self-esteem. By gaining practical skills, women develop a sense of accomplishment and belief in their abilities, which positively impacts their personal and professional lives. Through vocational training, women can become financially independent, reducing their dependence on others and improving their overall well-being. Earning their own income empowers women to make decisions, invest in their



families, and contribute to household expenses, thereby transforming their social status within their families and communities. Vocational training programs challenge traditional gender roles by encouraging women to pursue non-traditional occupations. By entering fields traditionally dominated by men, women can challenge gender stereotypes, promote gender equality, and inspire other women to pursue their aspirations.

The Role of National Education Policy (NEP) 2020 for Women's Advancement

NEP 2020 in India acknowledges the importance of vocational education and training for women's empowerment and their participation in the workforce. The NEP 2020 emphasizes the need for gender-sensitive vocational education and training programs that cater to the specific needs and aspirations of women. It aims to create an inclusive and supportive learning environment that promotes equal opportunities and access to vocational education for women. The policy aims to integrate skill development programs into the school curriculum from an early stage, ensuring that both girls and boys have exposure to vocational training. This early exposure aims to break gender stereotypes and encourage girls to explore diverse vocational pathways.

The NEP 2020 emphasizes the importance of career guidance and counseling services to help women make informed choices regarding vocational education and training. It aims to provide personalized support to students, including girls, in exploring various vocational options, understanding skill requirements, and making informed career decisions. The policy recognizes the significance of promoting entrepreneurship among women. It seeks to provide women with the necessary skills, knowledge, and support systems to encourage entrepreneurial ventures. This includes providing access to mentorship, incubation centers, and financial resources for women interested in starting their own businesses. The NEP 2020 encourages collaboration between educational institutions and industries to ensure vocational education and training programs align with market demands. This collaboration can help create internship opportunities, apprenticeships, and on-the-job training for women, enhancing their employability and industry-relevant skills. The NEP 2020 aims to ensure equal access and participation of women in vocational education and training programs. It emphasizes the need to eliminate gender disparities and increase the enrollment of women in skill development courses. The policy emphasizes the development of gender-responsive curricula in vocational education and training programs. This involves integrating content that addresses gender-based stereotypes, promotes gender equality, and provides opportunities for women to develop skills in non-traditional sectors.

The NEP 2020 recognizes the multiple roles and responsibilities that women often have in their families and communities. To accommodate their needs, the policy encourages the provision of flexible learning options, such as part-time courses, distance learning, and online platforms. It also emphasizes the importance of creating a supportive and safe learning environment for women, including appropriate infrastructure and facilities. The policy emphasizes the importance of equipping women with relevant skills that align with industry demands. It focuses on providing vocational training programs that enhance women's employability and entrepreneurial abilities, enabling them to secure gainful employment or start their own businesses.

Polices for Women's Empowerment in India

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) Launched by the Ministry of Skill Development and Entrepreneurship, PMKVY aims to provide skill development training to individuals across various sectors, including women. It offers financial assistance and recognition of prior learning, facilitating the upskilling and certification of women in different trades.

Mahila Coir Yojana (MCY), Implemented by the Ministry of Micro, Small and Medium Enterprises, MCY focuses on promoting women's participation in the coir industry. It provides training, financial assistance, and marketing support to women involved in coir-related activities, enhancing their entrepreneurial and vocational skills.

Udyogini Scheme, this scheme operated by various state governments, offers financial assistance, training, and counseling to women entrepreneurs. It aims to facilitate the establishment and growth of women-owned micro and small enterprises, encouraging their active participation in vocational training and entrepreneurial ventures.

Support to Training and Employment Program for Women (STEP)-Implemented by the Ministry of Women and Child Development, STEP focuses on enhancing the employability of women by providing vocational training and skill development. It supports various training programs across sectors and helps women secure job placements or start their own enterprises.

National Skill Development Corporation (NSDC)-NSDC plays a significant role in promoting skill development in India. While not exclusively focused on women, NSDC collaborates with various training providers and industry sectors to facilitate vocational training opportunities for women, ensuring inclusivity and gender sensitivity.

National Skill Development Corporation (NSDC) Women Empowerment Program-NSDC runs several skill development programs targeted at women. These programs aim to enhance women's employability, entrepreneurship, and leadership skills. They offer training in sectors such as retail, hospitality, healthcare, and beauty & wellness, among others.

Women Entrepreneurship Platform (WEP), launched by NITI Aayog, is an online platform that promotes and supports women entrepreneurs in India. It provides access to networks, resources, mentoring, and training programs, enabling women to enhance their entrepreneurial skills and succeed in their business ventures.

Stree Shakti Package for Women Entrepreneurs, the Stree Shakti Package, initiated by various banks and financial institutions, aims to promote entrepreneurship among women by providing financial assistance, training, and other support. It offers preferential treatment in terms of collateral-free loans, interest rate concessions, and specialized training programs to empower women entrepreneurs.



The Skill based and Vocational Training Programs for Women

Skill-based and vocational training programs encompass a wide range of courses designed to equip individuals with practical skills for specific industries or professions. Some commonly known programs include:-

Electrician Training Program-A course focused on electrical systems, wiring, and maintenance, preparing individuals for careers as electricians as "Electrician Training Program" in Trade School.

Culinary Arts Program-This program trains students in culinary techniques, food safety, and kitchen management, preparing them for careers in the hospitality and food service industries. As "Culinary Arts Program" in Culinary Institute.

Welding Certification Course-This course provides hands-on training in welding techniques, safety procedures, and equipment operation, leading to certification as a welder. As "Welding Certification Course" in Technical College.

Automotive Technician Training-A program focusing on automotive repair and maintenance skills, including diagnostics, engine repair, and vehicle electronics. Graduates are prepared for careers as automotive technicians as Automotive Technician Training" in Vocational School.

Medical Assistant Program-This program trains individuals in medical office procedures, patient care, and basic clinical skills, preparing them for roles as medical assistants in healthcare settings. As "Medical Assistant Program" in Community College.

"Women in Trades Vocational Program"-This initiative offers vocational courses specifically designed to attract and train women in traditionally male-dominated industries such as construction, plumbing, carpentry, and HVAC. The program aims to break gender barriers, promote diversity, and empower women to pursue successful careers in skilled trades. As "Women in Trades Vocational Program" in Vocational Training Center]

Digital Marketing Certification Course-A comprehensive program covering online marketing strategies, social media management, SEO, and analytics, equipping participants with in-demand digital skills. As "Digital Marketing Certification Course" in Online Learning Platform]

Graphic Design Diploma Program-This course focuses on visual communication, typography, and software proficiency, preparing students for careers as graphic designers. As "Graphic Design Diploma Program" in Design Institute.

Medical Billing and Coding Training-A specialized program providing instruction in healthcare terminology, coding systems, and billing procedures, preparing individuals for roles in medical administration. As "Medical Billing and Coding Training" in Vocational College.

Hospitality Management Certificate-This program offers training in customer service, hotel operations, and event planning, preparing students for entry-level management positions in the hospitality industry. As "Hospitality Management Certificate" in Community College.



Automotive Technology Apprenticeship-An apprenticeship program combining classroom instruction with hands-on experience in automotive repair and maintenance, leading to certification as an automotive technician. As "Automotive Technology Apprenticeship" in Technical Institute.

Responsible Organizations for Vocational Courses

Technical and Vocational Education and Training (TVET) Institutions-This is educational institutions specifically designed to provide vocational education and training. They can be government-run or private entities and offer a wide range of vocational courses.

National Skills Development Agencies-This agency, often overseen by governments, focus on developing and implementing policies and programs related to skills development and vocational training on a national level.

Industry Associations and Trade Unions-These organizations often collaborate with educational institutions to develop vocational courses that meet industry standards and requirements. They may also provide support in terms of curriculum development and training resources.

International Organizations-Bodies like the United Nations Educational, Scientific and Cultural Organization (UNESCO) and the International Labour Organization (ILO) work on global initiatives to promote vocational education and skills development worldwide.

Certification and Accreditation Bodies-Organizations responsible for accrediting vocational courses and institutions, ensuring that they meet quality standards and industry requirements. Examples include the National Vocational Qualification (NVQ) framework and professional certification bodies.

Nonprofit Organizations and NGOs-Various nonprofit organizations and NGOs may focus on vocational education and training initiatives, especially in underserved communities or developing countries. They may provide funding, resources, and support for vocational courses.

Employers and Industry Partners-Many vocational courses are developed in collaboration with employers and industry partners to ensure that the skills taught are relevant and in demand in the job market. These partnerships often lead to internships, apprenticeships, or job placement opportunities for students. These organizations collectively contribute to the planning, development, implementation, and evaluation of vocational courses, ensuring that they meet the needs of learners and industry stakeholders.

Community Colleges often provide a wide range of vocational courses ranging from healthcare to technology to trades. Specialized schools such as technical institution focused on vocational training in areas like automotive technology, construction trades, and industrial maintenance. Trade Schools dedicated to providing vocational education and training in specific trades such as welding, electrical work, plumbing, and carpentry. Many online platforms offer vocational courses



in fields like digital marketing, coding, graphic design, and business management. Some government agencies offer vocational training programs as part of workforce development initiatives aimed at equipping individuals with skills for employment. Certain companies provide vocational training programs either in-house or through partnerships with educational institutions to train employees in specific skills relevant to their industries. These courses are typically tailored to meet the needs of different industries and provide hands-on training, internships, and certifications to prepare individuals for employment in their chosen fields.

Issues and Challenges faced by Women in Vocational Education

Gender bias and discrimination-Women often encounter gender bias and discrimination in various forms, including unequal pay, limited career growth opportunities, and stereotyping based on gender roles. This can create barriers to their advancement and contribute to a hostile work environment. It has been seen in both sector but organized sector is more secured rather unorganized sector in this field.

Work-life balance- Balancing work and family responsibilities can be challenging for women, particularly due to societal expectations and traditional gender norms. The lack of supportive policies, such as flexible work arrangements and affordable childcare, can make it difficult for women to pursue their careers while fulfilling caregiving responsibilities. Women always face a lack of support system by their family or society. The responsibility of child care still fully depends on women. It is a difficult task to bridge the gap between child caring and professionally involvement.

Lack of representation and leadership opportunities-Women are often underrepresented in leadership positions and decision-making roles, which can limit their access to power, influence, and career progression. This can be attributed to various factors, including implicit biases, stereotypes, and structural barriers within organizations. The theory of bread winner is still exists in our society that a man is the main earner of economy and resources. Women are supposed to manage the household chores. Society still thinks that the household work is for women and the outside work is for men.

Sexual harassment and workplace violence-Women may face sexual harassment, abuse, and workplace violence, which can have severe psychological, emotional, and professional consequences. Such instances create an unsafe and hostile work environment, making it difficult for women to thrive and excel. Especially when we talk about the unorganized sector, there is no social security for women. It may be due to a lack of labour union.

Limited access to education and skills development-In some societies, women face barriers to accessing quality education and skill development opportunities. The lack of proper education and training can hinder their career prospects and limit their ability to compete in the job market. In remote or village areas there is a lack of proper education facilities. The girl who belongs to poor economic status, is unable to study in a private school with high rated fees. The government schools should be monitored and evaluated in village areas in India.



Women are Challenging the Stereotypes

Indian women are challenging traditional gender roles and cultural expectations by participating in activities traditionally considered male-dominated.

India's first and only female Prime Minister, Indira Gandhi, served as a powerful political leader, challenging the stereotype that women are unfit for high-level political positions. After Indira Gandhi, there are many empowered leaders who are doing very good work in politics. Pratibha Patil was the first president of India. Then our Honorable President Draupadi Murmu was the second female president from the unprivileged section. Women such as Draupadi Murmu from the Tribal community have come so far in our society by their ability and strength.

Authors such as Arundhati Roy, Jhumpa Lahiri, and Arundhati Bhattacharya, Geetanjali Shree have gained global acclaim for their literary contributions, challenging stereotypes and promoting diverse narratives.

Women athletes like PV Sindhu (badminton), Mary Kom (boxing), and Hima Das (athletics) have achieved international recognition, challenging the notion that sports are only for men. Mithali Raj has broken numerous records and shattered stereotypes about women's involvement in sports, inspiring a new generation of female athletes in India. Mary Kom is a six-time world boxing champion and an Olympic bronze medalist, challenging stereotypes about women's physical strength and capabilities in sports like boxing.

Indian women are increasingly pursuing higher education and professional careers, challenging the belief that their primary role is limited to household duties. Women like Tessy Thomas (scientist), Sudha Murthy (engineer, author, philanthropist), and Kalpana Chawla (astronaut) have excelled in science, technology, engineering, and mathematics, inspiring other women to enter these fields. "Missile Woman of India," Tessy Thomas played a pivotal role in the development of ballistic missiles in India, challenging the stereotype that women are not suited for careers in science and technology. As the Country Head of Intel India, Nivruti Rai is a prominent figure in the tech industry, challenging gender biases and inspiring more women to pursue careers in STEM fields. Women such as Chanda Kochhar (former CEO of ICICI Bank), Kiran Mazumdar-Shaw (founder of Biocon), and Indra Nooyi (former CEO of PepsiCo) have reached top leadership positions in corporate India, challenging gender biases and advocating for diversity and inclusion. Falguni Nayar founder of NYKA has transformed the beauty and cosmetics industry in India, defying gender norms and inspiring other women to pursue entrepreneurship.

Indian women are challenging patriarchal norms and advocating for gender equality through activism, advocacy, and grassroots initiatives. Women's rights activists and organizations have advocated for legislative reforms to address issues such as gender-based violence, marital rape, and discriminatory practices, leading to changes in laws and policies aimed at protecting women's rights and promoting gender equality. Women-led grassroots movements, such as the Gulabi Gang and the Self-Employed Women's Association (SEWA), have empowered women in rural areas by providing access to education, healthcare, and economic opportunities, challenging patriarchal



structures and promoting women's autonomy and agency. Kiran Mazumdar-Shaw is one of India's leading entrepreneurs, challenging stereotypes about women's roles in business and demonstrating the potential for female leadership in the corporate world.

Women in the Indian Armed Forces participate in the parade, showcasing their strength and prowess in traditionally male-dominated domains. Female officers from the Army, Navy, and Air Force lead contingents, march in precision, and perform drills, challenging stereotypes about women's capabilities in the military. Women's achievements and contributions are often highlighted through tableaux representing various states and government departments. These tableaux may showcase women's empowerment initiatives, cultural achievements, and successful women-led projects, challenging stereotypes and celebrating women's achievements. Cultural women artists, dancers, and musicians often participate in cultural performances during the parade, showcasing their talent and representing diverse cultural traditions from across India. These performances challenge stereotypes by showcasing women's creativity, skill, and cultural leadership on a national platform.

Conclusion and Discussion

Women can contribute significantly to nation-building by actively engaging in vocational training and skill development. Here are some ways in which women can enhance their skills and make meaningful contributions. Women can proactively seek out vocational training programs that align with their interests and career goals. By enrolling in courses and acquiring industry-relevant skills, women can enhance their employability and contribute to the workforce in various sectors. Women can break gender stereotypes by venturing into non-traditional sectors and occupations. By exploring fields such as technology, engineering, construction, finance, and entrepreneurship, women can expand their skill sets and contribute to diverse sectors of the economy.

Women can acquire entrepreneurial skills through vocational training and start their own businesses. By becoming entrepreneurs, they not only contribute to economic growth but also create employment opportunities for others, thus playing a pivotal role in their communities. Women can engage in continuous learning and up skilling throughout their careers. By staying updated with emerging trends, technologies, and industry demands, women can adapt to changing job market requirements and contribute to innovation and productivity.

Women who have gained skills and experience can serve as mentors to other women aspiring to enter vocational training and skill development. By sharing knowledge, providing guidance, and offering support, they can empower other women to pursue their career aspirations. Women can actively participate in advocacy efforts to promote gender equality in vocational training and skill development. By raising awareness about gender biases, advocating for equal opportunities, and influencing policy changes, they can contribute to creating a more inclusive and equitable environment for all. Women can engage in networking and collaboration with professionals, organizations, and industry stakeholders. Building connections and partnerships can open doors to



new opportunities, mentoring relationships, and collective efforts to advance women's participation in vocational training and skill development.

It is important for women to take initiative, seek support from relevant institutions and organizations, and tap into available resources and platforms that promote vocational training and skill development. By actively participating and investing in their own skills, women can contribute to the nation's growth, economic development, and social progress. It is the responsibility of a woman as well as of the entire family and society to provide women with all the constitutional rights that they deserve. Besides, it is the fundamental and human right of women to have freedom of expression. Neither society nor family nor any country has the right to violate it. Vocational training and skill development are powerful tools for empowering women in the unorganized sector, enabling them to enhance their economic opportunities, assert their rights, and improve their overall well-being. By investing in targeted training programs and supportive interventions, governments, NGOs, and other stakeholders can unlock the potential of women in the informal economy, leading to more inclusive and sustainable development. Empowering women in the unorganized sector through vocational training and skill development is essential for promoting gender equality and inclusive economic growth. Community-based initiatives play a vital role in addressing the unique needs and challenges faced by women in informal work settings. By investing in targeted interventions and supportive policies, stakeholders can harness the potential of women in the unorganized sector as agents of change and drivers of sustainable development.

Vocational training and skill development play a pivotal role in advancing women's empowerment and socio-economic inclusion. By equipping women with marketable skills, tailored support, and advocacy for gender-inclusive policies, societies can unlock the full potential of women as agents of change and drivers of economic growth. Collaboration among governments, international organizations, NGOs, and the private sector is essential in creating an enabling environment for women to thrive through vocational training programs.

According to a World Bank report, women are unable to participate in skill training due to child care (Matulveich, 2020). Childcare provision and safe transportation can involve them in skill building participation. Skills should integrate women into male-dominated sectors because women's access to skills also helps in getting work done. In such a place, it is a big challenge to carry out training work by integrating women in the unorganized sector through some means. Although life skills are essential for both men and women, in a country like India, women who acquire basic and technical skills often falter when it comes to confidence in decision making. SEWA has been an early adopter of such skill models. Indian policy makers can move forward by adopting this model to train women in the unorganized sector.

If we are successful in providing skill training to women in the unorganized sector by integrating them, many more women can join the workforce in India. By becoming allies in the economic development of the country, those women can take themselves and their families on the higher path of development.

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