



Impact of Skill Development Programs on Women Employment Generation: A Case Study of Lakhimpur District

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Abstract:

In underdeveloped regions, especially, to combat the problem of unemployment and raise economic growth, it is necessary to pay attention to the development of skills. We are going to consider the Lakhimpur District in this paper as the example of how skill development training programs can influence generation of employment. The study goes into the way these initiatives prepare people with marketable skills which subsequently creates employment and financial self-sufficiency.

The article identifies numerous issues that make such centres effective. These involve programmes with real world career, partnership with local business and after graduate services, which include job placement and business mentoring. It also raises the issue of inadequate funding, availability of old facilities, and the ignorance of the locals concerning the available programmes. Nevertheless, the article emphasizes that rural and semi-urban communities may be economically and job-wise advantageous with regards to the development of skills programmes.

The present study relies on a mixed-method research approach, i.e., the combination of quantitative survey data with qualitative information obtained by means of in-depth interviews and focus groups. A stratified random sample technique was used in order to select a hundred individuals out of the SDTCs in Lakhimpur of all ages, sexes, educational backgrounds and socioeconomic backgrounds. The results were further triangulated using secondary data of government papers and SDTC records.

As they equip people with marketable skills and make them more employable and the local economy, Skill Development Training Centres are essential in creating employment opportunities in Lakhimpur District as evident in this article. The positive effect serves as an indication of the need to invest in skill-building programmes in the long term as a measure of combating unemployment and enhancing economic development. In order to develop a clearer picture of the way in which the development of the skills could result in the employment opportunities in the various socioeconomic contexts the research should consider looking into the long-term effects of SDTCs and should consider covering other regions as well.

Keywords: Skill Development Programme, Employment Generation, Vocational Training, Lakhimpur District, Employability, Socio-economic Impact, Case Study



1 Introduction

The Indian labor market, especially the young population has been a nightmare in the recent years. The alarming rate of unemployment by people in the 20-24 age group as of the first quarter of 2019 was 34 percent, as reported by the Centre for Monitoring the Indian Economy (CMIE). This alarming number is an indication of a bigger issue, consisting in the expansion of the gap between the skills of job seekers and the requirements of the labour market, which reached astounding 37.9% of urban residents (CMIE, 2020). This has been compounded by the fact that a large number of new job applicants of more than 8 million has also increased an already dangerous work situation to be even more disturbing. The lack of employment in the country turned into an even more serious problem with the number of jobs created being only 5.5 million in 2017. Experts state that the present job market recession has been the worst in 45 years. The lack of interest by the government in availing youth training and skill development opportunities is one of the reasons why the rates of youth unemployment in India are high. Surprisingly, the 2018 Periodic Labour Force Survey (PLFS) conducted data revealed that only 7% of the population had received some form of training, formal or informal. A very obvious aspect of the unemployment issue is the fact that many individuals are not acquiring new skills and therefore are unprepared to address the demands of the job market. In comparison, only 2.3% of Indian workforce has official training in the skill, which is an indication of the seriousness of the situation. Due to this, India finds it significantly more difficult to compete with other countries on the global labour market such as the US (52%), the UK (68%), Germany (75%), Japan (81%), and South Korea (96%).

The challenge that employers face nowadays is the filling of job opportunities in India and this has been attributed to the lack of qualified candidates who meet the required skills. Polls in India have indicated that more than fifty percent of the total number of firms are not able to hire vacant positions because of the lack of qualified resumes. Interestingly, the unemployment problem is not exclusive to the less-educated segment of the population; indeed, the 2018 PLFS found that an appalling 33% of people aged 15 to 29 who experienced formal training in some manner or other were unemployed, which is a testament to a very weak acculturation of education to employment opportunities.

Worse still is the fact that the employment practice is targeted at the women in India, a group of people that is essential to the labour of the country. According to the International Labour



Organisation (ILO), 50% of women in India would prefer working or working part time and part caring duties. Nevertheless, the participation rate of women in the labour force has been continuously decreasing since the last two decades, down to the pathetic 19% in 2021, compared to 32% in 2005. Rural women in particular, and who would otherwise devote themselves to the accumulation of huge amounts of cash, are not exempted by this alarming trend; it touches women of all ages, socioeconomic statuses and religious convictions. The statistics published by the Centre for Monitoring the Indian Economy (CMIE) indicate a sharp increase of rural unemployment to 9.2% in February 2022, and urban unemployment went down to 7.5%. However, despite these figures, it is surprising that one in every four urban women between the ages of 15 and 29 have a hard time in securing a job. It is against these grim scenes of high unemployment rates and shortage of skilled employees that this research tries to explore the possible significance of skill development programmes in socioeconomic empowerment of women with reference to Assam. We hope that this study will help illuminate the game changer of skill development programmes in solving the current problems of unemployment and economic situation of women in the area. When women learn the skills that will make them gain high-paying employment of high quality, they will be able to become economically independent and make a significant contribution to the life of their families.

2 Research Background and Rational of the Study

Assam is more women-engaged in home decision-making than the national average of 37; 60% of the Assam women are actively involved in household decision-making. Still, there is a problem with access to financial resources; 27% of women in rural places have even less freedom than 29% of women in Assam, when it comes to spending their own money (NFHS-5Reports).

Low working percentage of women in Assam is one of the greatest problems. The employment rate of women is pathetic, 21 compared to 83 percent of males within the same period between 2019 and 2021. This gap demonstrates the urgent need to improve the obstacles that do not allow women to access the labor market. In Assam, women aged 20- 24 are getting married at an early age (33 percent in this age group), and child brides are an appalling figure in the state-approximately 5 million. This problem, in its turn, has a disproportionate impact on girls in rural areas where access to school is restricted, thus continuing the vicious circle of poor health, low education, and poverty (NFHS-5Reports).



Assam is still among the most violent states in India with 34 percent of women stating that they have fallen victims to such abuse. The latter describes more incidences of spousal violence in rural (35 cases) than in the metropolitan (28 cases) regions. This upsetting trend can be explained by discriminatory social standards, low income, uneducated, and weak enforcement of the law. The problem of anaemia is widespread in Assam in general, but the prevalence in tea workers and women working in tea production is 97 and 66 per cent., respectively, as compared to the 66 per cent of the state prevalence. The principal causes of this public health crisis include malaria, hookworms, iron deficiencies and poor eating habits.

Assam, with a rate of 215 deaths per 100,000 live births, which is almost twice the national maternal mortality rate, has the highest maternal mortality rate in India. The MMR rates in the MMR-prone regions of the state are increasing significantly. The anaemia and the short supply of high-quality healthcare services contribute to the serious condition (NFHS-5Reports). The state of Assam is a land of puzzled opportunities and challenges to women, which are experienced in north-east India. The context of our study proposal, that is, Skill Development Programmes and their impacts on Women Empowerment (With special reference to the state of Assam), provides a rich opportunity to realize that the given area is the one that requires a specific investigation. Considering the challenges that women in Assam are going through, the need to conduct a study titled, Skill Development Programmes and their role in Women empowerment (In Special Reference to State of Assam) is inevitable. This research is not only topical but it is also necessary due to a number of reasons:

- **Low Workforce Participation:** Since the state of Assam has an abysmal female workforce participation rate, this study will attempt to investigate how programs on skill development will close the divide between job seekers and job market. Relevant skills should be empowered in women, to enhance their economic involvement.
- **Fighting Child Marriage:** Child marriage rates are so high and thus the research will examine how skill training will provide alternative means to empowerment, education and economic independence among the young girl child thus breaking the child marriage cycle.
- **Countering Gender-Based Violence:** The study seeks to determine whether skill development can be used to counter gendered violence by increasing the economic prospects of women to ascertain whether they can use their rights to entrap abusive men.



- Enhanced Health: Skill development training will prepare women to get improved health and nutrition, which will ultimately decrease the incidence of anemia and maternal mortality rates in Assam.
- Improving Socioeconomic Empowerment: The aim of the study, finally, is to empower women in Assam socioeconomically, and their empowerment is that of the financial independence of this group, as well as their ability to oppose the standards of discrimination and obtain control over household decisions.

Overall, the above study effort will enlighten the transformative ability of skill development intervention in alleviating the complexities affecting women in Assam. The proposed study will establish the groundwork in order to achieve improved gender equality, health, and economic autonomy by working on the skill development, thereby benefiting women, their families, and communities in general.

3 Statement of problem

The Assam state in the northeastern part of India is a region that is struggling with a complex interplay of issues that have a severe effect on the socioeconomic condition of women. Although most women in Assam are actively involved in the making of household decisions, they do not have financial autonomy, especially the women living in the rural regions. Moreover, Assam has one of the lowest female labour participation rates in the country with just 21 per cent of women working between 2019 and 2024 as opposed to 83 per cent of males. Despite the tea-growing territories offering women a source of employment, their status as temporary employees and the lack of welfare rights by the Plantation Labour Act is still an immediate issue. There is high level of child marriage in Assam with 5 million child brides and 33 percent of the 20s and 30s women married before turning 18. The problem is more widespread in the rural communities that have very low access to education with poverty playing a major role in causing early marriages. The gender based violence (GBV) is very high in the state and more than a third of the women (34) have been subjected to this violence. In Assam, there is a higher gender disparity that is evidenced by the fact that spousal violence is more severe in the rural (35%) than the urban (28) regions. Social norms that discriminate, poverty, illiteracy, and poor law enforcement practices are some of the factors that promote GBV.



The health issues are also imposing, and the cases of anemia among women in Assam increase significantly. Increase in the cases of anemia increased by 20 percent in 2015-2020, and tea estate workers are among the most vulnerable groups. The maternal mortality levels in Assam are highest in India and are almost twice as compared to the national average mainly because of the low accessibility to quality healthcare services and high level of anemia which is severe in the tea-growing districts.

All these complex issues are barriers to socioeconomic empowerment of women in Assam to enable them to engage effectively in the labor force, get access to education, and lead healthy lives. The purpose of this research of special interest is to explore the possibility of such programmes as skill development to resolve these issues and improve the economic conditions among women in the region the area is Lakhimpur district. The research problem is to discover how skill-development programmes could enable women to become more economically empowered through the reduction of negative impacts of child marriage, gender-based violence, and health enhancement.

4 Study Significance

The key ideals of sustainable development are gender equality and women empowerment. The final objective of the research is the empowerment of women that have gone through skill development programmes. As women who are empowered are more likely to be involved in decision making, engage in economic growth and gain improved health, understanding how those initiatives would empower women will have significant implication on gender equality. Even developing the skills of women will provide women with greater economic power and this will be an effective instrument of poverty alleviation. By being able to create commercial prowesses and access to trade prospects, not only do such women improve on their own quality of life, but they also help to decrease the poverty levels in their respective groups. The results of this study would be used in local and national policies on reducing poverty.

The state and national policymakers will also be interested in the research. More educated choices on the program design and allocation of resources can be made based on the knowledge of the best skill development programs in the empowerment process. The results will inform policymakers to develop skill development programs to support the special needs and goals of women in Assam. The economy can also be advanced by using women with power. This leads to an increase in



productivity and GDP as they become skilled, join the labour market or even become self-employed. The study will center on the economic gains of investing in women development of skills, which will be indicated through the findings of the study and encourages further investment in the field. The research will definitely add to the enhanced fulfillment of the significance of developing skills programs as a way of empowering women. It will compel the companies to diversify their services and it will encourage the women to be active in attempting to initiate the activities. This increased awareness will have a positive feedback loop that will empower more women as they will be willing to choose new skills.

5 Review of literature

Kumar et al. (2023) investigated the relationship between capacities, digital financial literacy, and autonomy and skills concerning financial decision-making and well-being. Results of the study have shown that more financially literate individuals in terms of degrees were more independent in financial decisions. Moreover, higher abilities and talents influenced the judgment of financial management positively, which enhanced a financial well-being. Herein lies the importance of promoting financial freedom and prosperity through traditional and online financial literacy. Hussain, A., Khan, M. I., and Haleem, F. (2023). In the Pakistan situation, the research question involved the influence of skill development training on performance. Based on the findings, both people and organisations exhibit a close relationship between the training of skills development and improved performances. The abilities and work-related competences of the participants who attained skill development training were enhanced resulting in an improved level of performance. These findings demonstrate that skill development programmes contribute towards an increase in performance results.

I. Batada (2022) The study has assessed the impact of a skill development programme on the entrepreneurship of Pakistani women. The research indicates that participating in the programme positively influenced the entrepreneurial activities of women. Respondents became more confident in themselves, their entrepreneurial skills and market-related competencies. As a result, Greater women launched their own businesses and this helped in boosting the economy and influencing women further.

Dodiya, J., Mohapatra, A., Nayak, A. K., & Panigrahy, S. (2022) The focus of the research was to learn the socioeconomic effects of a skill development training programme on rural youth in



Gujarat of India in terms of employment. The results showed that the programme had a positive impact on employment status of the respondents. After completion of the program, many rural children acquired good jobs or started their own businesses. This shows how training programs can be very significant in increasing the job prospects of the youth in isolated communities.

P. V. Kumar (2021) It was an empirical study which aimed at establishing the effects of the programs of developing the skills on the economic and social empowerment of the tribal tribes in the Indian State of Telangana. The authors established that the tribal communities were significantly improved in a financial and social way through skill development programs. The high incomes, employability and independence have been mentioned by the respondents. An increased community participation and awareness was also expected. These authors are Tahan, Kalantari, Rad, T. S., Aghel, M. J., Afshari, and Sabri (2020). The participants were slow moving teens who were studied to establish how communication skills training empowered the disadvantaged population socially and socially adjusted. The research results demonstrated that the degree of social empowerment and social adjustment in adolescents was highly enhanced by training the skills of communication. The programme improved the communication, self-confidence, and the integration of the participants into the society. It means that communication skills training might be the effective intervention in enhancing the wellbeing of the slow-moving teenagers (Tahan et al., 2020). Ingalagi, S., Mutkekar, R., and Kulkarni (2020) In the scenario of start-up companies, the research considered the influence of strategic management on the engagement of employees and their skills improvement. Corresponding to the results of the study, strategic management techniques and engagement of the employees are positively correlated. Secondly, strategic management was vital in ensuring that the employees in start-ups developed skills. These results prove that strategic management is necessary to build an engaged and qualified staff in start-up companies (Vyas, A., 2018). The results showed that there was a huge positive correlation between the skill development programs and women emancipation. It was also observed that the females, who had enrolled in the skill development programmes, had a higher chance of a self confidence rate, economic empowerment, and decision making within their families and society. The results presented above indicate the need of skill development to improve the empowerment of women. The article analyzed the impact of training female youth in soft skills on their jobs in Jordan (Groh, M., Krishnan, N., McKenzie, D., and Vishwanath, T., 2016). Outcomes of the study pointed to the effect of the training of soft skills in the level of female youth employment being high. The



respondents that had training on soft skills performed better in communication, team work and problem solving skills and were more attractive to the employers. These findings have their implications that the training of soft skills can be used in improving the employability of the young women. The research examined the effectiveness of a skill-development programme on rural women in Ludhiana area (Kapila, P., 2015). The findings revealed that the program positively influenced the employment and income rate of rural women. The programme allowed other alternatives of making money to the participants. This demonstrates that the skill building programs could assist the rural women into becoming more economically empowered.

Kennedy, C. E., Fonner, V. A., O'Reilly, K. R. and Sweat, M. D. (2014) There was a systematic review of income generation interventions, specifically, microfinance and vocational skills training, in the prevention of HIV. The review showed that the income generation interventions positively influenced the vulnerability to HIV infection reduction. Those who undertook such programs had a better economic welfare and less involvement in risky activities. These results highlight the prospects of income generating interventions as an element of HIV prevention measures.

The study by Groh, M., Krishnan, N., McKenzie, D. J., and Vishwanath, T. (2012) was about the effects of training and wage subsidy programs on the employment of female youth in Jordan. The results showed a high effect of such programs to boost the employment rates of female youth. The rate at which participants under training and wage subsidies got jobs and earnings was better. Such results show the usefulness of the training and wage subsidy interventions in encouraging the employment of youth females.

Based on the available literature and the analysis of the position of the women in Assam, the researcher has come up with a conceptual framework. This framework is geared towards having an overall understanding of the plight of women in the region and illuminating on how women can be empowered. It particularly touches on the lack of the required skill sets when it comes to the schemes and the programs launched by the state and central governments. All these initiatives have the general aim of promoting social and economic empowerment of women in Assam.



5.1 Research Gap

Hussain, A., Khan, M. I., and Haleem, F. (2023). In the context of Pakistan, the study examined how skill development training affected performance. I. Batada (2022) This research evaluated the effect of a skill development programme on Pakistani women's entrepreneurship. Dodiya, J., Mohapatra, A., Nayak, A. K., & Panigrahy, S. (2022) The goal of the research was to comprehend the socioeconomic effects of a skill development training programme on rural youth employment in Gujarat, India. While P. V. Kumar (2021) This empirical research looked at how skill development initiatives in Telangana State, India, affected the economic and social empowerment of tribal tribes. Vyas, A. (2018) This study looked at how skill development affects women's empowerment. The results showed a considerable favourable correlation between skill development initiatives and women's freedom. Groh, M., Krishnan, N., McKenzie, D., & Vishwanath, T. (2016) The study investigated the impact of soft skills training on female youth employment in Jordan. Kapila, P. (2015) The effectiveness of a skill-development programme for rural women in the Ludhiana area was evaluated in this research. Despite the plethora of literature available on skill development programs and women's empowerment, there seems to be a discernible research gap in understanding the real impact of these programs in the socio-economic context of Assam, India. The current research is either conducting a wider area or failing to be specific in gauging the results of different skill development plans in the empowerment of women in terms of financial independence, employability, income, productivity, work-force participation rates, and social and economic empowerment. The subtle differences between the Assam region in terms of cultural, economic and social aspects demand an in-depth research to understand the actual figure of benefits gained in the Assam region as a result of these skill development programs. Researcher has recommended the following conceptual framework based on above research gap and literature.

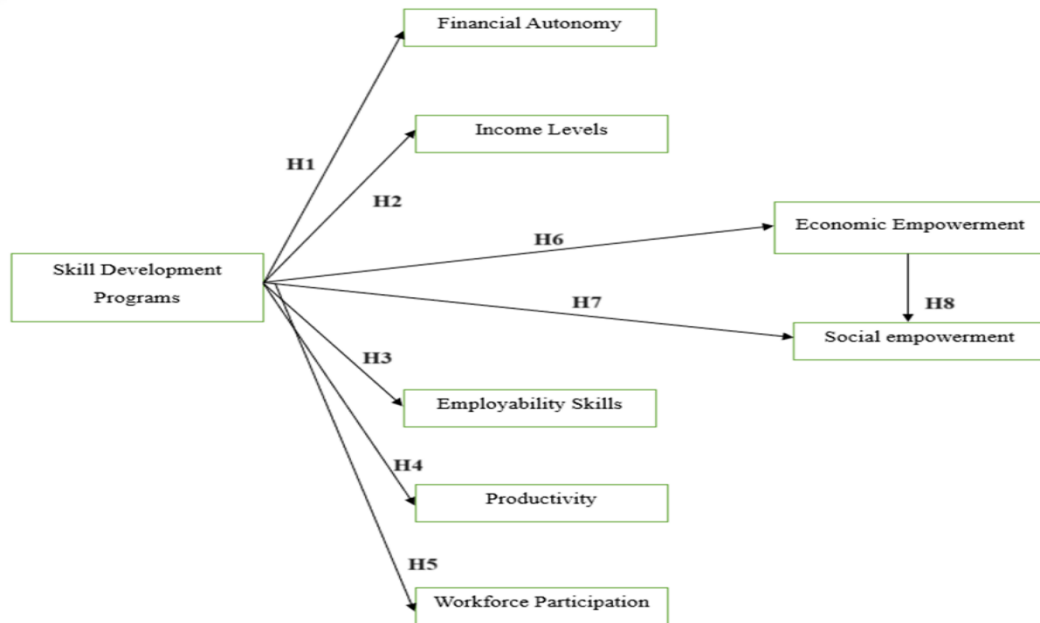


Figure 1 - Conceptual Framework

6 Research Questions:

- I How do skill development programs impact the financial autonomy and income levels of women who have participated in them?
- II What is the extent of influence that skill development training programs have on the livelihood and employability skills of women?
- III How have female productivity levels and workforce participation rates changed following the implementation of skill development training programs?
- IV In what ways do skill development training centres contribute to the social and economic empowerment of women?

7 Research Objectives:

- I To study the role of skill development training centres in generating women employment
- II To investigate the impact of skill development training programs on financial autonomy, income levels, and employability skills of women.
- III To assess the impact of skill development training programs on the female productivity level, workforce participation rates and empowerment.



8 Research Hypotheses:

● Hypothesis 1

H₀₁ - There is no significant improvement in women's financial autonomy after participating in skill development training programs.

H_{a1} - There is a significant improvement in women's financial autonomy after participating in skill development training programs.

● Hypothesis 2

H₀₁ - Skill development training programs do not have positive impact on employment generation.

H_{a1} - Skill development training programs do have positive impact on employment generation

● Hypothesis 3

H₀₁ - Skill development training centres do not have a significant impact on the social and economic empowerment of women.

H_{a1} - Skill development programs do have a significant impact on the social and economic empowerment of women.

9 Research Methodology

The study methodology is the process and methodology used to research. A mixed-method approach, which entails both the quantitative and qualitative research, will be employed to receive and analyze data provided by the women who experienced skill development programs in the present case. This study will be descriptive in nature and analytical in nature. It will attempt to explain the role played by skill development programs in the social and economic empowerment of women and evaluate the factors that lead to the empowerment.

9.1 Nature of the Study

The research aim at exploring understudied or understudied fields of research by examining the impacts of skill development programmes on women. By doing so, researchers will be able to understand more about the impact of such initiatives on entrepreneurship, employment,

empowerment, and other aspects. This leads to the conclusion that the study's nature is exploratory research because it aims to explore the effects of skill development programmes in various socio-economic contexts while also gaining new insights, developing hypotheses for further research, and questioning preconceived notions.

9.2 Area of Study

The study will be aimed at making a in-depth analysis of the performance of different skill development centres run by different government organisation and their employability. The main objective of these training programs is to provide adequate training in market-relevant skills. It also aims to create opportunities for the development of talent within the country and improve the overall scope and space for underdeveloped sectors. So for the purpose of research, the following Training centres of Lakhimpur districts under different government schemes, will be evaluated.

Assam Skill Development Mission (ASDM)/ Directorate of Employment & Craftsmen Training (DECT)

Sl No	Training Centre (TC) Name	Training Centre Address
1	Institute of Computer InfoTech	UBI building, Dhakuwakhana Chariali
2	Asha Kiran Samaj Kayan Samittee, Nora Gaon	Vill- Nora Gaon, Lakhimpur
3	Asha Kiran Samaj Kayan Samittee, Balijan Kalita gaon	Vill- Balijan Kalita Gaon
4	Asha Kiran Samaj Kayan Samittee, Bamun Gaon	Vill- Bamun Gaon, Dhakuakhana
5	Asha Kiran Samaj Kayan Samittee, Thana Road	Ward no-8, Thana Road, North Lakhimpur
6	Digital Infosys	Vill- Gagoldubi,Baginadi, Lakhimpur
7	Eyelet	Eyelet, Vill- Bachagaon,Panigaon
8	Bihpuria Skill Development Training Centre	Ward no 1, Bihpiria
9	Tushar Enterprise	Khelmati, Lakhimpur



Assam State Rural Livelihood Mission (ASRLM)

Sl. No	Name of Project Implementing Agencies (PIAs)	Address of PIAs
1	KA commodities	Bantou Town, Lakhimpur
2	Rozgar Vikash Education Pvt. Ltd	Bantou Town, Lakhimpur
3	Teamlease Service Ltd.	Japisajiya, Lakhimpur
4	Margdarshak Financial Service Ltd.	Ward No- 14, Khelmati
5	Bharatiya Balika Siksha And Anusandhan Santha (will start soon)	Japisajiya, Lakhimpurs

National Skill Development Corporation (NSDC)

Sl. No	Name of Training centres	Address
1	Basics PMKK	Near Bantao Masjid
2	North Lakhimpur College(Autonomous)	Khelmati
3	LTK College	Telahi

10. RESEARCH METHODOLOGY: In this study impact of skill development programmes on women entrepreneurship will be analysed and its impact on development and empowerment of women will be studied.

10.1 RESEARCH DESIGN: Causal Research design has been used in the study as it will elaborate the cause and effect of skill development programmes on the growth rate of women entrepreneurship.

10.2 COLLECTION OF DATA: The data has been collected from secondary sources such as official government websites such as Start-up India, MSDE (Ministry of Skill Development and Entrepreneurship), PIB (Press Information Bureau) and newspapers such as New India Express

10.3 RESEARCH TOOLS: Percentage and pie charts are used to analyse the impact of skill development programmes on women entrepreneurs.



10.4 ANALYSIS OF DATA: The data collected concludes that through skill development programmes women entrepreneurs are getting trained at higher rate when compared to past data but the placement of women entrepreneurs is still at lower rate. There is need of providing employment to women entrepreneurs as they can contribute to economic growth of the nation.

10.5 LIMITATIONS OF THE STUDY:

- a) Period of study is 2017-2024 which might not draw a clear picture of status of women entrepreneurs.
- b) Data of PMKVY has been derived so there is a possibility of different results from different skill development programmes.
- c) Data of unorganized sector is not taken into consideration due to unavailability of data in public domain

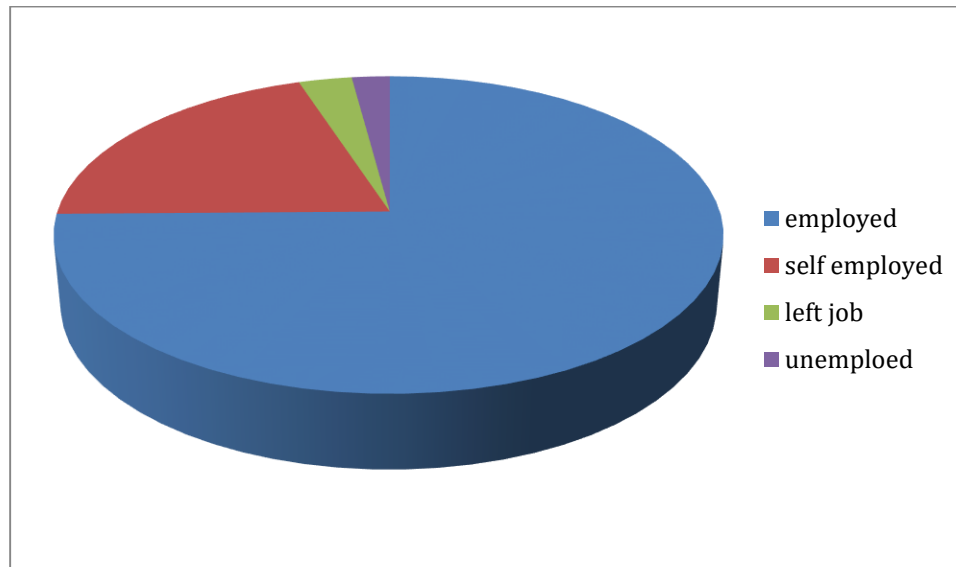
11. CHALLENGES ADDRESSED BY THE TRAINING PROGRAMMES ARE:

- a) **FREE TRAINING PROGRAMMES:** It leads to less value for trainees and trainers intend to just increase the number of trainees without focusing on providing qualitative and productive training.
- b) **CHANGE IN DEMOGRAPHY:** Change in Demography is not adapted by each state according to their needs and do not focus on capacity building which is empowerment of quality training programs.
- c) **LACK OF QUALITY TRAINEES:** Major concern of launching the programme is to address the concern of quality trainers to provide quality training to the youth.
- d) **APPROXIMATELY 2/3RD OF THE WORKFORCE IN THE INFORMAL SECTOR:** In India, more than half of the workforce is engaged in informal sector than formal sector which makes it difficult for mapping the educated youth and provide them training.
- e) **FALL IN THE PARTICIPATION OF WOMEN IN THE WORKFORCE:** Continuous fall in the workforce of women in urban areas is recorded from 2014-24: 33.3% to 26.5% in urban areas and 17.8% to 15.5% in rural areas

12. Findings:

It is found from the analysis that the female workforce participation rate has been increased after getting skill development training. Some of them were placed in different manufacturing organizations in different states in India as per the record of PIAs. Some of the women were become eligible for getting various financial support from government to start their own venture. From their interviews it has been clear that since enrolling in the skill development programmes

their income has increased. Financial autonomy has been enhanced due to successful completion of the skill development programs. Again it is found that some of the women trainees left job as they were placed outside Assam. Some of them just completed the training and did not go for further employment process.



Source: Training centres of Lakhimpur District, PMKK, DIC,

13. SUGGESTIONS

- a) The Skill Development Programmes must be imparted to both trainer and trainee, just not only trainee because if trainer will be familiar with latest technological advancements and organizational tools and techniques then only, they will be able to impart the same to trainee.
- b) The Skill Development Programmes should be more tailored .
- c) Gender biasness should be gradually eradicated and women should be motivated to get educated and settle their life at their own.
- d) A woman should be given orientation to get financially independent.
- e) Career orientation is required for women to get independent and to pursue their dreams.
- f) Round the clock investment in learning is the requirement to become a successful entrepreneur. Never fear from taking risk and adapting change, both are the ingredients needed to diversify and grow one's enterprise.
- g) Participation of NGOs and financial institutions is needed because the execution resulted as an obstacle for skill development programmes if there will be significant agencies for promoting development programmes then employment rate can rise.



14. CONCLUSION: Efforts of the government is appreciable but drawback of execution of programmes need to be improved. Development and empowerment programmes are working for upliftment of women and removing gender disparities. Women entrepreneurial activities will be beneficial for socio and economic development of the economy. Skill development programmes are resulting in generation of employment but at the same time low-slung rate of women entrepreneurs is detected.

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