



Short Review Paper

A study on skill development and employment of women and Atmanirbhar Bharat

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Abstract

The research paper is on women workforce in India. Government support schemes to women empowerment and for their personal development like health, education etc. The paper also focuses on women empowerment in accordance with challenges and issues faced by women in 21st century and Atmanirbhar Bharat abhiyan gaps. Role of skill development for women to succeed the Atmanirbhar Bharat Abhiyan from achieving the goals of this abhiyan and also analyzed of women empowerability rate by chart based. The study is based on secondary data and is descriptive in nature. A literature review was conducted on the development of reference skills among women in India. To succeed the self-reliant tag, women need to be empowered and economically developmental goals with nation. The social unfair should be removed. Women should be get supported and encouraged to progress of country to achieve self-reliance.

Keywords: Atmanirbhar Bharat, Skill Development, Women Empowerment.

Introduction

Covid19 pandemic has changed economy and social infrastructure in India. So to improve the economic condition of the country and its citizens members our Prime Minister announced Atmanirbhar Bharat Abhiyan.

This mission started by the Government of India on May 13th 2020 to make an India 'Self-reliant'. It started with Rs 2989 trillion (US\$ 370 billion) big amount mission it focus on economy, infrastructure, system, vibrant Demography and demand. Which are called as five pillars Atmanirbhar Bharat 1.0 (1102650cr) Atmanirbhar Bharat 2.0 (73000cr) Atmanirbhar Bharat Abhiyan 3.0(265080cr)¹.

Women's are backbone of society. Boosting Indian employment women's give more contribution. According to Global Alliance for mass entrepreneurship there can be 31.5 million women owned enterprises by 2030 Women's are in the developmental goals of the nation and also Atmanirbhar Bharat Abhiyan. This self-reliant program expects from women categories to get economically self-reliant and focus on skill setting and skill development. This program will be focused technology-based program social enterprises. These above focused schemes elevating the country's economy even higher².

Objectives of the study: i. Overview study of women empowerment in nation building. ii. Issues and Challenges of women empowerment. iii. To study the skill development and employment of women for the success of Atmanirbhar Bharat. iv. To analysis therate of women employability in Atmanirbhar Bharat.

Methodology

Methodology adopted for this study is descriptive in nature the key words are functional with detail study on the concept mentioned in the study.

Data collection

Used a various secondary data, journals, research paper and reports published in Government websites.

Literature Review: Mr. Biswabhusan Behera conducted study on skill development of women for Atmanirbhar Bharat. The purpose of study is to review skills development in India and skills development of women in Atmanirbhar Bharat Abhiyan. This study is an exploratory study.

Eknath Mundhe conducting research on women's empowerment issues and challenges in India. The objective of study is to study on the violence against women in India and to identify the challenges in the path of women empowerment. The study is purely based on secondary data. The data should be collected by various national reports and e-content related to women empowerment⁴.

Prof Krunal K Punjabi conducted study on a study on the requirement of skills development for the success of make in India project objectives of study to know about the existing level of skill development in India and to analysis the requirement of skill development⁵.

Lavina Sharama and Asha Nagendra conducting a study on skill development challenges and opportunities in India is vocational education training and skill development sector in India challenges with respect to the skill development in India⁶.

Overview study of women empowerment: According to an Economist highlights women participation in the Indian work force from 25% increase in the number of working age women in 2019 about 21% against the made labor participation rate of 74.4%. This decline rate affected to the social, economical, cultural, political factors⁷.

Women work force bring different approach in specific problem like gender equality, increase financial security of the family, higher education and higher involvement of women in workforce which can booster the economic condition.

To increase the women labour work force in India, The Government of India adopted various programs like reservation, quotes, education scholarship's, Skill development training programmers and self-employment with the help of self groups.

Challenges are arising in creating right ecosystem for skilling women in professional skills. Government of India started the ministry of skill development and entrepreneurship MSME for the multiple schemes for women's skill development. Under this scheme now there are 18 national skill training institutes only for women. This will help to take up training under the national scheme.

This national scheme increase lives of over 35.36 lakhs women have transformed and secured their life with this lunched mission.

Under the empowerment of country over Prime Minister Narendra Modi give a special attention to women empowerment. The first project initiated from Beti Bachao Beti Padhao to improve education and health to women Ujjwala Yojana launched for her to give cleaner and healthier environment to lead a better life startup India for women entrepreneurs sanctioned loans starting from Rs 10 lakhs to 1 crore under Kaushal Vikas Yojana 375 business ventures nearly half by women MUDRA institution set up by Govt of India to provide loans for small enterprises were requirement of loan is below 10 lakhs to encourage women entrepreneur in business. The Mahila E-Hold it is a unique platform it helps to display their platform helps to display their products in online markets. This platform helps to empower women provide large platform of trade and E-commerce. The Sukanya Samridhi Yojana launched to bring positive mindset in society for girl child. The Nahi Roshni scheme has lunched develop leader capacity of minority women⁷.

Women are the back bone of society she played various roles in everyone's life with effortlessly every day for the development progress of nation women's support is necessary so Government

of India taking steps to improve the health education home financial support entrepreneurship training helping them to use their skills and talents in a proper way and work with shoulder to shoulder to empower the country to build a New India⁸.

Issues and Challenges faced by women empowerment: Still now a days also women are facing too many problems because of male dominated society. In this century also facing many problems even after individuality and also having self-confidence, personality, talent, more than men.

They suffer a lot in their daily life to improve their career as well as saved their family relationships.

Issues and Challenges: i. Female Education: In this 21st century still women's educated growth is low in a rural area still didn't encourage to higher education. In India about education gap between men and women is wide 82.14% of adult males are educated while only 65.46% of adult females are considered literate still women didn't get vocational training and also any professional skills⁹. ii. Unemployment: -Now a days getting right work or job for themselves is more and more difficult for women. They become more exploitation and harassment in the workplace. iii. Sexual Harassment: It is a sexual exploitation of a girl child in streets, public places, offices, at homes etc. Were in India women had experienced sexual harassment from unwanted comments, or assaulted. They are so many incidents go unreported as the victims being fear shunned by their families. iv. Domestic Violence: It is widespread disease affects 70% of Indian women by husband, relative, or other family member but most women refuse to report it. If women refuse to speak of the violence and find help. They didn't receive any proper treatment. v. Gender Discrimination: In India women are considered as weaker section of the society than men and given less importance. So, there are also discrimination of power and work between men and women because of family's system in India. So, gender discrimination more effects for women. In some areas like health, education, female population, job, public life etc.

How the skill and development and employment of women help to success Atmanirbhar Bharat Abhiyan: Skill development programs is listed an activity under schedule vii of section 135 of the company affairs act 2013. Skill development programs like women's Vocational Training and Vocational Training this training give wage employment in industry and also help to self-employment through Craftsmen Training Scheme¹⁰.

Skilling, Upskilling, and Reskilling of Women Workforce: This training help to increase 4.0 to create more employment opportunities for women in industry sector in post-pandemic era. Its help to focus on skills scale, and speed.

Vocal to Local: On 74th Independence Day our honorable PM while addressing the nation announced the campaign for vocal to local, re skill and up skill for a self-reliant economy. This

campaign promotes the local skills and products in India. "Vocal to local" this is opportunity to develop the local skills and products in India¹¹.

Digital Technology by women workforce: Adopting digital technology women's get quick adaptation in a pandemic situation work from home is the new norm. Now a days many ladies are balancing both home and work responsibilities from their home with using digital technology.

Local to Glocal: 'Think globally and Act locally'. The aim of Atmanirbhar Bharat is reduce imports in each and every sector on the basis of using local talent, resources, skills of humans. So, it required to stay to innovate in providing trainings to women and improving knowledge in economy. To stay global hub for provide our man power to other nations.

These are various skilling programs which is encourage women to get self employment. Were women are contributing equal in economic growth of the country. So, like this skill development programs by this abhiyan which are helped to women and to get succeed this abhiyan¹².

Table-1: Analysis the Rate of Women Employability of Atmanirbhar Bharat.

Characteristic	Female
2022	51.44%
2021	41.25%
2020	47%
2019	45.60%
2018	46%

After the analysis of this table here we know to how the employability rate will be increases. In 2019 covid pandemic this pandemic that much not effect to the employment rate so the rate will be increases by 2% in 2020, But after that there announcing the lockdown which effects more on everything so our Honorable PM will be announced Atmanirabhar Bharat Abhiyan. After the announcing this abhiyan under this abhyian schemes programs reaching to the people its take a time, So in 20-21 there too many people loss the jobs it bring more effect on the economy condition of the country which getting decreases and the GDP rate will be decreases, So here women's are also jobless so its effect on employability rate¹³.

After launching this abhiyan when everyone knowing about it in the country everyone getting take use of all the schemes and programs which give more job opportunity to everyone. Our PM will more focus on women's so they launched more women related programs which help to women to get job in home to

earn by their self. For the women's they launched too much skill development programs like tailoring, cooking, crafts trainings for these training institutes are framed which give them training and develop their skills were they can earn from everywhere. So, in 2021 taking uses of this schemes learning about their training there the employability rate will come decreased at 6% which bring more effects on economy of the country were it decreased GDP rate also. In 21-22 when the women are get trained educated about all the programs they are getting to take use of all the schemes which make them self-reliant. So in lockdown period also they are start earning from home using their talent and also taking use of all the schemes so were the economic condition will be come as stable using their local talent and skills they start earning so here they provide jobs to more women which are like them. Like this there the earning capacity of women will be increased by themselves which we can see in this above table. Here we can see the growth rate will be increased by 10% which bring more effect in improve the economic condition of the country and also increased the GDP rate also. This abhiyan provides more confidence and employment opportunity were how much this abhiyan will be used to women's which brings to more effect in economic and employability rate also¹⁴.

Conclusion

The Atmanirabhar Bharat is the need a national mission to empower the people of India to be self-reliant. The success of nation will be depending on how we come forward for the causes and work together in a mission mode. For the progress of the country we need to break all the social unfair beliefs and to support our female partners to develop the country. Skill development is not only for to increase the workforce it also increases the performance of women employees to raise the quality of work.

The skill development programs will help to get work and advance career. If the government will be helping like this its automatically increase the job opportunity for others and also boost the economy. In the history also proven when men and women come together they could win the freedom. The history will repeat again to make self-reliant and achieve the objective through women workforce through skill development and take it to mainstream. Skill development program will be helped to get succeed and ensure the Atamnirabhar Bharat Abhyian.

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