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Poonam Sharma
Associate Professor, Division of
Food Science & Technology
Sher-e Kashmir university of
Agricultural Sciences and
Technology of Kashmir,
Shalimar, Jammu and Kashmir,
India

Impact of vocational training programs conducted by women empowerment cell in Srinagar district of Kashmir valley

Poonam Sharma

Abstract

Training is one of the important aspects of human resource development. Training is a means to reduce the obsolescence among people and organization in the face of relentless technological innovation. Vocational education in agriculture and allied subject aimed at the farmers and drop out rural people. This institution found to be useful in reducing the time lag between generations of technologies their transfer to get farmers and to get trained skilled workers and technicians. For these purpose 60 women participants were taken for this study from women empowerment cell, SKUAST-Kashmir. Rural women change towards increasing trend in high level of employment skill and income generation before training to after training. The ultimate goal of training is much better than teaching as it involves imparting knowledge plus development of skill and habits and due to development of knowledge and skill one can earn higher family income from agribusiness.

Keywords: vocational training programs, women empowerment, Kashmir valley

Introduction

In India agriculture work is primarily done by women. There are about more than 20 million women working in agriculture field out to which 90% live in villages. The involvement of village women for agricultural work is well known. Farm women thus lead a very hard life (Suma Hasikar *et al.* 2005) ^[1].

Women form the backbone of agriculture. Women demonstrate important role in crop production, horticulture, animal husbandry, post-harvest operation, fisheries and etc. Women are doing 70% of major farm work and constitute 60% of farming operation (NSWF, 2014) ^[4]. It is known that women's participation in income generating activities is believed to increase their socio economic status and power in the society. If women are economically parasite they can never claim an equal status with men. The problem of poverty cannot be tackled without providing opportunities of productive employment to farm women.

Chaudhary *et al.* (2011) ^[3] studied an impact of vocational training program me by Krishi Vigyan Kendra on rural women for income and employment generation result revealed that the majority of rural women having young age groups education, size of the family and number of training attended had no significant association with employment and income generation.

Economic independence of women will create for reaching social changes and prove a necessary weapon for them to face injustice and discrimination. If women are to be economically empowered they should be provided with alternative forms of informal credit, training, employment, management skills and social security. Taking the importance of above context several approaches have been tried to encourage and inspire formation of groups to channelize the social and skill development programs.

Need for establishing women cell was for providing vocational education in agriculture and allied subject aimed at the farmers and dropout rural people. This institute also caters to the training needs of the farming community farmers, farmwomen school dropouts as well as field level personnel. It is essential to study the how the training programs imparted to rural women brings change in the socio economic status and skill up gradation.

Material and Method

Srinagar block was selected purposively due to higher number of vocational training work organized by women empowerment cell in this block. Out of them 5 villages were selected for vocational training purpose by women empowerment cell therefore all five villages were taken for the study. In these 5 villages, 120 rural women were trained by the women empowerment cell during 2014- 2017. Out of these 60 farmwomen were taken for the study to know

Correspondence

Poonam Sharma
Associate Professor, Division of
Food Science & Technology
Sher-e Kashmir university of
Agricultural Sciences and
Technology of Kashmir,
Shalimar, Jammu and Kashmir,
India

whether they had set up the enterprise or not after getting training. To study the impact of training programs in skill and income generation, an interview schedule was used as the research instrument in order to collect relevant information from beneficiaries. One mark was assigned for each correct answer and zero for every incorrect answer. To study the data (five questions for each training programs) were assigned and total attainable score came out to be 350 marks. Hence gain in skill and income generation was calculated from the difference of scores obtained in pre and post knowledge of women trainees. The data was analyzed by using appropriate statistical procedures.

Sr. No	Training program	Category	Characteristics
1	Kitchen gardening	Medium type	Up to 5days
2	Capacity building and group dynamics	Short type	2days
3	Nursery raising of flowers	Long type	10 days
4	Bee keeping	Long type	10 days
5	Drudgery reduction	Medium type	5 days
6	Stitching of low cost food warmer	Long type	10 days
7	value addition of fruits and vegetables	Long type	10 days

Thakur Deepika (2017) [8] revealed in the study that vocational training programs conducted by Krishi Vigyan Kendra for rural women in Khargone district of Madhya Pradesh had a positive impact on the employment skill and income generation gain by rural women and suggested that

Result and Discussion

Vocational training programs play a positive role for empowerment of women. They are an important tool to prepare respondents for job that are based on manual n practical activities traditionally nonacademic and totally related to a specific trade, occupation and or vocation. Seven vocational training programs were conducted pertaining to agriculture and allied fields i.e. kitchen gardening, nursery raising of flowers, bee keeping drudgery reduction, stitching of low cost food warmer, value addition of fruits and vegetables and Capacity building and group dynamic. The training programs varied from 2days to 10 days. Depending upon the number of days of training, the type of vocational training was categories as follows.

such training programs can be replicated in all the rural areas and some more need based vocational training programs may be incorporated, so that the rural women can increase their socio-economic status.

Table 1: Gain in skill and income generation through vocational training programs in agriculture

Technology	Score points obtained before training	Score points obtained after training	Gain in points
Kitchen gardening	70(20.0)	273(78.0)	203(58.0)
Capacity building and group dynamics	45(12.8)	210(60.0)	165(47.1)
Nursery raising of flowers	55(15.7)	259(74.0)	204(58.3)
Bee keeping	40(11.4)	235(67.1)	195(55.7)
Drudgery reduction	33(9.4)	168(48.0)	135(38.5)
Stitching of low cost food warmer	27(7.7)	289(82.5)	262(74.8)
value addition of fruits and vegetables	75(21.4)	310(88.5)	225(64.3)

(Figures in parentheses are percentage value)

The data (Table 1) showed the pre-training score of various vocational training ranged from 7.7 per cent in case of stitching of low cost food warmer to 21.4 percent in case of value addition of fruit and vegetable preservation. Post-training score of various activities ranged from 38.5 percent in case of vermicomposting to 74.8 percent in case of stitching of low cost food warmer. Pre-training knowledge score for taking vocational training programs as micro entrepreneurship was not at all satisfactory for all the aspects of training programs. However the knowledge score after training was quite satisfactory among the participants in all aspects of the training programs except drudgery reduction and capacity building and group dynamics where the gain in skill and income generation was 38.5 and 47.1 percent respectively. These two aspects were least understand by the participants and more emphasis should be given to these training courses.

Conclusion

The above findings clearly indicate that the conductance of the trainings will provide much needed guidance to the trainees by changing the attitude or increasing her skills and income generation. Micro-enterprise does not require additional arable land, thus farmwomen with small and

marginal land holdings can argument their dwindling farm income.

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