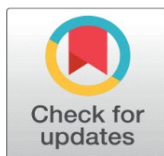
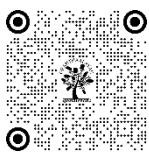


## WOMEN EMPLOYABILITY THROUGH SKILL DEVELOPMENT

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### ABSTRACT

Empowerment is the process of increasing the capacity of individuals or group to make choices and transform those choices into desired actions and outcomes. Empowerment of women means developing them as more aware individuals, who are politically active, economically productive and independent and are able to make intelligent discussion in matters that effect them. Women empowerment as a concept, is defined as redistribution of social power and control of resources in favour of women. Skill and knowledge are the driving forces of economics growth and social development of any country. The economy becomes more productive, innovative and competitive through the existence of more skilled human potential. Women are the most vibrant and dynamic segments as well as potentially most valuable human resources. However, despite Phenomenal capabilities, India is seriously handicapped with a very weak and narrow knowledge and skill base with 12.3% gross enrolment ratio, as compared to 21% in china,54.6%in developed countries and the world average is 23.2%.

## **1. INTRODUCTION**

Empowerment is the process of increasing the capacity of individuals or group to make choices and transform those choices into desired actions and outcomes. Empowerment of women means developing them as more aware individuals, who are politically active, economically productive and independent and are able to make intelligent discussion in matters that effect them. Women empowerment as a concept, is defined as redistribution of social power and control of resources in favour of women.

Skill and knowledge are the driving forces of economics growth and social development of any country. The economy becomes more productive, innovative and competitive through the existence of more skilled human potential. Women are the most vibrant and dynamic segments as well as potentially most valuable human resources. However, despite Phenomenal capabilities, India is seriously handicapped with a very weak and narrow knowledge and skill base with 12.3% gross enrolment ratio, as compared to 21% in china, 54.6% in developed countries and the world average is 23.2%.

## **2. NEED TO EMPOWER THE WOMEN**

Women constitute about 48% of the total population of the country. According India's constitution, women are legal citizens of the country and have equal rights with men. Because of lack of acceptance from the male dominant society Indian women suffer immensely. Women are responsible for baring children, yet they are malnourished and in poor health. Women are also overworked in the field and complete the all of the domestic work. Most indian women are uneducated. Skill Development programme aim to provide skills and confidence to women from economically backward families and help them to achieve economic and social independence. But due to lack of awareness, people are not taking the benefit of these programmes. Therefore the aim of this research is to make the women of india aware about the various skill development programmes .

Skill development is a key to improving household productivity, employability and income earning opportunities for women and also for enhancing sustainable rural development and livelihood.

## **3. THREE TIER INSTITUTIONAL STRUCTURE FOR SKILL DEVELOPMENT**

To reap the benefits of "demographic dividend, the Eleventh Five Year Plan had favored the creation of a comprehensive National Skill Development Mission. As a result, a "Coordinated Action on Skill Development" with three-tier institutional structure consisting of (i) PM's National Council, (ii) National Skill Development Corodination Board( NSDCB), (iii) National Skill Development Carporation ( NSDC) was created in early 2008. Whereas, Prime Minister's National Council on Skill Development has spelt out policy advice, and direction in the form of "Core Principles" and has given a vision to create 500 million skilled people by 2022 through skill systems (which must have high degree of inclusivity), NSDCB has taken upon itself the task of coordinating the skill development efforts of a large number of central ministries/departments and states. The NSDC has geared itself for preparing comprehensive action plans and activities which would promote PPP models of financing skill development.

## **4. PMKVY**

PMKVY comes under the scheme of "skill India" which was launched by Prime Minister Shari Narindera Modi on 15<sup>th</sup> July 2015. It was launched to help the youth in india to specialize in different skills and aims to provide placement to every candidate. Skills imparted by PMKVY (pardhan mantra kaushal vikas yojna) are according to the current job requirements assessed by the national skill & development corporation (NSDC). Currently about 430 job roles are being catered by this scheme.

Special projects are given to the candidates by PMKVY. Study centers to encourage training in special areas, premises of govt bodies, corporate and industry bodies. This also pushes the candidates to have special job training which will be important for the placements.

On 15<sup>th</sup> july 2016, around 18 lakh candidates have enrolled and 17.93 lakh have been trained under this scheme . The NSDC has set up 38 indians and international skill centers in the country by the end of 2016 to provide training to in various sectors.

PMKVY is on its path to achieve bigger goals and to decrease the unemployment rate in country by 2022.

## 5. SECTOR SKILL COUNCILS

Sector Skill Councils are set up as autonomous industry-led bodies by NSDC. They create Occupational Standards, Qualification bodies, develop competency framework, conduct Train, Trainer Programs, conduct skill gap studies and Assess and certify trainees on the curriculum aligned to National Occupational Standards developed by them.

Till date, the NSDC Board has approved proposals for 38 Sector Skill Councils. There are approximately 450 Corporate Representatives in the Governing Councils of these SSCs.

- SSCs have a full fledged professional team with domain and functional expertise.

22 Operational SSCs have created 943 Qualification Packs with 2,908 unique Occupational Standards. These have been validated by over 1000 companies.

19 Sector Skill Councils have assessed and certified more than 15 lakh such trainees.

SSCs have affiliated 719 Training Organizations having 17,250 centers, 29 Assessment Agencies with 2808 Assessors are affiliated to the Sector Skill Councils.

SSCs have tie ups for inhouse training of organization employees like Retail, Rubber, Plumbing; Automotive etc. Over 500 companies have indicated that they will prefer SSC certificate holder.

### List of Sector Skill Councils in India

.Priority Sector	.Auto .Retail .IT/ <del>Tes</del>	.Media and Entertainment .Healthcare .Gems and Jewelry .Leather .Electronics .BFSI	.Logistics .Construction .Food Processing	.Life Sciences .Hospitality .Textiles and Handlooms .Apparels .Handicrafts .Power .Iron and Steel	.Hydrocarbons .Management .Chemical and Petrochemicals .Strategic Manufacturing .Furniture and Furnishing .Education
.Large Workforce		.Rubber	.Telecom .Capital .Agriculture	.Aerospace and Aviation .Mining	.Sports .Paints and Coatings .Instrumentation
.Informal Sectors	.Security		.Plumbing	.Beauty and Wellness	.Culture .Domestic Workers
Session	2010-11	2011-12	2012-13	2013-14	2014-15 And beyond

Many sector skill councils of India under PMKVY project are providing training of specific courses useful for women livelihood through various centers and institutions all over India with specific job roles and qualification pack which will uplift the status of women in society, if they adopt them.

## 6. THE LIST OF JOB ROLES PROVIDED BY THESE SECTOR SKILL COUNCILS IS GIVEN BELOW:

### Beauty And Wellness Sector Skill Council

#### Assistant Beautician

**Role Description:** An Assistant Beautician needs to be aware of the basics of beauty therapy, health and Hygiene, safety and needs to be knowledgeable about various beauty products..

#### Pedicurist and Manicurist

**Role Description:** A Pedicurist and Manicurist needs to be aware of the basics of pedicure and manicure, health and safety, hygiene and need to be knowledgeable about various beauty products.

**Assistant Beauty Therapist**

**Role Description:** An Assistant Beauty Therapist needs to be aware of the basics of beauty therapy, health and hygiene, safety and needs to be knowledgeable about various beauty products.

**Assistant Hair Stylist**

**Role Description:** An Assistant Hair Stylist shampoos and conditioners hair, blow dries hair, provides Basic hair cuts as well as assists the hair stylist in providing other advanced services.

**Assistant Nail Technician**

**Role Description:** An Assistant Nail Technician cleaning and filing nails. applying false nails or extensions, decorating nails with coloured varnish, transfers, gems or glitter, repairing, looking after and removing false nails and extensions and checking for any signs of skin or nail problems before treatment.

**Assistant Spa Therapist**

**Job Description:** An Assistant Spa Therapist administers professional massage and body treatments to our guests.

**Apparel and Home Furnishing Sector Skill Council**

**Advance Pattern Maker (CAD-CAM) Level**

**Role Description :**This unit covers the skills and knowledge to develop patterns using the CAD and CAM.

**Assistant Designer- Home Furnishing**

**Role Description:** To study market, analyze trend, perceive fashion setting in and develop collections for textile home furnishings.

**Assistant Designer- Made ups**

**Role Description :**To study market, analyze trend, perceive fashion setting in and develop collections for range of home textiles that belong to madeups.

**Assistant Fashion Designer**

**Role Description :**To study market, analyze trend, perceive fashion setting in and develop collections for forth coming season for products belonging to Apparels only.

**Boutique Manager**

**Role Description :**Managing business of understanding and fulfilling of customized design needs of sportswear, beachwear, novelty items, vintage, T-shirts, dresses, tuxedos, shoes, handbags, accessories.

**Cutting Supervisor**

**Role Description:**This unit covers skills and knowledge required to perform the task of supervisor as incharge of cutting section.

**Embroidery Machine Operator Level 4**

**Role Description :**An Embroidery Machine Operator is responsible for operating the embroidery machine to embroide the decorative designs on fabric/garments in the apparel industry.

**Export Assistant**

**Role Description :**An Export Assistant is responsible for managing all the processes in the export department of a company.

**Export Executive Level 5**

**Role Description :**To execute export related operations & documentation.

### **Export Manager Level 6**

**Role Description** :To manage export related operations .

### **Fabric Checker**

**Role Description** : The key responsibility of a Fabric checker is to inspect the fabric to identify the presence of any fabric faults before the fabric is passed on to the cutting stage.

### **Fabric Cutter**

**Role Description** :This unit covers skills and knowledge required to perform the task of bulk cutting of Knitted Fabrics arranged in layers for mass production with the help of electrically operated portable cutter.

### **Factory Compliance Auditor**

**Role Description** :A Factory Compliance Auditor is responsible for conducting regular audits in the apparel factory to check if the unit is functioning in accordance to the industry regulations, standards and policies, and prepare audit report based on the inspection & findings.

### **Fashion Designer Level 5**

**Role Description** :To study the market, trend analysis, & develop a collection for the given season with the organization's objectives.

### **Finisher**

**Role Description** :This unit covers the skills and knowledge required to perform the task of Finisher. It includes execution of works and tasks leading to production of finished garments and apparel available for subsequent process of packing.

### **Framer-Computerized Embroidery Machine Level 4**

**Role Description** :The Framer of a Computerized Embroidery Machine is responsible for preparation & setup of the embroidery machine for embroidery and carries out hooping & framing operations.

### **Garment Cutter-CAM**

**Role Description** :The Garment cutter should be able to take the fabric from stock, load the fabric and program the CAM to run the particular design.

### **Hand Embroiderer**

**Role Description** :A Hand Embroiderer embroiders decorative designs on fabric & other materials by hand, using needle & thread.

### **Hand Embroiderer (Adda wala)**

**Role Description**:This unit covers skills and knowledge required to perform the task of various types of hand embroidery like loop stitch, knotted stitch, flat stitch, etc. as per the khaka provided or with one's own creativity.

### **Industrial Engineer (IE) Executive**

**Role Description** :An Industrial Engineers responsible for determining most effective ways to create a product or service in sewing line.

### **Inline Checker**

**Role Description** : The primary responsibility of a checker is to identify the faults in the fabrics, cut components and garment parts through visual inspection.

### **Layer Man**

**Role Description** :A Layer man is pre-production job role. The key responsibility of a Layer Man is to inspect the fabric to identify the presence of any basic fabric faults, laying and cutting the fabric as per specified length before the fabric is passed on to the parts cutting stage.

#### **Line Supervisor Stitching**

**Role Description:** This unit covers skills and knowledge required to perform the task of line supervision stitching.

#### **Machine Maintenance Mechanic (Sewing Machine) Level 5**

**Role Description** :To maintain the sewing machines in the production line and ensure they function smoothly

#### **Measurement Checker**

**Role Description** :As Measurement Checker, the individual inspects the accuracy of the dimensions of the stitched parts and the finished apparel.

#### **Merchandiser - Made-ups & Home Furnishing**

**Role Description** :This unit covers skills and knowledge required to perform the task of Merchandising of products that belong to the category of Made-ups & Home Furnishing.

#### **Merchandiser Level5**

**Role Description** :The Merchandiser plays a major role right from order booking process to Shipment. The critical role of merchandising department can be divided into three major heads: Order Booking Process, Product Development Process and Pre -Production Process.

#### **Online Sample Designer**

**Role Description** : To study international market, analyze trend perceive fashion and develop designs online for remote clients accessible through web hosting and internet.

#### **Packer**

**Role Description** :This unit covers the skills and knowledge required to perform the task of Packing of finished products.

#### **Pattern Master**

**Role Description** :This unit covers the skills and knowledge required to create patterns out of ordinary tools and materials without using sophisticated specialty design software packages of Auto CAD.

#### **Pressman**

**Role Description** :A Pressman also called an 'Ironer' iron the garment components and finished garments.

#### **Processing Supervisor -Dyeing and Printing**

**Role Description** :This unit covers skills and knowledge required to perform the task of supervisor as incharge of processing section comprising processes from dyeing, printing, hydro extraction to drying.

#### **Production Supervisor (Sewing)**

**Role Description** :To supervise operations in the sewing section of an Apparel factory.

#### **Executive-Sewing Line**

**Role Description** :This unit covers the skills and knowledge required to ensure and follow accepted quality standards in garments.

#### **Quality Assessor**

**Role Description** :The Quality Assessor should be able to carry out Quality control / Quality assurance processes, understanding product and processes required at various stages of production for meeting the expectations of final customers.

### **Record Keeper**

**Role Description** :This unit covers the skills and knowledge required to perform the observing, noting, consolidating, maintains and shares with concerned Stakeholders. It includes collection of data in a pre-established format as per laid down procedure.

### **Sampling Coordinator Level 5**

**Role Description** :This unit covers the skills and knowledge to plan, handle and monitor the sampling process.

### **Sampling Tailor**

**Role Description** :A sampling tailor is responsible for developing garment sample as per buyer's specifications in the apparel industry. A sampling tailor should be able to perform basic fabric cutting operations and stitch garments of various designs with different necklines, sleeves, collar etc. as per the quality standards.

### **Self Employed Woman-Tailoring**

**Role Description** :Tailoring of garments by taking measurement, cutting clothes as per measurement and sewing with the help of ordinary sewing machines (mainly lockstitch, over lock).

### **Sewing Machine Operator**

**Role Description** :To sew fabric, fur or synthetic materials to produce apparels in Garment Sector.

### **Sewing Machine Operator- Knits**

**Role Description** :To stitch knits panels cut as per tech pack/specifications into complete knitted garment, made-ups and home furnishing products

### **Sourcing Manager**

**Role Description** :This unit covers the skills and knowledge required to procure, check, analyze, negotiate and finally conclude deal with suppliers for items as per need received from merchandiser/designer.

### **Specialized Sewing Machine Operator**

**Role Description** :An Specialized Sewing Machine Operator is responsible for operating the specialized sewing machine to sew different kinds of stitches on fabric/garments in the apparel industry.

### **Store Keeper**

**Role Description**:This unit covers the skills and knowledge required to check, inspect, preserve, store, record, issue and maintain accounting of raw materials, trims & accessories, stationery items, dyes & chemicals, packaging materials etc.

### **Washing Machine Operator**

**Role Description**: This unit covers the skills and knowledge required to perform the task of washing as a washing machine operator.

### **Textile and Handloom Sector Skill Council**

#### **Clothing Alteration Hand**

Clothing Alteration Hands alter and repair items of clothing.

#### **Clothing Manufacturing Engineer**

Clothing Manufacturing Engineers manage garment production by machine in a factory environment.

#### **Clothing Packer**

Clothing Packers make sure items of clothing are packed appropriately for distribution.

**Buyer**

Buyers purchase the raw materials or equipment required for the manufacturing process.

**Carper Designer**

Carpet Designers use computer-aided design (CAD) systems to create designs for carpet or flooring companies.

**Chief Innovation Officer**

Chief Innovation Officers are responsible for research and innovation.

**Beamer**

Beamers load yarns onto the 'beams' (reels) of textile machines for clothing, furnishing or carpet manufactures.

**Carder**

Carders operate and maintain the carding machine and feed new 'blends' (wool fibers) into it.

**Analytical Textile Technologist**

Analytical Textile Technologist test products and solve questions relating to textile manufacture.

**Handicraft and Carpet Sector Skill Council**

Yarn Opener

Dyer

Designer and Sketcher

Computer Designer

Washer

Laminator

Shade Supervisor

Shade Writer

Clipper and Embossing

Color cut and Carpet repairing

Piercer and Matcher

Finisher

Binder

Quality Control

Tuffing Gun Master

**Hand Crochet Textiles ( Lace Crafts)**

Crochet Lace Maker-Furnishings

Crochet Lace Tailor

Master Crochet Lace Maker

Crochet Lace Maker-Apparel

Crochet Lace Maker-Accessories

So here is a long list of job roles provided by the skill sectors for enhancing employability, household productivity and income earning opportunities for women.

To enroll, candidates should give a missed call on the toll. Free number 18001026000. Potential candidates will receive a call back and will be asked to give the detail into the system. These details will be recorded and will be secured. Eligible candidates will be provided with the details of the nearest training centers and will be issued a date for starting the training program on training dates. It is compulsory for the candidates to have an Aadhaar Card or Votes ID or Pan Card.

## **7. CONCLUSION**

Rich knowledge base and the skills, which act as the driving forces for the women empowerment and economic growth of a country, are essential for translating a country's vision of inclusive growth into a reality. Creation of job opportunities and development of entrepreneurship in the rural areas is the priority of the country to ensure development of the rural country. Sector skill councils have been making selfless services to the unemployed youth particularly to the women through their innovative skill development programmes under PMKVY, thus trying their best to empower women through skill building process.

## **ACKNOWLEDGEMENT**

None.

## **CONFLICT OF INTEREST**

None.

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