



# IMPARTING TRAINING TO THE WOMEN FOR SKILL DEVELOPMENT

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## ABSTRACT

As part of the current research, training in income-generating activities was provided to women as a means of empowering them to secure their economic futures. Twenty-five women, all between the ages of 18 and 25, received instruction at Vidhya Dhar Nagar, Jaipur, for three months. Training efficacy was investigated using a before-and-after test design. The results showed that trainees' knowledge increased as measured by a change in the mean score between the pre- and post-tests. The significance threshold at which t's value was significant was 0.01. This shows that the trainees learned a great deal about the strategies that interested them.

**Key words:** Women, Training, Skill, Development and Knowledge

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## INTRODUCTION

According to the definition provided training entails the use of a set of measurable, verifiable, and authorized procedures designed to facilitate the achievement of learning objectives. Human resource development in every country, community, or people need training as a prerequisite tool. The same is true for women, who despite their active participation in many fields, are often overlooked for professional development possibilities. The requirements of those who will benefit from training are the driving force behind the program's beneficial effects. How a culture treats its women is a good indicator of its overall standing. Women in India rely heavily on their husbands for financial support and since women are unable to work independently. They may have the same opportunities in the home, but their businesses are seldom recognized alongside those of men. It's often held that when women have a stake in the economy, they gain more power and influence.

They need the confidence that comes from participating in a skill-building program that will help them become more proficient in the design industry. Women are less likely to leave their communities in pursuit of work if they have

access to training that helps them find work in their field. Improve concerns with accuracy and quality by expanding visual comprehension of technical communication. Adopting proper and efficient procedures aids in raising both quality and consistency. Information and techniques based on materials and processes will be included into training to promote the use of suitable ways for improved outcomes. Through exposure, hands-on training, and consistent dialogue during product development, women gain a better understanding and appreciation for markets, products, processes, pricing, functionality, application potential, quality, product communication, consumer needs, scales of production, etc.

In its broadest definition, "Clothing" refers to the study of choosing and producing apparel to enhance one's personal look and, by extension, one's personality. Along with shelter and food, clothing is considered a need for human survival. In the 21st century, it accounts for almost half of all family spending. The right clothes may make you feel confident, joyful, and ready to take on the world. Good fitting clothes need accurate body measurements, precise design and cutting, and precise sewing. When a garment is well-fitted, it drapes flat and smooth, with no sagging,



jutting out, or creases Sewing's relevance to the economy will remain constant. However, not everyone has a steady hand for building and creating. Since many women like sewing, the availability of paper patterns for a variety of clothes would be a huge help to those who wish to start a savings habit. When a kid is clothed appropriately, he feels more at ease in his own skin. Just because someone is well-dressed does not indicate they are dressing for their body type. The garment should flatter the figure without overwhelming it.

#### LITERATURE REVIEW

**Charlotte Hellström (2020)** As a result of social standards that limit what women may do and where they can go, many of the women at the bottom of India's rapidly growing garment industry are forced to labor from their homes. Middlemen take advantage of these women because of their lack of agency. The Self-Employed Women's Association (SEWA), a well-known Indian trade union/social organization, created its producer-company Ruaab to cut out the middlemen and connect the home-based workers with the fashion corporations. This research looks at how women's involvement in the producer-company Ruaab affects their sense of agency. In-depth interviews with women who operate at three of Ruaab's facilities in Delhi, India formed the basis of this two-month field research. The thesis uses Mosedale's concept and Rowland's analytical framework to determine whether or not women are empowered on three levels: individually, within their social networks, and as a group. Even while the data don't reveal any discernible patterns of empowerment, it's apparent that SEWA's efforts have a positive impact on the lives of the women they serve.

**Mamun, Al-Amin. (2018).** Bangladesh has been the world's second-largest RMG exporter since 1980, and a substantial portion of that achievement may be attributed to the hard work of its female workers. Women now make up more than 80% of the workforce in the clothing industry. Their effects on economic and social progress are considerably clearer thanks to them. Dressmaking is one way in which women are gaining independence in their homes, communities, and jobs. Women's contributions

to the textile and apparel sector directly assist millions of dependents. This apparel sector has the potential to lead the world in garment exports, and the development and empowerment of its female workforce, if the government and BGMEA take greater effort to improve working conditions, job security, and compensation. Women in the German textile and fashion industry are more knowledgeable, dedicated, and ambitious than males. The apparel industry is dominated by women, who make up more than 82.5% of the workforce. They have a leg up on the competition because to their superior education and training. The future skilled workforce will benefit greatly from the growing representation of women among its students and trainees. There has been a recent uptick in the number of women holding managerial and other top-level jobs in the textile and apparel industries. The positive effects of women's participation in the apparel industry on the nation's economy and social standing are plain to see.

**KAVITHA MOHANDAS (2016)** The working-age population—both men and women—represents a country's greatest economic resource. Research on the human entrepreneurs and women's empowerment in Kerala's textile sector has been undertaken because of the industry's centrality to the state's economy. Interviews and articles from academic publications and yearly reports serve as my primary data sources for my investigation. In my research, I found that the textile business in Kerala was dominated by female entrepreneurs.

**Chaumtoli Huq. (2019),** This article demonstrates how Bangladeshi textile workers have overcome impediments to labor organization by using the trade union space to enhance their socioeconomic status. It also makes the case for the empowerment of women in the working class to take on leadership roles.

**Allah dad, et.al (2020)** According to many, Pakistan's textile industry is the country's main source of income. It makes for almost 55% of the whole economic activity. Yarns, raw and completed fabrics, and a small number of textiles with added value are the most often exported textile products. The importance of workers is universally acknowledged as a critical factor in



achieving success. However, women's participation in the workforce is very low in Pakistan's textile sector. This is the only industry where women make up the majority of workers. Finding out why so few women work in the textile business is important, as is figuring out what problems they're having in the workplace. A survey of workplace participation concerns in Lahore and Faisalabad's textile industry hubs will be undertaken and analyzed in this study.

**RESEARCH METHODOLOGY**

Women were educated in metal embroidery so that the technique might be shared with others. The ideal training location was determined after an initial assessment. There was a lack of enthusiasm from the NGOs contacted, the Bastis in Man Sarovar and Shasrti Nagar that were visited, and the SOS Village that was contacted. In the slums of Vidhya Dhar Nagar, Jaipur, the researcher spent three months providing instruction to twenty-five women aged eighteen to twenty-five. The location was chosen on

purpose. The processes of pattern tracing, fabric framing, and stitching were all shown. The learners were given examples of the stitches being shown to them. The use of handouts was part of the plan for conveying the stitch diagrams. The research strategy of before and post assessment was used to examine the efficacy of training. A well-structured questionnaire was developed with a variety of questions to measure the information gained after training. For each question, the responder received one point for a right response and no points for an incorrect one.

**DATA ANALYSIS**

**Training to Women Skill Development**

Development of Women's Skills via Training Twenty-five young people in the slums of Vidhya Dhar Nagar, Jaipur, were given three months of intensive instruction. The classes met every other day for around 2.5 hours from May 1st to July 30th, 2013. Table 1 shows the socioeconomic characteristics of the trainees.

**Table 1: Socio Economic characteristics of respondents (n=25)**

Aspect	Category	Frequency	Percentage
Age	18-21 years	11	44%
	22-25 years	14	56%
Education	Illiterate	04	16%
	Middle School	13	52%
	High School	08	32%
Marital Status	Married	16	64%
	Unmarried	09	36%
Family Type	Nuclear	10	40%
	Joint	15	60%
Family Income	₹2000 -3000	12	48%
	₹3001-4000	10	40%
	₹4001-5000	03	12%
Employment Status	Housewife	13	52%
	Employed	09	36%
	Self Earning	02	08%

- Age Group: 56% of the women were between the ages of 22 and 25, while 44% were between the ages of 18 and 21; this can be seen clearly in the table above.
- Education: 52% of respondents completed middle school or above, 32% completed high school, and 16% never completed any formal schooling. This demonstrates that respondents do not value academic credentials highly.
- Marital Status: Sixty-four percent of those who participated in the survey were married, while 36 percent were single. It turned out that they tied the knot at a very young age.
- Type of Family: The table shows that 60% of respondents came from a combined family and 40% came from a nuclear family.
- Family Income: The largest share of respondents (48%) said their household income was between Rs. 2,000 and Rs. 3,000, followed by 40% with Rs. 3,000 to Rs. 4,000, and the remaining 12% with Rs. 4,001 to Rs. 5,000.
- Employment Status: Fifty-two percent of the respondents were stay-at-home mothers,



36% had outside jobs, and the remaining 8% through training: low (scores of 0-10), medium made money through things like tailoring and (11-20), and high (scores of 21-30). Table no. teaching. shows how much students knew before and after receiving instruction.

**Gain in Knowledge**

Participants were divided into three groups based on their level of knowledge gained

**Table 2: Distribution of trainees according to gain in knowledge (n=25)**

Level of Knowledge	Pre –Training		Post –Training	
	Frequency	Percentage	Frequency	Percentage
Low	19	76	--	--
Medium	06	34	13	52
High	----	--	12	48

Based on the statistics provided, it is clear that the most majority of trainees (76%) had a limited understanding of embroidery before to the training, while just 34% had a moderate understanding. There wasn't a single trainee who knew a lot. Very few of them were familiar with embroidery stitches or fabrics before receiving instruction. Cotton was their only fabric of choice, and they were limited to just a few simple techniques like the stem stitch, chain stitch, and running thread. They knew very little about metal embroideries like Zardozi, Gota work, Danke-ka-kaam, Mukke-kaam, and Aari Tari.

level. The students made substantial progress in learning. They recognized a variety of embroidered materials and knew how to use a variety of embroidery frames, needles, stitches, and methods. Most respondents had learned new information and were judged to have a moderate to high degree of understanding of embroidery as a consequence of their training. Most women like embroidering in their spare time, which may explain the increase. The trainees appreciated the chance to develop their abilities.

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**Analysis of mean, paired ‘t’ value and standard deviation**

Among those who took the program, 52% improved their needlework knowledge to an intermediate level and 48% improved it to a high

The table below shows the average score (in terms of information gained and value assessed) from our survey respondents.

**Table 3: Score of the respondents and calculated paired ‘t’ values**

	Pre – Training	Post – Training	Mean difference	‘t’ value (calculated)	Standard Deviation
Gain in Knowledge	7.20	19.60	12.40	14.89**	4.163

At the.01 level of significance, Results from a pre- and post-training knowledge test show that learners who received embroidery instruction improved their overall knowledge. The average score was 7.20 before training, and it was 19.60 after. After the instruction, the average knowledge score rose by 12.40 points. The computed value of 't' for knowledge gain was

14.89, which is statistically significant at the.01 level of significance. This is evidence that the trainees learned a great deal about needlework.

**Gain in Skill performance**

Skills performance was used to divide trainees into three groups (highly skilled, semi-skilled, and less-skilled) as shown in the table below.

**Table 4: Distribution of trainees according to gain in skill performance (n=25)**



Skill Level	Range	Frequency	Percentage
Highly skilled	80-95	8	32%
Semi-skilled	66-79	13	52%
Less- skilled	50-65	4	16%

The data in the table show that the training embroidered items to a high standard after contributed positively to the expansion of completing the training program. The students' capabilities and the acquisition of new abilities. ability to apply embroidery methods to a variety It is also clear that although 32% of the trainees of items has been much improved as a result of were classified as highly competent, 52% were the training program.' Creating many examples; classified as semi-skilled, and the other 16% inspecting and revising them for flaws in fit, were classified as less skilled in terms of form, and finish; recommending further neatness, quality of craftsmanship, and overall iterations, sizes, colors, and alternates. As a look. It is clear from the outcomes that students result of training, they are more equipped to improved their abilities and were able to create handle the problems of modern marketing.

**Fig 1 : Training imparted to the women for Skill Development**



**Fig 2: Developed Article by the Respondents**





Article -1



Article -2



Article -3



Article -4



Article -5



Article -6



Article -7



Article -8



Article -9



Article -10



Article -11



Article -12



Article -13



Article -14



Article -15



Article -16



Article -17



Article -18



Article -19



Article -20



Article -21



Article -22



Article -23



Article -24



Article -25

**CONCLUSION**

As a result, we may infer that their technical education led to greater scholastic and occupational success. It causes them to start making money and alters their lifestyle. The results showed that the training contributed significantly to both capacity expansion and skill acquisition. The results also show that 32% of the trainees were classified as very competent in creating the articles, 52% as moderately skilled, and the remaining 16% as less skilled.

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