

# Bridging the skill gaps to enhance women's self-employment and enhancing the skill work of SHG women in Leaf plate making at Madanpallethanda Telangana

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## ABSTRACT

Training and Development function plays a significant role in energizing and empowering human resources by increasing their skills through innovative and productive programs. Women self-help groups are at present playing a vital role in the women empowerment. This Research was conducted to find the skill gaps of the SHG women and provide the financial literacy and Leaf plate making training to the tribal women of the Madanpallethanda village of the Shamshabadmandal, Rangareddy district for establishing the manufacturing unit. So after the analysis we have observed that SHG members are not able to establish leaf plate making manufacturing units. So we decided to mobilize the women by providing training at Rural Technology Park, NIRDPR for manufacturing the leaf plate. After getting the Training women were able to establish the manufacturing unit with help of "SHG bank loan". They will be producing leaf plates with the efforts of a proper targeted approach to address the issue.

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## INTRODUCTION & BACKGROUND

Women though constitute half of the population, but have always been marginalized and relegated to the status of subjugated class in Indian society. Women have not actively participated in their emancipation due to their lack of economic independence and illiteracy. Women often face discrimination and gender inequalities, with some women experiencing multiple discrimination and exclusion because of factors such as background or caste. This paper is dealing with a particular case of scheduled caste Women of Madanpalle Tanda Village, Shamshabad Mandal, Rangareddy district, Telangana. A detailed analysis of the major hurdles and setbacks which pull off the leg of women from achieving economic independence and greater acceptability in the household decisions. Investing in women's economic empowerment and skills development is one of the most urgent and effective means to drive progress on gender equality, poverty eradication, and inclusive economic growth.

Despite growing evidence of the positive outcomes of women's economic empowerment, women continue to experience unequal access to education and skills development and face barriers to securing decent employment opportunities. Women's access to resources, including land and loans, may be restricted by discriminatory laws, and women continue to shoulder an unequal share of unpaid care work, due to the persistence of traditional gender roles.

### Importance of the Study:

To Find the skill gap and to bridge it, we visited madanpallethanda village to understand the livelihood of villagers. We identified a group of "Tribal SHG women" who were mainly involved in cleaning and sanitation at a nearby temple (statue of equality).

Various prominent Institutions have time and again reiterated its focus on women entrepreneurship and skill development and aims at creating an ecosystem that encourages women to be financially independent. They always advocate that women-entrepreneurs represent large and untapped resources for generating jobs, and high-growth businesses, and that this segment of India's population needs a framework for developing entrepreneurial skills, vocation education/ training for economic and social empowerment.

After gaining proper insight and resources available at hand, we finally decided on giving them proper training and hand holding support to make leaf plates. This training will make them more self-reliant and economically independent by inclusion in the formal economic activities. This will instill a confidence in them to try out new things and pursue their dreams.

**Objectives**

The following are the objectives of the study:

1. To examine the requirements of different areas of skill development for productivity and self-employment.
2. To recognize challenges faced by women at every step and provide handholding support for self-employment and making them aware about the skill training.
3. To create adequate awareness and understanding about development opportunities under various sectors
4. To provide the professional skill training of leaf plate making in the RTP center and facilitate the financial literacy assistance to take up self-employment activities.

**LITERATURE REVIEW**

In the academic arena, there is loads of literature on women empowerment, but there is a complete dearth of holistic views on providing valuable insights in the lives of tribal women. After going through the various literature available, there is a lack of literature in addressing the local issue of different areas and different time zones and geographical conditions. One size fits all approach will not make a significant improvement in the lives of women. A pragmatic approach and agile way of leading the project will definitely add some new inputs for achieving the required impetus to grow the basic understanding of the issue at hand.

Women Empowerment through Skills Development & Vocational Education July 2016 Authors: Tauffiqu Ahamad, Ambalika Sinha, Rajesh Kumar Shastri Only Government schemes and interventions were discussed for the desired outcome. The unfinished skill training of India’s women by July 27, 2021, 3:59 PM IST Mitali Nikore in Irrational Economics, India, TOI Dealing with issues of gender based discrimination in corporate job.

In the Year (2001) Kapoor studies the empowerment of Indian Women. In his Study, He elaborately discussed, analyzed and answered many questions faced by women SHGs in India. He found that in India, gender discrimination still existed, as a result of which women SHGs were unable to achieve the expected goal of empowerment of the country.

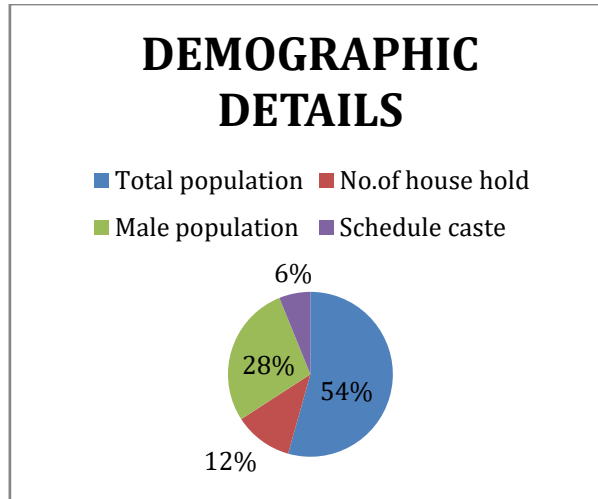
Krishnaiah (2003) examined SHGs in Andhra Pradesh and observed that as a result of group formation women were able to diversify their activity by undertaken non-farm and animal husbandry related activities

**METHODOLOGY**

The study will be mainly confined to address the scheduled caste women in Madanpalletanda village. The study is based on primary data collected through the research questionnaire and the secondary data based on personal interview. In Madanpalle Thanda village there are 529 women and in the SHG only 160 women are involved. But they were not involved in skilled work. There is no manufacturing unit of any enterprises also. There are only kirana shops which are run by the SHG women. Tribal women were very unaware about the skilled works and many women were old aged and they cannot join the SHG also. So this research will focus on the skill work so that the tribal women will be able to have their livelihoods. Any additional information required for the analysis of specific skill training modules and self-employment related queries will be handled with the help of a small group of sample size pertaining to other types of training requirement. These include skill development and capacity building training which aims at improving income generating activity such as Leaf Plate Making from Sal Leaves, candle making, agarbatti making, papad making, sewing and other such household work which can be done with minimum capital required.

**Key demographic Details** the demographics of the gram panchayat is as follows census 2011

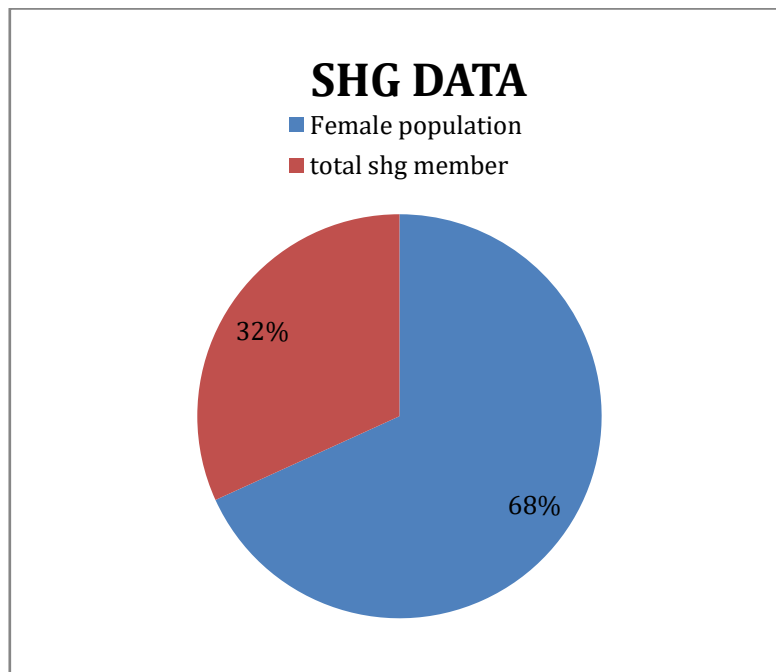
<b>Census Parameter</b>	<b>Census Data</b>
Total population	885
Total No. of Houses	187
Female Population	429
Total Literacy Rate	37.0 %
Female literacy Rate %	10.2 %
Scheduled Tribes Population %	100 %
Schedule caste Population %	0



#### SHGNetwork

With the intervention of Society for Elimination of Rural Poverty, CRP Dive was conducted in Madanpallethanda village in the year of 2010. By the motivation of CRP personnel, a few SHG's were formed in that year. The Village Organization was also established in 2012. As of now, Madanpalle Thanda has a good SHG chain networks, some SHG's are successfully linked to Bank and accessed loans from the bank. SHGs which have over all impacting the poverty all eviationin the village.

FirstSHGformation	2010
TotalnoofSHG's	20
SHGmember	200
TotalVillageOrganizations(V.O)	1
SHG'swithBanklinkage	20



#### Data collection tools–

1. Research Questionnaire
2. Focus group discussions
3. Personal interview

#### Analysis of the data

We have used the excel and the graphs for interpret the data

### Problem of the area-

Tribal communities in India, known as Scheduled Tribes (STs), have faced socio-economic challenges for many years. These communities suffer from poverty and are economically weak due to a lack of education and livelihood opportunities. They have less access to financial and non-financial resources for the improvement of their capabilities. The tribal women of the areas of Madanapallethanda are not aware about the government schemes and at the same time they are only focusing on the day-to-day life and their earning is totally dependent on the money taken from the SHGs and for returning the money they mainly work in the nearby temple where the mostly people work on the cleaning and maintaining the temple. In the village area of Madanapallethanda where the majority of the population is tribals and the literacy rate of the village is also very low and the rural population is mostly landless and they work on others lands.

### Gaps-

- (a) Displacement
- (b) Unemployment
- (c) Tribal women issues
- (d) Informal jobs
- (e) Isolated tribes
- (f) Low literacy rate

Leaf as a resource: -

There is a large forest area and a lot of availability of Sal trees. So, the availability of leaves is sufficient in this area. Collection will be easy for anybody.

Earlier the tree leaves were either burnt to ashes or were thrown away. Now the villagers have become aware of the economic value of the leaves. They have also realized the ill-effects of plastic usage and the importance of biodegradable products. So the leaves can be used as the local resource of the villagers and the advantage of leaves is that the village has plenty of sal plants and it would be very beneficial for the villagers as they can work throughout the year.

So to produce eco-friendly plates which would replace plastics or other polluting materials would be very helpful for the community as well as their livelihood. Plant and tree leaves belonging to a variety of families of the plant kingdom are used as single leaf plates, stitched dining leaf plates, food wraps, and food packing materials. The leaf as a source is available all the year and it is biodegradable as well as eco-friendly.

### Possible contribution

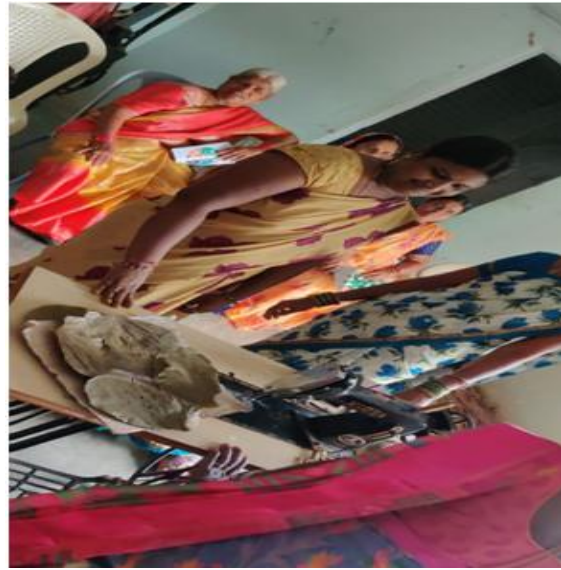
We identified the possible grounds, where they will need mentoring and support.

We arranged a Visit for formal training of these Tribal SHG Women at Nirdpr, so these women will find out basic training requirements and equip themselves with proper skillset.

1. Professional Training at **RTP Center, NIRDPR, Hyderabad**: Imparting proper training and hand holding support. Mentoring them at every step, where they find obstacles. Creating an awareness for the excellence in the product, by which they can carve out a niche in the market.
2. Environmental and Economic viability, importance of the product: this will motivate them to take up the job, because these women are very close to nature.
3. Financial Inclusion: Bringing them under banking domain, so they can understand credit and loan facilities.
4. Nullyfying the deep-rooted prejudices: Instilling a confidence in them to go out and explore the new opportunities.



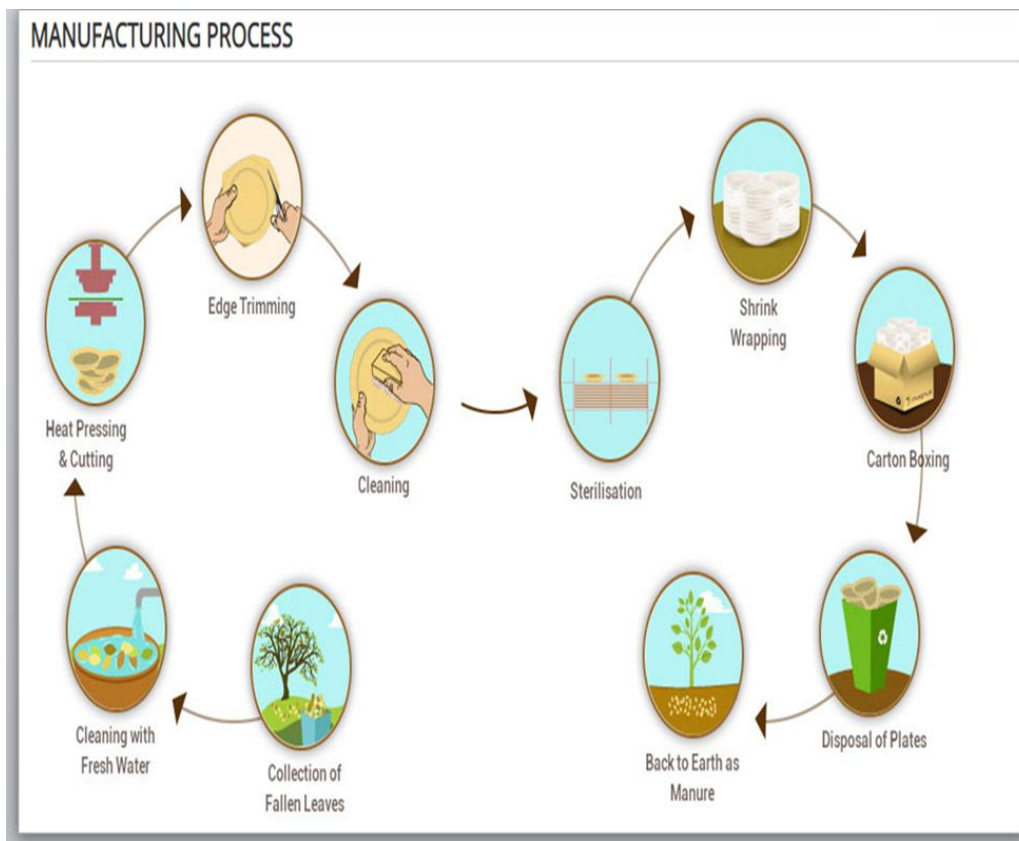
Tribal women in the RTP center the new opportunities.



Leaf plate making training at Rural Technology Park, NIRDPR the Financial literacy training in MadanpalleThanda Village



**PROCEDURE FOR LEAF PLATE MAKING:-**



- (a) Leaf collection,
- (b) Plate making,
- (c) Drying of plates,
- (d) Packaging of plates,
- (e) Transportation
- (f) Selling at local haat and make-shift shops

**CONCLUSION**

With this training of the Leaf plate in the RTP center the women is creating wealth from waste. As the leaves can be used as the plates and the residue of the leaves can be used as fertilizers it can increase their income. Women constitute a half of the population and they are among the most powerful agents of change. In continuous efforts of driving the women to achieve their full potential towards meeting most of the SDG goals. Supporting women in mobilizing their potential leads to positive impact created by these conduits of change and has a multiplier effect on

the generations to come. A direct result of skill development is financial independence for women and access to entrepreneurship, which results in 100% agency and confidence. Thus, the overall success of these interventions is dependent on how we address the seen and often unseen socio-cultural influences embedded in a woman's life journey.

Bridging the Skill gaps, doing a proper research on the available resources and training Tribal SHG Women in Leaf plate making with minimum capital can bring a smile of self-confidence and success on the face of women. These women will act as catalyst for growth in rural development, they will inspire a new lot of igniting minds to break the shackles of old customs and beliefs which were stopping them from achieving their true Potentials.

By bringing under the realm of economic progress and financial literacy, they will not settle for minimum wage, but will ask for the best facilities and resources which will help them in fostering their demand for further course of action on the economic progress.

Training and mentoring at every step have given them new confidence to acquire new skills and implement them for their benefits and community as a whole.

These small steps towards economic development hold great promise for poverty reduction and women's empowerment. Looking holistically process of empowerment involves not just an improvement in physical and social conditions, but also ensuring equal participation in the decision-making process, control over resources and equitable distribution of the responsibilities. The findings of the study show that there were remarkable changes in women in the level of awareness as a result of the training programs.

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