

## **Effectiveness of Vocational Skills Acquisition Programmes on Women Empowerment in Quetta.**

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### **Abstract**

*In this piece of academic research, an attempt is made to re-evaluate the different factors responsible for women economic empowerment by developing professional skills and training. In the context of women empowerment, if the female section is suffered from in skillfulness from the basic requirement to fulfill it, skills are considered the core value of living life with economic sufficiently and willingness of possible opportunities in livelihood. The creativeness of economic independency have been enhancing through government- and non-government aimed upon women's economic raising on societal level. The prime objective of such projects is to formally empower the social equality among different genders. In this piece of research, the researcher has applied qualitative research methodology. The inclusion criterion is followed to include all those Lady Vocational Teachers/Instructor, imparted students, and principle/directors of vocational and Technical training programs for developing skills. The sampling of this research is purposive, and the size is 42 interviews which are conducted across the six skill development/Vocational centers within the Quetta city. The data is collected on the format of in-depth interviews and was analyzed by applying thematic analysis tool. This research reached on the fact that vocational and technical training empowered women in prime goals.*

**Keywords:** Vocational Skills Acquisition, Women Empowerment, Employability, Social Development, Self Empowerment.

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**Introduction:**

The undeniable and factual role of women in social development, which make it evident that without women participation, the overall national development will suffer with severe crisis. Therefore, it is evident that with the passage of time, change and progress have included several outer economic and social variables which modified the course of development. In this regard, women educational, professional and social learning became urgent need of the day. The Vocational Training Programme is aimed on particularly social-deprived women section adjacent to domestic sphere of life. Vocational Training programmes are meant for livelihood opportunities of women. These programmes develop entrepreneurial skills among women. These skills create opportunities of employability as for development and women's employment as change in promoting women's economic prosperity because it plays key role in their lives. Ministry of Labour and employment has been formulated a national level skills programmes with the goal to orient work force and ensure Pakistanis competitiveness in the global market. These programmes seek to fetch potential into the all neglected sections of society with reforms system.

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**The aim of the vocational trainings is:**

There are many aims of behind such vocational Training Programmes for instance:

- ❖ Women empowerment as a socio-economic powers to combat violence against them.
- ❖ Enhancement and providing equal life style.
- ❖ Gender-based community development.

- ❖ To promote skill-based income resources by training women and thereby empower them with the knowledge of themselves and to strengthen their position to make them one of the earning members of their households and communities.
- ❖ Overcome the mental pressure on women's minds of male dominancy.
- ❖ Highlight the importance of women education and their participation in economic development.
- ❖ Persuade general public to recognize right of votes of women and encourage their participation in economic and political processes.

Skill no doubt helps an individual in up grading her, his self confidence, dignity and self-esteem. It is also an instrument through which individual realize their aspirations by pursuing better jobs and livelihoods. Providing skill development programmes to females or probably women is to inspire self-belief and optimistic attitude in them and to make them conscious of their real power and contribution to society. Skill development Pogrammes enables individuals in his economic levels. The term skill development can be defined as initiatives that build humans resource fullness so as to perform better in his financial and may be other careers.

ILO (2008) reported that women's capability and productivity in the competitive enterprise can be enhancing through the education and skill training. A very vital can be played by providing skill enhancing system. It increases human capability and produce more and more products. Therefore, Technical training programmes shall be entered into labor market which in turn would secure reasonable employment.

According to studies conducted and observed that not only though empowerment the status of women can be brought but a well attitude and soft imagine can be created at societal level towards them. (Unni, Jeemol & Uma 2004).

### **Rationale of the Study:**

Review of literature and academic viewpoint, the researcher seeks to examine how these skills development programs can lead to women's socio-economic empowerment as well bring opportunities to start self-business and employment in public and private sectors also involving in the decision making in the family. As one of the prominent pursuance regarding the

primary vocational skill is the only way to meet the day to day domestic requirements is gradually challenged by the material outcome of the vocational skill that it can enhance women circle from domestic to public life. Challenging such as a popular narrative in the face of women empowerment-drive capable them to contribute in political activities and help gender-based development.

In the view of above, it was advocated that women should be given skill training and knowledge that will enable them perform more actively in woman empowerment toward socio-economic development of their countries. This perceived importance of the need to provide woman with skills and knowledge led many bodies to introduce or establish institutions for the training of females at different times.

### **Literature Review:**

Major portion of academic research is thoroughly organized as feminist stand-point, women centric and vocational skills education, but as the subject matter cannot be evaluate in isolation out of the epistemological framework, it faced several challenges, diversities and criticism in its subjective approach of the discipline. It sometimes, through counter narratives disvalued on the face of lacking objectivity in academic research. In this perspective, several dimensions had been applied on searching hidden reality and finding the way toward women empowerment, vocational skill, some of them are conducted generally on the relative development of gender-based progress but some of the portion is dedicated to the grass-root empowerment on local level. The researcher, as being revisionist in his approach, has gone through several researches with different approaches to find the objectivity in-between.

Skill and knowledge is tool for development and prosperity of a country and through these can empowered the women in societal level. Countries that had effective knowledge and skills programmes they responded positively to the challenges and opportunities regarding women's empowerment (Watson, Keith, 1994).

According to Fasiha Farrukh (2015) to observe women usually do not complete their formal education due to various domestic and cultural problems. Providing them vocational training programmes would help them to boast their financial dependency on others. With the vocational training,

women can get economically empowered even when they do not have any proper job. They can start their businesses, they can make and sell things from home, they can get jobs in manufacturing units, etc. There are many vocational training centre or NGOs or firms which offering different courses that can enhance their skills.

Empowerment means increasing individuals or teams strength which may be political, social and economical. It encourages the man to overcome his daily challenges and paves the way for better and prosperous society, (Blanchand, 2003).

The concept of women empowerment is not a new one. The term refers to address their limited contribution in decision making power sharing and financial aspects of social life. It also facilitates them have better awareness in overcoming the low self confidence and promoting confidential external relationship (Butt and Victor, 2014).

Awareness is the need to be created among unemployed women to get self confidence and esteem. A research conducted that the future of a country is depends on women's empowerment and a peaceful environmental growth of development can created in this competitive time through the women's empowerment. Educating women and girls is effective solution in developing states for empowering them. It seems the best investment in states progress (Dhruba Hazarika, 2011).

According to Adam, (2007) providing skill training educational helps in generating more and more job opportunities. It consequently results as immediate job employment. Such programmes payoffs on many grounds and results as win-win for both the state and the unemployed youth. However, Adam, (2007) documents shows that woman has showed no interest in male dominated jobs such as motor mechanics and carpentry etc. They shall be motivated so as to arouse their interest in such jobs.

The high productivity and earnings with women empowerment will be boost through skill development programmes. These Skills are guarantor and to be innovative and more confidence among them. (Vijaya & Lokhandha, 2013)

Surbrahmanyam (2014) evaluated in her finding that technical and vocational tackles unemployment. However, the growing mismatch between supply and demands of skills in developing countries is deplorable. Parity in

providing such opportunities will undoubtedly help in large quantity to reduce women employment.

In addition, empowerment is also defined differently in different socio-cultural and political context. As in local term it enables one to fight for his due and own respectful, free and independent life. In other sense means if the term empowerment is taken in wide sense it increase one's authority and control over shaping his lifestyle. (Shafi, 2015).

Empowerment increased the ability of the individuals to make choices and covert them to desired action and results. Therefore, women empowerment means women achieving more right of entry into the economic power and social security (Malhotra,2002).

### **Research Methodology:**

Focusing on the demands and requirement of the research questions, researcher is gradually convinced on the cross-examination of In-Depth-Interviews with critical approach and data was analyzed through thematic analysis toll, it developed this piece of research as qualitative with exploratory approach. The data include both, the primary and the secondary, the later as contemporary debate required the latest finding on the ground from respondents' in-personality.

### **Data Analysis:**

On the base of data analysis, as per the research questions with a great confidence are examined and proved reliable in matching reality to find way to women empowerment through vocational skills acquisition programmes. As this study has a diverse nature, data is analyzed in cross-examination with much objectivity in approach. Different themes were derived from analysis and majority of the participants in interview list believed and suggested the importance of Vocational Skills as being one of the powerful ways to women empowerment. The socio-economic dependency of women on their family members also decreased through vocational skills acquisition programmes and also enhanced opportunities for social mobility and to some extent the cultural bearers are also part of women empowerment and marginalized women.

### **Discussion:**

The prime objective of this research is to find out the effects of skills acquisition programmes on women empowerment. The findings of this study revealed that, notwithstanding the vocational skill programme assists to create jobs for the women in their respective trade and field. Conceptually it is crystal clear that vocational skill programme played an important role in generating income and hence, has significant impact upon decision making skills of women at the family level and valued their decisions. At the same time, it is also equally considered important that empowerment of women is affected by the family support. Eventually, in the light of different themes and work of other researchers that the vocational skills and women empowerment are interconnected with others and work as driving force for inevitable of women empowerment.

### **Conclusion and Recommendation**

This research study was conducted of district Quetta, the provincial capital of Balochistan, it can be concluded that the empowerment of women and the skills, which act as the driving forces for the economic growth and social development of a country, are inevitable for translating a country's vision of thorough growth into a reality. Specifically in Quetta district, the Vocational Skill Programmes for women empowerment has enhanced the abilities of women in every walk of life. As it a gradual development of different phases, so needs a constant support from concern institutions.

However, considering all the efforts made through of Federal-Government, State and local government, together with non-agencies, there are still more to be done in the area of girls and women's vocational education in the respective trade and sector. The following suggestions, if, judiciously and religiously followed, will bring improvement in women' empowerment, In short, the skilled women are in better position rather than their counterparts/ unskilled women because are in paucity of skills, education, social mobility, and less opportunities in their lives. The deprivation and discrimination gap can mitigate through vocational acquisition programmes respectively for the needy women of society and make the them independents through such skills and education.

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