

## **MAKE IN INDIA: WOMEN EDUCATION AND SKILL DEVELOPMENT**

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### **ABSTRACT**

God has given women the privilege and the ability to bring life to their family with love. Woman's power over men has not lessened since those biblical days. Today, the advertising industry exploits this power in order to sell everything from cars to toothpaste. Magazines, billboards, posters, and store windows use attractive women, seductive women, and blatant sexual images to catch a man's glance and capture his attention. They can make the pillars of a nation deep and lift high in to the sky with their abilities and intelligence. But these lofty aspirations can come true only when the women entrepreneurs perform their duties with dedication and sincerity which is possible only when their level of intelligence is fully developed and they build their capacity well. Capacity building skills is an over-arching and all-encompassing framework within which work is carried out. It includes many things, but depending on context and situation, responsiveness (which ingredient to use) can vary. Discussions of women's capacity often focus on their procedural knowledge and skills. While many types of knowledge are vital to entrepreneurs roles, other areas of capacity are important as well. We consider four main dimensions of women capacity here. The need for capacity building skills to assist women for developing their potentials has long been recognized on such issues as responsibility, management, innovations, global competitiveness and sustainable development. The needs for capacity building skills to reduce stress at workplace are always changing. There are no ready solutions and any programme must be appropriate for the local situation and organization. Hence, women need to improve upon mental health level and develop their skills and resources for enhance capacity. When a woman have to join a workshop to develop her knowledge and skills about education, writing, the experience also makes a dramatic impact on her view of herself as a writer and on her overall development as a professional.

**Keywords:** Make in India, Women Empowerment, Capacity Building, Knowledge and Skill Development

## **Introduction**

Women are the builder of family and society. They can make the pillars of a nation deep and lift high in to the sky. Women are high on the international policy agenda these days. There is increasing substantiation and gratitude that women are essential in promoting family life. But these lofty aspirations can come true only when the society perform their duties with dedication and sincerity towards women which is possible only when women's level of talent is fully developed and they build their capacity well. An individual's ability to accomplish the goals set out by the new standards depends not only on personal capacity. The focus has also been towards acquiring additional enhancement and empowerment for women, both in the homes and offices.

## **Make in India**

Make in India is an initiative of Prime Minister Narendra Modi launched on 25 September 2014 to encourage companies to assemble their goods in India. The major objective behind the initiative is to focus on various sectors of the economy for job creation and skill enhancement. The initiative also aims at high quality standards and minimizing the impact on the environment with hopes to attract capital and technological investment in India. Woman's future is shaped in part by the contexts in which they work and learn, including the communities formed by their relationships with other professionals inside and outside the home. Make in India enterprises offer a way for Indian women of participate in the country's growth and provide innovative, sustainable solutions o its ingrained problems. Hope for the future is also invested in India's women. Currently, only 39% of Indian women are formally employed, compared o 81% of Indian men. Increasing Indian women's participation in the entrepreneurship will enhance efficiency and expansion. I will also help o reduce the gender –based inequalities and social pressures the restrain female employment and entrepreneurship.

## **Capacity Building and Skill Development**

“Capacity building” is the process of assisting an individual or group to identify and address issues and gain the insights, knowledge and experience needed to solve problems and implement change. Capacity building is facilitated through the provision of technical support activities, including coaching, training, specific technical assistance and resource networking. A related question regarding the definition of capacity building centered on the range of activities included in particular approaches. Some programme defined capacity building to include formal, structured training programme like short-term workshops, as well as, longer training or residency programme. Others included in the definition a much wider array of technical assistance and

support activities, including field placements, collaborative learning/research projects, assistance in networking, the provision of direct funds, and publication of joint reports, among other activities. Capacity building is the development of women's core skills and capabilities, such as leadership, management, finance and fundraising, programs and evaluation, in order to build the country effectiveness and sustainability. It is the process of assisting an individual or group to identify and address issues and gain the insights, knowledge and experience needed to solve problems and implement change. Capacity building is facilitated through the provision of technical support activities, including coaching, training, specific technical assistance and resource networking.

Capacity building isn't education and training or technology transfer although they are tools that can be used to develop capacity. It isn't about experts imparting knowledge to others, rather capacity building is based on the concept of everyone learning together (co-learning), and this can be with input from people who have special expertise. It isn't a process where an organization external to the process can determine the final outcome.

### **Framework of Make in India**

Capacity-building is an over-arching and all-encompassing framework within which work is carried out. It includes many things, but depending on context and situation, responsiveness (which ingredient to use) can vary. According to Philbin (1996) Capacity-building is defined as the "process of developing and strengthening the skills, instincts, abilities, process and resources that organizations and communities need to survive, adapt and thrive in the fast- changing world."

"Externally or internally initiated processes designed to help individuals and groups to appreciate and manage their changing circumstances, with the objective of improving the stock of human, social, financial, physical and natural capital in an ethically defensible way." CVCB research report. Eade (1997) described that Capacity-building refers to the process of supporting groups as they develop the skills, knowledge, confidence and organizational structure to act collectively over time to improve their community well-being. UNDP (1991) defined 'capacity building' as the creation of an enabling environment with appropriate policy and legal frameworks, institutional development, including community participation human resources development and strengthening of managerial systems, adding that, UNDP recognizes that capacity building is a long-term, continuing process, in which all stakeholders participate professional associations, academics and others. The WCO defines capacity building as "activities which strengthen the knowledge, abilities, skills and behavior of individuals and improve institutional structures and

processes such that the organization can efficiently meet its mission and goals in a sustainable way."It is, however, important to put into consideration the principles that govern community's capacity building.

According to William (1998) Capacity includes commitment, compassion, and connectedness.

Capacity building is much more than training and includes the following:-

- Human resource development: the process of equipping individuals with the understanding, skills and access to information, knowledge and training that enables them to perform effectively.
- Organizational development: the elaboration of management structures, processes and procedures, not only within organizations but also the management of relationships between the different organizations and sectors (public, private and community).
- Institutional and legal framework development: making legal and regulatory changes to enable organizations, institutions and agencies at all levels and in all sectors to enhance their capacities.

### **Need and Significance of Study**

Most development strategies in society today target individual growth. Researchers suggest that the traditional model of professional development that focuses primarily on expanding an individual repertoire of well-defined social practice reflects a limited conception of the dimensions of female capacity. And it ignores the other parts of the country that directly impact a females' ability to work. Discussions on women capacity in 'Make in India' focus on their procedural knowledge and skills development. While many types of knowledge are vital to females' roles, other areas of capacity are important as well.

### **Statement of the Problem**

*Make in India: Women Education and Skill Development*

### **Objectives of the Study**

- To demarcate concept of Make in India.
- To expound the different dimensions of education and skill development for women.
- To enlighten women with Approaches to develop education and skill development.
- To depict implications of women capacity and skill enhancement for make in India scheme.

## **Method**

The research paper was development by using secondary data books, articles and web based content related to make in India and women educational opportunities and skill development.

### **Approaches for Women in Make in India Scheme**

An individual and organizational approach in scheme involves reflection, analysis, skill building, networking and action all aimed at increasing the knowledge, imagination, vision and impact of an organization and the individuals involved in make in India.

- **EMPOWERING OF WOMEN:** Empowering of women is possible by enable them to participate in various life building activities more effectively.
- **SELF-REFLECTION:** A process of collective self-reflection which utilizes skill building, academic study, on site learning and hands on advocacy to empower emerging leaders to address pressing educational and societal concerns.
- **EXCHANGE CONTENTS:** The opportunity to exchange contents in education among female and educators in order to enhance their capacity to deal with and propose solutions to gross violations in their countries.
- **SHARING METHODOLOGIES AND STRATEGIES:** Sharing methodologies and strategies for policy based advocacy with civil organizations, grassroots leaders, communities based organizations, and groups/ coalitions that are involved or have the potential to be involved in capacity building initiatives.
- **COOPERATION WITH LOCAL NGO'S:** Cooperation with local NGO's, women's associations and other independent civil society personnel working on current issues.
- **TRANSFER OF SKILLS AND EXPERTISE:** The transfer of skills and expertise on various aspects including international instruments, procedures, and developmental process.
- **ENCOURAGEMENT NETWORKS:** Developing a wide range of skills, communications and integrating target-groups into domestic and international encouragement networks.
- **FUNDING:** Usually, but not always, providing funding - general operating funds to individuals or organizations doing the main field work.

### **New Roles and Expectations**

The demands on society are becoming more complex. Females are now expected to deal effectively with a more diverse society, to be sensitive to gender and culture, to promote social cohesion, to address the individual needs of children, to include those with disabilities, and to prepare all individuals for participation in a society and an economy in which they will be required to continue learning over time, be flexible, and adapt to new demands.

Women now need to be prepared for a much broader range of tasks at all levels. They are expected to:

- Initiate and manage the system – the move towards outcome-oriented curricula expects women to organize the social system;
- Effectively address each individual learning need;
- Be assessment literate and integrate results in a diagnostic manner to promote self learning;
- Work effectively in more diverse and multicultural environments;
- Integrate under privileged women with special abilities and skills;
- Address cross-curricular themes like social responsibility and citizenship;
- Work and plan in teams;
- Integrate ICT into their skills
- Develop and participate in social projects, linking NGO's within the country or across countries;
- Assume new managerial and shared leadership roles;
- Work and communicate effectively with managers, ministers, policy makers, involving them in activities and in their capacity building programme.

### **Recommendations and Suggestions**

Capacity building, Education and skill development of women entrepreneur in new India involves improvement in:

- assiduousness affluence and sustainability
- the environmental and biological health of women
- the well-being, satisfaction and happiness of women
- the educational opportunities and skill development initiatives.

### **Summary and Conclusion**

God has given women the privilege and the ability to bring life to their family with love. . Make in India is an initiative of Prime Minister Narendra Modi launched on 25 September 2014 to encourage companies to assemble their goods in India. The major objective behind the initiative is to focus on various sectors of the economy for job creation and skill enhancement. The initiative also aims at high quality standards and minimizing the impact on the environment with hopes to attract capital and technological investment in India. Woman's future is shaped in part by the contexts in which they work and learn, including the communities formed by their relationships with other professionals inside and outside the home. Capacity building is the process of assisting an individual or group to identify and address issues and gain the insights, knowledge and experience needed to solve problems and implement change. Capacity building is the development of an organization's core skills and capabilities, such as leadership, management, finance and fundraising, programs and evaluation, in order to build the country's effectiveness and sustainability Capacity includes commitment, compassion, and connectedness. The capacity to live in different and creative ways is connected to views of self, to women's' beliefs about their role in family, office and societal activity, and to the personas they meet in various fields of life. Also critical are women's views of themselves as good life partner and good worker including what, where, and how they will perform.

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