

# Introducing Skill Development Training in the Slums of Varanasi, India

**Dr. Pushpa Kumari**

*Assistant Professor, Department of Home Science, MMV, BHU*

**Dr. Chhanchala Singh**

*Project Fellow Department of Home Science, MMV, BHU*

## **Abstract-**

Slums women are lives worst condition in the world. Varanasi's slum women's living in very poor condition. This paper reports a study of the skill development training program of slum women residing in Varanasi slums. The study consisted a group of women from a selected slum of Varanasi city. Here the paper endeavors to investigate and analyze the planning and implication of a skill development training program in the sum area for women in slum. Finding that an income generating training project for adolescent girls and women was both acceptable to parents in this traditional slum community and feasible to implement.

**Keywords-** skill development, worst, endeavors, investigate, income generating, acceptable.

## **Introduction-**

The sprouting of slums in the urban areas is the direct outcome of greater economic opportunities available in the cities and towns the demonstration effect of improved standard of living prevailing in the urban area has also attracted not only the population from smaller settlements, but also the rural migrant to almost all the major urban centers resulting in the emergence of slums even in the heart of the cities. These slums occurred due to various factors namely the shortage of developed land being beyond the reach of urban poor, large influence of population, rural migration to cities in search of jobs and inadequate provision of basic services and infrastructural facilities in the urban areas. In general, slums are the products of failed policies, bad governance, corruption, inappropriate regulation, dysfunctional land markets, unresponsive financial systems and a fundamental lack of political will. We know that many migrants to urban areas arrive seeking jobs or fleeing economic hardships in their places of origin. Yet, women are sometimes said to be newer entrants in the global migration trend. Today, about half of international and national migrants globally are women. Women are often convinced that cities have better opportunities to offer than what they can achieve in their own home villages or towns. They are hopeful that even with a little capital – or none at all – their prospects of making ends meet are still better in the big cities. Women thus join the population of migrants who find their way into urban areas each year. Their hope is for a better life in terms of opportunities, living conditions, access to services, and autonomy. Many hope for a quick acquisition of resources to improve their situation back home. Because women often come to the city with very limited resources and job skills, however, many women end up in urban slums where they can be close to commercial areas and work opportunities.

While all women in India face a rapidly changing economic environment, the life choices of women are very different from those of men. Women are much less likely than men to be engaged in economic activities; by ages 15–19 more than 40 percent of boys are economically active compared to about 25 percent of girls (ILO 1998). When young women do participate in income generating activities, it is often in home-based work for which they may not be remunerated. Even in instances when young women are paid for their labor, they may not retain control of their income. For girls, the lack of opportunities to generate income is coupled with restricted physical mobility within the community and limited decision making power within the household (Sebstad and Singh 1998; Mensch, Bruce, and Greene 1998). Furthermore, nearly half of 20–24-year-old women in India were married by age 18 (IIPS and ORC Macro 2000). Most young women have little say about the timing of marriage or the choice of spouse, and after marriage most Young women have limited power within their new household (Jejeebhoy 1998).

Slum is an unhygienic place adjustment with nature and compromise with life's need for survive in worst condition. It is because of vicious circle of poverty. The poverty is an unrepeatable part of slums dwellers, so the slum population is back word socially and economically Poverty affects the health, education, nutrition, birth and death ratio, sex ratio, life expectancy, the socio-economic due to poverty economic status is lower, so education level is low, unskilled or low skill, so the socio-economic status of slums dwellers is low. To improve this lower economic conditions slum women are earning and try to support family income. Some are the house headed women. So they have needed to earn they are lower educated unskilled, have poor economic condition so they perform the work as per their capacity and ability which provide low income and hence the socio-economic status is low. The Population Council and its partners are promoting a “livelihoods approach” that aims to expand the decision making power of young women by building social networks and developing financial and income-generating capacities. As broadly conceived, the livelihoods approach to adolescent programs attempts to provide technical and life skills and seeks to transform the ways in which girls view themselves and are perceived by others in the community. Although a wide variety of livelihoods programs for adult women exist in India, few focus on adolescents. Of those that do, few employ rigorous scientific methods to evaluate the impact of the program.

### **Testing the feasibility and acceptability of a pilot livelihoods project-**

Slum is an unhygienic place adjustment with nature and compromise with life's need for survive in worst condition. It is because of vicious circle of poverty. The poverty is an unrepeatable part of slums dwellers, so the slum population is back word socially and economically Poverty affects the health, education, nutrition, birth and death ratio, sex ratio, life expectancy, the socio-economic due to poverty economic status is lower, so education level is low, unskilled or low skill, so the socio-economic status of slums dwellers is low. To improve this lower economic conditions slum women are earning and try to support family income. Some are the house headed women. So they have needed to earn they are lower educated unskilled, have poor economic condition so they perform the work as per their capacity and ability which provide low income and hence the socio-economic status is low. To build the evidence base for adolescent livelihoods programs, in 2019 Indian Council of Social Science Research, IMPRESS with Department of Home Science to develop a pilot project for adolescent and adult women in the urban slums of Varanasi, Uttar Pradesh. Program has been provided income generated program for women & girls. The project was entitled with “Role of Vocational Training in Developing Income Generating Skill and Self-Reliance among Adolescent Girls of Varanasi”

The study area was experimental. Group sessions on income generating were held weekly in between the trainee for 12 weeks. Participants also received vocational counseling, Over a 3 month period, vocational courses were offered, including tailoring, pot decoration, *mehndi* (painting of hands or feet), candle making, , rug weaving, mending and embroidery, Nearly 80 percent of participants completed 4 or more courses. Trainers discussed various savings options available in the community and helped women open savings accounts in their own names.

**Project area & area covered** - Varanasi is one of the oldest cities in continuous habitations in the world, with a history dating back to more than 3000 years. It is a major religious, cultural and educational center of India. Varanasi is also famous for its handcraft and silk weaving industry.

Varanasi has 227 slums spread all over the city. Both on government and private lands. Total population 456,613 which is about 38% of total population. The total population of slums is concentrated mainly in central city and peripheral development.

These 227 slums have formulated 21 community development centers (CDCS.) Which centers are responsible for the overall development of the slums varies from 200 to almost 9,000 people with varied densities. Rapid growth of slums in Varanasi has put a lot of pressure on existing land resources and infrastructure and has led to deterioration of its physical environment. Factors that have contributed to slum development in Varanasi include migration of people in search of jobs. Availability of cheap living alternatives such as outside temples where they get food from the offering of the pilgrims or tourists. The existing tourism base of the city creates opportunities for employment generation, especially for unskilled labor.

Majority of Varanasi slums have very poor water supply and sanitation facilities, most are either unsewered or partly sewerred, with disposal of household waste water and solid waste taking place directly into open drains. Most slum dwellers in the city are employed with the mcv as safai karamchari, handloom industry labor account for nearly 10-15% of the slum population.

At the onset of the project, literate 14–40-year-old women who had their parents & family permission were trained to be self-employed. These women attended three month self-reliance cum income generating training and two counseling sessions. Training provider conducted the survey of the study area and have organized various interaction sessions with the slum women to aware them that how they can generate income and improve their self-reliance by this training. Approximately 25 women had been given permission to participate.

#### **Detail of training project-**

The project was started on 1<sup>st</sup> May 2019, various quotations were invited for the purchase of equipment and other consumables related to project work. For carrying out the training program Varanasi district was selected. Varanasi is known as one of the oldest cities in continuous habitations in the world, with a history dating back to more than 3000 years. It is a major religious, cultural and educational center of India. Varanasi is also famous for its handcraft and silk weaving industry. Varanasi has 227 slums spread all over the city. We picked Varanasi district for carrying out our proposed training program. After the selection of location/ slum of training program, total 3 slums were selected for the selected training activities. From each slum total 20 women were registered for training program in which they briefly detailed about their personal information and interested training areas. From training program.

The current project aims for the economic upliftment of the women. The selected women were instructed about the benefit of the training program. For our project selected training areas were –

- 1- Sewing
  - a- Baby frock (A line frock) (umbrella frock,)
  - b- Suit Salwar
  - c- Top
  - d- Blouse
  - e- Petticoat
  - f- Bags (best material)
  - g- Folder (best material)
- 2- Rakhi, bracelet
- 3- Knitting (socks, shoes, scarf & door mat)
- 4- Cushion Cover
- 5- Jewelry making
- 6- Soft toys (cotton bolls)
- 7- Incense making, (dhoop)

- 8- Candle making
- 9- Toiletries product making (hand wash, washing powder, toilet cleaner, blue, acid, here remover cream, finial)
- 10- Home decor

The main of the program is to improve the socio economic conditions of the slum women. Women were demonstrated and thought about all product, about their products, about the market price of prepared product. Women were also convinced to generate extra income by making and selling selected product. Under the supervision of Dr. Pushpa Kumari omen were trained for the training of the selected areas, for this purpose a trained resource persons were also included in our training center which trained them in training.

#### Methodology

**Project (Research) design** – Project design is the plan, structure and study of investigation so as to obtain result of project objectives. Experimental research design was adopted.

**Sampling procedure**-For the vocational training in developing income generating skill and self-reliance among adolescent girl of Varanasi Slum convenience sampling methods have been adopted.

**Selection of district**- Varanasi district have been taken up purposively as for the demand of the topic.

**Selection of the Slums**- Varanasi district has 227 slums. 03 slums were selected with the help of convenience sampling methods.

Table No. 1

S.N.	Selected Slum	No. of Household	No of selected respondents
1.	Sunderpur	150	25
2.	Chittupur Harijan Basti	555	25
3.	Bhogabeer	382	25
Total			75

**Selection of respondents**- The respondents are the main source of data. 25 women were selected from each selected slums.

#### Findings from the baseline survey

Table No.2- Socio Demographic table of the respondents (N=25)

Age group	Frequencies	Percentage
14-24	10	40
25-34	8	32
35-45	7	28
Caste category		
General	0	0
OBC	20	80
SC	3	12

ST	2	8
<b>Religion</b>		
Hindu	25	100
Muslim	0	0
Christian	0	0
<b>Marital Status</b>		
Unmarried	10	40
Married	15	60
Widow	0	0
Divorcée	0	0
<b>Education</b>		
Illiterate	0	0
Literate	8	32
Up to 10 <sup>th</sup>	15	60
Up to 12 <sup>th</sup>	2	8
<b>Types of Family</b>		
Nuclear	15	60
Joint	10	40

The survey presented that 40% slums women were between 14-24 years age group while 100% females belong to Hindu community and 80% were belongs to O.B.C. caste category. Among them 60% were educated up to 10<sup>th</sup> class while 60% were married. Most of them 60% belong to nuclear family.

### Conclusion-

The baseline survey clearly indicated the appropriateness of a project that addresses the capabilities of and opportunities for young women. In Varanasi substantial gender differences were found among adolescents in mobility, time-use patterns, and savings and work experience. The data revealed several noteworthy findings:

Approximately all of respondents interested in the income generated training while some of women only want to come to learn something new or to pass their time. Women were much more likely than men to report that they needed to seek permission to spent money & visits outside of their homes. Sharp differences between boys and girls were seen in the amount of time spent on chores: girls reported spending almost four times as many hours as boy. Girls were much less likely to work for pay, they were more inclined to save: 54 percent of girls had some savings. Knowledge of certain money making work was low. For example, very few women in the survey knew about the sewing and jewelry making although more than 90 percent of respondents reported facing money related problem at home.

### Evaluation of the project-

The project had some demonstrable effects on women in Varanasi women in the experimental areas were significantly more likely than the other (who did not participated in training) respondents. Be a member of a group, score higher on indexes measuring social skills and self-esteem, be informed about money earning activities, and spend time on leisure activities. On the other hand, the project did not have a demonstrable effect on gender role attitudes, mobility, work expectations, time use, or labor market work, likely because of the short duration of exposure, as well as the limited number of times that groups convened. The greatest changes were found in those measures that most closely reflected the content of the project. Participation provided a context in which women could build friendships, develop critical thinking, and gain self-confidence while working with their group. The vocational training classes and savings groups also required participants to interact with adults and with individuals from outside the community. Women in the experimental areas demonstrated a greater increase in their social skills than

did women from the other areas. Likewise, women in the experimental areas were more likely to express knowledge to income generating work, gather and to identify themselves as group members. Although all women met in groups at the place, those in the experimental areas spent more time together and participated in a wider variety of activities.

It is highly encouraging that project participants showed a noticeable increase in self-reliance and income generated related knowledge relative to. Although some of this change may be related to better attendance in the experimental areas, some unmeasured aspect of the self-reliance component may have encouraged the retention of the income generated activities information. Finally, more than 80 percent of participants in the experimental areas continued to use their vocational skills after the project ended, and more than 50 percent were want to open their small business/ startup in their name at the locality. However, only 10 percent earned income from selling products that they made.

### **Lessons learned**

Several lessons emerged from this pilot project. We found that an income generating training project for adolescent girls and women was both acceptable to parents in this traditional slum community and feasible to implement. Short-term projects can raise awareness, self-esteem, social skills, knowledge, and group identification; however, they cannot be expected to alter the structure of opportunities available to women. To reduce deeply entrenched gender disparities and enhance women' ability to influence their own lives, future projects should incorporate greater interaction with other participants and with older family members. Moreover, increased effort should be devoted to developing group cohesion and improving women's communication, negotiation, and decision making skills

### **Expanding livelihoods efforts**

ICSSR-New Delhi has incorporated the project's skill development approach into its women empowerment program programs. Several other groups visited the project site to learn how to conduct skill development training for women.

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**Research Collaborators-**

Department of Home Science, MMV, BHU, Varanasi.