

Rural Women in habitat services: Training and Capacity Building

Current Scenario and scope of women empowerment through skill development:

In the Indian construction scenario, women have contributed equally but have not been considered for their skill enhancement or for improving their technical and entrepreneurial capacities. This is applicable in both rural and urban situations. In rural situations the distinction is stark as women's role in construction of habitat and infrastructure is sometimes more significant than the male counterparts but the value addition and therefore the respectability to their skills is absent.

The capacity building of women by enhancing their skills would bring about a socio- economic change thus empowering them with opportunities for enhancing their incomes and include them as equal partners in the development of the construction sector in rural areas.

Thus Development Alternatives (DA) Group is organizing various types of training programs especially for the women in construction sector. Such trainings was being conducted "Women in Habitat" project which is supported by Department of Science & Technology (DST), New Delhi. The project is getting implementing at three states, which are Uttar Pradesh, Madhya Pradesh and Rajasthan.

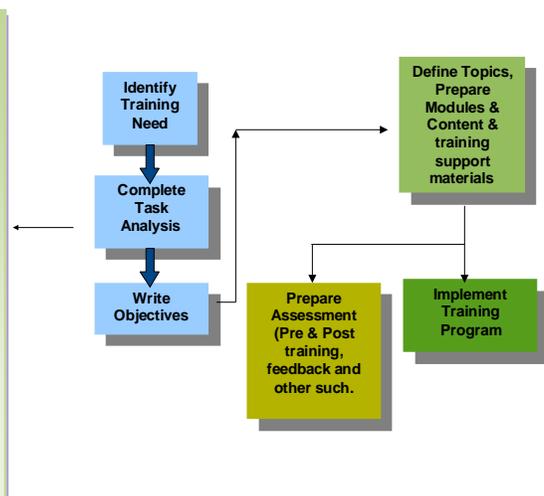
Capacity is the essential lubricant of international development, more important even than finance. The UN Development Programme has defined "capacity" as "the ability of individuals, institutions and societies to perform functions, solve problems, and set and achieve objectives in a sustainable manner".

In U.P. DA itself is conducting various training but in other states the activities are bring done through partners. Darshna Mahila Kalyan Samiti is implementing it in MP and Unnati in Rajasthan.

One of the objectives of the project is to develop the capacities of these targeted women through hands on trainings and exposure visits.

An approach was followed to initiate the training program, as explained in the flow chart. First of all training need assessment was done which was followed by the analysis & development of the training manuals and implementing the training programs. It was basically a hands-on training.

- ◆ Understanding the present capacities of the target group i.e. women.
- ◆ Understanding the problems faced by these groups.
- ◆ Understanding the specific intervention points to enhance the capacities of the target groups.
- ◆ Know the possible capacity building methods to enhance the capacities.



Life skill training was a very important component which oriented the participants in learning the new skill in a professional manner.

As the preparatory phase for this training, the background research of on going initiatives for empowering women in construction was made and this was followed by developing guidelines for comprehensive capacity building packages. Interactions with target groups were made and through exposure visits these women

were helped to identify at least one area of skill up gradation in construction sector (services or products).

Rural Women efficiency towards construction of building materials

Around 20 women of Jhansi district of Badagaon block got trained in the production of the building materials. The basic aim of the training was to develop the skills of the rural women who are working as a labour in construction sector. This skill enhancement will not only convert them as a trained mason but also enhances their wages and ensured sustainable livelihood opportunities.

It was a 12 days technical training programme to produce the items like Joist, Gamla, Tiles, Jaali, Pillar, Tree guard, Hollow concrete block, Solid, Fencing pole, MCR Tiles, Pavers, RCC Door Window frame and compressed earth blocks.

They have never done such type of construction/production work in their lives. As mentioned earlier apart from the technical training these women also got basic orientation training on life skills like; health, hygiene, safety, security, normal accounting etc. The main objective was to increase their self reliance and capacity building.



Women undergoing training and attempting to do things on their own

The trainers were both internal and external and the methodology was primarily 'learning by doing'. An assessment of the participants took place on the last day of the training to know the understanding of women as what they have learnt / retained and who all can be selected for the second level of training which will comprise of advanced training "second level training".

The women have shown keen interest in learning the skills and majority of them have done very well in their assessment. They clearly expressed that this training programme was an opportunity to learn a skill so that they can earn their livelihood in a dignified manner. They mentioned that this was an exposure for them where they could see what all can be done to earn livelihood and where they can pitch in to understand their potential and future options.

Throughout the training it was realised that rural women are more keen to learn the new skills in comparison to the rural men (their husbands).

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