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Impact of Skill Trainings on Women Empowerment

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Abstract

Skills development and lifelong learning give workers' organizations a method to get involved in identifying skills gaps for themselves and other workers, as a means of getting good work, and as a vehicle to influence political policy. Cross-cutting concerns like lifelong learning and skill development impact are influenced by a number of various worker groups' agendas, helping to create a cohesive overall agenda. The empowerment of women has been identified by the researcher as the new horizon in this article. When women are empowered, they are independent, enjoy unrestricted movement, and can participate freely in the sectors and fields of their choice. When women achieve economic, social and political strength, the concept of empowerment acquires its full meaning. In this view, the investigation and identification of the role of skilled training have played in the raising social and economic status are the main objectives of the study. In order to ensure the study's validity from a review of the literature, data from interviews with women who received skill training in Kirtipur Municipality Kathmandu District were used as a sample. There are 65 respondents in the sample. According to the study's findings, skill training have improved their incomes and raised their standard of life. As a result of their participation in income-generating activities, women's roles started changing.

Keywords

Women, Skill training, Income, Decision-making, Empowerment.

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3

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1. Introduction

Woman is an adult human being with feminine characteristics. The word female has been derived from Latin word “femella”, or “femina”, that indicate “woman”. Women are defined with their physical abilities to give birth from puberty to menopause. Women are defined through social and biological dimensions. According to Duflo (2011), it’s natural for human to understand themselves in opposition to one another in terms of physical differences, but the process is seriously flawed when applied to genders (i.e. Masculine and Feminine) further she claims women are defined exclusively as others to Men. Women are inherent part of any society. They are created as a companion to Men. A woman plays the roles of daughter, sister, wife and mother with great responsibilities in the upbringing of healthy solid society. Over the past few decades, women’s roles in society have been significantly undervalued. From housewives to CEO’S, the transition can be seen at accelerating rate (Adhikari, 2019).

Women were only allowed to perform domestic duties in the past. However, as industry has grown, women’s roles in contemporary society have evolved dramatically. The world has seen significant advancements in the political, social, and economic spheres following great world conflicts. The 21st century has given women new optimism despite its challenges. Significant shifts occurred in women’s roles, aspirations, and attitudes. Women no longer play the same roles as mothers, wives, and procreators as they once did. In today’s world, they have managed to forge their own identity from nothing. Whether at business or at home, contemporary women have demonstrated their superiority (Aryal, 2015).

Many women are still in shadow. They are considered as second-class citizen and are often victims of domestic violence, abuse, insult, rape and have identity crisis in social, economic, cultural and political domain of society. To achieve their current status, women had to

battle hard. For equality, opportunity, freedom, and opportunity, they have tirelessly labored for a long time. No one is claiming they are as strong and equal to men; women have acknowledged their physical structure it's the equality and right to live with dignity, freedom they are asking for. Education is a significant component for one success. Empowering women would be more pertinent if they are well educated. The patriarchal nature of contemporary society can be attributed to the prejudice and hardships endured by women in the past. As women have gained greater exposure, space, and a variety of roles in contemporary society, their positions have changed over time. Women now face pressures from a variety of responsibilities as they adjust to the requirements of modern society and deal with the coexistence of traditional elders and people within this modern spectrum. (Dhimal, 2015).

The history of gender studies indicates that it has its beginning since 1960 when women scholars became interested in various spheres and roles of women. They found that women are ignored and their participation is missing or lacking. Later women scholars explored the contribution of women in various fields and they raised the question "What about women?" Feminist observed that the contributions of women in history, literature, arts, science, social science etc. were ignored. The real history of women as a discipline course of university began from 1970 in American Universities, first of all in Washington D.C. Gradually, movement got an impetus through several national and international agencies and women's organizations. Now, the gender issue is a burning issue all over the world (Aryal, 2015).

According to Duflo (2011), women's position is determined by their ability to obtain information, financial resources, political influence, and personal autonomy during the decision-making process. When women's status is examined in the context of Nepal, things generally don't seem good. The percentage of women in Nepal who participate independently in social and civic activities is incredibly low. In every aspect of society, women are exploited, under-represented, and deprived of privilege. Living under male dominance has been made necessary by socio-cultural, political, economic, and educational forces.

The psychology theory known as "social context" holds that people's responses to situations vary based on their immediate surroundings. The social environment, social context, or socio-

cultural context is the immediate physical and social setting in which people live or in which something happens or develops. It encompasses the people and organizations that the person interacts with, as well as the culture in which they were raised or currently reside. It also refers to the social issues like social discrimination, social injustice, women discrimination, social exclusion or participation and many more issues related with society and people living there (Bhandari, 2012).

Nepalese women's standing is significantly lower than that of men, especially for rural women. Due to the nation's pronounced bias in favor of sons, daughters face discrimination from birth and are not afforded the same opportunities for personal growth. Women's circumstances are typified by limited access to healthcare, education, and political, social, and economic prospects. Despite increased efforts by the government, non-governmental organizations, and international development agencies to empower women in the nation, the socio-economic status of women in Nepal has not greatly improved (Gurung, 2019). Economic Perspective means the allocation and distribution of resources, the economic condition and living standard of the people. It also refers to the access and control of economy and ability to take decisions related to it.

In Nepal, poverty is a significant problem. Regardless of caste, creed, or race, poverty exists everywhere, and among the impoverished, women are particularly susceptible. Women are not included in levels of decision-making or policy. The discrimination against Nepali women based on their patriarchal structure has had a serious negative impact on their independence, dignity, and resolve. In addition to being denied access to and control over natural resources, women face social, economic, and cultural oppression. This has ultimately made it more difficult for them to meet their basic requirements, including home, food, clothes, work, education, and health.

2. Objectives

Finding out the social and economic impact of skill trainings on the lives of women in Kirtipur Municipality, Kathmandu District is the goal of this study. In the same way, the study's main objective is to explore the women's empowerment after receiving the skills based training in the study area.

3. Methodology

Primary as well as secondary data are used for this study. The study's primary use of secondary data was in determining its first goal. The present study was prepared using primary data obtained from interview schedules and secondary data sourced from published books, pertinent literature, and prior research.

As regards the sampling procedure, Kirtipur Municipality was the study area. 65 respondents were selected purposively for the research because they are using their knowledge in social and economic area after taking skilled training and activities. The study has taken one respondents from each households.

4. Discussion and Analysis of the Data

4.1 General Characteristics of the Respondents

This part mostly covers information pertaining to the respondents. Since the features of each individual reflect their background, the specific information provided by the respondents is important. To ascertain the respondents' level of awareness regarding skill trainings on women empowerment, the demographic behaviour-which includes age, caste/ethnicity, and educational status-is discussed.

4.1.1 Age of the Respondents

The population composition by age group at a given age interval is referred to as the age composition of the population. It shows the group which has more population (frequency). Generally, the people of 15-59 years of age are called the working force but all the people of this group may not be called active population from the economic point of view. Therefore, the economically active population refers to those engaged in income generating work. A wide range of individuals in various age groups were interviewed for the study. Table-1 displays the age distribution of the respondents on next page.

The age group and percentage of the population in the study region are clearly displayed in the above mentioned Table-1. The age groups of 21-30 and 31-40 have the biggest percentages of the overall population (46.15% and 36.15%, respectively). Nearly every age group in the research area appeared to benefit from the various training programs offered by the municipality.

Table-1 : Age of Respondents

Age Group	No. of Respondents	Percentage
18-20	17	26
21- 30	30	46
31-40	12	18
41-50	4	6
51-60	2	3
Total	65	100

Source : Field Survey, 2023

4.1.2 Caste/Ethnic Composition of the Respondents

Nepal is a multilingual, multiethnic, multicultural nation with a complicated caste system. The study area is home to numerous ethnic and caste-based communities. The ethnic makeup of the chosen individuals by caste is displayed in the following table.

Table-2 : Caste/Ethnic Composition of the Respondents

Caste/Ethnic Groups	No. of Respondents	Percentage
Brahmin	20	31
Tamangs	15	23
Kshetri	10	15
Newar	8	12
Dalit	12	18
Total	65	100

Source : Field Survey, 2023

The ethnic composition of the research areas is displayed in the above table. According to the table, 30% of Brahmins are larger than other groups. The majority of the local population resides in the study area. Tamang. Though not as much as Newar, Chetries and Dalits are also present. Few Dalits reside in this area as well. The ethnic makeup of the caste is significant in the region.

4.1.3 Educational Status of the Respondents

Education is important for all facets of a person's life. Data on the educational attainment of the population in the research area has been examined in order to determine their level of education. The varying educational backgrounds of the respondents are displayed in Table-3 on next page.

Table-3 : Educational Status of the Respondents

Qualification	No. of Respondents	Percentage
Literate	35	54
Under SLC	12	18
Intermediate	13	20
Bachelor	4	6
Masters	1	2
Total	65	100

Sources : Field Survey, 2023

According to the above table, the majority of respondents (53%) are literate, with 18% of them being 20 percent of SLC students have finished an intermediate level degree, 6 percent a bachelor's degree, and only 1 percent a master's degree. As a result, the data indicates that this location has an excellent literacy rate. Those with education are knowledgeable of economics and related fields, and they also believe that research areas are important for the growth of the region's many sectors. The degree of education of the local population affects how women's empowerment is received in the local cultural environment. Because of their largely higher educational backgrounds, these individuals' willingness to adopt new customs, accept change, and follow new cultural norms will be beneficial in providing an idea about empowerment.

When compared to the late decades, the rate of literacy now is on the rise. This pertains not only to the area's educational advancements but also to the actual phenomenon of people's basic perceptions shifting. An alarming number of locals are constantly willing to change their lifestyles and social conduct, and they are also organizing and putting into action various plans to improve activities inside the study region.

4.2 Impact of Skilled Training on the Women Empowerment

Women's income, their shifting position in domestic tasks, their increasing involvement in household decisions, and their improved status and involvement in the community are all used in this study to quantify women's empowerment.

4.2.1 Impact of Skills Training on Women's Income

It is critical that the women are making money after receiving training because it is assumed that women make money after

participating in income-generating activities. The average monthly income for women is determined by analyzing the earnings from their money-generating activities in this section.

Table-4 : Impact of Program on Women's Income

Income Earning before Training (Nepalese Rupees/Month)	Respondents		Income Earning after Training (Nepalese Rupees/Month)	Respondents	
	N	%		N	%
Not Earning	30	46	Not Earning	2	3
Less than 1500	10	15	Less than 1500	3	5
1500-3000	8	12	1500-3000	10	15
3000-5000	7	11	3000-5000	15	23
More than 5000	10	15	More than 5000	35	54
	65	100	Total	65	100

Source : Field survey, 2023

After receiving skill training, each woman worked in a formal, small-scale business utilizing their skills. While 54% of all participants acknowledged that they had some earnings prior to training, more than three-quarters of respondents (46%) said they had none prior to beginning the program. Prior to their involvement, all women made less than 5,000 Nepalese rupees per month. However, following the training, 53% of women earned more than 5,000 rupees per month, and no woman made less than 1500 Nepalese rupees per month. This demonstrates how women's participation in the IG Program raises income levels.

4.2.2 Involvement of Women in Household Chores

This study uses a scale approach to quantify the direct engagement of women in domestic duties. People were asked to rate their level of involvement in the following household chores using the following scale in the survey created specifically for this purpose. The scale has four points: one for "not at all involvement" and one for "full involvement." After completing the surveys, participants were divided into two groups : those who responded with a high degree of participation (answering 3 and 4) and those who responded with a low level of involvement (answering 1 and 2). The general situation of women's participation in domestic tasks is depicted in the next section.

Five significant household tasks have been considered in this study to examine how women's roles have changed. The first two of these tasks-cooking, cleaning, and child care-are customarily reserved for women alone, while the remaining four tasks-assisting children with their schooling, shopping, hosting guests, and house maintenance and repair-are thought to be the main duties of male heads. It is assumed that as women participate in income-generating activities, their conventional roles change. This indicates that while women have a larger role in the previously defined roles assigned to male heads, they are less involved in their conventional functions.

Table-5 : Women's Involvement in the Household Chores

Activities	Before Involvement in IGA			
	Low		High	
	N	%	N	%
Cooking/Cleaning	3	10	27	90
Taking care of Children	5	16	25	84
Helping children in education	20	66	10	33
Attending Guests	25	84	5	16
House Maintenance/Repair	24	81	6	19
Activities	After Involvement in IGA			
	Low		High	
	N	%	N	%
Cooking/Cleaning	12	40	18	60
Taking care of Children	11	36	19	64
Helping children in education	14	45	16	55
Attending Guests	19	55	14	45
House Maintenance/Repair	14	46	16	54

Source : Field Survey, 2023

The aforementioned table demonstrates how women's responsibilities changed when they participated in income-generating activities (IGA). After participating in IGA, the percentage of women who are heavily involved in cooking and cleaning dropped from 90% to 60%, while the percentage of women who are heavily involved in child care reduced from 84% to 64%. On the other hand, the

proportion of women who are heavily active in shopping (28%), hosting guests (16%), housekeeping (19%), and assisting with their children's schooling (33%), has climbed to 59%, 45%, 54%, and 55%, respectively. It is evident that when women participate in household chores like cooking, cleaning, and child care, other family members assist them. Socially imposed roles and norms, along with traditional gender interactions, are evolving, particularly inside families.

4.2.3 Impact on Household Decision-making

Most academics believe that one of the key elements of women's empowerment is their capacity to influence or make decisions that have an impact on their lives and destiny. The ability of women to make decisions in the home is a crucial sign of their empowerment. Numerous studies have demonstrated that empowerment is correlated with involvement in domestic affairs. In this sense, empowerment refers to a woman's ability to set her own priorities and achieve her own objectives in life. Their ability to work and make money is the reason for this; as a result, they are granted some acknowledgment and a voice in household decision-making.

In order to determine the extent to which respondents' participation in household decision-making has changed as a result of their comparatively improved financial capabilities, opinions about respondents' involvement in household decision-making both before and after participation in project-supported economic activities have been gathered. Table-6 displays the decision-making factors that have been taken into account. It gives an overview of how women participate in several areas of home decision-making in comparison to one another. The degree of change in participation in household decision-making following program enrollment is also evaluated in this table.

It is believed that women who participate in income-generating programs and begin to assist with household expenses will be treated with respect inside the family. Six different household decision-making issues were taken into consideration in this study in order to assess the impact of IGA (Integrated Group Alliance): purchasing personal goods, setting up recreational facilities, visiting individuals or institutions, child health and education, child marriage, family planning, and purchasing household assets.

The results of this study demonstrated that, on average, only 61% of women could recognize that they were involved in household

decision-making before program involvement (integrating both independently and jointly with the head of the family); after program participation, this number rose to 78%. According to this shift, IGP has improved the standing and respect of the women in their family. When the form of participation is further examined, just 15% of women have a leading role, while 63% collaborate with the male head of the household to make choices. Though more financial obligations and involvement in household decision-making have resulted from increased economic activity, household decision-making remains the exclusive domain of the male head of the household. The following table helps to clarify it :

Table-6 : Women's Participation on Household Decision-making before & after the Program

Area	Level of Decision Role					
	Before skilled-based training					
	Independently		Jointly Male Family		Not at all	
	N	%	N	%	N	%
Buying personal items	2	6	17	56	11	38
Arranging recreational facilities	3	11	18	56	9	32
Visiting people/institutions	2	6	12	41	16	55
Health & education	3	12	17	55	10	33
Child's Marriage	3	7	20	71		22
Family Planning	5	18	21	69	4	13
Buying HH Assets	0	0	17	56	13	44
Average	2	8	16	53	12	39
Area	Level of decision Role					
	After skilled-based training					
	Independently		Jointly Male Family		Not at all	
	N	%	N	%	N	%
Buying personal items	9	32	16	53	5	15
Arranging recreational facilities	4	15	21	68	5	17

Visiting people/ institutions	3	10	16	54	11	36
Health & education	6	26	24	7	0	0
Child's marriage	3	7	27	93	0	0
Family planning	7	24	23	56	0	0
Buying HH assets	4	13	22	73	4	14
Average	5	15	18	63	7	22

Source : Field Survey, 2023

4.2.4 Impact on Women's Decision in Buying Personal Items

After engaging in income-generating activities, the proportion of women who entirely made their own decisions about what personal items to purchase climbed from 6 to 32, while the percentage of women who did not participate at all fell from 38 to 15. If independently and jointly are combined for convenience of analysis, it can be seen that the proportion of women who participate in decision-making about the purchase of personal goods increased from 62 to 86. This demonstrates how women's ability to make decisions about the purchase of personal goods is significantly impacted by their income-generating activities.

As Kritika Khulal recalled her story:

Kritika Khulal, a 32-year-old who lives with her spouse, shares her thoughts on the program: "My spouse values me more now that I've participated in the skills-based training." I am aware of this because he has given me all of his money. I wouldn't have the value I do now and would still need to beg my husband for all the rupees I require if I hadn't attended the meeting, taken out a loan, and learned the task. My husband used to hit me when I begged him for money, but these days I can work and we don't have to suffer because he doesn't make enough money every day. Thanks to the municipality for providing training and seed money to launch this business so that I may purchase anything I want. She has a tailoring shop owned by herself.

One spouse said he was glad his wife could support herself financially and buy the things she desired without begging him for money. "Although she doesn't give me anything, she doesn't ask for anything from me," which is why he valued his wife's independence.

4.2.5 Impact on Women's Decision in Arranging Recreational Facilities

Making decisions on recreational facilities involves getting together, going on a picnic, visiting the movies, and meeting friends. In Nepalese society, women have historically had very little control over organizing or taking part in leisure activities. However, women's participation in income-generating activities has exposed them to the outside world and raised awareness. In addition, women who engage in income-generating activities are better equipped to budget for the expenses associated with their leisure pursuits. The percentage of women who only participate in recreational activities has slightly grown from 11 to 15 in relation to the choice to arrange such facilities. The number of women who did not participate fell by nearly half, from 32 to 17, while the percentage of women who jointly decided with the male head of the family increased from 56% to 68%. As a result, engaging in revenue-generating activities has significantly altered how entertainment venues are set up.

4.2.6 Impact on the Decision of Women to Visit Markets/Institutions

In rural areas, men are typically responsible for doing outside chores for the family, and even when women need to go outside, they are usually accompanied by men. After earning money, women typically have connections to various organizations and groups for their jobs and tasks.

Following their involvement in income-generating activities, the percentage of participating women grew from 47 to 64 when it came to visiting marketplaces or institutions, whereas the percentage of non-participating women declined from 55 to 36.

In comparison to other changes, the number of women visiting markets or institutions has increased less. The reason behind this is that, historically, women in villages were only allowed to work on household tasks; male family members were responsible for going shopping or visiting other institutions. These days, women work in industries that provide revenue, such as stitching, candle making, and coffee farming. They must go out into the market and sell their goods. This is where things start to shift, especially when it comes to the women's exposure to other establishments or groups that they must frequent in order to maintain their networks for orders and business.

4.2.7 Impact on Women's Decision on Child Education and Health

When it comes to decisions about a child's health and education, topics of debate include when to enroll the child in school, whether to attend a public or private school, who will pay the bills, the child's medical care, etc.

In accordance to the above data, 33% of women did not participate in decisions pertaining to the health and education of their children; however, none of the women who engaged in income-generating activities fit this description. This implies that each of the 51 female family heads may take part separately or in tandem with the other women. Before the ladies engaged in activities aimed at earning money, they received literacy instruction. These ladies now have a greater knowledge of the importance of their own children's education thanks to this literacy session. The women who are earning a living may now divide the costs of raising their kids and encourage them to reach their full potential in school.

The women who participated in the interview expressed great pride in their financial support of their children's education, not only because it enabled them to gain their husbands' respect but also because it allowed them to guarantee the finest education possible for their sons and daughters. In response, their husbands expressed gratitude for the support and stated that they respected their wives' views on important issues like education.

4.2.8 Impact on Women's Decision on Child's Marriage

The crucial role in selecting the child's bride or bridegroom was taken into consideration when making decisions about their marriage. Since no woman was denied the opportunity to choose her child's bride or groom following their involvement in increased generation activities, we can see significant shifts in the role of women in marriage decision-making. It is common to see women living side by side with male household heads in many of the places. Even modest income earners play a bigger influence in family affairs than do non-earners. When it comes to child marriage, women have a lot of influence because the choice of a kid's spouse can have a significant impact on both the child's future and the family's reputation. What makes this important is that, even in the event that a woman does not make a final decision regarding her future daughter-in-law or

son-in-law, she still had a significant impact on the process by gathering information about possible brides or grooms.

4.2.9 Impact on Women's Decision on Family Planning

Choosing a family planning strategy involves making decisions about when and how many children to have, when to use contraception, and other related matters. In terms of family planning decisions, the proportion of people making them alone went from 18 to 24 while the percentage of people making them jointly climbed from 69 to 76. However, after engaging in income-generating activities, the percentage of women who do not participate in family planning problems drops to zero from thirteen.

4.2.10 Impact on Women's Decision on Small/Big Purchases

Small purchases include things like gas cylinder, oil, soap, and clothing, while large purchases include things like assets, furniture, and so on. The percentage of women who made decisions on their own increased from 0 to 13, while the percentage that made decisions jointly increased from 56 to 73. The number of women who did not participate reduced from 44 to 14.

Few women said they could independently make small purchases of necessities like groceries. Larger purchases, however, like gold, jewelry, or land, always needed the husband's approval.

Women's contributions to the family are valued, regardless of the meager income they may receive from their jobs or businesses. The women's decisions to buy lands, properties, or other necessities for the family are now given more consideration by the family leaders because of their contributions to the household. Women now have more chances to earn money, which has elevated them to the position of family decision-makers.

Therefore, all things considered, the money producing program has significantly changed the lives of women who make decisions for their households. Currently, 78% of women appreciate participating in decision-making, compared to 61% who did not participate in the program before. However, the percentage of women who make their own decisions (15%) is still negligible. Similarly, 22% of women are completely excluded from making decisions for the household on average.

My name is Chiri Maya Mali, and I am a 34-year-old facilitator from Kirtipur Municipality. Women are becoming more and more influential in today's society, and males in the household and workplace also encourage women to work and provide for their families. She asserts that men and women have equal roles in making decisions on the family and society. Women are aware of their responsibilities in making decisions for their families, especially for the children, as a result of this skill-training and awareness program for women. People are becoming more conscious of the fact that joint decision-making by men and women is crucial for maintaining family harmony and serving as a role model for society at large. Therefore, empowering women is a crucial aspect of society.

4.2.11 Impact on the Status and Involvement of Women in the Community

Women's opinions are given more legitimacy and worth when they make financial contributions to the family or community, which also grants them more rights than they would otherwise have. According to this study, women frequently believe that they are treated with greater respect by their families, communities, and male members in particular than they did before enrolling in an income-generating program. Women who are free to walk around in public are frequently quite visible in their communities when they succeed in business. Their accomplishments may open doors for them to enter society as respected and valuable citizens. Dignity comes together with financial independence. They now feel more confident thanks to their expanded knowledge and ability to make and influence decisions.

I am Radhika Karki, at the age of 35 from Kirtipur Municipality ward number 6, As I make pickles, I've seen that men now treat me more as an equal rather than with disrespect. Previously, women would have been disregarded or excluded from community gatherings; however, these days, they are invited to speak and participate. As for me, I own my own business and employ two people. I think women empowerment is very important subject for encouraging any women. It helps go give any women for economic independent. Which gives dignity and happy life spend for family and women.

While several husbands mentioned that they had previously assisted their wives on occasion, the majority expressed that they believed it was their responsibility to support their spouses since their spouses were now contributing to the family's expenses.

Before coming for his interview, one man even mentioned that he had just finished washing the household laundry. He clarified that he assists because his wife is too busy at work to complete it on her own. "My 43-year-old husband knows I am very busy, so he can wash our things and cook for us," his wife stated in a different interview. "I think it's because I am helping him financially."

Although women's roles and position in the community can be changed by leadership abilities, self-assurance, & solidarity, women's economic success also influences how the community views them.

Because of their companies and their leadership positions within the mothers' group, five of the spouses who participated in the interview said that their wives were now highly recognized in the community. One woman said that her family is now considered to be "well-to-do" by all of her neighbours, who admire her after witnessing her accomplishments. Because they are now in a position to contribute and can now make contributions at social services, a number of the ladies have been requested to attend community meetings.

I am Sumina Sharma of 40, from Kirtipur Municipality, Women have been behind in every field for many years. There are various forms of violence against women. Therefore, individuals must have the authority to defend and obtain their rights. After the program intervention, I notice a few changes in the participating women. Society appreciates that women are becoming more assertive in their communication and sharing, more conscious of their responsibilities and rights, more attentive to family concerns, and simultaneously more driven to succeed and advance in society. So, it is very important subject of women empowerment and to rise earning opportunities for women.

The majority of the involved women benefitted greatly from their successful sewing businesses in terms of prestige and empowerment. Their encounters go somewhat like this :

"We never even went to the market before the credit help. Our spouses were our only sources of support. Our eyes have now

been awakened by group activities and the rigorous training provided by the program. We now realize that women outperform men in the business world. In the village, we were the only women starting tailoring businesses. We are beginning to receive recognition for our work, which was previously off-limits to upper cast members like us. Our tenacity was praised by everyone in the neighborhood. We have exhorted other women to leave their homes and venture outside.

5. Conclusion

The majority of respondents said that having taken part in skill-training programs had altered their ability to make decisions. The study comes to the conclusion that women's empowerment and socioeconomic position improved as a result of the skill trainings. Comparably, 54% of all participants acknowledged that they had some earnings prior to training, compared to 46% of respondents who said they had none at all before beginning the program. Prior to their involvement, all women made less than 5,000 Nepalese rupees per month. However, following the training, 53% of women earned more than 5,000 rupees per month, and no woman made less than 1500 Nepalese rupees per month. The study concludes that the participation of women in income-generating programs raises their income levels.

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