

15

**COMMITTEE ON EMPOWERMENT OF WOMEN
(2003-2004)**

(THIRTEENTH LOK SABHA)

TRAINING PROGRAMMES FOR WOMEN

MINISTRY OF LABOUR

AND

**MINISTRY OF HUMAN RESOURCE DEVELOPMENT
(DEPARTMENT OF WOMEN AND CHILD DEVELOPMENT)**

*[Action Taken on Seventh Report of Committee on Empowerment of Women
(Thirteenth Lok Sabha)]*

FIFTEENTH REPORT

**LOK SABHA SECRETARIAT
NEW DELHI**

August, 2003/ Shravan, 1925 (Saka)

CONTENTS

Composition of the Committee on Empowerment of Women (2003-2004)

INTRODUCTION

- CHAPTER I** Report
- CHAPTER II** Observations/Recommendations which have been accepted by the Government
- CHAPTER III** Observations/Recommendations which the Committee do not desire to pursue in view of the replies of the Government
- CHAPTER IV** Observations/Recommendations replies to which have not been accepted by the Committee and which require reiteration
- CHAPTER V** Observations/Recommendations in respect of which the Government have furnished interim replies

APPENDICES

- I Statement showing percentage of reservation of seats for women in general ITIs in various States
- II Statement of Observations/Recommendations
- II **Analysis of the Action Taken by the Government on the Observations/Recommendations contained in the Seventh Report of the Committee (Thirteenth Lok Sabha)**

PART II

- I Minutes of the Sitting of Committee on Empowerment of Women (2003-2004) held on 4th August , 2003.

**COMPOSITION OF THE COMMITTEE ON EMPOWERMENT OF WOMEN
(2003-2004)**

CHAIRPERSON **Smt. Margaret Alva**

MEMBERS

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2. Dr. (Smt.) Anita Arya
3. Smt. Jayashree Banerjee
4. Shri Bhan Singh Bhaura
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6. Smt. Santosh Chowdhary
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18. Smt. Shyama Singh
19. Smt. Jayaben B. Thakkar
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21. Ms. Pramila Bohidar
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26. Smt. Chandra Kala Pandey
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28. Miss Mabel Rebello
29. Smt. Savita Sharda
30. Smt. Maya Singh

SECRETARIAT

1. Shri P.D.T. Achary - Additional Secretary
2. Shri Ashok Sarin - Director
3. Smt. Veena Sharma - Under Secretary

INTRODUCTION

I, the Chairperson of Committee on Empowerment of Women, having been authorised by the Committee to present the Report on their behalf, present the Fifteenth Report (Thirteenth Lok Sabha) on the Action Taken by the Government on the recommendations contained in the Seventh Report of the Committee on Empowerment of Women (Thirteenth Lok Sabha) on 'Training Programmes for Women' relating to the Ministry of Labour and the Ministry of Human Resource Development (Department of Women and Child Development).

2. The Seventh Report (Thirteenth Lok Sabha) of the Committee on Empowerment of Women was presented to both Houses of Parliament on 15th May, 2002. Replies of the Government to all the Observations/Recommendations contained in the Report have been received.

3. The Draft Report was considered and adopted by the Committee on Empowerment of Women (2003-2004) at their sitting held on 4th August, 2003. The Minutes of the Sitting form Part II of the Report.

4. For facility of reference and convenience, the Observations/Recommendations of the Committee have been printed in thick type in the body of the Report and have also been reproduced in a consolidated form in Appendix – I of the Report.

5. An Analysis of the Action Taken by the Government on the recommendations contained in the Seventh Report (Thirteenth Lok Sabha) of the Committee is given at Appendix II.

NEW DELHI;

August , 2003
Shravan 1925 (Saka)

MARGARET ALVA,
CHAIRPERSON,
COMMITTEE ON EMPOWERMENT OF WOMEN

CHAPTER – I

REPORT

1.1 This Report of the Committee deals with the action taken by the Government on the recommendations contained in Seventh Report (Thirteenth Lok Sabha) of the Committee on Empowerment of Women relating to the Ministry of Labour and Ministry of Human Resource Development (Department of Women and Child Development).

1.2 The Seventh Report was presented to Lok Sabha on 15th May, 2002. Replies of Government in respect of all recommendations have been received and are categorised as under:-

Observations/Recommendations which have been accepted by the Government

Para Nos. 1.73, 1.74, 1.76, 1.82, 1.83, 1.84, 1.85, 1.87, 1.88, 1.89, 1.90, 1.91, 1.93, 1.94.

Observations/Recommendations which the Committee do not desire to pursue in view of the replies of the Government:

Para Nos. 1.75, 1.80, 1.92

Observations/Recommendations, replies to which have not been accepted by the Committee and which require reiteration:

Para Nos. 1.77, 1.78, 1.79, 1.81, 1.86

Observations/Recommendations in respect of which the Government have furnished interim replies.

Nil

1.3 The Committee desire that the replies in respect of recommendations contained in Chapter I should be furnished to the Committee expeditiously.

1.4 The Committee will now deal with those action taken replies of the Government, which need reiteration or merit comments.

Vertical mobility to students of vocational stream

Recommendations (Para Nos. 1.77& 1.78)

1.5 In the paragraphs 1.77 and 1.78 of the Original Report, the Committee had observed that the reluctance to join vocational courses was mainly due to the scant recognition given to vocational education and training. The students of the vocational stream who passed 10+2 examination from Central and State boards were not given admission in many of the professional and degree courses and faced a lot of difficulties in getting admission to degree courses. As there was lack of recognition for the Vocational Courses, boys and girls were not motivated to opt for these courses even though they found them more relevant to their needs and aptitude. The Committee had observed that apparently the Government had failed to take sufficient steps to motivate and attract more students to the vocational courses.

1.6 The Committee had observed that vocational Education and Training was multi-sectoral in nature. Many Ministries/Departments in Central as well as the State Governments were responsible for training of the workforce. The Committee had felt that there was an immediate need for establishing coordination/linkages by the Ministry of Labour with other related Departments of the Government of India. The Committee had noted that the Directorate General of Employment and Training (DGE&T) under the aegis of the Ministry of Labour was already involved in Vocational Education Programmes of the Department of Secondary Education and Higher Education for overall improvement of vocational education in the country. The Committee had, therefore, desired that the DGE&T should develop linkages with all the other concerned Departments to ensure vertical mobility for the pass outs of vocational courses especially girls, so as to motivate them to opt for these courses.

1.7 In their Action Taken reply, the Ministry of Labour have stated that the issue of providing vertical mobility to those that pass-out from ITIs and vocational education institutions is under active consideration of Ministry of Human Resource Development and Ministry of Labour. However, to popularize the vocational training facilities, publicity campaigns to motivate and attract more women candidates have been undertaken.

The Department of Women and Child Development in their Action Taken reply in respect of the above recommendation have reported that the Department of Secondary and Higher Education have stated that this item was discussed in the 8th meeting of the Standing Committee of Joint Council for Vocational Education held on 27-11-2001 and steps are being taken to include vocational subjects in the entrance test for professional courses and also to remove restrictions in the matter of admission to degree courses from general and vocational streams.

1.8 While expressing concern over the fact that the students of the vocational stream who passed 10+2 examination from Central and State boards were not given admission in many of the professional and degree courses, the Committee had observed that Vocational Education and Training was multi-sectoral in nature and there was immediate need for establishing coordination/linkages by the Ministry of Labour with other related departments of Government of India to do the needful. The Committee are constrained to point out that the Ministry of Labour instead of taking concrete action in this regard have given the stock reply that the issue is under the active consideration of the Ministry. In this connection, the Department of Women and Child Development have stated that steps are being taken by the Department of Secondary Education and Higher Education to include vocational subjects in the entrance test for professional courses and also to remove restrictions in the matter of admission to degree courses from general and vocational streams. Since more than 20 months have elapsed since this issue was discussed in the 8th Meeting of the Standing Committee of Joint Council for Vocational Education on 27th November, 2001, the Committee are of the opinion that the Department of Secondary Education and Higher Education should have taken measures to implement the recommendation of the Joint Council for Vocational Education by now. The Committee would like to re-emphasize that the lack of vertical mobility and recognition for the vocational

courses is one reason why boys and girls are disenchanted with these courses even though they find them more relevant to their needs, interests and aptitude. Immediate action in this regard is essential to attract students, especially girls, to join vocational courses. The Committee, therefore reiterate that the Ministry of Labour and the Directorate General of Employment and Training (DGET) should take immediate necessary steps to coordinate with the Ministry of Human Resource Development and develop an effective mechanism for vertical mobility for the pass-outs of vocational courses.

Expansion of training facilities for women

Recommendation (Para No. 1.79)

1.9 The Committee, in the aforesaid paragraph, had noted that the Womens' Vocational Training programme was launched by the Centre in 1977 to promote womens' employment in industry (mainly organised sector) as semi-skilled/skilled and highly skilled workers by increasing their participation in skilled training facilities. Since then, only one National Vocational Training Institute (NVTI) and 10 Regional Vocational Training Institutes (RVTIs) had been set up. In the State Sector, out of the 4339 Industrial Training Institutes (ITI s)/Industrial Training Centres (ITCs) set up under the administrative control of the respective State Governments, only 755 Institutes (having a total of 46696 seats) were women exclusive. The Committee had pointed out that the training facilities available to women through women exclusive Institutes were highly inadequate. The situation was still worse in the semi-urban and rural areas where there was a total lack of training facilities. The Ministry had admitted this fact and had stated that Vocational Institutes set up in the past were mainly targeted at women from semi-urban and urban areas. The Committee had, therefore, recommended that necessary steps be taken by the Central Government in coordination with the State Governments to bring about a planned expansion of the number of women RVTIs and ITI s commensurate with their requirement in semi-urban and rural areas.

1.10 The Ministry of Labour in their Action Taken reply have stated that for augmentation of Vocational Training facilities for women, States have been requested to make necessary budget provisions for new training units, taking up short term courses and for establishing new ITIs in semi-urban/rural areas in their Annual / X Plan proposals

to the Planning Commission, which would be supported by DGE&T in the Annual Plan discussions.

1.11 The Ministry have further stated that States have been requested to start second shift for women wherever feasible for increasing the training capacity. Also to substantially increase the Vocational Training facilities, a special drive has been launched to expand vocational training facilities in the available infrastructure in various educational/other institutions, etc. Such institutes/programmes are proposed to be started in Jan. 2003, for which wide publicity has been given in leading news papers.

1.12 The Committee, in the Original Report, had observed that since the launch of the Women's Vocational Training programme in 1977, only one National Vocational Training Institute and 10 Regional Vocational Training Institutes for women had been set up. In the State Sector, out of 4339 ITIs/ITCs, only 755 Institutes were women exclusive. The Committee had, therefore, pointed out that the training facilities available to women through women exclusive institutes were highly inadequate and had recommended the planned expansion of the number of women RVTIs and ITIs. It is, however, pertinent to note that the last Regional Vocational Training Institute for Women was set up by Central Government in Jaipur as far back as in 1994 and no new RVTI has been set up since then. The Committee regret to observe that the reply of the Ministry of Labour is totally silent about setting up of new RVTIs in different States. This is despite the fact that the Secretary, Ministry of Labour had admitted before the Committee at the time of tendering evidence that "We do admit as a Ministry that this network has to be extended, the regional institutions which are ten in number can hardly serve the requirement of such a big country and we require these to be set up in many more places. We have been advised by the Planning Commission to prepare a policy for a network". There is however, no new RTVI set up recently in any State. The inordinate delay in setting up of more RVTIs in the country is incomprehensible.

1.13 The Ministry of Labour in their reply have stated that to substantially increase the Vocational Training facilities, a special drive has been launched to expand vocational training facilities in the available infrastructure in various

educational/other institutions, etc. Such institutes/programmes were proposed to be started in Jan. 2003, for which wide publicity had been given in leading news papers. The Committee would like to be apprised as to how far it has resulted in expansion of Vocational Training facilities in the available infrastructure.

1.14 While drawing attention of Ministry of Labour to the fact that there was total lack of training facilities in the semi-urban and rural areas, the Committee had recommended that necessary steps should be taken by the Central Government in coordination with the States to expand the number of women RVTIs and ITIs in semi-urban and rural areas. In reply, the Ministry have stated that they have requested the States to make budget provisions in their Annual/Tenth Plan proposals to the Planning Commission for addition of new training units, taking up short term courses and for establishing new ITIs in semi-urban/rural areas. This is a routine process. The Committee hope that the Ministry would strongly impress upon the States to make necessary budget provisions in this regard and that the Ministry would demand increased allocations for this from the Planning Commission, instead of leaving it to the States to do so.

Reservation of Seats for Women in ITIs/ITCs Recommendation (Para No. 1.81)

1.15 The Committee had earlier observed that in order to increase the number of women in the various vocational and training programmes, the National Council for Vocational Training in its 31st meeting held in November 1995 had recommended that 25% training seats might be reserved for women candidates in general Industrial Training Institutes/Industrial Training Centres. However, the Committee had found that only the States/UTs of Delhi, Karnataka, Andhra Pradesh, Madhya Pradesh, Tamil Nadu, Maharashtra and Chandigarh had reserved seats ranging from 25% to 50% in general ITI s for women. The remaining States/UTs had either not reserved seats for women or had not reported to the Ministry on the same. Bihar for example, offered only 2% reservation in general ITIs to women of backward classes. The Committee had, therefore, recommended that the Ministry of Labour should take up this issue with the remaining State Governments/UTs to ensure reservation of 25% training seats for

women candidates in the general Industrial Training Institutes/Industrial Training Centres as per the recommendation of the National Council for Vocational Training.

1.16 In the Action Taken reply, the Ministry of Labour have stated that during various meetings with the State Labour Secretaries/State Directors dealing with Craftsmen Training Scheme, they were requested to implement the NCVT recommendations on reservation of 25% training seats for women candidates in general Industrial Training Institutes.

1.17 The Ministry have further stated that most of the States have reserved seats for women in general ITIs ranging from 20% to 33 %. A Statement showing the percentage of reservation of seats for women as furnished by the Ministry of Labour has been given at Annexure-I. According to the Ministry, the States which are yet to implement the reservation are being pursued to take early action.

1.18 The Committee regret to observe that the recommendation of the National Council for Vocational Training made in November, 1995 to reserve 25% training seats for women candidates in general ITIs/ITCs is still to be implemented. From the latest statement submitted by the Ministry of Labour showing the percentage of reservation of seats for women, it is evident that as many as 13 States/UTs like Uttar Pradesh, Bihar, Orissa, Uttaranchal, Andaman and Nicobar Islands, Nagaland, Tripura, Kerala, West Bengal, Meghalaya, Jharkhand, Arunachal Pradesh and Sikkim have either still not reserved 25% seats for women candidates in general ITIs /ITCs or have not sent the figures of actual percentage of seats reserved by them to the Ministry. The Government have apparently failed in their efforts to impress upon the States/UTs to do the needful. The Committee, while reiterating their earlier recommendation, desire that the Ministry of Labour should impress upon those States/UTs which have not yet reserved 25% of training seats for women to submit regular Reports to the Ministry on the actual percentage of seats reserved by them and also to take prompt and effective steps to achieve the target of reservation of 25% training seats for women candidates in general ITIs/ITCs.

Implementation of the Vocational Training Policy

Recommendation (Para No. 1.82)

1.19 The Committee, in their earlier Report, had observed that though there had been diversification and expansion of vocational training courses for women in the country over the past few years, many deficiencies/shortcomings needed to be addressed. These were – lack of proper infrastructural facilities; need for more vocational institutions and to update the existing ones; lack of adequate teachers; outdated courses that did not meet the demands of the job market etc. The Committee had, therefore, pointed out that a comprehensive Vocational Policy needed to be evolved to deal with all issues pertaining to vocational education and training in a holistic manner. The Policy, besides addressing deficiencies in vocational education and training in general, should aim at training of middle level skilled personnel, in order to divert students from aimless pursuit of higher education to take up jobs as middle level professionals. Further, the Committee had desired that the Policy should give special attention to enhance the participation of women/disadvantaged groups with greater involvement of job trainers & job providers.

1.20 The Ministry of Labour in their Action Taken reply have stated that the Directorate General of Employment and Training (DGE&T) has drafted the vocational training policy with provision in that for economic empowerment of women by providing adequate vocational training facilities for them.

1.21 The Committee had recommended that a comprehensive Vocational Policy needed to be evolved to deal with all issues pertaining to vocational education and training in a holistic manner. The Policy, besides addressing deficiencies in vocational education and training in general, should aim at training of middle level skilled personnel, in order to divert students from aimless pursuit of higher education to take up jobs as middle level professionals. The Committee are informed that the Directorate General of Employment and Training has drafted a Vocational Training Policy. The Committee, while welcoming the drafting of the said Policy, would have appreciated had the Ministry spelt out clearly the salient provisions incorporated in the Policy for addressing deficiencies in vocational education and training in general and for enhancing the participation of women/disadvantaged groups as recommended by the Committee in their Original

Report. In this connection, the Committee would also like to point out that while there is no dearth of Policies and Programmes with pious objectives for empowerment of women, what is lacking is their timely and proper implementation, especially at the grassroot level. The Committee, therefore, desire that the Ministry of Labour and the DGE&T should work out modalities for timely and proper implementation of the provisions included in the Vocational Training Policy with particular emphasis on increasing and upgrading the existing facilities for training of women, improving the access of women in the vocational programmes in rural and semi-urban areas and skill development of women candidates in tune with the demands of the job market/industry.

Optimum utilisation of Funds for Vocational Training Programmes

Recommendation (Para No.1.86)

1.22 The Committee, in the aforesaid paragraph, had observed that programmes for Womens' Vocational Training being run by the Ministry of Labour were being funded by the Government of India. The Committee had found that the funds sanctioned to the Ministry for their programmes had not been fully utilized in any of the years from 1995-96 onwards. During the last 5 years only Rs.17.28 crores were spent against the allocated Budget of Rs.28.49 crores. The Committee were not satisfied with the excuse of the Ministry that the shortfall in expenditure was beyond their control as the same was dependent on other agencies viz. non-availability of adequate space in the temporary accommodation for expansion of training activities of the institutes as planned, presence of vacant posts and non-filling up of the faculty posts, delay in financial approvals and purchase of equipments as planned etc. The Committee had desired that timely and appropriate steps be taken by the Ministry to ensure optimum utilization of sanctioned funds so that proper facilities and working conditions could be provided to the women trainees.

1.23 The Ministry of Labour in the Action Taken Reply have stated that the utilisation of funds is being monitored more closely and the pace of utilisation of funds has improved. Funds allocated for the year 2002-03 for the approved schemes would be fully utilised.

1.24 The Committee in the Original Report had observed that during the last 5 years, out of the Budget of Rs. 28.49 crores sanctioned to the Ministry of Labour for the programmes for Women's Vocational Training, only Rs.17.28 crores were spent which indicates gross under-utilisation of funds. The Committee had desired that timely and appropriate steps be taken by the Ministry to ensure optimum utilization of sanctioned funds.

The Ministry in reply have stated that the utilisation of funds is being monitored more closely and the pace of utilisation of funds has improved. They have also stated that the funds allocated for the year 2002-2003 for the approved Schemes would be fully utilised. The Committee, however, regret to point out that the Ministry have not furnished any facts or figures in support of their claim that the utilisation of funds has improved. The Ministry have also not furnished the details about the steps taken by them to ensure optimum utilisation of allocated funds. The Committee feel that when inadequate facilities for training programmes for women in the country is largely attributed to scarcity of funds, the under-utilisation of funds allotted for this purpose is unpardonable. The Committee cannot but re-emphasise the need to ensure that whatever funds are allocated for improving the access of women to training facilities are optimally utilised.

Early implementation of the new Schemes in the Tenth Plan

Recommendation (Para No. 1.87)

1.25 The Committee had noted in their Original Report that proposals for eight new schemes for up-gradation and modernization of the training institutes during the Ninth five year Plan were submitted to the Planning Commission for approval in January, 1997. These included setting up of Regional Vocational Training Institutes for women at Bhubaneswar in Orrisa, Patna in Bihar and one in Punjab (location yet to be identified), introduction of non-formal training in NVTI/RVTIs, modernization of existing workshops/laboratories, introduction of production-cum-training centers etc. The Committee had, however, regretted to observe that of these eight schemes, only two schemes had been approved and the others were still awaiting clearance of the Planning Commission. The Committee had desired that this matter should be vigorously pursued with the Planning Commission and also the Ministry of Finance to get their approval for these New Plan Schemes and to ensure that all of them were implemented at the earliest.

1.26 The Ministry of Labour in their Action Taken reply have stated that in Jan. 2001, both the continuing and new schemes of the Ninth Plan were reviewed by the Planning Commission & Ministry of Labour with the objective of reducing the number of schemes by merging the schemes having common goals. As a result of this exercise, some of the schemes as mentioned below were merged.

- **The scheme relating to 'Modernisation of equipment' & 'Alteration & Addition of existing RVTIs' were merged with the then on-going scheme 'Strengthening of NVTI/RVTIs' in the year 2001-02. Similarly, 'Setting up of Promotion-cum-Publicity Cell' was merged with 'Strengthening of WOT HQrs'. These schemes have been operationalised.**
- **Also during the formulation of Annual Plan 2002-03, the scheme relating to RVTI, Bhubaneshwar, has been merged in the scheme 'Building, Equipment & Establishment of 8 RVTIs'.**
- **Schemes such as 'Setting up of RVTIs at Patna, Bihar' & 'Setting up of an RVTI in Punjab', have been merged with new X Plan Scheme 'Setting up of 4 RVTIs in different States'. The scheme on 'Production cum Training Centres' has been taken as a new plan scheme for X Plan**
These schemes, after approval from Integrated Finance, are being submitted to Planning Commission for approval.

1.27 In their Original Report, the Committee had noted that out of the proposals for eight new schemes for up-gradation and modernization of the training institutes during the Ninth five year Plan which were submitted to the Planning Commission for approval in January, 1997, only two schemes had been approved and the others were still awaiting clearance of the Planning Commission. The Ministry of Labour have now stated that in January, 2001, both the continuing and new schemes of the Ninth Plan were reviewed by the Planning Commission & Ministry of Labour with the objective of reducing the number of schemes by merging the schemes having common goals. As a result of this exercise, some of the schemes were merged. The Committee are, however, constrained to note that proposals for these Schemes which were first mooted as early as in January, 1997 and revised subsequently in July, 2001 are yet to be submitted to Planning Commission for final approval. The Committee deplore the inordinate delay on the part of the Ministry of Labour in taking follow up action in respect of the Schemes

meant for upgradation and modernisation of the training institutes. At this pace it would still take considerable time before these schemes are put into operation. The Committee desire that the revised merged Schemes be submitted to the Planning Commission without any further delay and after clearance, necessary expeditious steps be taken to implement the same. The Committee desire that the progress made in the matter may be reported to them.

CHAPTER II

OBSERVATIONS / RECOMMENDATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Recommendation

The status of women is directly connected with their economic position which in turn depends on opportunities for participation in economic activities. The economic status of women is now accepted as an indicator of the Society's stage of development. Participation of women in the work force has also been found to be an important element in the adoption of the small family norm, essential for the achievement of the twin goals of economic development and population planning. It is of the utmost importance therefore that the country make full & effective use of its human resources by providing economic empowerment to women who constitute 50% of it. The Committee feel that besides basic education, women should be given adequate opportunities for vocational training to enable them to undertake various types of work and thus raise the living standards of their families.

(Para No. 1.73)

Reply of Ministry of Labour

Vocational training facilities available in the country for women are as follows:

(i) Under Central sector :

- Under the Central sector one National Vocational Training Institute (NVTI) for Women, Noida and 10 Regional Vocational Training Institutes (RVTIs) for Women provide training in basic, advanced, post advanced level training.
- *The trade areas in which training is being imparted are Electronics, Instrument Mechanic, Computer Operator & Programme Assistant, Architectural Draughtsmanship, Desk Top Publishing, Dress Making, Embroidery, Secretarial Practices, Hair & Skin Care and Fruit & vegetable Preservation etc.*

- At post advanced level, training in Instructional skills (Principles of teaching) for instructors and Entrepreneurial skill (Business Services) is provided. Short-term courses in Audio-Visual Aids are also conducted.
- At NVTI Noida, course curricula for various trades is developed.
- The existing training capacity for regular courses in these institutes is 2068 seats. Besides this, through short-term courses, about 1200 candidates are trained annually depending upon the response.
- **Efforts are being made to take up additional training courses in NVTI/RVTIs within the available infrastructure.**
- A new scheme for setting up 4 more RVTIs in States which are not covered so far has also been proposed in X five year Plan.

(ii) Under State Sector :

- Under the State Sector, Vocational training is organised through a network of about 230 women ITIs and 527 women wings in general ITIs having a seating capacity of about 47,200 (Annexure-I).
- **Vocational Training needs of youth, both girls & boys, is catered through the network of 4591 ITIs (1787 Government ITIs & 2804 Private ITIs). The National Council for Vocational Training (NCVT)- an apex advisory body on vocational training, has recommended that all States/UTs should reserve 25% seats for women in general ITIs. Most of the States have provided reservation of seats for women ranging from 20% to 33 %. Statement showing the percentage of reservation of seats for women has been given at Annexure-II. The states, which are yet to implement it, have been requested to take an early action in the matter.**
- The total training seats available for women in Central and State Government women institutions is approximately of the order of 50,500. In addition, 25 % reservations of seats have been made in general ITIs.

Other efforts made to augment training facilities:

- To substantially increase the Vocational Training facilities, a special drive has been launched to expand vocational training facilities in the available

- infrastructure in various educational/other institutions, etc. Such institutes/programmes are proposed to be started in Jan. 2003, for which wide publicity has been given in leading news papers.
- In the North Eastern States and Sikkim, 22 new ITIs are being established and the existing 35 ITIs are being strengthened / modernised with Central assistance. These Institutes would provide training both to men and women.
 - In the State of Jammu & Kashmir, 1 new women ITI and 5 new Women Wings in general ITIs are proposed to be established during X Five Year Plan, with Central assistance.
 - **State Governments are encouraged to run second shift in their ITIs and some of the State Governments are running second shift. Besides, short-term courses are also being conducted.**
 - **Many of the States are giving wide publicity about the availability of facilities by making use of Press, Electronic media, Vocational Career Guidance Programmes / and holding Seminars as awareness campaigns to motivate women for joining vocational training.**
 - **To enhance participation of women in Vocational Training the “upper age limit” for admission to skill courses in Women ITIs and Women Wings in general ITIs has been removed recently by the National Council for Vocational Training.**
 - **To enhance the employability of trainees of NVTI/RVTIs, tie-up arrangements are being made by DGE&T with reputed organisations to train trainers on latest specialized skills and techniques on CAD in Pattern Making, Beauty & Hair Styling.**
 - **Wide publicity of training facilities available at NVTI/RVTIs was done through more number of advertisements during 2002-03. As against 75 advertisements given during 2001-02, 138 advertisements have been given during 2002-03 till Sept. 02. Not only the increased number of advertisements, the quality of advertisement was also improved to attract attention of the readers. Moreover for wide publicity of training courses, more number of States were covered through advertisements in the current year as compared to the previous year.**

[Ministry of Labour O.M. No. DGE&T-M-15025/3/2000-WOT Vol.II, dated 25.09.2002]

Reply of Department of Women and Child Development

The Department of Women and Child Development is implementing the scheme: Support to Training & Employment Programme for Women (STEP) since 87, which seeks to provide updated skills and new knowledge to poor and assetless women in the traditional sectors such as agriculture, animal husbandry, dairying, fisheries, handlooms, handicrafts, khadi and village industries, sericulture, social forestry and wasteland development for enhancing their productivity and income generation. This would enhance and broaden their employment opportunities, including self-employment and development of entrepreneurial skills. Women beneficiaries are organised into viable and cohesive groups or co-operatives. A comprehensive package of services, such as, extension, inputs, market linkages etc. are provided besides linkage with credit for transfer of assets. The Department known as NORAD since 198-83. Under this programme, financial assistance is given to Women's Development Corporations, Public Sector Corporations, autonomous bodies, and voluntary organisations, to train poor women, mostly in non-traditional trades and to ensure their employment in these areas. Some of the trades are computer programming, electronics, watch assembling, radio and television repairs, garment making, secretarial practices, community health work, embroidery, weaving etc. Financial assistance is given to the grantee organisation for hiring of training-cum-production sheds, training costs, machinery and equipment, stipend to the trainees and remuneration for the trainers.

The Department of Secondary and Higher Education is implementing a Centrally Sponsored Plan Scheme of Vocationalisation of Secondary Education. As informed by that Department, under this scheme, Non-Governmental Organisations are given financial assistance to implement innovative vocational programmes for disadvantaged sections of the society. These courses are also open to women.

[Department of Women and Child Development O.M. No. 6-30/2002-WW dated 15.11.2002]

Recommendation

Vocational education and training which are aimed at developing knowledge and skills valuable in the economic sphere are important ingredients for economic development. Rapid industrialization coupled with liberalization and globalization call for a matching pool of skilled workforce and makes it necessary for incorporation of job-oriented courses in the curriculum as also establishment of vocational and training institutes charged with the responsibility of imparting technical and vocational courses. The present education system necessitates attaining additional vocational skills to qualify for a job or a rewarding career. The Committee, therefore, feel that if vocational education and training is geared up to the needs of the job market, it can contribute to a great extent to the economic empowerment of women which is an important pre-requisite for improving their status.

(Para No. 1.74)

Reply of Ministry of Labour

In order to align vocational training with the needs of job market, the following steps are being taken.

- Course curricula of trades under Craftsmen Training Scheme are periodically being revised, new trades are identified and introduced and obsolete are deleted from time to time.
- During the recent meetings held with the representatives of State Governments/UTs and industry, 29 trades have been identified for introduction in ITIs and their syllabi are under preparation. Of these about half of the trades are suitable for women training.
- States have been requested to identify new courses through 'Training Need Assessment' Studies. Besides, DGE&T has also initiated action to conduct a 'Training Need Assessment' Study.
- To enhance the employability of trainees of NVTI/RVTIs, tie-up arrangements are being made by DGE&T with reputed organisations to train trainers on latest specialized skills and techniques on CAD in Pattern Making, Beauty & Hair Styling.

[Ministry of Labour O.M. No. DGE&T-M-15025/3/2000-WOT Vol.II, dated 25.09.2002]

Reply of Department of Women and Child Development

Department of Secondary and Higher Education has informed that under the Centrally Sponsored Scheme of Vocalisation of Secondary Education, job oriented courses are imparted through schools run by the State Governments at +2 level. In addition, Non-Governmental Organisations (NGOs) are also extended financial assistance to conduct vocational courses for the disadvantaged sections of the society like Scheduled Castes/Scheduled Tribes, school drop-outs, etc. Under the Scheme, Vocational education is imparted to women also.

[Department of Women and Child Development O.M. No. 6-30/2002-WW dated 15.11.2002]

Recommendation

The target set by the National Policy on Education, 1986 was to divert 10% of Higher Secondary students to the vocational stream by 1995 and 25% by 2000. The Committee note that the data available in the Sixth All India Educational Survey, shows that the actual enrolment in vocational programmes at the higher Secondary stage has fallen far short of the target laid down in the National Policy on Education, 1986 at 10-11% of the total enrolment. The Committee desire that to increase the enrolment of girls in technical and vocational courses, a number of skill oriented programmes should be launched after systematic assessment of market demand for technically and vocationally trained personnel.

(Para No. 1.76)

Reply of Ministry of Labour

Mainly the recommendation relates to vocational education, which is provided by M/O HRD. Therefore, progress of action taken is to be submitted by them. However, as far as Vocational Training is concerned, the information has been furnished under para 1.74.

[Ministry of Labour O.M. No. DGE&T-M-15025/3/2000-WOT Vol.II, dated 25.09.2002]

Reply of Department of Women and Child Development

Department of Secondary and Higher Education has informed that presently, around 30% of the students at +2 level in the vocational stream are girls. State Governments have already been addressed to improve the situation through various efforts and bring it to the maximum level of 50%. The State

Governments are also being requested to intimate the efforts made by them in this direction and also the outcome thereof. Their replies are awaited.

[Department of Women and Child Development O.M. No. 6-30/2002-WW dated 15.11.2002]

Recommendation

Though there has been diversification and expansion of vocational training courses for women in the country over the past few years, yet many deficiencies/shortcomings need to be addressed. These are – lack of proper infrastructural facilities; need for more vocational institutions and to update the existing ones; lack of adequate teachers; outdated courses that do not meet the demands of the job market etc. A comprehensive Vocational Policy needs to be evolved to deal with all issues pertaining to vocational education and training in a holistic manner. The Policy, besides addressing deficiencies in vocational education and training in general, should aim at training of middle level skilled personnel, in order to divert students from aimless pursuit of higher education to take up jobs as middle level professionals. Further, the Committee feel that the Policy should give special attention to enhance the participation of women/disadvantage group with greater involvement of job trainers & job providers.

(Para No. 1.82)

Reply of Ministry of Labour

DGE&T has drafted the vocational training policy and provision in that has been incorporated for economic empowerment of women for providing adequate vocational training facilities for them.

[Ministry of Labour O.M. No. DGE&T-M-15025/3/2000-WOT Vol.II, dated 25.09.2002]

Reply of Department of Women and Child Development

The above recommendation concerns Ministry of Labour. No action is required on the part of Department of Women and Child Development in respect of this recommendation.

[Department of Women and Child Development O.M. No. 6-30/2002-WW dated 15.11.2002]

Recommendation

Some of the problems identified by the Ministry of Labour are lack of hostel facilities at Regional Vocational Training Institutes, undue delay by the State Governments in allotting the land for permanent buildings, lengthy recruitment procedures and complicated process of getting the faculty posts revived once these attract ban orders.

The Committee while on tour to some of the States visited the Regional Vocational Training Institutes and Industrial Training Institutes for women and interacted with the officials and trainees. It came to their notice that in many cases the Institutes did not have their own permanent accommodation and were functioning from temporary makeshift/rented premises. Also there was lack of hostel facilities. The Committee note that the RVTIs at Hissar, Tura, Kolkata, Allahabad, Indore, Vadodara and Jaipur still do not have permanent accommodation and are operating from unsatisfactory accommodation provided by the State Governments. The Ministry of Labour have conceded that sometimes problems are faced by the Institutes such as inability to start all the sanctioned courses due to inadequate accommodation and difficulty in getting all the fittings and fixtures required for the workshop on permanent basis.

(Para No. 1.83)

Reply of Ministry of Labour

The accommodation position of RVTIs has improved and is as under:

- The buildings for RVTI Jaipur and Tura have been constructed and training started from new accommodations.
- The buildings at RVTI Kolkata and Allahabad are expected to be completed by Dec. 2002.
- For the buildings of RVTIs at Vadodara and Panipat (in lieu of RVTI at Hissar), land has been acquired and CPWD is being pursued to prepare the building drawings.
- For RVTI Indore, lease deed for land would be signed shortly. After taking over of land, action would be taken to get the building drawings prepared.

- Simultaneous action is being taken to get approval of the EFC for the construction of above buildings for RVTIs.

[Ministry of Labour O.M. No. DGE&T-M-15025/3/2000-WOT Vol.II, dated 25.09.2002]

Recommendation

Further, of the total 11 National Vocational Training Institute/Regional Vocational Training Institutes in the Central sector, hostel facilities are presently available only at NVTI, NOIDA and the RVTI at Bangalore. The hostel building for the Regional Institutes at Kolkata, Jaipur, Allahabad and Trivandrum are stated to be under construction while the proposal for construction of hostel at Tura is under consideration. The Ministry during evidence before the Committee also admitted that because of lack of hostel facilities the Institutes are not able to admit the students from the neighboring areas. The Committee, therefore, strongly recommend that the matter be taken up by the Ministry of Labour on priority basis with the concerned State Governments to provide land for permanent accommodation to the RVTIs. The hostel buildings for the RVTIs which are under construction should be completed within a time bound period and it should be ensured that hostel facilities are provided to all the women RVTIs at the earliest to cater to the training needs of women in the neighboring areas.

(Para No. 1.84)

Reply of Ministry of Labour

- **The position regarding availability of hostels has also improved. Hostel facilities for RVTIs at Mumbai, Jaipur, Allahabad, Trivandrum and Tura have now been made available, earlier it was available at NVTI, NOIDA and RVTI, Bangalore only.**
- **For hostels at Allahabad and Tura, some temporary arrangements have been made, their buildings are however under construction and would be completed by the end of 2002 and 2003 respectively.**
- **For RVTI Kolkata, the hostel building is expected to be ready by the end of 2002.**

[Ministry of Labour O.M. No. DGE&T-M-15025/3/2000-WOT Vol.II, dated 25.09.2002]

Recommendation

The Committee observe that the womens' participation in the general Industrial Training Institutes (ITIs) is limited to a few conventional training courses like Cutting and Tailoring, Embroidery and Needle Work, Knitting with hand and machine, Bleaching, Dying and Calico Printing, Bakery and Confectionery, Preservation of Fruits and Vegetables etc. The Committee feel that with significant growth of modern industries and with the increasing use of computers, the demand for courses in electronics and computers has increased tremendously. The Committee, therefore, recommend that vocational courses should be continuously updated and upgraded to include new skills in tune with the demands of trade and industry.

(Para No. 1.85)

Reply of Ministry of Labour

- **Information has been given in para 1.74. Besides the State Governments have been requested that 'Training need assessment' study be carried out by each State so as to identify local skill needs and such studies could be funded from grant-in-aid scheme of Ministry of Labour.**
- **To introduce new skills in tune with the demand of industry/Market, some of the States namely, Assam, Tamil Nadu, J&K, Andaman & Nicobar and Goa have intimated that they have drawn plans to conduct 'Training need assessment' studies.**
- **Maharashtra has carried out a survey study with the help of Directorate of Industries and has identified trades in demand in each district as needed by the local industry/market. Accordingly, they have drawn a master plan to introduce training in new emerging areas which will benefit the trainees of 15 ITIs.**
- **DGE&T is also getting conducted a 'Training need assessment' study.**

[Ministry of Labour O.M. No. DGE&T-M-15025/3/2000-WOT Vol.II, dated 25.09.2002]

Recommendation

The Committee have been informed that based on the recommendations of the Sub-group formed to discuss the womens' training programmes and the felt training needs, proposals for eight new schemes for up-gradation and modernization of the training institutes during the Ninth five year Plan were submitted to the Planning Commission for approval in January, 1997. These included setting up of Regional Vocational Training Institutes for women at Bhubaneshwar, Patna and Punjab, introduction of non-formal training in NVTI/RVTIs, modernization of existing workshops/laboratories, introduction of production-cum-training centers etc. The Committee, however, regret to observe that of these eight schemes only two schemes have been approved and the others are still awaiting clearance of the Planning Commission. The Committee desire that this matter should be vigorously pursued with the Planning Commission and also the Ministry of Finance to get their approval for these New Plan Schemes and to ensure that all of them are implemented at the earliest.

(Para No. 1.87)

Reply of Ministry of Labour

In Jan. 2001, both the continuing and new schemes of Ninth Plan were reviewed by the Planning Commission & MOL with the objective to reduce the number of schemes by merging the schemes having common goals. As a result of this exercise, some of the schemes as mentioned below were merged.

- **The scheme relating to 'Modernisation of equipment' & 'Alteration & Addition of existing RVTIs' were merged with the then on-going scheme 'Strengthening of NVTI/RVTIs' in the year 2001-02. Similarly, 'Setting up of Promotion-cum-Publicity Cell' was merged with 'Strengthening of WOT HQrs'. These schemes as such have been operationalised.**
- **Also during the formulation of Annual Plan 2002-03, scheme relating to RVTI, Bhubaneshwar has been merged in the scheme 'Building, Equipment & Establishment of 8 RVTIs'.**
- **Regarding schemes 'Setting up of RVTIs at Patna, Bihar' & 'Setting up of an RVTI in Punjab', these have been merged with new X Plan Scheme 'Setting**

up of 4 RVTIs in different States'. The scheme on 'Production cum Training Centres' has been taken as a new plan scheme for X Plan. These schemes, after approval from Integrated Finance, are being submitted to Planning Commission for approval.

[Ministry of Labour O.M. No. DGE&T-M-15025/3/2000-WOT Vol.II, dated 25.09.2002]

Reply of Department of Women and Child Development

The above recommendation concerns Ministry of Labour. No action is required on the part of Department of Women and Child Development in respect of this recommendation.

[Department of Women and Child Development O.M. No. 6-30/2002-WW dated 15.11.2002]

Recommendation

The success of any vocational programme depends on factors like demand/employment avenues for the trainees of these programmes, placement opportunities provided by the Institute and the interaction with user organizations/industry. The Committee feel that the demand for vocational courses and subsequent placement of students undergoing that course are inter-related. It is, therefore, necessary to ensure that students after vocational training get employment opportunities easily and quickly. For this, the Institutes should lend a helping hand by maintaining close coordination with various organizations/industrial units. Even though 24 years have elapsed since the launch of the Women's Vocational Training Programme for women (in 1977) and placement Cells for the 7 institutes established before 1990 sanctioned in 1999 no placement cell is in existence in any of the Regional Vocational Training Institutes. The reasons for this are unacceptable to the Committee. The Committee, therefore, desire that the Ministry of Labour should take urgent steps to clear the pending recruitment rules and provide the staff to establish placement cells in all the RVTIs and make them functional immediately. The States should be impressed upon to set up similar placement cells in their respective ITIs.

(Para No. 1.88)

Reply of Ministry of Labour

- **The Recruitment Rules for the post of Assistant Director of Training for Placement Cells at NVTI/RVTIs have been notified and action is being taken to fill up these posts. However, by deploying the available staff, the Placement cell at NVTI Noida has been operationalised and the Placement Cells at Bangalore, Mumbai and Hisar have also taken up the work.**
- **The Principals of other RVTIs have also been instructed to put in their best efforts for the placement of their pass out trainees.**
- The State Governments have been requested to set up Placement Cells for their ITIs. Placement Cells have been set up in the States/UTs namely, Maharashtra, Pondichery, Chandigarh and Andaman & Nicobar Islands.
- Some of the States like Assam, West Bengal, Tamil Nadu, Chatisgarh, Goa, Andhra Pradesh and J & K have intimated that they have made plans or have proposed to their Governments for establishment of Placement Cells in ITIs.
- For active involvement of industry in skill building activities, the concept of formulation of Institute Management Committees (IMCs) with partnership of industry and institute tried on pilot basis in ITIs has proved to be very useful. These committees comprise of members from State Govt., Industry, ITIs and others. The chairperson of such a Committee is a representative of the local industry. Important activities covered under the concept is development of faculty, industrial training to students, industrial visits of students, maintenance of equipment, guest lectures from industry and placement of students.
- For better functioning of institutes, States have been requested to set up IMCs in all women ITIs/Women Wings in general ITIs.

[Ministry of Labour O.M. No. DGE&T-M-15025/3/2000-WOT Vol.II, dated 25.09.2002]

Reply of Department of Women and Child Development

The above recommendation concerns Ministry of Labour. No action is required on the part of Department of Women and Child Development in respect of this recommendation.

[Department of Women and Child Development O.M. No. 6-30/2002-WW dated 15.11.2002]

Recommendation

The Committee desire that the following measures may also be taken on priority basis to strengthen the various vocational and training programmes and to motivate and attract greater number of girl students to them:

- i. More RVTI and ITIs should be opened in rural and semi urban areas
- ii. Intensive awareness generation activities be taken up for improving participation of girls in rural areas in vocational programmes. The information about the vocational/technical programmes and schemes may be disseminated to the beneficiaries at the local levels through print and electronic media. Local NGOs working in the area can act as a bridge between the Government and the potential beneficiaries
- iii. Efforts may be initiated to bring about a change in societal attitude towards the benefits of vocational education for girls especially in rural areas
- iv. Vocational Education Schemes implemented by Department of Women & Child Development may be reoriented to take care of specific needs of girls and women keeping in view their socio-economic problems. Stipends, food and other incentives need to be provided.
- v. There is need for systematic assessment of market demand for vocational programmes. The vocational institutes/universities should take up demand surveys and interact with the user organizations to assess the potential for employment.
- vi. Existing skill training programmes at various levels should be reviewed and skill development plans for women formulated. These plans should concentrate on imparting skills to women in new areas and at higher levels of the occupational hierarchy. DGE&T under the Ministry of Labour may implement such a skill modernization and diversification programme for women to help them move out of the gender specific courses into the mainstream employment market.
- vii. Specific attention should be given to training of handicapped women and development of modules for their economic progress
- viii. Short term courses to update skill of already trained women must be provided on a regular basis

Reply of Ministry of Labour

(i) The State Governments have been requested for setting up of ITIs for Women and Women Wings in general ITIs in the rural and semi urban areas.

As regards RVTIs are concerned, these are the Institutes which cater to large segments of ITIs pass out women- trainees for their advanced and post advanced training. The curricula of advanced training has a component of on-the-job training, which is possible if the Institute is located in an urban area. Therefore, location of RVTI is preferred at a central place in a State. A scheme relating to setting up of four more RVTIs has been taken up under the X Five Year Plan and these would be set up in the States not having RVTIs.

(ii) All the State Governments have been requested to provide wide publicity of the training facilities provided by them for women in the women ITIs/Women Wings & in general ITIs. For utilisation of training facilities available at NVTI/RVTIs, more number of advertisements have been given during 2002-03. As against 75 advertisements given during 2001-02, 138 advertisements have been given during 2002-03 till Sept. 02. Not only the increased number of advertisements, the quality of advertisement was also improved to attract attention of the readers. Moreover for wide publicity of training courses, more number of States were covered through advertisements in the current year as compared to the previous year.

(iii) & (iv) Action to be taken relates to the Department of Women and Child Development, in the Ministry of Human Resource Development.

(v) The State Governments have been requested to carry out the “training needs assessment” studies as mentioned in para 1.74. Besides DGE&T is also getting the study conducted.

During various meetings held with the State Government representatives and representatives of industry various new courses have been identified. The curricula for these trades are under preparation.

(vi) Further to provide higher level skills in tune with the demands of the market tie-up arrangements are being made by DGE&T with reputed organizations to train the trainers of NVTI/RVTIs on latest specialized skills & techniques on CAD in Pattern Making, Beauty & Hair Styling etc. This tie-up will enable NVTI/RVTIs to replicate the latest skills in institutes and enhance the employability of trainees.

(vii) DGE&T is already implementing a Scheme to train handicapped persons including women. Under the Vocational Rehabilitation Centres, there are 17 such centers in the country and one Vocational Rehabilitation Center at Vadodara is exclusively for women. 3% Seats have also been reserved for persons with disability in ITIs.

(viii) Various short-term courses are offered in NVTI/RVTIs, and over 1200 women were trained in different skills during 2001-02.

[Ministry of Labour O.M. No. DGE&T-M-15025/3/2000-WOT Vol.II, dated 25.09.2002]

Reply of Department of Women and Child Development

The above recommendations except the one at S.No. (iv) concern Ministry of Labour. With regard to the recommendation at S. No. (iv), it is stated that progress of the training projects sanctioned under NORAD and STEP schemes are regularly monitored and evaluated by any or all of the following methods.

- a) *Obtaining audited statement and quarterly progress reports from the concerned organisations.*
- b) *Inspection and on-the-spot assessment of the project through field visits undertaken by the officers of the Department; and*
- c) *Monitoring report obtained from the concerned State Women Development Corporations or by women Study Centres of various Universities.*

On the basis of the evaluation studies, the Department makes changes and corrections wherever necessary in the schemes to streamline the procedure for effective implementation.

[Department of Women and Child Development O.M. No. 6-30/2002-WW dated 15.11.2002]

Recommendation

The Committee have been given to understand that the Department of Women and Child Development has primarily three programmes dealing with training of women viz. Distance education for Women's Development and Empowerment, Support to Training and Employment Programme (STEP) and Training-cum-Employment-cum-Production Centres (NORAD).

(Para No. 1.90)

Reply of Department of Women and Child Development

This is a statement of facts and no action taken report is due.

[Department of Women and Child Development O.M. No. 6-30/2002-WW dated 15.11.2002]

Recommendation

The Scheme 'Distance Education for women's Development and Empowerment proposes to launch a certificate course by IGNOU to train a large mass of trainers from amongst village level implementers of the projects, their supervisors and district level functionaries. Such trainers, after their successful participation in the programmes would be able to guide sustainable group formation work in their areas. The Committee desire that these women should be selected from the local community and not 'imported' from urban areas and be given adequate support in their work.

(Para No. 1.91)

Reply of Department of Women and Child Development

Empowering women through Distance Education for organising 'Self Help Groups' is a Certificate Programme offered by the Indira Gandhi National Open University under Women Empowerment Project, dedicated to provide a systematic communication to women and innovative technology support to deliver information and education and build a perspective relevant to women in their socio-economic context. For the purpose of interaction through teleconferencing/interactive radio counselling, 150 centres have been established with the Direct Receive Satellite System all over the country especially in the low literacy level areas identified by the Government. A unique feature of the programme is the technology support established all over the country to facilitate interaction between learners and experts at IGNOU during the learning process. Considering the low literacy levels of the learners the materials have been presented in a language/format/context that is to be easily understood and accepted by the target groups.

Learners who have cleared the Certificate Programme have emerged equipped as resource persons to train other change agents. The learning process has helped promote formation and sustainability of Self Help Groups. At the same time, the programme has enhanced the confidence of women, improved their interpersonal relations, develop their qualities of leadership/general management abilities and made them fully aware of their constitutional rights. Lastly, the Programme has helped the rural poor women and guided them to gain access to credit and resources from various sources for economic independence. IGNOU takes education in the door steps of needy women/men equally.

[Department of Women and Child Development O.M. No. 6-30/2002-WW dated 15.11.2002]

Recommendation

Under the NORAD (Norwegian Agency for Development Corporation) assisted programme launched in 1982-83, financial assistance is provided through Women Development Corporations, Public Sector Corporations, Autonomous Bodies and Voluntary Organisations to poor and needy women and women from weaker sections of the society, in traditional and non-traditional trades to ensure their employment in these areas. In the programme, nearly 60% of trained women

have either found employment in the market or were self employed in the trade on which they were trained. Another 7% trainees found employment in other areas.

(Para No.1.93)

Reply of Department of Women and Child Development

This is a statement of facts and no action taken report is due.

Recommendation

The Committee have been given to understand that the implementation of STEP and NORAD programmes have been evaluated by independent consultants and research organisations and also by the Norwegian agencies for the international development which reveals that some notable achievements have been made under the programme. The training given has helped raise substantially the level of awareness of the women and facilitated to change in their attitude and perception towards education, health, age of marriage etc. besides empowering them economically. The Committee hope that more and more women would be covered under these programmes and efforts made to further these schemes. The area of concern however, is the ineffective monitoring, a fact conceded by the Department of Women and Child Development. The Committee desire that monitoring mechanism should be strengthened to ensure that the targeted women are benefited and the resources are properly utilised.

In conclusion, the Committee wish to point out that there is a lack at all levels of serious efforts to implement programmes in the area of Vocational training for Women. Urgent steps are needed to correct the lacunae, utilise the funds and improve the delivery mechanism.

(Para No. 1.94)

Reply of Department of Women and Child Development

These Schemes are being implemented through State Women Development corporations/NGOs/Public Sector Organisations/Autonomous bodies etc. the implementation of these schemes is being closely monitored by the Department. Monitoring is being undertaken through:

- (a) Inspection at various stages- first at the pre-appraisal stage, second at the approval stage and the last inspection is carried out before the release of second instalment of funds.**
- (b) Association of women Study Centres of various Universities for which Honorarium would be paid to the University students benefiting both the students community as well as the programme**
- (c) Obtaining periodic Progress Reports and mid-term evaluation reports through the State Women Development Corporations/NGOs etc.**
- (d) State visits to have an on-the-spot assessment of the progress of implementation of the schemes.**

Besides, discussions/meetings with State Government authorities are also arranged from time to time to have an assessment of the problems being encountered by the Implementing Agencies and evolve solution to these problems.

[Department of Women and Child Development O.M. No. 6-30/2002-WW dated 15.11.2002]

CHAPTER III

OBSERVATIONS/RECOMMENDATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF REPLIES OF THE GOVERNMENT

Recommendation

The Committee, however, regret to observe that until recently, the role and need for vocational education and training for women was practically ignored. The National Policy on Education 1986 had laid emphasis on the need for women's participation in vocational, technical and professional education at different levels. Despite this provisions in the National Policy on Education and the efforts made by the successive governments we have not been able to provide adequate vocational training to our youth, and especially to girls.

(Para No. 1.75)

Reply of Ministry of Labour

- Vocational Education forms a part of education and is being dealt by the Department of Education, Ministry of HRD whereas Vocational Training is handled by DGE&T in the Ministry of Labour.
- The difference between vocational education and vocational training is that vocational education is intended to equip students for various industrial and commercial occupations rather than pursue higher level general education with little specific purpose. Whereas, vocational training attaches importance to acquisition of skills, knowledge and attitudes for pre-service training, apprenticeship, in-service training and re-training etc.

Mainly the recommendation relate to providing of vocational education, and the Scheme of Vocational Education is being dealt by Ministry of Human Resource Development. Action on this recommendation is to be mainly taken up by MHRD. As far as Vocational Training is concerned, the information has been furnished under paras 1.73 & 1.74.

[Ministry of Labour O.M. No. DGE&T-M-15025/3/2000-WOT Vol.II, dated 25.09.2002]

Reply of Department of Women and Child Development

Department of Secondary and Higher Education has informed that under the Centrally Sponsored Scheme of Vocationalisation of Secondary Education, there is no restriction of girls/women in regard to admission for vocational courses at +2 level or for the courses run by NGOs for the disadvantaged sections of the society. However, it is admitted there is a scope for improving the efforts. Towards this end, the scheme of Vocationalisation of Secondary Education is being considered for revision to popularise it. It is hoped that the scheme, in the revised form, as and when implemented, would improve the situation.

[Department of Women and Child Development O.M. No. 6-30/2002-WW dated 15.11.2002]

Recommendation

A comparison of the total number trained (both male and female) in various ITI s in the States for which information is available indicates that during the year 1996-97, only 41667 females have received training in comparison to 222522 males which is only 18.72% of the male candidates. Similarly, for the year 1999-2000, 51784 females have been trained as compared to 256299 males which is 20.2% of the number of males. The Committee feel that while the number of women who received training has increased in absolute numbers, the percentage increase in the number of trained females as compared to the males has remained almost stagnant. The committee, therefore, recommend that special efforts should be made to ensure increased participation of females in the vocational courses.

(Para No. 1.80)

Reply of Ministry of Labour

During various meetings with the State Secretaries/State Directors dealing with Craftsmen Training Scheme they were requested to strengthen and augment the women's vocational training facilities in the States/UTs.

As a follow up of these meetings the following steps are being taken by them to increase the participation of women in vocational training courses.

- Wide publicity is being given to the vocational training facilities available for women in the States through electronic & print media, NGOs and other means as motivation campaigns and to increase awareness. To attract the participation of rural women, some of the States are using the services of village Panchayats and NGOs.
- 29 new courses in upcoming skill areas have been identified through various meetings with the State Directors and industry representatives. These courses also include about half of those for women specific training.
- New courses for women in upcoming skill areas would be identified through 'Training Need Assessment Studies'.
- The 'upper age limit' for women for entry into the skill courses under the Craftsmen Training Scheme in Women ITIs and Women -Wings in general ITIs has been removed recently.

[Ministry of Labour O.M. No. DGE&T-M-15025/3/2000-WOT Vol.II, dated 25.09.2002]

Recommendation

The Scheme of STEP seeks to assist poor women in the traditional sectors like Agriculture, Small Animal Husbandry, Dairy, Fisheries, Social Forestry, Handlooms, Handicrafts, Khadi and Village Industries, Sericulture and Wasteland Development to provide employment opportunities to rural women through facilities such as credit, market facilities etc. The infrastructure, managerial, technical and marketing support provided to these women's cooperatives were very useful in enhancing the income of the members who were poor, marginal and asset less women. The programme needs to be expanded and improved upon with proper monitoring and evaluation of the NGOs involved.

(Para No. 1.92)

Reply of Department of Women and Child Development

The recommendation of the Committee have been noted for compliance. Efforts are on to ensure that all the States take advantage of the schemes and formulate/furnish project proposals for various training and employment oriented activities to Government of India for approval. Towards that end, all the States have been addressed in the matter, this issue has also been discussed and emphasised in the meetings of the State Secretaries of Women and Child Development/Social Welfare and they have been requested to formulate/furnish proposals to Government of India on priority. Special attention is being paid to North Eastern States to ensure that they derive maximum advantage of this Scheme. As result of these efforts, projects have been taken up in States like Assam, Jammu and Kashmir, Meghalaya, Sikkim, Tamil Nadu etc. which have not availed of assistance under these schemes earlier.

[Department of Women and Child Development O.M. No. 6-30/2002-WW dated 15.11.2002]

CHAPTER IV

OBSERVATIONS/RECOMMENDATIONS REPLIES TO WHICH HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRE REITERATION

Recommendation

The Committee find that the reluctance to join vocational courses is mainly due to the scant recognition given to vocational education and training. It is observed that students of the vocational stream who pass 10+2 examination from Central and State boards are not given admission in many of the professional courses and face a lot of difficulties in getting admission to degree courses. The Committee feel that this lack of vertical mobility and recognition for the vocational courses is one reason why boys and girls are disenchanted with these courses even though they find them more relevant to their needs, interests and aptitude. Apparently, the Government has failed to take steps to motivate and attract more students to the vocational courses.

(Para No. 1.77)

Reply of Ministry of Labour

The issue regarding providing of vertical mobility to those pass-out from ITIs and vocational education is under active consideration of Ministry of Human Resource Development and Ministry of Labour.

However, to popularize the vocational training facilities, wider publicity through various means is being given to motivate and attract more women candidates.

[Ministry of Labour O.M. No. DGE&T-M-15025/3/2000-WOT Vol.II, dated 25.09.2002]

Reply of Department of Women and Child Development

Department of Secondary and Higher Education has informed that this item was discussed in the 8th Meeting of the Standing Committee of Joint Council for Vocational Education held on 27-11-.2001 and the steps are being afoot to include vocational subjects in the entrance test for profession courses and also to remove restriction in the matter of admission to degree courses from general and vocational streams.

[Department of Women and Child Development O.M. No. 6-30/2002-WW dated 15.11.2002]

Recommendation

The Committee understand that vocational Education and Training is multi-sectoral in nature. Many Ministries/Departments in Central as well as the State Governments are responsible for training of the workforce. There is, therefore, an immediate need for establishing coordination/linkages by the Ministry of Labour with other related Departments of the government of India. The Directorate General of Employment and Training (DGE&T) under the aegis of the Ministry of Labour is stated to be already involved in Vocational Education Programmes of the Department of Secondary Education and Higher Education for overall improvement of vocational education in the country. The Committee, therefore, desire that the DGE&T develop linkages with all the other concerned Departments to ensure vertical mobility for the pass outs of vocational courses especially girls, so as to motivate them to opt for these courses.

(Para No. 1.78)

Reply of Ministry of Labour

The issue regarding providing of vertical mobility to those pass-out from ITIs and vocational education is under active consideration of Ministry of Human Resource Development and Ministry of Labour.

[Ministry of Labour O.M. No. DGE&T-M-15025/3/2000-WOT Vol.II, dated 25.09.2002]

Reply of Department of Women and Child Development

The above recommendation concerns Ministry of Labour. No action is required on the part of Department of Women and Child Development in respect of this recommendation.

[Department of Women and Child Development O.M. No. 6-30/2002-WW dated 15.11.2002]

Recommendation

The Committee note that the Womens' Vocational Training programme was launched by the Centre in 1977 to promote womens' employment in industry (mainly organised sector) as semi-skilled/skilled and highly skilled workers by increasing their participation in skilled training facilities. Since then, only one National Vocational Training Institute (NVTI) and 10 Regional Vocational Training Institutes (RVTIs) have

been set up. In the State Sector, out of the 4339 Industrial Training Institutes (ITIs)/Industrial Training Centres (ITCs) set up under the administrative control of the respective State Governments, only 755 Institutes (having a total of 46696 seats) are women exclusive. The Committee find that the training facilities available to women through women exclusive Institutes are highly inadequate. The situation is still worse in the semi-urban and rural areas where there is a total lack of training facilities. The Ministry have admitted this fact and have stated that Vocational Institutes set up in the past are mainly targeted at women from semi-urban and urban areas. The Committee, therefore, recommend that necessary steps be taken by the Central Government in coordination with the State Governments to bring about a planned expansion of the number of women RVTIs and ITIs commensurate with their requirement in semi-urban and rural areas.

(Para No. 1.79)

Reply of Ministry of Labour

For augmentation of Vocational Training facilities for women, States have been requested to make necessary budget provisions for addition of new training units, taking up short term courses and for establishing new ITIs in semi-urban/rural areas in their Annual / X Plan proposals to the Planning Commission, which would be supported by DGE&T in the Annual Plan discussions.

- States have been requested to start second shift for women wherever feasible for increasing the training capacity.
- To substantially increase the Vocational Training facilities, a special drive has been launched to expand vocational training facilities in the available infrastructure in various educational/other institutions, etc. Such institutes/programmes are proposed to be started in Jan. 2003, for which wide publicity has been given in leading news papers.

[Ministry of Labour O.M. No. DGE&T-M-15025/3/2000-WOT Vol.II, dated 25.09.2002]

Reply of Department of Women and Child Development

The above recommendation concerns Ministry of Labour. No action is required on the part of Department of Women and Child Development in respect of this recommendation.

[Department of Women and Child Development O.M. No. 6-30/2002-WW dated 15.11.2002]

Recommendation

In order to increase the number of women in the various vocational and training programmes, the National Council for Vocational Training in its 31st meeting held in November 1995 had recommended that 25% training seats may be reserved for women candidates in general Industrial Training Institutes/Industrial Training Centres. However, the Committee have been informed that only the States/UTs of Delhi, Karnataka, Andhra Pradesh, Madhya Pradesh, Tamil Nadu, Maharashtra and Chandigarh have reserved seats ranging from 25% to 50% in general ITI s for women. The remaining States/Uts have either not reserved seats for women or have not reported to the Ministry on the same. Bihar for example offers only 2% reservation in general ITI s to backward classes of women. The Committee recommend that the Ministry of Labour take up this issue with the remaining State Governments/UTs to ensure reservation of 25% training seats for women candidates in the general Industrial Training Institutes/Industrial Training Centres as per the recommendation of the National Council for Vocational Training.

(Para No. 1.81)

Reply of Ministry of Labour

During various meetings with the State Labour Secretaries/State Directors dealing with Craftsmen Training Scheme they were requested to implement the NCVT recommendations on reservation of 25% training seats for women candidates in general Industrial Training Institutes.

- Most of the States have reserved seats for women in general ITIs ranging from 20% to 33 %. Statement showing the percentage of reservation of seats for women has been given at Annexure-II. The states which are yet to implement the reservation are being pursued to take early action.

[Ministry of Labour O.M. No. DGE&T-M-15025/3/2000-WOT Vol.II, dated 25.09.2002]

Recommendation

The programmes for Womens' Vocational Training being run by the Ministry of Labour are being funded by the Government of India. The Committee are astonished to find that the funds sanctioned to the Ministry for their programmes have not been fully utilized in any of the years from 1995-96 onwards. During the last 5 years only Rs.17.28 crores were spent against the allocated Budget of Rs.28.49 crores. This is clear proof of the Ministry's indifference to this vital issue. It is obvious that the Ministry cannot ask for more funds for increasing the facilities and expansion of seats and institutes for women when they are not able to spend what is sanctioned to them. The Committee are not satisfied with the excuse of the Ministry that the shortfall in expenditure is beyond their control as the same is dependent on other agencies viz. non-availability of adequate space in the temporary accommodation for expansion of training activities of the institutes as planned, presence of vacant posts and non-filling up of the faculty posts, delay in financial approvals and purchase of equipments as planned etc. The Committee desire that timely and appropriate steps be taken by the Ministry to ensure optimum utilization of sanctioned funds so that proper facilities and working conditions could be provided to the women trainees.

(Para No.1.86)

Reply of Ministry of Labour

Utilisation of funds is being monitored more closely and the pace of utilisation of funds has improved. Funds allocated for the year 2002-03 for the approved schemes would be fully utilised.

[Ministry of Labour O.M. No. DGE&T-M-15025/3/2000-WOT Vol.II, dated 5.09.2002]

Reply of Department of Women and Child Development

The above recommendation concerns Ministry of Labour. No action is required on the part of Department of Women and Child Development in respect of this recommendation.

[Department of Women and Child Development O.M. No. 6-30/2002-WW dated 15.11.2002]

CHAPTER V

**OBSERVATIONS/RECOMMENDATIONS IN RESPECT OF WHICH
THE GOVERNMENT HAVE FURNISHED INTERIM REPLIES**

- Nil -

**NEW DELHI
August , 2003
Shravan , 1925 (Saka)**

**MARGARET ALVA
CHAIRPERSON,
COMMITTEE ON EMPOWERMENT OF WOMEN.**

APPENDIX II

[Vide Para 1.2 of the Report]

ANALYSIS OF ACTION TAKEN BY GOVERNMENT ON THE SEVENTH REPORT OF THE COMMITTEE ON EMPOWERMENT OF WOMEN (THIRTEENTH LOK SABHA)

I)	Total number of Recommendations	-	22
II)	Observations/Recommendations which have been accepted by the Government		
	Sl .Nos. 1.73, 1.74, 1.76, 1.82, 1.83, 1.84,1.85, 1.87, 1.88, 1.89, 1.90, 1.91, 1.93, 1.94.		
	Total		14
	Percentage		63.64%
(iii)	Observations/Recommendations which the Committee do not desire to pursue in view of the replies of the Government:		
	Sl . Nos. 1.75, 1.80, 1.92		
	Total		3
	Percentage		13.64%
(iv)	Observations/Recommendations replies to which have not been accepted by the Committee and which require reiteration		
	Sl. No. 1.77,1.78, 1.79, 1.81, 1.86		
	Total		5
	Percentage		22.72%
v)	Observations/Recommendations in respect of which the Government have furnished interim replies.		
	Total		Nil
	Percentage		