

Appendix 2

Summary of information gathered from 10 agencies  
training women in income-generating skills

## PILOT STUDY

Information gathered from 10 agencies training women  
in income-generating skills

### Summary of the Findings

The researcher/investigator surveyed ten agencies/organisations which give training to women in income generating skills. These ten agencies are located in Baroda city, Gujarat State.

Most of these agencies have been established since the past 15 years. Only a few have been established during the past five years or so.

Most of these agencies are self-financed, some are financed by State Government, some by Central Government (Ministry of HRD), only a few by donations from different people.

Two of the agencies have a building of their own. Six of them have got flats - the building have 9-10 rooms whereas the flats have 3-4 rooms.

All the agencies have adequate equipment facilities; those conducting sewing classes have the required number of sewing machines, working tables and other related equipments, and those conducting Masala and Papad making classes or 'bakery classes' also have all the required equipments and facilities.

All the organizations are staffed with administrative staff, teaching staff, supervisors, clerical and class four staff. The number of staff members varies and is directly dependent on the total number of trainees and the trainees in different classes (Table on next page).

Some of the agencies have a minimum of 100 trainees per year, some have 15-30 trainees per year. One agency has 520 trainees per year, whereas two agencies have trainees depending upon the needs of the community in which they are working.

All the agencies have some kind of practical programme/practicum, which trains women in various income generating skills like sewing, masala making, file and note-book making, plastic moulding, cosmetics making and so on.

The list of various income generating skills is as follows:

- 1 Sewing
- 2 Masala making
- 3 Papad making
- 4 Bakery
- 5 File and note-book making
- 6 Technical courses like radio, TV, scooter repairing
- 7 Electric fitting

- 8 Skills related to industry setting, getting loans from the banks and other such agencies and help in finding about financial assistance
- 9 Moulding fitting
- 10 Printing composing
- 11 Watch and clock repairs
- 12 Welding
- 13 Electroplating
- 14 Electrician (Engineering)
- 15 Optical lens and surface fitting (Engineering)
- 16 Hand and powerloom weaving
- 17 Wireman motor rewinding
- 18 Turning fitting
- 19 Making fancy rexin goods and upholstery (sofa)
- 20 Doll and toy making
- 21 Glass toy making
- 22 Wood carving
- 23 Embroidery
- 24 Repairs of old books
- 25 Book binding of new books.

#### Cosmetics Section

- 1 Tooth powder, paste, talc, face powder, hair oil  
Brilliantine
- 2 Vanishing cream, cold cream, nail polish, nail  
liqueur, liqueur remover, lip-stick.

### Chemical Section

In this section training is imparted in 23 different subjects namely washing soap, toilet soap, liquid soap, detergent powder, Agarbathi, candles, chalk sticks, Papad Khar, gum paste, slate-pen, phenyle, plastic moulding, boot polish etc.

### Textile Section

In addition to one year's duration course of hand and powerloom weaving the special short duration courses of three months for handloom weavers in which the weavers are trained to manufacture cloth for towels, bed sheets, shirting, coating, mock lens weaving, extra warp - extra weft and double cloth. Research work on handloom designs which can be easily manufactured by handloom weavers is also being conducted in this section.

The courses are mostly 1 year courses with the exception of bakery training which is a one month course and Masala making which is a 6 months course. Also, the courses in cosmetic section are either six weeks certificate course, a short term (10 days) course or a 10 days refresher course. In the chemical group/section the courses vary from 3 to 10 days. The courses in textile section are three months courses.

The duration of other courses which are need based

varies from course and the time taken by the trainee to learn the skill.

The classes are generally run between 12 noon to 4.30 PM or 12 to 5 PM except for the classes run in the community which vary according to the local needs and demands.

Generally, the fees per month vary from Rs.7/- to Rs.15/-. In the community oriented courses the fees differ from course to course and also according to the duration and nature of the course. Only one agency, gives a stipend of Rs.15/- per month to trainees of Diploma Sewing. Other agencies, however, do not give any stipend to their trainees.

The instructors and supervisors who train women in sewing are all Diploma holders - trained teachers; the instructors and co-ordinators in other courses are also trained in the skill they teach.

Regarding the problems faced by agencies during the training period - there are no serious problems except while imparting training in one agency the number of students seems to be declining, and in the other the male instructors for bakery classes have to work very hard initially. At administrative level, there are no women, which may be due to lack of allowances or willingness to work or some social problems and stigmas

attached to the profession. The instructors in one sewing class prefer to have minimum 10th standard passed students. They think that those who are completely illiterate find it difficult to cope with and even pick up certain basic skills and requirements whereas those who have passed basic schooling pick up faster and more easily. In some courses the required number of trainees is not available - e.g. plastic moulding and weaving. In wireman and turning fitting courses there are more applicants than are required.

Regarding the problems of trainees - there are no major problems except with those trainees who come from far off places. Some are faced with social and domestic problems. Some of them cannot afford to buy the machines after training.

If the machines develop some trouble, it takes some time to contact the required agents for setting the machines right.

All the people - either working in the agency/organisation or getting trained there were of the unanimous opinion that the skills taught were useful to them and that they did benefit by learning these skills.

The products produced by the trainees are either marketed by the state development authority or by the

agencies themselves.

Most of the agencies had never been studied before, only a few agencies were studied by M.S.W., H.Sc. and N.S.S. students but not by Ph.D. students.

All the agencies have literature regarding their agencies available with them but in Gujarati, only two agencies have literature available in English as well.



# STAFF STRENGTH/STAFFING PATTERN

Sr No	Name of the agency	Admn. Staff	Teaching Staff	Supervisors/Instructors	Clerical Staff	Class IV Emp.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Shree Kamubala Sahakari Audyogic Vikas Mandir Ltd Vadodara	Exe.Secy. 1	Dip. Course Gen 3	Booking 1 Binding 3	Nil	Watchman 1 Peon 2
2	Vikas Jyot Trust Nagarwada, Char Rasta Baroda			File making & Govt. Note-book Inst. 2		
3	Lalita Devi Trust, Nagarwada			Sewing Inst. Dip. - 1 Gen. - 1 Bakery Inst.-1 Pappad & Masala Sip. -1 Aya Training		
4	Shramik Vidyapeeth	Director-1 Programme Officers-2 Asst Programme Officer-1		Course co-ordinators in different fields	Accountant-1 Typist-1	Peons
5	Stri Vastu Bhandar Ltd., Near Kothi Bldg. Baroda city	President-1 Manager-1		Sewling		Peon-1

(1)	(2)	(3)	(4)	(5)	(6)	(7)
6	Kareli Baug Bhagini Samaj, Kareli Baug	Officials-2		Masala Workers-6 Sewing Teachers-2		Peons-2 Sweeper-1
7	The Centre for Entrepreneurship Development					
8	Diamond Jubilee Cottage Industries Institute, Baroda (Training Sect)	Store Keeper-1 Marketing		Doll making-3 Tailoring-2	Accountant-1 Sr Clerk-4 Jr Clerk-4	Helper-4 Helper-1 (mobile class) Nayaks-4 Peon-4 Hamal-3 Sweeper-1 Watchman-5
9	Chimnabai Sahakari Udyog Sursagar	Teachers-8		Sup - 1 Binding Master-1	Accountant-1	Peons-5 Bai-1
10	Prem Dae Sewa Niketan Varasya	Manager-1	Teacher-1	Inst - 2	Accountant-1	Peon-2