

## Role of women and skill development in rural development

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### Abstract

The concept of 'Development' is essentially a dynamic. It is a process of acquiring a sustained growth of a system's capability to cope with new, continuous changes towards the achievement of progressive political, economic and social objectives. Activity related to the development is generally directed towards nation-building and socio-economic progress. It may be noted that the goals of development may be achieved by establishing close relation with the rural areas. Rural women active participation and support in the developmental tasks is very essential because it is for the people that goals are intended to be achieved. The objectives and goals of development are multiple and they are mainly aimed at increasing national income and through utilising the rural women resources raising standards of living of them and to secure justice, freedom, equality and security in the society. Rural development is targeted to show the means to a specific group of people, particularly rural poor, to enable themselves and their children more than the need. Rural development is a process, which involves broad based re-organization and mobilization of the rural masses so as to enhance their capacity to cope effectively with the daily tasks of their lives and with changes consequent upon this.

Human Resource is the ultimate property for any nation. They can heap up the capital and utilize the natural resources. Human resource means the resource that resides in the knowledge, skills and motivation of people. It also often called as 'work force' or skilled and qualified 'man Power'. It is physical and mental growth of people. Human resource development is continues process of quality of life of a people. Indian rural areas are source of agricultural produce, human values, culture and religion etc. Human resource development is a planned continuous effort through improve people's capacity levels and organisational performance through education, training and developmental programmes. Human resource development is continues process of promoting quality of life for all people of an area. Three fourth of Indian populace belongs to villages. More than 65 percent of population in India is under 35 years. Most of the country's resources are concentrated on rural areas. In India we have 83 crore rural humans (about 70 percent of population lives in rural areas), we have to make it as resource.

**Keywords:** Human Resource, Justice, Freedom, Equality, Development

### 1. Introduction

As it widely known, India is predominantly an agricultural country where almost three-fourths of its population lives in the rural areas. Although various plans and programmes have been attempted to bring about all round development in the rural areas, yet looking into the problems of poverty, ignorance, disease, superstition, etc., they have not yielded their expected dividends. Perhaps, the reason is that the rural areas are located far away from the urban areas and also suffer from lack of adequate infrastructure, resources and other necessities. Hence, the task of rural development is both critical and gigantic, which need to be expeditiously brought about ad gainfully sustained by more than one sector of development.

#### 1.1 Rural development -- an understanding

The concept of Development is essentially a dynamic. It is a process of acquiring a sustained growth of a system's capability to cope with new, continuous changes towards the achievement of progressive political, economic and social objectives. Activity related to the development is generally directed towards nation-building and socio-economic progress. It may be noted that the goals of development may be achieved by establishing close relation with the rural areas. Rural women active participation and support in the developmental tasks is very essential because it is for the

people that goals are intended to be achieved. The objectives and goals of development are multiple and they are mainly aimed at increasing national income and through utilising the rural women resources raising standards of living of them and to secure justice, freedom, equality and security in the society. It may be observed that the great dimension of the total development is directed towards improving the well being of the people, which includes in its purview reduction of disease, illiteracy, poverty, social illness, securing balanced material needs etc., development denotes a process of economic and social change from a traditional to a modern society. Development is a process that involves improvement in the quality of life of the rural people and larger participation and involvement of the women in the process of decision making in the economic, social, political and cultural life of a society. In recent years, in the context of the achievement of goals for alleviation of rural poverty, mitigation of inequalities of incomes, wealth and opportunities, solutions to the problems of unemployment and under employment and provision of basic needs to the people living below poverty line, rural development are increasingly acquiring a place of prominence. It may be noted that rural development is not merely development of rural areas but also the development of quality of life of the rural masses. The strategies of rural development embrace all the objectives of enrichment and betterment of the overall quality of rural life through

appropriate development of manpower resources, infrastructural facilities and provision of minimum needs and livelihood.

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### 1.2 Role of Women in Rural Development

Rural development is a complex phenomenon, which has many dimensions such as social, economic, cultural, educational, environmental and political. One has to remove the problematic syndromes, which have been inhibiting the progress in these directions. In India out of 49, 48, 28, 644 total population 35, 98, 17,177 are living in rural areas. This indicates that majority of the women resources in rural areas. Rural women participation is very essential in the developmental process. It may be noted that democracy has been eulogized on the moral principle of distributive justice, which means that every section of society be given its due, rather than that a few should grab all the benefits and advantages accruing from the society. It is argued that democratic participation of rural population in rural development activities and programmes make them to get their justified and due share from the society. It is claimed that democratic participation of rural population in rural development programmes may bring about change and development in rural areas.

Participation means that it is a special form of interaction and communication, one, which implies the sharing of powers and responsibilities. It may be observed that people's participation is not merely a mean for providing a certain proportion of the cost of a work, either in cash or in kind or in the form of manual labour. The people must have the full realization that all aspects of rural development are their own concern and that the governments, participation is only to assist them where such assistance is necessary.

### 1.3 Rural Development in India

Rural development has been an important component of India's efforts towards the betterment of living standards of people. Rural development under the Indian constitution is the direct responsibility of the state and it is the bureaucracy, which undertakes the formulation and implementation of formulate various plans on rural development, and did so during the plan periods by formulating strategies for future plans and allocating substantial amounts to attain faster rural development. It may be noted that the concept of rural development has become an important means for alleviating rural poverty and also for improving social, political, economic and cultural conditions of the downtrodden poor community of rural areas in India.

It may be noted that the planned development of the villages was taken up by the national government in October 1952 when the five-year plan started. In the beginning it was called Community Development Programme but later on its name was changed to rural development. The central idea of community development was that community itself recognizes and identifies its problems, seeks and formulates

solutions to them through discussion and executes these solutions thorough conjoint effort and in the process educates itself and builds up self-confidence.

The first five-year plan conceived the National Extension Service as the agency and Community Development as the method through which it was envisaged that the successive five-year plan would create a better, richer and fuller life for millions of people living in thousands of rural communities in India. The National Extension Service was started in 1952 by the government of India with the establishment of 55 Community Development projects across the states in the country.

The creation of Panchayat Raj in 1959, with the object of entrusting the authority and responsibilities for rural development to rural poor is considered not only an innovation but also a revolution. Institutionally, an attempt was made thereby to provide room for the involvement and active participation of the people through the Panchayat Raj institutions in the implementation of rural development programmes.

It is a fact that rural development drive involves huge resources of various types, principal among them being human resources, financial resources and technology. The state which commands a society wide appeal and authority and which also frequently interacts with other states of the world is suited to this job. We observe day in and day out how states even of the highly under developed societies mobilize huge amounts to finance various development plans.

### 1.4 Human Resource in Rural Areas

Human Resource is the ultimate property for any nation. They can heap up the capital and utilize the natural resources. Human resource means the resource that resides in the knowledge, skills and motivation of people. It also often called as 'work force' or skilled and qualified 'man Power'. It is physical and mental growth of people. Human resource development is continues process of quality of life of a people. Indian rural areas are source of agricultural produce, human values, culture and religion etc. Human resource development is a planned continuous effort through improve people's capacity levels and organisational performance through education, training and developmental programmes. Human resource development is continues process of promoting quality of life for all people of an area. Three fourth of Indian populace belongs to villages. More than 65 percent of population in India is under 35 years. Most of the country's resources are concentrated on rural areas. In India we have 83 crore rural humans (about 70 percent of population lives in rural areas), we have to make it as resource.

Prime Minister Narendra Modi said 27<sup>th</sup> February Wednesday that India has the potential to emerge as the "human resource capital" of the world as China has become a global "manufacturing factory".

"We have to map the requirements of the entire world and then provide human resource to them," Modi said as he launched the National Mission for Skill Development to "provide the overall institutional framework to rapidly implement and scale up skill development efforts across India".

The mission has set a target to skill 24 lakh workers this year and 40.2 crore workers by 2022. It will be led by a governing council which will be chaired by the PM and include ministers for finance, skill development and entrepreneurship human resource development, rural development, labour and employment, overseas affairs, information technology, deputy chairman of NITI Aayog and three chief ministers as members.

The PM also launched the new National Skill Development and entrepreneurship Policy 2015, Pradhan Mantri Kaushal Vikas Yojana and a skill loan scheme to encourage more youth to take up vocational training. Pointing out that 65 per cent of the country's population is under the age of 35, Modi said the key priority is to create employment opportunities for the youth as well as create avenues to skill them in a structured manner to improve their employability.

Conclude with our Prime Minister Words "If they don't have skills and opportunity, then how will they meet challenges? Instead, they too will become a challenge," he said, adding that the government will work together with states in a structured manner to promote skill training as an alternative to higher education.

We hope that our rural India will be the most efficient powerhouse for national development.

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