

## SKILL DEVELOPMENT IN INDIA LAW AND ECONOMICS

**Miss. Pooja Doshi and Mr. Prathmesh Tawade**

Assistant Professor (S.K.Somaiya Degree College)  
Assistant Professor (S.K.Somaiya Degree College)

**Abstract :** In a country like India, where major workforce is engaged in unorganized sector, the development of the skills of the people working in this sector is important if India wants to be a superpower.

Paper presented here by the authors, throws the light on the various legal provisions which aims at increasing the skill sets of workers in the household sector and also the different shortcomings of the laws also. Further, solutions given regarding how to improve the skills with the example of one of the project of Maitri NGO.

Skill development is necessary for any economy to achieve prosperity but with that existence of supportive legal system is also equally important. Paper presented here is an overview of available law to support skill development in India to achieve higher GDP which can lead country towards the greater prosperity.

### **Objective**

Object of paper is to focus on the lack of skill development in unorganized sector which is run generally by women of country and these sector is equally necessary as large number of women is working women in urban areas.

### **Methodology**

The study was conducted among women running crèches, nursery, association of maid servants, and of supply of governess. Thane, Mulund and Vidyavihar were the areas chosen to study.

## **INTRODUCTION**

With Independence, the rights of women were enshrined in the Constitution as fundamental rights with right to equality in Article 14, non-discrimination by the State in Article 15(1), equality of opportunity in Article 16, equal pay for equal work in Article 39(d), special provisions by the State in favour of women and children in Article 15(3), renounces practices derogatory to the dignity of women in Article 51(A) (e), and provisions to be made by the State for securing just and humane conditions of work and for maternity relief in Article 42.

The current scenario in India reveals women's participation in all spheres of the economy and society. Women are visible in all activities of life from politics, sports, media, education, services and several others.

In the Universal Declaration of Human Rights, issued by UNO, certain rights of women have been incorporated and Women's social, economic, cultural and personal rights have been protected in this declaration. India is a member of International Labor Organisation since 1919. The initiation of labor movement in India is because of efforts of the International Labor Organization in pursuance of International conventions in this regard. India has also passed the following legislations.

- 1) Trade Union Act 1926
- 2) Plantation Labour Act 1951
- 3) Employees Standing Orders Act 1946

- 4)The Payment of Wages Act 1936
- 5)E.S.I.Act 1948
- 6)The Factories Act 1948
- 7)Beedi and Cigar Workers (Condition and Employment ) Act 1966
- 8)Equal Remuneration Act 1976
- 9)Labor Contract (Regulation and Abolition) Act 1970.

Though so many enactments are there in India not even a single Enactment is speaking about their skill Development of women who are working in unorganized sector of urban areas.

Based on primary data collection and survey of women running crèches, nursery and association of domestic workers it is been found that, to run crèches they have to obtain licence but there is no stress on development of any particular skills and at the same time women who all are running nursery once their training is over for life time they can run nurseries without updating their skills. Third survey of Association of domestic worker provider is more shocking as these association even provide nurses who all are not trained and not even educated. Women who all are running crèches are earning really very high income but they are not paying any taxes as some of them are running it without any licence. These women does not know about any laws available for them or not,as well not even interested in working for any enactments which will favor their skill development as they don't feel need for it. At the same time they are not even much enthusiastic to attend any training programme even if organized for them.

Study directs that there has to be skill development compulsory programmes which can improve their skills and laws to be enacted so that they can be forced to improve their skills which will earn better income to them as well as more skilled people can be incorporated in to the economy.

### **THE SKILL SETS REQUIRED BY THE DOMESTIC WORKERS- WOMEN'S IN INDIA**

**Punctuality-** Since the domestic workers are mostly employed by the nuclear families who have more importance to the timing. The punctuality is the necessary skills which need to be developed among the domestic workers.

**Decision making-** In case of domestic work like crèche, nursery, and maid servants, there will be a situation which will demand quick decision making with the sound knowledge of the situation.

**Effective communication-** In case of crèche and nursery, the main objective of the domestic worker is to involve a child in the various activities which will help to develop their personality. So the message or the values should be clearly communicated to the respective child. In case of maids also, there is a requirement to pass on the message effectively to their owners. Thus, effective communication is an important skill which should be imbibed in them.

**Negotiation Skills-** Since the domestic workers don't usually have the trade unions and official bodies, they need to have excellent negotiation skills in order to negotiate the terms of working conditions and payment.

### **SKILL DEVELOPMENT PROGRAMMES**

There are various skill development programmes run by the different organisations to improve the skill sets of the domestic workers. The model or the training programme which has impressed us a lot is XAHAYIKA by the Maitri organisaion.

### **XAHAYIKA –AN ANSWER TO THE MANY PROBLEMS**

Xahayika- a flagship debut programme of Maitri aims at skill building of young women and girls scattered across the NE Region, and at the same time, guarantees placement of the same in various households and commercial ventures so that they are able to earn themselves a dignified and secured future. Xahayika focuses on providing residential training for duration of 15 days to young women and girls in the age group of 18-45 years and subsequently placing them in various domestic and commercial ventures with a promise to enable them to earn a minimum of Rs. 3,500.

### **THE OBJECTIVES OF THE XAHAYIKA PROGRAMME ARE:**

- ◆ To enhance the skill level of domestic workers and care givers through training on technical and life skills.

## **Skill Development In India Law And Economics**

---

- ◆ To increase the sense of security and safety in their minds so that they choose it as a livelihood option.
- ◆ To give them benefits of organized sector labour like regular salary, paid leave, bank account, pension benefits, health benefits etc.
- ◆ To reduce the stigma attached with being a domestic worker and home based care giver by attaching attributes like salary, paid leave, uniform, I card, membership etc for image make over
- ◆ To increase awareness and sensitize middleclass people about dealing with domestic workers and care givers with respect and recognition by organizing them into collective

In a broader sense, under the programme of Xahayika, youths and women, across the vicinity of Guwahati, who are underprivileged, will be provided a 15 days residential training across various parameters, so that they, in due course of time, are absorbed in various domestic and commercial ventures like Hotels, Hospitals, Hostels, Educational Institutions, and Offices etc.

### **TRAINING IS PROVIDED ALONG THE FOLLOWING PARAMETERS WHICH INCLUDES-**

- ❖ Home management.
- ❖ Cooking.
- ❖ Old people care.
- ❖ Child care
- ❖ Health and hygiene
- ❖ Equipment handling
- ❖ Manners and etiquettes
- ❖ Work ethics
- ❖ Punctuality
- ❖ Self esteem
- ❖ Confidence building etc

### **REFERENCES**

- 1.FICCI-Ernst & Young: Knowledge Paper on ‘Strategic and Implementation Framework for Skill Development in India. - September 2011
- 2.<http://www.mymaitri.org/XAHAYIKA.html>
- 3.2009- National Policy on Skill Development, Government of India
- 4.Kotak Institutional Equities Research. 2011. ‘The Great Unskilled’, Game Changer, 2(2), July
- 5.Sinha, Janmejaya Kumar, James Abraham, and Rohit Vohra. 2008. India’s Demographic Dilemma: Talent Challenges for the Services Sector — [BCG Report]. New Delhi: Confederation of Indian Industry and Boston Consulting Group