



Impact of Vocational Training for Women Empowerment

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Abstract

Vocational training involves acquiring specific skills and knowledge, turning individuals into skill-based workers capable of generating income through their expertise. This study, titled "Impact of Vocational Training for Women Empowerment," aimed to explore whether such training programs contribute to women's social and economic independence. Additionally, the research sought to understand the reasons behind women opting for skill-based work and whether these trainings lead to positive changes in their lives. The study delved into various aspects related to women, the challenges hindering their development and growth, as well as national and international policies concerning women and informal workers. It particularly focused on the current situation of skill-based female workers in Mahankal Rural Municipality, Lalitpur district. The study discovered that through vocational training women are enabled and can meet the individual prerequisites of themselves and other relatives since they approach the right to family decision-making, financial opportunity, and freedom. This demonstrates how the achievement of Sustainable Development Goal 5, which primarily focuses on achieving gender equality and women's empowerment, has been helped along by the development of vocational skills.

Keywords: *Economic Independent, Sustainable Development, Vocational Training, Women Empowerment*

Introduction

Women have played a crucial role in the development of countries worldwide. Their contributions to economic growth, both through their household responsibilities and their involvement in work and business, are significant. However, not all societies recognize and acknowledge their efforts and responsibilities, as traditional beliefs and social taboos often promote male dominance. Examining the diverse roles and duties of women has become more and more interesting to female scholars since the 1960s, when gender studies first emerged. They drew attention to how frequently women were disregarded and left out of mainstream growth. Women researchers investigated the contributions of women in several development domains and posed the question, "What about women?" They also highlighted the underappreciated contributions made by women in a variety of fields, including science, literature, history, and the arts. The academic study of women's history got its start in American

institutions in the 1970s, and thanks to numerous national and international organizations, it quickly expanded throughout the world. These days, gender concerns are a hot topic everywhere. (Adelman and Morris, 1973).

Nepal boasts a comparatively high percentage of women working, and the country has made great strides toward achieving gender equality. There are still certain things that could be done better, though. According to the World Bank, Nepal is among the world's poorest nations, and the 2014 Human Development Index placed it 145th out of 187 nations. Similar to several other societies, Nepal is still a patriarchal society in which women have restricted access to and authority over productive resources including finance, land, technology, and education. With an emphasis on anti-poverty interventions, social mobilization, institutional construction, and rural business promotion, the Ministry of Women, Children, and Social Welfare has put in place a robust women development program meant to empower women in rural Nepal.

The United Nations General Assembly established the Commission on the Status of Women in 1962 with the goal of advancing women's advancement in developing nations because of the growing emphasis on women in development over the decade. The Food and Agriculture Organization (FAO) of the United Nations estimates that women make up about 43% of the agricultural work force in developing nations, with proportions as high as 80% or more in some sub-Saharan African nations. For food security and household well-being in rural areas, women are therefore essential agents. Sadly, their important efforts are sometimes disregarded or undervalued. Decision-making at all levels—from local communities to international governance—continues to be marked by gender discrepancies. For the creation of development routes that are environmentally, socially, and economically sustainable, it is imperative to acknowledge the knowledge, agency, and collective action of women.

Women's strengthening includes endeavors to elevate their lives through mindfulness, instruction, education, and preparing. It expects to grow women's parts in the economy and dynamic cycles, moving them past the restricted liabilities generally connected with being housewives. Professional preparation assumes an essential part in enabling ladies by outfitting them with market-pertinent specialized abilities and drawing in them in pay creating exercises. It urges women to get out of their customary jobs, master inventive abilities, and add to their families, society, and the country all in all. In Nepal, a few government departments, non-governmental organizations (NGOs), multilateral and bilateral organizations, and actors from the private sector are actively involved in connecting women with job opportunities and vocational training.

Most women in Nepal work as unpaid labor in their families, with more than 76% involved in agriculture. Unfortunately, their contributions to the family's economic well-being often go unrecognized. Only 19% of women in Nepal have ownership of fixed assets, while 25% of women are the heads of households.

The application of the empowerment theory can provide insights into the challenges and opportunities women face in their quest for equal rights and opportunities. By understanding the factors

that contribute to women's empowerment, we can work towards creating a more inclusive and equitable society that values and supports women's contributions in all spheres of life.

Technical and Vocational Education and Training (TVET): A Glimpse

The history of technical education and vocational training in Nepal dates to the introduction of vocational education in the school curriculum in 2004 B.S. The aim was to make education more practical and productive for students. In order to create future job opportunities, vocational training programs in areas such as agriculture, construction, tailoring, and handicraft were incorporated into community schools from 2004 B.S. to 2014 B.S.

In 2037 B.S., the Nepalese government implemented the Trade School Policy to produce semi-skilled and skilled manpower. This policy aimed to meet the growing demand for technical skills in various industries. Furthermore, in 2045 B.S., the Council for Technical Education and Vocational Training (CTEVT) was established with the objective of developing and expanding vocational training throughout the country.

Under the auspices of CTEVT, several projects have been implemented in partnership with different agencies to incorporate women and youth into vocational training. Some notable projects include the National Vocational Qualification System (NVQS), Enhanced Skills for Sustainable and Rewardable Employment (ENSSURE), Sakchyamta Project, and Skills for Employment Project. These initiatives have worked in collaboration with affiliated schools and training institutions to provide vocational training opportunities and empower women and youth.

Through the concerted efforts of CTEVT and its partner organizations, vocational training has gained prominence in Nepal, contributing to the development of a skilled workforce and creating opportunities for individuals, including women and youth, to acquire the necessary skills for sustainable and rewarding employment. (Source: CTEVT Journal 2022)

Amartya Sen's book "Development as Freedom" emphasizes the importance of freedom in achieving development. Sen identifies five essential freedoms: political freedoms, economic facilities, social opportunities, transparency guarantees, and protective security. Poverty, according to Sen, exists because people are deprived of these liberties. Developing countries should focus on enhancing these freedoms and enabling their citizens to lead freer lives. Empowerment plays a significant role in both Sen's perspective and the Millennium Development Goals (MDGs), as it provides opportunities for individuals to escape extreme poverty. Women in developing countries, who have historically been denied these freedoms and opportunities, particularly benefit from such empowerment.

One approach to advancing gender equality and empowering women is the implementation of gender quotas. Norway pioneered gender quotas for boards of directors in 2005, with Italy, France, Germany, and other countries following suit. European Directives on gender quotas have been proposed, and many countries are engaging in the ongoing debate. However, the use of gender quotas remains controversial (OECD 2012).

Critics argue that quotas violate meritocracy, potentially leading to negative consequences. By equalizing outcomes instead of opportunities, quotas may result in the promotion of less-qualified individuals who may underperform. (Holzer and Neumark, 2006). Some studies suggest that the introduction of board gender quotas, if highly qualified women are not readily available, may have negative effects on company performance and lead to negative stock market reactions. (Ahern and Dittmar, 2012).

Women Empowerment

Globally, women face numerous challenges, including limited economic opportunities, restricted access to education, higher health and safety risks, and lower political representation. Ensuring women's rights and providing them with equal opportunities to fulfill their potential is crucial not only for achieving gender equality but also for meeting broader international development objectives. When women and girls are empowered, they contribute to the health, productivity, and well-being of their families, communities, and nations, generating positive impacts for all. Women's empowerment plays a vital role in achieving gender equality by enhancing their self-worth, decision-making power, access to resources and opportunities, control over their own lives, and ability to drive change. It is an essential aspect of creating a more inclusive and equitable society. (UN Bulletin)

Despite constituting more than half of the global population, women only possess 1% of the world's wealth. Women and girls across the globe often shoulder the burden of unpaid domestic work, dedicating long hours to these responsibilities. In many places, women still face obstacles in accessing rights to land ownership, inheritance, credit, equal employment opportunities, and freedom from job discrimination. Women remain significantly underrepresented as decision-makers, both in the private and public spheres. In legislative bodies worldwide, women are outnumbered by a ratio of 4 to 1. However, women's political participation is essential for achieving gender equality and fostering genuine democracy. According to the World Economic Forum's gender gap index, the United States ranks 19th globally. These statistics highlight the urgent need to address gender disparities and empower women in all aspects of society (*UNDP 2015 Bulletin*).

The United States faces significant gender equity challenges, particularly in terms of political empowerment. With women accounting for less than one fifth of elected members of Congress, there is a pressing need to increase women's representation in political leadership roles. While the U.S. fares better in terms of economic empowerment, women's earning power continues to lag that of men, with women earning approximately 20% less. These statistics, sourced from the U.S. Bureau of Labor Statistics, underscore the ongoing disparities and the importance of addressing gender equity issues in the United States. (*U.S. Bureau of Labor Statistics*).

Women in the United States have achieved a high level of educational attainment, exhibiting strong literacy rates and enrollment in primary, secondary, and university education. In fact, currently, there are more women attending college than men in the U.S. However, globally, no country has achieved complete gender equality. Scandinavian countries, such as Iceland, Norway, Finland, and Sweden, are leading the world in narrowing the gender gap. These countries demonstrate relatively equitable

distribution of income, resources, and opportunities between men and women. On the other hand, the greatest gender disparities are observed predominantly in the Middle East, Africa, and South Asia. It is worth noting that several countries within these regions, including Lesotho, South Africa, and Sri Lanka, surpass the United States in terms of gender equality. This highlights the complex and diverse landscape of gender equality worldwide. (*WEF 2010 Global Gender Gap Report*).

In developing countries, women often face social and policy biases that result in them being considered poor, even when living under the same conditions as men. Although the constitutions of most developing countries recognize equal status for all citizens without gender discrimination, women's participation in politics in South Asian countries remains low. Decision-making and policy-level positions are primarily occupied by males, many of whom hold patriarchal beliefs and attitudes (Jones, 2008). This situation highlights the persistent gender disparities and challenges faced by women in accessing leadership and decision-making roles in South Asian societies.

Status of Women in Nepal

It is important to acknowledge that women in Nepal cannot be generalized as having a uniform status, as different groups of women experience varying degrees of rights and forms of oppression. For example, Hindu women and women belonging to indigenous ethnic groups have distinct rights and face different modes of oppression. Indigenous women often have more agency and control over their lives within their communities but may face limitations in participating in the public sphere due to cultural norms. On the other hand, Hindu women may have limited autonomy in their private lives but may hold some positions in the public sphere. Their oppression can be attributed to factors such as hierarchical structures, the caste system, traditional norms around food, and the emphasis on chastity. While women from different castes, religions, and cultures in Nepal have diverse statuses, it is evident that they all experience various forms of oppression in terms of their economic, socio-cultural, political, and legal standing. These aspects are interconnected and cannot be examined in isolation, as each aspect influences the others. (Imartnepal, 2017)

In Nepal, the socio-cultural phenomenon of son preference places women in a disadvantaged position. The belief that women can attain salvation only through bearing sons leads to early marriages and a desire for couples to have as many sons as possible. As a result, there are high rates of child marriage and adolescent pregnancies among women. The responsibilities of early pregnancy and childcare place a heavy burden on young females, significantly limiting their access to education and confining their roles to that of wives and mothers within the household. This practice also hampers women's participation in decision-making processes and politics. The impact of son preference perpetuates gender inequalities and restricts women's agency and opportunities for personal growth and development (Pande R., 2011).

Women in Nepal are often considered second-class citizens and are subjected to male dominance within society. The societal structure confines women to the confines of their homes, where their primary role is to fulfill household duties. Efforts have been made to empower women through the formation of various groups such as Mother Groups, Adolescent Girls Groups, Child Clubs, and Village

Development Committees, aiming to improve their lives and raise awareness about their rights and responsibilities. However, despite these initiatives, women continue to face discrimination both in the workplace and at home. In recent times, there has been a focus on providing skill-based training to women to uplift their lives. Women are engaging in traditional occupations such as carpet making, tailoring, and cooking, as well as non-traditional occupations like electrical work, welding, mechanical work, motorcycle repair, and automobile maintenance, to improve their livelihoods (Pande R, 2011).

Challenges of Women Empowerment for Labor Market in Nepal

For many centuries, Nepal remained isolated from the rest of the world. However, in the 1990s, the democracy movement and a growing social dialogue on inclusion and equal opportunities began challenging traditional customs and gender-biased cultural perceptions. Despite significant milestones such as peace accords, commitments from the government to improve the livelihoods of women and indigenous groups, and the election of a constituent assembly with one-third women representation, progress on the ground has been slow. Economic empowerment for women has not kept pace with changing social dynamics. Gender continues to be a significant factor in poverty, with women lagging men in various aspects of life, including economic, social, political, and legal spheres. Rural women work longer hours than men but receive lower wages, have limited control over assets and decisions affecting their lives. The educational attainment of Nepalese women, particularly among youth, is low, with over 50% of girls leaving school at grade 5 or below. While the literacy rate of women has improved, a gender gap persists, with less than 50% of women being literate compared to over 70% of men (NLSS 2011). Early marriage and early childbirth are prevalent, with around 80% of Nepali women being married by the age of 20 and almost 90% having their first child by the age of 25. A significant number of female youths are engaged in agriculture. The percentage of woman-headed households has doubled in just 15 years due to internal and overseas migration of men from rural areas, reaching nearly 27 % (NLSS, 2011). While women make up about 43% of all entrepreneurs, they are predominantly found in low-growth areas and face socio-cultural, legal, regulatory, and administrative barriers, resulting in lower financial returns compared to their male counterparts (Sirocco Messerli TVET Development Journal, 2012).

The status of women, particularly rural women, in Nepal lags significantly behind that of men. Gender bias, specifically favoring sons over daughters, continues to persist, resulting in discrimination against girls from the moment of their birth and limiting their access to equal opportunities and resources. Women in Nepal face challenges in accessing education, healthcare, and various social, political, and economic opportunities. Although the government, NGOs, and private sector entities have been working towards women's empowerment, the improvement in the socioeconomic status of women at the grassroots level remains minimal or negligible. (Shrestha, M. 2016)

Women in Nepal have long been subjected to discrimination within a patriarchal society, leading to a loss of dignity, self-esteem, and confidence. In this context, men are not only the sole inheritors of family names and property but also hold the responsibility of performing important rituals after the death of their parents. Conversely, women in Nepal are burdened with multiple roles, including

reproductive tasks, productive work, and community management, but their contributions in these areas are often undervalued.

Religious and cultural norms, along with deeply ingrained patriarchal beliefs, play a significant role in oppressing women. They are treated as second-class citizens, denied access to ancestral property, and discouraged from participating in development programs. As a result, women face social and economic disadvantages and have limited representation in decision-making positions. Gender-based violence, such as early marriage, dowry practices, and trafficking, further exacerbates their plight.

To address these challenges, it is crucial to challenge patriarchal structures and transform societal attitudes. Promoting gender equality, empowering women, and tackling systemic issues that perpetuate discrimination are essential steps toward creating a more equitable society in Nepal. By challenging and changing prevailing norms, Nepal can work towards a society that recognizes and values the rights, capabilities, and contributions of all its citizens, regardless of gender. (Rana, S. 2015)

Furthermore, the Constitution of Nepal 2072 B.S. explicitly prohibits any form of discrimination against women solely based on their gender. Article 38 of the constitution ensures that every woman has the right to reproductive health and addresses various reproductive matters. It also states that no woman shall be subjected to any form of physical, mental, or other types of violence, and such acts are punishable by law. However, despite these constitutional provisions aimed at protecting women's rights, they often go unnoticed and unenforced. Women continue to suffer in silence, facing invisibility and widespread denial and violation of their rights. (Rai, J. 2015)

Methodology

This research study is based on quantitative approach using descriptive method to describe the actual scenario rather than attempting to explain it. The study attempts to discover many things by analyzing facts, figures and information which are already available and make critical evaluation. Similarly, exploratory research design also used as the information derived from the study is more focused on analyzing rural women activities. Purposive sampling used to explicitly choose 65 women respondents who had gone through vocational training and effectively working in a similar occupation from Mahankal rural municipality of Lalitpur district. Interview, Focus Group Discussion (FGD) and Questionnaire used to gather information which assists with concentrating on the impact of vocational training in the lives of women. In this study, narrative analysis was used for qualitative data, whereas simple statistical tools were used for quantitative data.

Results and Discussion

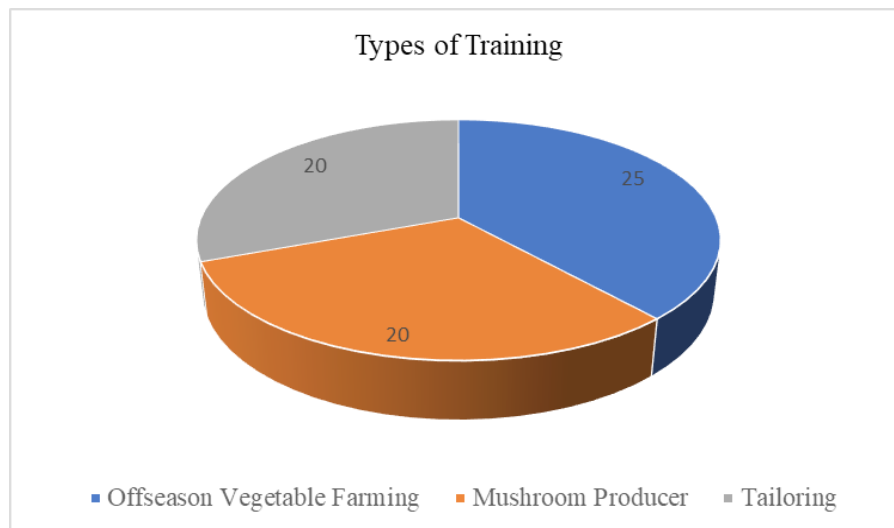
The local population's level of education appeared to influence women's empowerment in the local cultural context. The proficiency rate has been consistently expanding in ongoing many years, prompting a change in the principal view of individuals. A critical piece of the neighborhood populace showed a readiness to work on friendly lead and adjust to evolving ways of life, effectively taking part in different projects to upgrade exercises inside the review region. These improvements show positive changes and a developing mindfulness locally.

Importance of Vocational Training for Women Empowerment

Types of Training Received

Figure 1

Training received



Source: *Field Survey, 2023*

The research focused on the significance of vocational training and its effects on the lives of rural women. The figure above addresses the different sorts of training got by the respondents. The figure shows that 25 rural women went through training in Offseason Vegetable Farming, 20 went through training as Mushroom Producers, and the remaining 20 went through training in Tailoring.

Occupation of Women Before and After Training

Table 1

Occupation of Women

Before training	Respondents	(%)	After training	Respondents	(%)
Household Work Only	35	53.85%	Household Work Only	0	0
Working for Earning	15	23.07%	Self-employed	40	61.54%
Student	15	23.07%	Wage Employed	25	38.46%
Total	65	100%	Total	65	100%

Source: *Field Survey, 2023*

Above table explain that before participating in the vocational training program, 53.85% of women were primarily involved in household work. Additionally, 23.07% of women combined occasional earning along with their household responsibilities, and similarly the same percentage (23.07%) were pursuing their studies. However, after training, all 65 participants transitioned into income-generating activities. Where, 61.54% became self-employed, while 38.46% found employment as wage workers. This data strongly suggests that vocational training plays a crucial role in connecting unemployed women with viable and gainful employment opportunities. It positively impacts their economic empowerment and transitions them from being predominantly engaged in household tasks to actively participating in income-generating endeavors.

Changes in Women’s Income through vocational training program

The study emphasized both vocational training and subsequent gainful employment for rural women. It analyzed the average monthly income from their Income Generation Activities to assess the training program's effectiveness in improving their financial well-being.

Table 2

Changes of Women’s Income through vocational training program

Income Earning Before Training (Rs./ Month)	Respondents		Income Earning After Training (Rs./ Month)	Respondents	
	Number	%		Number	%
Not Earning	50	76.92	Not Earning	-	-
Less than 10000	11	16.92	Less than 10000	15	23.07
10000-20000	3	4.61	10000-20000	15	23.07
20000-30000	1	1.53	20000-30000	20	30.76
More than 30000	-	-	More than 30000	15	23.07
Total	65	100.00		65	100.00

Source: *Field survey, 2023*

The table above reveals the significant impact of vocational training on the lives of rural women. Before enrolling in the program, a considerable 76.92% of participants were not earning any income and were primarily involved in household chores. After completing the vocational training, all participants transitioned into income-generating activities. The data shows positive transformation in their earning potential and elevate the living standards by empowering rural women with income-generating opportunities.

Impact of Vocational Training on Women Empowerment

In this study, women's empowerment is assessed through changes in their role in household chores, increased participation in household decisions, and improved status and involvement in the community. These factors are measured to understand the impact of vocational training and income-generating activities on women's empowerment.

Women involvement in Household Chores

Table 3

Women's Involvement in the Household Chores

Activities	Before Involvement in IGA				After Involvement in IGA			
	Low		High		Low		High	
	N	%	N	%	N	%	N	%
Cooking/Cleaning	3	10	27	90	12	40	18	60
Taking care of Children	5	16	25	84	11	36	19	64
Helping children in education	20	66	10	33	14	45	16	55
Shopping	23	72	11	28	13	41	17	59
Attending Guest	25	84	5	16	19	55	14	45
House Maintenance/Repair	24	81	6	19	14	46	16	54

Source: *Field Survey, 2023*

The table clearly indicates the shift in women's roles after participating in skill-based training. The percentage of women highly involved in cooking/cleaning decreased from 90% to 60%, and in taking care of children, it decreased from 84% to 64% after their involvement in Income Generation Activities (IGA). Conversely, the percentage of women highly involved in shopping, attending guests, house maintenance, and helping children in education increased to 59%, 45%, 54%, and 55%, respectively. Women's increased involvement in activities traditionally assigned to male heads demonstrates a shift in social norms and gender dynamics, brought about by their participation in income-generating activities.

Changes on Household Decision-Making

To assess the impact of vocational training on women's participation in household decision-making, the researchers collected opinions from respondents before and after their involvement in project-supported economic activities. The study considered various decision-making aspects within the household, such as buying personal items, arranging recreational activities, managing visits to people or institutions, child health and education, child's marriage, family planning, and purchasing household assets. The findings indicated that, on average, only 61% of women recognized their participation in household decision-making before participating in income generation programs. However, after their involvement in such programs, this percentage increased significantly to 78%.

The study suggested that vocational training elevated the status and respect of women within their families, particularly as they started contributing to the family's financial well-being. Despite this progress, the ultimate decision-making authority within the household still remained with the male head of the family, with only a small percentage of women having a decisive role. The majority of women shared decision-making responsibilities jointly with the male family head, while their increased economic activities expanded their involvement in household decision-making.

In summary, the research revealed that vocational training positively influenced women's participation in household decision-making and enhanced their standing within their families.

Nevertheless, there remained a gender disparity in decision-making authority, with male heads of households retaining the final say in most cases. It can be made clearer from the following table:

Table 4
Decision Making role before and after Training

S.N.	Area of decision	Level of decision making role											
		Before skilled based training						After skilled based training					
		Independently		Jointly with male Family head		Not at all		Independently		Jointly with male Family head		Not at all	
		N	%	N	%	N	%	N	%	N	%	N	%
1	Buying personal items	2	6	17	56	11	38	9	32	16	53	5	15
2	Arranging recreational facilities	3	11	18	56	9	32	4	15	21	68	5	17
3	Visiting people/ institutions	2	6	12	41	16	55	3	10	16	54	11	36
4	Child Health & education	3	12	17	55	10	33	6	26	24	7	0	0
5	Child's Marriage	3	7	20	71		22	3	7	27	93	0	0
6	Family Planning	5	18	21	69	4	13	7	24	23	56	0	0
7	Buying HH Assets	0	0	17	56	13	44	4	13	22	73	4	14
	Average	2	8	16	53	12	39	5	15	18	63	7	22

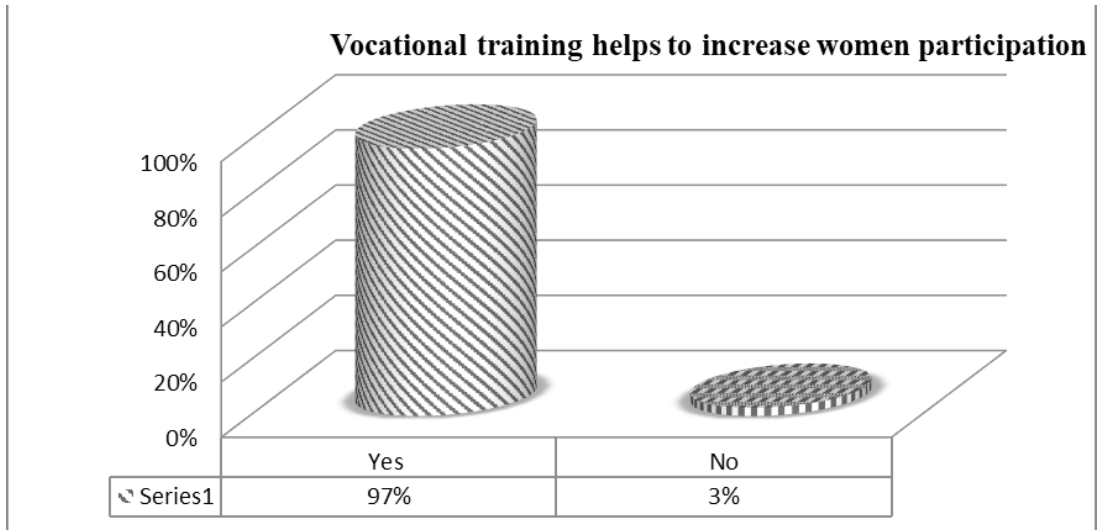
Source: *Field Survey, 2023*

Women’s Participation in Community After Vocational Training

Contributing monetary assets to the family or local area presents more prominent authenticity and worth to women’s perspectives and gave them a greater number of privileges than they would somehow have. According to the findings of this study, women frequently have the perception that they have received more respect from their families and communities—particularly from male participants—than they did prior to joining an income-generating program. Where ladies had the opportunity to move about freely, their business achievement is much of the time exceptionally apparent locally. They became respected and valued members of society thanks to their success. Monetary independence carries with it nobility. Their recently acquired information and ability to take and impact choices had furnished them with fearlessness.

Figure 2

Vocational training helps to increase women participation



Source: *Field Survey, 2023*

Above figure indicates a highly positive response from the respondents regarding the significance of vocational training in empowering women to become socially and economically capable and independent. A remarkable 97 percent of the respondents believed that vocational training could indeed help women achieve these capabilities. On the other hand, only 3 percent of the respondents did not agree with this notion. This overwhelming support for vocational training as a means of empowering women highlights the widespread recognition of its positive impact on women's social and economic empowerment. The high percentage of positive responses reflects the acknowledgment of vocational training as a valuable tool in enhancing women's skills and opportunities, leading to greater independence and self-sufficiency.

Motivational Factors for Joining the Vocational Training

Table 5

Motivational factors

Motivational Factors	Participant (N)	Participant (%)
Family Motivation	10	15%
Neighbor or Friends Motivation	20	31%
NGOs or Social Mobilizer Motivation	30	46%
Self-Motivation	5	8%
Total	65	100%

Source: *Field Survey, 2023*

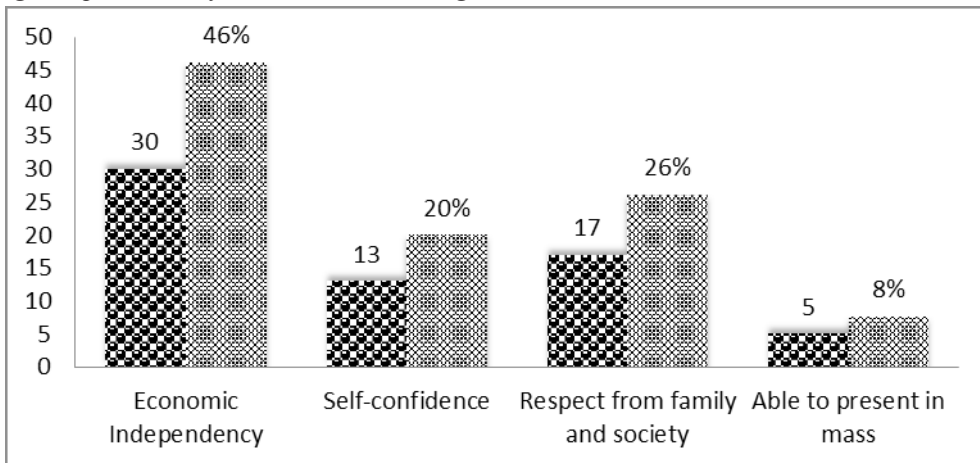
The data presented in the above table reveals that the majority of participants were motivated to join the training program through NGOs or Social Mobilizers, accounting for approximately 46 percent of women. About 31 percent of women were encouraged to enroll by their neighbors or friends, while 15 percent were motivated by their families, and 8 percent were self-driven to join.

The interviews further indicate that many family heads of participating women were farmers facing financial challenges due to increasing family expenses. Hence, they encouraged the female members to join income generation programs like this.

Changes Experienced After Receiving Vocational Training

Figure 3

Changes Experienced After Vocational Training



Source: *Field Survey, 2023*

Each woman who underwent skill-based training experienced different positive changes in their personal life. Among the respondents, 46 percent achieved economic independence, 20 percent gained respect from both their families and society, another 20 percent built self-confidence, and 8 percent increased their capacity to present themselves in public settings. These transformations indicate the significant impact of the training program on empowering and uplifting the lives of the participants.

Conclusion

In fact, technical & vocational education and training programs play a significant role in empowering women. By equipping them with practical skills and fostering confidence, such programs help to create a more inclusive and equitable society where women can thrive and contribute fully. The economic empowerment of women has opened doors for them to participate in community meetings and social works, where they can make valuable contributions. Their newfound self-confidence, solidarity, and leadership skills have played a crucial role in elevating their roles and status within the community. Women's economic success has not only transformed their family dynamics but also earned them

respect and recognition in the community, empowering them to contribute actively to various social and community activities.

Vocational training has proved to be a program that has helped women to represent themselves. It has empowered many women and has increased the participation of women in various sectors. Women should be respected and encouraged to work and earn a living independently. The government should design and implement vocational training packages encouraging women to participate and become financially and socially capable in order to empower women and increase their participation in mainstream development. Still now, mostly in rural parts of Nepal women are not being able to come outside of their houses and engage in income generating programs. Through awareness and enrollment of women in vocational training it will help them to pursue their career and live dignified living. Participating women experienced expanded distinction and strengthening through their fruitful sewing organizations. They acquired monetary freedom, fearlessness, and became good examples in their networks. Their dynamic support in navigation and social acknowledgment further raised their status and impact. By and large, their flourishing organizations achieved a huge positive change in their lives.

Though involvement of women in vocational training has been increased it is still not enough as people still think it is the male dominated occupation and only men are supposed to work in technical field. It is not easy for women to achieve empowerment and they have to tackle through different obstacles to raise their voice. Women have always been considered as underprivileged group of the society and always suppressed. Their wants and desire have never been taken under respect. The obstructions, women are facing from the decades should be removed by constantly supporting and encouraging. Development workers and stakeholders should aware and provide counseling to the family members about the role of women in the society as well as should help the family members about encouraging and supporting women's decisions regarding skill-based work as it helps to empower them as well as can contribute to the family's economy. Also, the family should be accountable for providing equal opportunities, freedom, and education to daughters/ girls. Lack of support and co-operation from the family is among the main reasons that hold women backward.

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