

# Skill Enhancement of Labour in Unorganized Sector through Adult Education in National Capital Region (NCR)

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## ABSTRACT

The present study was exploratory in nature and were find out the 'Skill Enhancement of Labour in Unorganized Sector through Adult Education in National Capital Region (NCR)'. This exploratory study was needed exploratory design to fulfil the needs as per the objectives of the study. The sample size of the investigation was contained 300 in positions of figures. The data for the present study were collected through information blank, questionnaire for skill enhancement labour and interview schedule for experts and heads of the various skill providing centers in National Capital Region (NCR). The result of the study exposed that Women in Gender Resource Centers have cent percent enrolment as compared to male respondents, whereas in Jan Shikshan Sansthan, it was 92% in case of females and 8% in case of males and in Non- Government Organizations the ratio was 68% of females and 32% in case of males. Bulk of women skill mentors who were agree with respect to Instrumental in women self-employment in JSS and the total number of respondents. It was also found that females who were Moderately Agree with respect to Instrumental in women self-employment in JSS and females who were Little Agree with respect to Instrumental in women self-employment in NGO's. Few skill enhancement labours visit to start their own business after completing the training programme. The study revealed that most of the respondents want to seek a job after completing the training programme. It can be concluded that new Skill Development Centers should be established in the areas where these were not found and the already established centers should be given registration to new trades/programmes as per the need, capacity and demand of the society.

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## 1. Introduction

Education is an important instrument of human development; it gives desirable and definite retrieve to the individual ways of conduct, temperament and character. National development, social reconstruction and overall progress and prosperity have even been quite convincingly recognized to be closely linked with the system of education of the land. Adult education is a practice in which adults engage in systematic and sustained learning activities in order to gain new forms of knowledge, skills, attitudes, or values. It can mean any form of learning adults engage in beyond traditional schooling, encompassing basic literacy to personal fulfilment as a lifelong learner. In particular, adult education reflects a specific philosophy about learning and teaching based on the assumption that adults can and want to learn, that they are able and willing to take responsibility for that learning, and that the learning itself should respond to their needs. Driven by what one needs or wants to learn, the available opportunities, and the manner in which one learns, adult learning is affected by demographics, globalization and technology. The learning happens in many ways and in many contexts just as all adults' lives differ. About the need of Social (Adult) education Swami Vivekananda remarked: "So long as the millions live in hunger and ignorance, I hold every man a traitor, who having been educated at their expense, pays not the heed to them. Our great natural sin is the neglect of the masses and that is the cause of our downfall. No amount of politics would be of any avail until the masses are well educated, well fed and well

cared for." National development and reconstruction is closely allied to Adult Education.

The scope of Adult education is very comprehensive. Social education covers all those topics that are not touched by education in general at school. Topics like religion, politics and family planning can now be discussed with adults who have a mature understanding. Moreover, it aims at giving a new orientation to the outlook of adults to suit the dynamic world.

## 2. Unorganized Sector

The unorganized sector, covers most of the rural labour and a substantial part of urban labour, includes activities carried out by small and family enterprises, partly or wholly with family labour. In this sector wage-paid labour is largely unorganized due to casual and seasonal nature of employment and scattered location of enterprises. This sector is marked by low incomes, unstable and irregular employment, and lack of protection either from legislation or trade unions. The unorganised sector uses mainly labour intensive and indigenous technology. Informal/unorganized sector has a predominant place in the Indian economy in terms of its contribution to the GDP and employment.

The predominant role of this sector can hardly be ignored.

## 3. National Policy on Skill Development

Skills and knowledge are the driving forces of economic growth and social development for any country. Countries with higher and better levels of skills adjust more effectively to the challenges and opportunities of world of work. The International

Commission on the Development of Education was appointed to recommend to the world body like UNESCO the suggestions for solving the problems of education along with suitable means, media, strategies and infrastructure based on the findings of the world research and reflections.

#### 4. Concept of Skill enhancement

Countries with higher and better levels of skills adjust more effectively to the challenges and opportunities of world of work. It is a unique investment for harnessing the country's demographic dividend. In India, there is a great demand supply mismatch and it needs more skilled workforce for the expanding economy. The contemporary focus on skill building or skill development in India is derived from the changing demographic profiles in India. India, as present, is recognized as one of the youngest nations in the world with over 50% of the population under 30 years. It is estimated that by about 2025, India will have the 25% of the total global workforce. The opportunity to reap the benefits of demographic dividend has to be utilized only with the skilled workforce. Evidently, apart from meeting its own demand, India has the potential to become the worldwide hub for outsourcing skilled manpower.

The investigator has analysed the skill enhancement of labour in unorganized sector through adult education in the NCR, but the overall findings of this research will provide useful insights to understand the changing situation of this sector with the help of adult education. The scope of Adult education is very comprehensive keeping in view the present challenges and demands of NCR Delhi due to massive urbanization. Social education covers all those topics that are not touched by education in general at school. Topics like religion, politics, and family planning can now be discussed with adults who have a mature understanding. Moreover, it aims at giving a new orientation to the outlook of adults to suit the dynamic world. Then, the growth grooves of each individual are different from those of others. Social education harmonizes differences in growth and it also provides an opportunity for growth to those who have not been able to grow properly or completely earlier.

#### 5. Statement of the Problem

In view of the above mentioned environment the presented situation needs a thorough attention from the people concerned. The investigator feels it imperative to investigate into the existing dual system of education in the state. So, the investigator has selected the topic entitled **“Skill enhancement of Labour in Unorganized Sector through Adult Education in National Capital Region (NCR)”**

#### 6. Aims and Objectives of the Study

The objectives of the present study are as follows:

1. To enquire about the skill opportunities through adult education in unorganized sector.
2. To enquire about the strength and weakness in skill enhancement of labour in unorganized sector in context of adult education.
3. To explore future opportunities in skill enhancement in unorganized sector. Research Questions

The following are the major research questions of the present study.

1. Government policies are not uniformly executed in promoting adult education towards skill enhancement of labour in unorganized sector.
2. Lack of awareness among adult learner makes the participation low.
3. Unorganized sector provide limited scope for skill enhancement to the labour force.

#### 7. Research Design

The study should be viewed as exploratory in nature. The methods adopted for the present study is a combination of exploration and description. The exploratory design was selected because of the fulfilment of research needs as per the objectives. Although in India there are a few researches conducted on development of education. Various new approaches have adopted to find out the research queries. Further the nature of research is descriptive as well because it contains some assumed findings.

#### 8. Data Base

Information was gathered by using a variety of methods to gain a better understanding of the situation, issues, perspectives, and priorities. Data collections methods were included documents/literature review, structured interviews and questionnaires. The data regarding different parameters of the study was collected from Gender resource center (G.R.C) Delhi, Jan Shikshan Sansthan (J.S.S) Delhi, and Non-Governmental Organizations Delhi and other training institutions (With special emphasis on SC, ST, OBC, Minority, Marginalized, or deprived sections). The investigator also collected the data from Indian Adult Education Association, Directorate of Adult Education and different surveys and studies about the skill enhancement of labour in unorganized sector in National Capital Region (NCR).

#### 9. Primary Data

Primary data was collected in almost all the Gender Resource Center /G.R.C, Delhi, Jan Shikshan Sansthan/ J.S.S Delhi and Non-Governmental Organizations Delhi and other training institutions etc. with the use of designed Information Blank, Questionnaire, and Structured Interview Schedule. The information blank was collected from different adult educational centers and zones of NCR. The questionnaire was conducted individually asking by heads of different training institutions of NCR, Delhi, besides that questionnaire was also administered to the labour/workers who are enrolled in these training centers. An interview was conducted on different experts who are engaged in providing skill enhancement among adults in NCR, Delhi.

#### 10. Secondary Data

Secondary data was collected from various books, journals, newspapers, magazines and other relevant sources. Websites which contain lot of material on educational development of India as well as Kashmir. Besides that secondary data was also collected from the International Labour Organization, National Literacy Mission Programme, National Adult Education Programme (NAEP), Total Literacy Campaign (TLC), Post Literacy Campaigns (PLC), UNESCO,

Gender Resource Centre, GRC, and JSN (Jana Shikshan Nilayams).

### 11. Sample for the Present Study

The study area of the research topic is Delhi NCR Basically it denotes the collection of information outside a laboratory or workplace setting. It is the place which involves a range of well defined, though variable methods, informal interviews, direct observation, participations in the life of the group, collective discussions, analysis of personal documents produced within the group, self-analysis results from activities undertaken off or online and life history. The sample size of the research were consists 300 in terms of numbers. The sample size is an important feature of any study in which the goal is to make inferences about a population from a sample.

### 12. Tools

The data for the present study was collected through information blank, questionnaire for skill enhancement labour and interview schedule for experts and heads of the various skill providing centers. Following tools and techniques were employed for the present investigation:

- ❖ **Information Blank:** Information blank was used to collect the data from Gender Resource Center (G.R.C) Delhi, Jan Shikshan Sansthan/ (J.S.S) Delhi and NonGovernmental Organizations of NCR Delhi.
- ❖ **Questionnaire:** A questionnaire was developed by the investigator to collect the data from skill enhancement labour, which were taken skill training programmes in difference adult education centers/institutions on NCR, Delhi.
- ❖ **Interview Schedule:** An interview schedule was structured by the investigator for interviewed experts who are engaged in providing skill enhancement programmes among adults in NCR, Delhi

### 13. Statistical Treatment

The present study particularly focuses upon socio-cultural, economic, and political forces and to understand their relative importance in shaping the educational milieu in the area under consideration. In order to assess the objectives of the present study the investigator made self-constructed information blanks, questionnaires and interview schedules. The data is being interpreted in tabular form, explained and displayed with the help of various graphical representation.

### 14. Findings of the Present Study

The present study came up with certain remarkable and valuable outcomes. A brief report of the findings is summarised in the following:

- ❖ Total sample of the study consisted of 100% females in Gender Resource Centers, whereas in Jan Shikshan Sansthan it was 92% in case of females and 8% in case of males and in Non- Government Organizations the ratio was 68% of females and 32% in case of males.
- ❖ Total number of respondents were 82 among them 100% were females females falls in the age group between 15-25 years in Gender resource centre

(GRC), the total number of respondents were 64 among them 5(7.8%) males and 59 (92.2%) females in age group 15-25 years in JSS and the total number of respondents were 61 among them 23 (37.7%) males and 38 (62.3%) females falls in the age group of 15-25 years in NGO`s

- ❖ Total number of respondents were 13 among them 100% were females falls in the age group between 26-35 years in Gender resource centre (GRC), the total number of respondents were 30 among them 3(10%) males and 27 (90%) females in age group 26-35 years in JSS and the total number of respondents were 36 among them 6 (16.7%) males and 30 (83.3%) females falls in the age group of 26-35 years in NGO`s
- ❖ Total number of respondents were 3 among them 3(100%) females and none of the male falls in the age group between 36-40 years in Gender resource centre (GRC) in NGO`s.
- ❖ Total number of respondents were 5 among them 100% were females falls in the age group between 40 and above years in Gender resource centre (GRC), the total number of respondents were 6 among them none in males and 6(100%) females in age group 40 and above years in JSS and none of the males and females falls in the age group of 40 and above years in NGO`s
- ❖ Total number of respondents were 75 among them all were female were Hindus in Gender resource centre (GRC), the total number of respondents were 88 among them 5(5.7%) males and 83 (94.6%) females were Hindus in JSS and the total number of respondents were 72 among them 22 (36.6%) males and 50(69.4%) females were Hindus in the NGO`s
- ❖ Total number of respondents were 18 among them all (100%) were Muslim females in Gender resource centre (GRC), the total number of respondents were 12 among them 3(25%) males and 9 (75%) females were Muslims in JSS and the total number of respondents were 25 among them 10 (40%) males and 15(60%) females were Muslims in the NGO`s
- ❖ Total number of respondents were 7 among them none of the males and 7 (100%) females were belong to other religions in Gender resource centre (GRC), none of the males and females were belong to other religions in JSS and none of the males and the total number of respondents were 3 among them 3(100%) females were belong to other religions in the NGO`s
- ❖ Total number of respondents were 52 among them all were married females in Gender resource centre (GRC), the total number of respondents were 52 among them 3(5.8%) males and 49 (94.2%) females were Married in JSS and the total number of respondents were 58 among them 12(20.7%) males and 46(79.3%) females were Married in the NGO`s
- ❖ Total number of respondents were 48 among them all females were unmarried in Gender resource centre (GRC), the total number of respondents were 48 among them 4(10.4%) males and 43(89.6%) females were Unmarried in JSS and the total number of

- respondents were 42 among them 20(47.6%) males and 22(52.4%) females were Unmarried in the NGO`s
- ❖ Total number of respondents were 54 among them all females were having their monthly income upto rupees 1000 in Gender resource centre (GRC), the total number of respondents were 60 among them 6(10%) males and 54(90%) females were having their monthly income upto rupees 1000 in JSS and the total number of respondents were 34 among them 0.00(0.00%) males and 34(100%) females were having their monthly income upto rupees 1000 in the NGO`s
  - ❖ Total number of respondents were 46 among them all were females having their monthly income upto rupees 1000-5000 in Gender resource centre (GRC), the total number of respondents were 40 among them 2(5%) males and 38(95%) females were having their monthly income upto rupees 1000-5000 in JSS and the total number of respondents were 45 among them 23(65.7%) males and 12(34.3%) females were having their monthly income upto rupees 1000-5000 in the NGO`s
  - ❖ The total number of respondents were 25 among them all were females having their monthly income upto rupees 5000-10000 in the NGO`s
  - ❖ Total number of respondents were 6 among them 100% were females having their monthly income upto rupees 10000 and above in the NGO`s only.
  - ❖ Total number of respondents were 22 among them 100% were illiterate females in Gender resource centre (GRC), the total number of respondents were 19 among them none of the males and 19(100%) females were illiterate in JSS and the total number of respondents were 15 among them 3(20%) males and 12(80%) females were illiterate in the NGO`s
  - ❖ Total number of respondents were 78 among them all were literate females in Gender resource centre (GRC), the total number of respondents were 81 among them 8(9.9%) males and 73(90.1%) females were literate in JSS and the total number of respondents were 85 among them 29(34.1%) males and 56(65.9%) females were literate in the NGO`s.
  - ❖ Sample of the study consists of 100% females in Gender Resource Centers, whereas in Jan Shikshan Sansthan it is 92% in case of females and 8% in case of males and in Non- Government Organizations the ratio is 68% in females and 32% in case of males. All the three sections of the said table depicts that they choose only 6 months training programme.
  - ❖ Study consists of 100% females Possess any formal certificate/ diploma on adult/ non-formal education in Gender Resource Centers, whereas in Jan Shikshan Sansthan it is 92.6% in case of females and 7.4% males and in Non- Government Organizations the ratio is 29.2% in males and 70.8% in case of females, Possess any formal certificate/ diploma on adult/ non-formal education.
  - ❖ The total number of respondents were 90 among 90(100%) females Interested in Adult Education if the opportunity being provided in
  - ❖ Gender Resource Centers, whereas in Jan Shikshan Sansthan it is 78% in case of males and 92% females and in Non- Government Organizations the ratio is 34% in males and 66% in case of females, Interested in Adult Education if the opportunity being provided.
  - ❖ None of the respondents were found who Understand skill and technology both almost same in (GRC), none of the males and 16(100%) females were found who Understand skill and technology both almost same in JSS and none of the males and 12(100%) females were those who Understand skill and technology both almost same in the NGO`s
  - ❖ Total number of respondents were 100 among all are female respondents were found who Understand skill and technology both Don't know in (GRC), the total number of respondents were 72 among them 8(11.1%) males and 64(88.9%) females were found who Understand skill and technology both Don't know in JSS and the total number of respondents were 86 among them 32 (37.2%) males and 54(62.8%) females were found who Understand skill and technology both Somewhat same in the NGO`s
  - ❖ Total number of respondents were 100 among them (100%) females motivated to join training programme (multiple choice) for Desire to achieve Something in Gender resource centre (GRC), the total number of respondents were 100 among them 8(8.00%) males and 92(92%) females motivated to join training programme (multiple choice) for Desire to achieve Something in JSS and the total number of respondents were 100 among them 32(32.00%) males and 11(100%) females attained 1-2 hours daily practical training in the NGO`s
  - ❖ Total number of respondents were 68 among them 100% females motivated to join training programme (multiple choice) for Desire to get gainfully occupied in Gender resource centre (GRC), the total number of respondents were 97 among them 5(5.2%) males and 92(94.8%) females motivated to join training programme (multiple choice) for Desire to get gainfully occupied in JSS and the total number of respondents were 100 among them 32(32%) males and 68(100%) females motivated to join training programme (multiple choice) for Desire to get gainfully occupied in the NGO`s
  - ❖ Total number of respondents were 85 among them 100% females motivated to join training programme (multiple choice) for To get social prestige in Gender resource centre (GRC), the total number of respondents were 84 among them 2(2.4%) males and 82(97.6%) females motivated to join training programme (multiple choice) for To get social prestige in JSS and the total number of respondents were 70 among them 21(30%) males and 49(70%) females motivated to join training programme (multiple choice) for To get social prestige in the NGO`s.
  - ❖ Total number of respondents were 100 among them 100% females faced Lack of self-confidence during training programme in Gender resource centre (GRC), the total number of respondents were 84 among them

- 20(23.8%) males and 64(76.2%) females faced Lack of self-confidence during training programme in JSS and the total number of respondents were 97 among them 29(29.9%) males and 68(70.1%) females faced Lack of self-confidence during training programme in the NGO's.
- ❖ Total number of respondents were 89 among them 100% females faced Lack of raw materials during training programme in Gender resource centre (GRC), the total number of respondents were 100 among them 24(24%) males and 76(76%) females faced Lack of raw materials during training programme in JSS and the total number of respondents were 100 among them 8(8%) males and 92(92%) females faced Lack of raw materials during training programme in the NGO's
  - ❖ Total number of respondents were 100 among them all are females faced Poor coordination with other institutions during training programme in Gender resource centre (GRC), the total number of respondents were 85 among them 21(24.7%) males and 64(75.3%) females faced Poor coordination with other institutions during training programme in JSS and the total number of respondents were 40 among them 17(42.5%) males and 23(57.50%) females faced Poor coordination with other institutions during training programme in the NGO's.
  - ❖ Total number of respondents were 84 among them all females faced Transport problem during training programme in Gender resource centre (GRC), the total number of respondents were 74 among them 23(31.08%) males and 51(68.92%) females faced Transport problem during training programme in JSS and the total number of respondents were 66 among them 17(25.75%) males and 49(74.25%) females faced Transport problem during training programme in the NGO's
  - ❖ Total number of respondents were 97 among them all were females faced Marketing problem during training programme in Gender resource centre (GRC), the total number of respondents were 97 among them 32(33%) males and 65(67%) females faced Marketing problem during training programme in JSS and the total number of respondents were 68 among them 24(35.29%) males and 44(64.71%) females faced Marketing problem during training programme in the NGO's
  - ❖ Total number of respondents were 85 among them 100% were females faced
- Stiff competition in market during training programme in Gender resource centre (GRC), the total number of respondents were 93 among them 19(20.40%) males and 74(89.6%) females faced Stiff competition in market during training programme in JSS and the total number of respondents were 64 among them 15(23.43%) males and 49(76.57%) females faced Stiff competition in market during training programme in the NGO's
- ❖ Total number of respondents were 9 among them none of the males and 9(100%) females faced Limited mobility during training programme in Gender resource centre (GRC), the total number of respondents were 14 among them 2(14.3%) males and 12(85.7%) females faced Limited mobility during training programme
- in JSS and the total number of respondents were 8 among them 1(12.5%) males and 7(87.50%) females faced Limited mobility during training programme in the NGO's.
- ❖ Total number of respondents were 6 among them none of the males and 6(100%) females Own / self Source of initial investment after completing the training programme in Gender resource centre (GRC), the total number of respondents were 3 among them none of the males and 3(100%) females Own / self Source of initial investment after completing the training programme in JSS and none of the respondents were found among the NGO's
  - ❖ Total number of respondents were 91 among them all 100% were females having Own & Friends / family Source of initial investment after completing the training programme in Gender resource centre (GRC), the total number of respondents were 54 among them 8(14.8%) males and 46(85.2%) females Own & Friends / family Source of initial investment after completing the training programme in JSS and the total number of respondents were 79 among them 26(32.9%) males and 54(67.1%) females Own & Friends / family Source of initial investment after completing the training programme in NGO's
  - ❖ None of respondents were among Gender resource centre (GRC) and in JSS in this respect and 79 respondents were found in NGO's in the same respect among them 26(32.9%) males and 54(67.1%) females.
  - ❖ Total number of respondents were 3 among them none of the males and 3(100%) females Bank/ Financial institutions Source of initial investment after completing the training programme in Gender resource centre (GRC), the total number of respondents were 43 among them none of the males and 43(100%) females Bank/ Financial institutions Source of initial investment after completing the training programme in JSS and the total number of respondents were 18 among them 3(16.7%) males and 15(83.3%) females Bank/ Financial institutions Source of initial investment after completing the training programme in NGO's.
  - ❖ Total number of respondents were 24 among them all were females which were Partial Aware about the skill enhancement training programme offered by Govt. in Gender resource centre (GRC), the total number of respondents were 5 among them 1(20%) males and 4(80%) females which were Partial aware about the skill enhancement training programme offered by Govt. in JSS and the total number of respondents were 15 among them 5(33.33%) males and 10(66.67%) females which were Partial Aware about the skill enhancement training programme offered by Govt. in NGO's
  - ❖ Total number of respondents were 76 among them 100% were females which were Unaware about the

skill enhancement training programme offered by Govt. in Gender resource centre (GRC), the total number of respondents were 95 among them 6(6.3%) males and 89(93.7%) females which were Unaware about

the skill enhancement training programme offered by Govt. in JSS and the total number of respondents were 85 among them 28(33%) males and 57(67%) females which were Unaware about the skill enhancement training programme offered by Govt. in NGO's.

- ❖ None of respondents were found which want to Seek a government job after completing the skill training programme in Gender resource centre (GRC), whereas the total number of respondents were 3 among them none of the males and 3(100%) females which want to Seek a government job after completing the skill training programme in JSS and the total number of respondents were 3 among them 3(100.%) males and none of the females which want to Seek a government job after completing the skill training programme in NGO's
- ❖ Total number of respondents were 100 among them 100% were females which don't want to Seek a government job after completing the skill training programme in Gender resource centre (GRC), whereas the total number of respondents were 97 among them 8(8.8%) males and 89(91.2%) females which don't want to Seek a government job after completing the skill training programme in JSS and the total number of respondents were 97 among them 29(29.9%) males and 68(70.1%) females which don't want to Seek a government job after completing the skill training programme in NGO's
- ❖ None of the respondents were registered with the district employment exchange board in Gender resource centre (GRC), whereas the total number of respondents were 20 among them none of the males and 20(100%) females Registered with the district employment exchange board in JSS and the total number of respondents were 13 among them 3(23.1%) males and 10(76.9%) females Registered with the district employment exchange board in NGO's
- ❖ Total number of respondents were 100 among them 100% were females who were not Registered with the district employment exchange board in Gender resource centre (GRC), whereas the total number of respondents were 80 among them 8(10%) males and 72(90%) females who were not Registered with the district employment exchange board in JSS and the total number of respondents were 87 among them 29(3.3%) males and 58(66.7%) females who were not Registered with the district employment exchange board in NGO's.
- ❖ None of the respondents were found who were Agree with respect to Instrumental in women self-employment in Gender resource centre (GRC), whereas the total number of respondents were 4 among them 1(25%) males and 3(75%) females who were Agree with respect to Instrumental in women selfemployment in JSS and the total number of

respondents were 3 among them 1(33.33%) males and 2(66.7%) females who were Agree with respect to Instrumental in women self-employment in NGO's

- ❖ Total number of respondents were 34 among them 100% were females who were Moderately Agree with respect to Instrumental in women self-employment in Gender resource centre (GRC), whereas the total number of respondents were 44 among them 5(11.36%) males and 39(88.64%) females who were Moderately Agree with respect to Instrumental in women self-employment in
- ❖ JSS and the total number of respondents were 53 among them 1(1.92%) males and 52(98.08%) females who were Moderately Agree with respect to Instrumental in women self-employment in NGO's
- ❖ Total number of respondents were 62 among them all were females who were Little Agree with respect to Instrumental in women selfemployment in Gender resource centre (GRC), whereas the total number of respondents were 50 among them 19(38.77%) males and 31(61.23%) females who were Little Agree with respect to Instrumental in women self-employment in JSS and the total number of respondents were 36 among them 13(36.10%) males and 23(63.90%) females who were Little Agree with respect to Instrumental in women self-employment in NGO's
- ❖ Total number of respondents were 4 among them all 4 were females who were Disagree with respect to Instrumental in women self-employment in Gender resource centre (GRC), whereas the total number of respondents were 2 among them 2(100%) males and 2(100%) females who were Disagree with respect to Instrumental in women self-employment in JSS and the total number of respondents were 8 among them 1(12.50%) males and 7(87.50%) females who were Disagree with respect to Instrumental in women self-employment in NGO's
- ❖ Total number of respondents were 5 among them all 5 were females who were Agree Helpful in obtaining financial from bank & other financial assistance in venture in Gender resource centre (GRC), whereas the total number of respondents were 21 among them 7(33%) males and 14(67%) females who were Agree Helpful in obtaining financial from bank & other financial assistance in venture in JSS and the total number of respondents were 8 among them 2(25%) males and 6(75%) females who were Agree with respect to Instrumental in women self-employment in NGO's
- ❖ Total number of respondents were 33 among them all were females who were Moderately Agree Helpful in obtaining financial from bank & other financial assistance in venture in Gender resource centre (GRC), whereas the total number of respondents were 56 among them 12(21.40%) males and 44(78.60%) females who were Moderately Agree Helpful in obtaining financial from bank & other financial assistance in venture in JSS and the total number of respondents were 65 among them 16(24.60%) males and 49(75.40%) females who were Moderately Agree

Helpful in obtaining financial from bank & other financial assistance in venture in NGO's

- ❖ Total number of respondents were 61 among them all were females who were Little Agree Helpful in obtaining financial from bank & other financial assistance in venture in Gender resource centre (GRC), whereas the total number of respondents were 23 among them 7(30.40%) males and 16(69.60%) females who were Little Agree Helpful in obtaining financial from bank & other financial assistance in venture in JSS and the total number of respondents were 27 among them 9(33.30%) males and 18(66.70%) females who were Little Agree Helpful in obtaining financial from bank & other financial assistance in venture in NGO's
- ❖ Total number of respondent was 1 among them none of the males and 1(100%) females who were Disagree Helpful in obtaining financial from bank & other financial assistance in venture in Gender resource centre (GRC), whereas none of the respondents were found who were Disagree Helpful in obtaining financial from bank & other financial assistance in venture in JSS and NGO's
- ❖ Total number of respondents were 21 among them all 21 were females Agree with respect to Useful in providing technical assistance in venture in Gender resource centre (GRC), whereas none of the respondents were found Agree with respect to Useful in providing technical assistance in venture in JSS and the total number of respondents were 5 among them 2(40%) males and 3(60%) females Agree with respect to Useful in providing technical assistance in venture in NGO's
- ❖ Total number of respondents were 56 among them all were females Moderately Agree with respect to Useful in providing technical assistance in venture in Gender resource centre (GRC), whereas the total number of respondents were 34 among them 2(5.9%) males and 32(94.1%) females Moderately Agree with respect to Useful in providing technical assistance in venture in JSS and the total number of respondents were 33 among them 5(15.20%) males and 28(84.80%) females Moderately Agree with respect to Useful in providing technical assistance in venture in NGO's
- ❖ Total number of respondents were 23 among them all were females Little Agree with respect to Useful in providing technical assistance in venture in Gender resource centre (GRC), whereas the total number of respondents were 62 among them 17(27.40%) males and 45(72.60%) females Useful in providing technical assistance in venture in JSS and the total number of respondents were 61 among them 19(31.1%) males and 42(68.9%) females Little Agree with respect to Useful in providing technical assistance in venture in NGO's
- ❖ None of respondents were found Disagree with respect to Useful in providing technical assistance in venture in Gender resource centre (GRC), whereas the total number of the respondents were 4 among them 1(25%) males and 3(75%) females Disagree

with respect to Useful in providing technical assistance in venture in JSS and the total number of respondents were only 1 among them none of the males and 1(100%) females Disagree with respect to Useful in providing technical assistance in venture in NGO's.

- ❖ Total number of respondents were 61 among them all were females Strongly Agree with respect to Helpful in total quality management of self-employed centres in Gender resource centre (GRC), whereas the total number of respondents were 34 among them 2(5.90%) males and 32(94.10%) females Strongly Agree with respect to Helpful in total quality management of self-employed centres in JSS and the total number of respondents were 23 among them 7(30.40%) males and 16(69.60%) females Strongly Agree with respect to Helpful in total quality management of self-employed centres in NGO's
- ❖ Total number of respondents were 5 among them all 5 were females Agree with respect to Helpful in total quality management of self-employed centres in gender resource centre (GRC), whereas none of the respondents were found agree with respect to Helpful in total quality management of self-employed centres in JSS and the total number of respondents were 21 among them 7(33.30%) males and 14(66.70%) females Agree with respect to Helpful in total quality management of self-employed centres in NGO's
- ❖ Total number of respondent was 1 among them none of the males and 1(100%) females Moderately Agree with respect to Helpful in total quality management of self-employed centres in gender resource centre (GRC), whereas the total number of respondents were 62 among them 17(27.40%) males and 45(72.60%) females Moderately Agree with respect to Helpful in total quality management of self-employed centres in JSS and the total number of respondents were 56 among them 12(21.40%) males and 44(68.60%) females Moderately Agree with respect to Helpful in total quality management of self-employed centres in NGO's
- ❖ Total number of respondents were 33 among them all 33 were females Little Agree with respect to Helpful in total quality management of self-employed centres in Gender resource centre (GRC), whereas the total number of respondents were 4 among them 1(25%) males and 3(75%) females Helpful in total quality management of self-employed centres in JSS and none of the respondents were found Little Agree with respect to Helpful in total quality management of self-employed centres in NGO's

## 15. Educational Implications

The following educational implications in the light of the findings of the present study may be specifically highlighted for adult education learners with special focus in NCR Delhi and at National level:

- Technically and methodologically competent human resource is absolutely imperative to successful implementation of different skill enhancement

- programmes offered by National Skill Development Corporation (NSDC).
- Teachers are mainly responsible for the social upliftment of unorganised labour section of the society. Therefore, they should update themselves periodically by learning to deal with many psychological problems faced by adult learners.
  - Adult education and extension experts should take keen interest in organising workshops, seminars, debates and conferences to bring more awareness among adult learners to meet different challenges.
  - There is an urgent need to adopt systematic and well-calibrated schemes and programmes to encourage adult learners to attain well developed training skills.
  - All the skill enhancement development programmes must be systematically planned, supported, funded and researched to guarantee effectiveness of different skill development training programmes.
  - Different initiatives and motivational programmes should be started at grass root level to attract more and more adult learners for their social mobility.

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