A STUDY ON IMPACT ASSESSMENT OF NON – TRADITIONAL LIVELIHOOD PROGRAME - "WOMEN @ WORK"

SAATH charitable trust

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- EMpower Foundation The Emerging Markets Foundation is a not-for-profit organization that connects the resources of Emerging Markets (EM) professionals worldwide with the vitality of local organizations in emerging market countries.Founded in 2000 by financial professionals from the EM community who wanted to give back to the countries where they did business, EMpower makes grants and provides technical assistance through partnerships with local organizations working to improve conditions for young people in their communities.

- SAATH Charitable Trust - Saath Charitable Trust, set up in 1989, works with slum residents, migrants, minorities, children, women, youth and vulnerable people in urban and rural areas. In the last 25 years Saath has worked in Gujarat, Rajasthan and Maharashtra and has affected more than 4,60,576 individuals.

Internship Project Report

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EXECUTIVE SUMMARY

The Women@Work Program, designed and implemented by SAATH in collaboration with Empower Foundation, focused on training adolescent girls and women in occupations and micro entrepreneurship activities they would not traditionally engage in. The objective was to widen the scope of livelihood opportunities and thus empower the beneficiaries socially and economically, and in the process develop their self-confidence, self-worth as well as other life skills.

The overall outreach of the program between June 2016 to November 2016 is 114 participants, comprising of 65 adolescent girls and 49 women in urban slums of Ahmedabad.

The impact assessment of the "Women @ Work" has been done by the third person that is one intern coming from M.S University for getting expertise knowledge in research and wants to get experience with working women and girls.

The pre and post impact assessment data has been collected before and after completion of the training to analyze the impact and an additional feedback form has been designed by SAATH for future reference of the programme. The participants' case story has also been generated by the trainer after post training counselling.

The mid evaluation report is introduced to the readers about the training programme. it gives an idea about overall programme .

INTRODUCTION

According to the Human Development Index India has 135 rank out of 147 countries in women empowerment In India, out of total number of working women only 2% are doing work in formal employment. Women, who comprise most important part from total workforce, are largely concentrated in the informal sector. A main reason that women are engaged in informal jobs, primarily due to lack of skill training and education.

According to a report by the 'Gender and Economic Policy Discussion Forum', in India out of 148 million women in the workforce, 135 million are engaged in informal jobs that are characterised by low earnings, low productivity, poor working conditions and lack of family support and some rituals of society,etc.

Now the time is changing, women are not less than equal to men. In former days, women are only confined in to the four walls and engaged with 3 Ks- Kitchen, Kids, Knitting, then came 3 Ps- Powder, Papad, Pickles but, now a days it become change there are 4 Es- Electricity, Electronics, Energy, Engineering.

There is a strong need for making skill and livelihood training accessible and affordable for women, that matches changing needs of the market. Hereby, training programs should go beyond traditional occupations and explore trades and businesses that are usually not associated with women, to increase options for employment and income generation, SAATH envisions 'Inclusive and Empowered communities and individuals'. For achieving that goal the organization designed and drafted the Women@Work Program in Ahmedabad, supported by the Empower Foundation.

Women @ Work is a skill development and enhancement program primarily focused on adolescent girls between 16-18 years of age and women in the age group of 18-25 years. The program is built around an intensive and comprehensive training module focusing on varied

aspects of non-traditional life skills, entrepreneurship and microenterprise (ME) formation and also some components on safety, self-defence, career guidance and counselling, financial literacy, marketing strategies and knowledge on technology are also weaved into the trainings to build up capacities beyond technical trainings.

The defined objectives of the program are as follows:

Objective 1: *Secondary school graduation, or progress towards completion by improving the core life skills among youth and, Improve 21st century skills needed for globalized economy & society,*

Objective 2 : *Increased prospects for employment , running a viable businesses through acquiring vocational, employability and business skill*

The program is conducting between June 2016 to November 2017. Adolescent girls and women residing in vulnerable slum communication in the city of Ahmedabad,Gujarat are identifying beneficiaries for this program.

There is 5 training centres conducting the program in slum areas of Juhapura, G.D.School, Bapashitaram, Krishnannagar and Meghaninagar.

Women and adolescents are to receive two separate trainings. Women are taking training in non traditional technical trades, like electrician, mobile repairing,masonry and petrol pump operating, whereas girls are train in STEM(Science,Technology,Engineering,Maths) program.There are some additional components of life skills,financial literacy, health awareness and use of technology are common to both target groups. Since adolescents and women are keen to participate in all aspects offer, there are some women who want to attend STEM program.

Mobilisation and rapport building activities

To ensure that the core aspects of the program are effectively communicate and to encourage women and girls to participate in the program, there is a strong need for intensive and focused community mobilization.

Saath is engage in different mobilization techniques like door-to door mobilization, Information,Education and Communication (IEC) materials, road show/auto mike etc. to encourage participation in the Women@Work Program.

Moreover, counselling is also extend to prospective participants and their family members to give clarity on the impact the program have on beneficiaries and thus ensure family support and community rapport. These continuous efforts enable Saath to achieve their target of reaching out to over 300 participants in the third year of the program.

SIGNIFICANCE OF THE STUDY

Adolescent period is a transitional phase that directly affects on physical and psychological development that generally occurs during the period from puberty to adulthood. Usually, Adolescence is associated with the teenage years, but its Physical, Psychological or Cultural expressions may begin earlier and later on.

So my study mainly senses that there are some unique motivational factors which affect positively on adolescence for their overall development. My major focus during the study was To measure the positive change into the life of women and girl's after completion of the training.

OBJECTIVE OF THE STUDY

1. To study the pre & post demographic profile of the women and girls, who are enrolled in the Women @ Work programme.
2. To measure the positive change into the life of women and girl's after completion of the training.
3. To measure the life skill and employability skill in women and girls after completion of the training programme.
4. To measure the interest of women and girls in non-traditional livelihood field.
5. To measure the overall impact of Women @ Work programme.
6. To give suggestions and recommendation for effectively development of the programme.

HYPOTHESIS

For achieving above objectives I formulated some hypothesis below-

I. Women@Work program will lead to increase level of self-confidence for own self in community.

II. There will be significant increase in Problem solving, Leadership quality, Male dominated work, General knowledge(basic computer skill, nearest Hospital/Police station,Financial aids,etc) and self-defence.

III. There will be significant increase for girls in Family importance, caring, sharing, importance of money in life etc.

IV. There will be significant decrease by girls in Shame, Fear, Dependent on family members.

METHODOLOGY

Research Design

This design gives details of the methods and tools used for the research. In data I used quantitative and qualitative method for analysis it.

Criteria of Sample Selection

The participants of the study were Adolescent girls from SAATH centres between ages of 16-18 years should live in Ahmedabad.The sample size was 48 students from Women @ Work programme running by SAATH charitable trust.

Sample Selection

The sample was selected through visit of centres of SAATH charitable trust.

Data collected from four different centres of SAATH. It was Juhapura, Bapasitaram chawk, Krishnanagar and Meghaninagar.The age of the students are 16-18 years old.

Tools of the Study

For data collection I took Interview schedule from the students. I used Random stratified sampling technique for data collection.

Two tools were used in study to gather information from Adolescent girls.Both the tools were administered in Gujarati language .

1. Baseline form for Adolescent: The purpose of this questionnaire was to get demographic data of participants and their general views on course of the programme.Also,I want to know before joining what is the level of their confidence,level of life skills etc.
2. Endline form for Adolescent: The purpose of this questionnaire was to measure impact of programme after completing it.

DATA ANALYSIS AND INTERPRETATION

Table 1:

Pre_self income		Frequency	Percent
Valid	No income	47	97.9
	less than 5000	1	2.1
	Total	48	100.0

Post_self income		Frequency	Percent
Valid	No Income	48	100.0

As table shows that there was no self income with Adolescent girls. After participate in programme, Now, they have more focus on education. So, in post test there was 0% result of self-income and Cumulative percent get 100% result in self income study.

Table 2:

Pre_outside mobility		Frequency	Percent
Valid	No	7	14.6
	Daily	37	77.1
	2 times in week	1	2.1
	one tine in week	2	4.2
	sometime	1	2.1
	Total	48	100.0

Post_outside mobility		Frequency	Percent
Valid	No	14	29.2
	daily	26	54.2
	every 2nd day	2	4.2
	one tine in week	1	2.1
	sometime	5	10.4
	Total	48	100.0

As table 2, indicates there was significant changes in Outside mobility for No response,daily,sometime etc between pre test and post test

scores.If we show overall scores than it tells that students who gave no response in earlier now she gave resoponse at some point.So,No response factor increases from 14.6% to 29.2%.

Table 3:

Pre_facing problems				Post_facing problems		
		Frequency	Percent			Frequency	Percent
Valid	No Response	21	43.8	Valid	No Response	21	43.8
	Yes	15	31.3		Yes	17	35.4
	No	12	25.0		No	10	20.8
	Total	48	100.0		Total	48	100.0

In table 3,we can see that before training girls face problems 25% and after training girls are facing problems 20.8%.So,from this we can say that in girls may be confidence level is increase and now, they are ready to handle it well.

Table 4:

Pre_capacity solving problems				Post_capacity solving problems		
		Frequency	Percent			Frequency	Percent
Valid	No response	24	50.0	Valid	No response	21	43.8
	Yes	11	22.9		Yes	14	29.2
	No	13	27.1		No	13	27.1
	Total	48	100.0		Total	48	100.0

In table 4, we indicate that in initial period of the program girls are less aware from problem solving skills.like we can see that in post test girls capacity for solve problems increasing from 22.9% to 29.2%.So it

indicates that during programme girls are build up their problem solving skills through the sessions.

Table 5:

Pre_aim of life		
	Frequency	Percent
Valid No	14	29.2
1st aim	13	27.1
2nd aim	8	16.7
3rd aim	13	27.1
Total	48	100.0

Post_aim of life		
	Frequency	Percent
Valid 1st aim	23	47.9
2nd aim	16	33.3
3rd aim	9	18.8
Total	48	100.0

As table 5 shows here in pre-test 29.2% girls have no idea about their aim of life and after post-test it reached 0% . In pre-test 'one Aim' people are 27.1% and it increases 47.9% in post-test. So, it tells us that after training girls have some aims in their life for become dependent.

Table 6:

Pre_leadership quality		
	Frequency	Percent
Valid No response	14	29.2
1st quality	11	22.9
2nd quality	5	10.4
3rd quality	18	37.5
Total	48	100.0

Post_leadership quality		
	Frequency	Percent
Valid No response	5	10.4
1st quality	9	18.8
2nd quality	19	39.6
3rd quality	15	31.3
Total	48	100.0

Above table mention that, from overall girls 29.2% are not give response and in post-test it decrease 10.4%.So it shows that girls take interest in this type of session which took in program. Also,some girls have no

idea about what is leadership qualities and why it is needed in everyday life.So,after training it may clearly understand in girls.

Table 7:

Pre_computer knowledge		
		Frequency	Percent
Valid	No Response	1	2.1
	Yes	17	35.4
	No	30	62.5
	Total	48	100.0

Post_computer knowledge		
		Frequency	Percent
Valid	Yes	39	81.3
	No	9	18.8
	Total	48	100.0

Above table shows that, when girls joining in programme 35.4% girls had computer knowledge and in post-test it increases 81.3% .So,it tells us that programme was effectively implemented and gave output for development.

Table 8:

Pre_Knowledge of NTLP		
		Frequency	Percent
Valid	No	26	54.2
	1st name	1	2.1
	2nd name	6	12.5
	3rd name	15	31.3
	Total	48	100.0

Post_knowledge of NTLP		
		Frequency	Percent
Valid	No	2	4.2
	1st name	4	8.3
	2nd name	18	37.5
	3rd name	24	50.0
	Total	48	100.0

Above table tells that before training girls had no idea about non-traditional livelihood program. They have also no knowledge about NTL working women. In pre-test 54.2% girls have no knowledge about NTLP and in post-test it directly decrease 4.2%.In pre-test 31.3% girls have knowledge of three NTLP and in post-test 50% girls have knowledge of three NTLP.

Pre_knowledge about saving				Post_knowledge about saving		
		Frequency	Percent			Frequency	Percent
Valid	No	20	41.7	Valid	No	4	8.3
	One place	14	29.2		One place	8	16.7
	Two place	10	20.8		Two place	17	35.4
	Three place	4	8.3		Three place	19	39.6
	Total	48	100.0		Total	48	100.0

Table 9:

Pre_Monthly Saving				Post_Monthly Saving		
		Frequency	Percent			Frequency	Percent
Valid	No response	36	75.0	Valid	No response	28	58.3
	1-500	9	18.8		1-500	16	33.3
	500-1000	2	4.2		500-1000	4	8.3
	1000-1500	1	2.1		Total	48	100.0
	Total	48	100.0				

From overall girls monthly saving is doing by 18.8% girls before the training and it increases 33.3% after the training.So we can see in above

table that how much knowledge girls have about saving a money and why it is important.

Table 10:

In Table 10, 41.7% girls have no idea about money saving and after training it reached 8.3%.So here it is vast change during program training.In pre-test only 8.3% girls had knowledge of three place which they can do saving and in post-test it increased and reached at 39.6%.So,we can see that after the training girls have good knowledgeabout saving places.

Table 11:

Pre_Bank visit		
		Frequency	Percent
Valid Never	22	45.8
once in Month	7	14.6
less than 6 time in year	5	10.4
sometime	14	29.2
Total	48	100.0

Post_Bank visit		
	Frequency	Percent
Valid Never	13	27.1
once in week	3	6.3
once in Month	14	29.2
sometime	18	37.5
Total	48	100.0

In Table 11, before the training 45.8% girls never visited a bank but after training that figure decresed and 62.5% girls visited bank during training. Also, they will try to continues bank visit after completing the training.

Table 12:

Pre_knowledge about Financial Aid		
	Frequency	Percent
Valid No Response	13	27.1
Yes	13	27.1
No	22	45.8
Total	48	100.0

Post_knowledge about Finanicial Aid		
	Frequency	Percent
Valid No Response	7	14.6
Yes	26	54.2
No	15	31.3
Total	48	100.0

Above table shows that, In pre-test 27.1% girls give no response on financial aid and in post-test it decresed by 14.6%.From this training almost girls at least know about financial aids because girls doing communication with each other and also they have awareness about it.

After this, we knew that how much basic knowledge girls have for live their life.Now,we saw specific area from learning point.From the data,I have to say that 62.5% girls have no knowledge about STEM field.After taking STEM training now girls showing interest in different subjects.

Firstly when we will see Maths subject than 14.6% girls show good level interest in maths and after completing STEM training 47.9% girls show interest in maths subject.

Secondly when we will see Science subject than 43.8% girls show medium level interest in Science and after completing STEM training 54.2% girls show interest in science subject.

After that when we will see Engineering subject than 31.3% girls show bad level interest in Engineering and after completing STEM training 20.8% girls show bad level interest in Engineering subject.

Lastly when we will see Technology subject than 12.5% girls give no response in it and after completing STEM training 4.2% girls give no response in Technology subject.

Table 13:

Pre_Interest in STEM related job				Post_Interest in STEM related job		
		Frequency	Percent		Frequency	Percent
Valid	No	24	50.0	Valid No	3	6.3
	one subject	17	35.4	one subject	18	37.5
	Two subject	6	12.5	Two subject	13	27.1
	Three subject	1	2.1	Three subject	6	12.5
	Total	48	100.0	Four subject	8	16.7
				Total	48	100.0

Before training 50% girls have not interest to do STEM related job because of lack of knowledge and after training only 6.3% girls were there for not doing STEM related job.From the table we can also say that 37.5% girls have interest in only one subject which can be anything.but they want to do focus on one specific subject.

Table 14:

Pre_Lead role in Family		
	Frequency	Percent
Valid No Response	4	8.3
Strongly not agree	6	12.5
Not agree	5	10.4
Medium	12	25.0
Agree	10	20.8
Strongly agree	11	22.9
Total	48	100.0

Post_Lead role in Family		
	Frequency	Percent
Valid Strongly not agree	1	2.1
Not agree	2	4.2
Medium	7	14.6
Agree	14	29.2
Strongly agree	24	50.0
Total	48	100.0

As table 14 shown, girls have less importance in family. But,if we see in table than it shows that, pre-test of lead role in family 12.5% girls are strongly not agree for it and In post-test of lead role in family 4.2% girls are strongly not agree in it.Also,after training 50% girls are strongly agree for their importance in family.

Table 15:

Pre_Capability in male dominated work		
	Frequency	Percent
Valid No Response	3	6.3
Strongly not agree	1	2.1
Not agree	3	6.3
Medium	10	20.8
Agree	22	45.8
Strongly agree	9	18.8
Total	48	100.0

Post_Capability in male dominated work		
	Frequency	Percent
Valid Medium	3	6.3
Agree	25	52.1
Strongly agree	20	41.7
Total	48	100.0

Now a days most of girls want to do all works in their life.If we show in above table than we get idea that 47.1% girls are strongly agree for doing male dominated work like car-driving,petrol pump service,mobile repairing etc.and before training it was 18.8% only.

Table 16:

Pre_Concentration during communication			Post_Concentration during communication		
	Frequency	Percent		Frequency	Percent
Valid No Response	5	10.4	Valid Strongly not agree	1	2.1
Strongly not agree	4	8.3	Not agree	3	6.3
Not agree	3	6.3	Medium	5	10.4
Medium	16	33.3	Agree	17	35.4
Agree	14	29.2	Strongly agree	22	45.8
Strongly agree	6	12.5	Total	48	100.0
Total	48	100.0			

Table 16 mentioned that concentration during communication at agree level was 29.2% before training and it increase by 35.4% after training and 45.8% girls are strongly agree for concentration during communication.

Table 17:

Pre_Planning and Management				Post_Planning and Management			
		Frequency	Percent			Frequency	Percent
Valid	No Response	5	10.4	Valid	No Response	1	2.1
	Strongly not agree	2	4.2		Medium	6	12.5
	Not agree	4	8.3		Agree	23	47.9
	Medium	8	16.7		Strongly agree	18	37.5
	Agree	24	50.0		Total	48	100.0
	Strongly agree	5	10.4				
	Total	48	100.0				

From the table 17,we can say that 50% girls are capable for doing their own work dependently and done planning and management for own self.Because I observed that many girls are still threatening from their work.But,after the training their confidence level is increasing and try to manage all things easily.

Table 18:

Pre_Problem Solving				Post_Problem Solving			
		Frequency	Percent			Frequency	Percent
Valid	No Response	5	10.4	Valid	Not agree	3	6.3
	Strongly not agree	1	2.1		Medium	7	14.6
	Not agree	4	8.3		Agree	26	54.2
	Medium	17	35.4		Strongly agree	12	25.0
	Agree	15	31.3		Total	48	100.0
	Strongly agree	6	12.5				
	Total	48	100.0				

Above table tells that girls have problem solving skills at good level. For problem solving 54.2% girls are agree that they can solve their own problems after training but before training only 31% girls are agree to solve the own problems and 25% girls are strongly agree for solving problems.

Table 19:

Pre_Participation in Family Decision			Post_Participation in Family Decision		
	Frequency	Percent		Frequency	Percent
Valid No Response	4	8.3	Valid Strongly not agree	3	6.3
Strongly not agree	13	27.1	Not agree	12	25.0
Not agree	7	14.6	Medium	15	31.3
Medium	6	12.5	Agree	12	25.0
Agree	16	33.3	Strongly agree	6	12.5
Strongly agree	2	4.2	Total	48	100.0
Total	48	100.0			

In India, girls have very less authority for taking part in family decision.Here, above table shows clearly that only 2% girls are strongly agree for participation in family decision and after training it reached by 6% only. So, because of rituals and patriarchy structure India is very poor in girls participation in family decision .After got training, there has positive side also that 31.3% girls are believe that they are important for taking family decision.

Table 20:

Pre_Financial help to Family		Frequency	Percent
Valid	No Response	5	10.4
	Strongly not agree	5	10.4
	Not agree	13	27.1
	Medium	7	14.6
	Agree	16	33.3
	Strongly agree	2	4.2
	Total	48	100.0

Post_Financial help to Family		Frequency	Percent
Valid	No Response	1	2.1
	Strongly not agree	8	16.7
	Not agree	18	37.5
	Medium	5	10.4
	Agree	13	27.1
	Strongly agree	3	6.3
	Total	48	100.0

In Table 20, we can see that in pre-test 33.3% girls are agree and in post-test 27.1% girls are agree that they are doing financial help to Family. After training only 2.1% girls are not respond on this question. So we can say that at least most of girls have idea about importance of finance who participated in program.

Table 21:

Pre_Speaking in Public Sphere		Frequency	Percent
Valid	No Response	4	8.3
	Yes	19	39.6
	No	25	52.1
	Total	48	100.0

Post_Speaking in Public Sphere		Frequency	Percent
Valid	Yes	41	85.4
	No	7	14.6
	Total	48	100.0

Public speaking is big challenge for any person.Specially girls are feel very threatening for speaking in public.But when girls got life skill training than their confidence level increase and easily participate in this type of activities.So,39.6% girls are ready to speak in public before training and after training it increase 85.4% girls.

Table 22:

Pre_Do you have bank Account				Post_Do you have bank Account		
		Frequency	Percent			Frequency	Percent
Valid	Yes	39	81.3	Valid	Yes	43	89.6
	No	9	18.8		No	5	10.4
	Total	48	100.0		Total	48	100.0

Table 22 shows that 80% girls have bank account and during communication with girls I knew that many girls are going regularly in the bank.

Table 23:

Pre Do you get money when you require				Post Do you get money when you require		
		Frequency	Percent			Frequency	Percent
Valid	No Response	2	4.2	Valid	Yes	40	83.3
	Yes	23	47.9		No	8	16.7
	No	23	47.9		Total	48	100.0
	Total	48	100.0				

Table 23 shows that, In pre-test 47.9% girls will get money when she require. After training 83.3% girls will say that they will get money when she require. So, it shows us clearly that now girls have broad group for getting money and also they have enough knowledge about financial aids.

Table 24:

Pre_Do you know any Hospital near your area				Post_Do you know any Hospital near your area			
		Frequency	Percent			Frequency	Percent
Valid	No Response	3	6.3	Valid	Yes	47	97.9
	Yes	43	89.6		No	1	2.1
	No	2	4.2		Total	48	100.0
	Total	48	100.0				

Above table tells that 89.6% girls have knowledge about the nearest Hospital in their area before training.Now after training 97.9% girls have knowledge about Hospital or clinic.

At ending of questionnaire there were few questions related to career, education, freedom etc. Girls have reason that they face problem to getting job because of lack of family support and getting married.

From over all girls, 52.1% girls believe that girls education is very important for nation's development and also 45.85% girls have aim to make their career in their life.

In India, almost people have importance of family in their life. Here also, 50-60% girls gave answer that their 1st priority in the life is family and only family.

I noticed during data coding that 27.1% girls believe that importance of entertainment is needed in the life and 35.4% girls believe that freedom is also important for living life.

Table 25:

Related to training materials

		Frequency	Percent
Valid	very unsatisfy	1	2.1
	Medium	1	2.1
	Satisfy	18	37.5
	Very Satisfy	28	58.3
	Total	48	100.0

From above table it clearly shows that 58.3% girls are very satisfied and 37.5% girls are satisfied from training materials which provide during training.

From over all training, girls gave positive response for trainer. Trainees are very satisfy from trainer and training method.Girls gave 60 to 70 percent positive response for programme.

Table 26:

Effect on own self

		Frequency	Percent
Valid	Medium	2	4.2
	Satisfy	21	43.8
	Very Satisfy	25	52.1
	Total	48	100.0

When we see program effect on girls own self than we can see that in above table that 52% girls are very satisfy from program and 43% girls are satisfy from program. So, approx 95% girls had positive effect of the program.

FINDINGS

1. 100% of members are females, out of which 66.7% of them are Hindu,31.3% of them are Muslim and rest 2.1% are from other.
2. 95.8% of girls are in the age group of 16-18 years,2.1% girls belongs from 18-25 years age group and rest of 2.1% girls are above 25 years.
3. From 100% girls 97.9% girls are Unmarried and rest of 2.1% are married or engaged.
4. From 100% girls 98% girls are not doing any job/business which is give income to them which will also increase in Home income.
5. Most important motivating factors to join Women@Work programme by Girls in Ahmadabad are-
    - To learn innovative things
    - To learn how anyone can earnings from some basic skills like communication, Knowledge of Computer, life skill etc.
    - To get outside mobility and freedom
    - To improve their habits in routine life.

CONCLUSION

Girls and Women constitute half of the total population of the world. Similarly, in India also, women constitute 50% of the total population. The progress of the nation not only depends on men performance but also depends on female.

SUGGESTIONS/RECOMMENDATION

1. Without family support it is not possible for any girls to get empowered,thus there is a need of proper support from family members to girls to get success as businesswoman or doing job.

2. As well as there is a need of proper training and guidance from the centre or the facilitators resulting in taking up empowerment activities.

3. Without financial support it is not easy for starting any business or joining in job.

LIMITATIONS

- At some point unwillingness of respondents
- Budget Constraint
- Lack of Time
- From this study, we cannot judge home environment of respondent

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