

CHAPTER-VI

IMPACT OF SUPPORT TO TRAINING AND EMPLOYMENT PROGRAMME FOR WOMEN (STEP) ON WOMEN

6.1 Introduction

“The Support to Training & Employment Programme for Women (STEP) was launched as a Central Sector Scheme in 1986-87. STEP aims to make a significant impact on women by upgrading skills for self and wage employment. The sequence of activities is envisaged as mobilizing women in viable groups, improving their skills, arranging for productive assets/ access to wage employment, creating backward and forward linkage, improving/arranging for support services, providing access to credit, awareness generation, gender sensitization, nutrition education, sensitization of project functionaries etc. Thus, STEP advocates an integrated package of inputs aiming at the self-reliance and empowerment of women by enhancing their productivity and enabling them to take up income generation activities. The ultimate Endeavour of each project should develop the group to thrive on a self-sustaining basis in the marketplace with the minimal Government support and intervention after the project period is over” (Ministry of Women and Child Development) .

6.2 Objectives of STEP

- To mobilizing women in small viable groups and making facilities available through training, access to credit and other inputs.
- To provide training for skill up gradation.
- To enable groups of women to take up employment-cum-income generation programmes of their own, or to access wage employment.
- To provide support services for further improving and employment conditions of women and for access to health care, literacy, legal literacy, and other information.

6.3 Services Provided under STEP

The Scheme aims at providing as an integrated package of the following services to women to enable them economically more viable, independent and raise their socio-economic status.

- Up gradation of skills through training.
- Better and sustainable employment opportunities.
- Backward and forward linkages.
- Facilitation of organization of women.
- Support services with the coverage of health check-ups, referral services, mobile crèches and education facilities.

6.4 Sectors Covered under STEP

- Agriculture
- Animal Husbandry
- Dairying
- Fisheries
- Handlooms
- Handicrafts
- Khadi and village Industries
- Sericulture.
- Social Forestry
- Waste Land Development
- Any other locally appropriate sector

6.5 Target Group

“The target group to be covered under the STEP includes the marginalized, asset less rural women and urban poor. This includes wage labourers, unpaid daily workers, female-headed households, and migrant labourers, tribal and other dispossessed groups. The beneficiaries under the project will be poor or asset less marginalized women with special focus on SC/ST households, women headed households and families below the poverty line. Special attention will be paid to women living in focal districts already identified by this Department or any institution, or organization to identify areas and regions and

activities in which women are particularly disadvantaged”. (Ministry of Women & Child Development).

6.6 Brief Profile of Haryana Nav Yuvak Kala Sangam (HNYKS): Implementing Agency of STEP in Rohtak District

Haryana Nav Yuvak Kala Sangam (HNYKS) was established in 1983 with an objective of supporting initiatives for sustainable development in rural and urban areas of Haryana. HNYKS (implementing agency of STEP) proposed ‘Mushroom Cultivation’ as a sustainable income generating activity under STEP as it had the additional value of nutrition benefit for women. Given the broad objectives of STEP, mushroom cultivation has been selected as an appropriate activity for support from the STEP in Rohtak district of Haryana. HNYKS, the implementing agency as a part of STEP project provided training to 2000 women over 3 years in Mushroom cultivation. Mushroom is commonly known as ‘Khumbi’ in local Haryanvi dialect. Mushroom production became the main agenda for the awareness campaign for income generation among the women. It took almost a year to convince women to try out this activity. By then women had agreed to participate in Mushroom production training to be organized by HNYKS.

Keeping in view the objectives of research investigation in the context of STEP, Sample of 200 women were selected from Rohtak district of Haryana State to see the ex-ante and ex-post impact of STEP for the study based on purposive sampling method.

This chapter deals with the analysis of primary data which includes a description of socio-economic profile of respondents and the issues related to various dimensions of STEP.

6.7 Data Interpretation of Field Survey of STEP

A detailed discussion of the socio-economic characteristics of respondents and various dimensions of STEP are presented below in order to have a clear insight of the STEP on socio-economic condition of the sample respondents.

Table-6.1 depict the age group distribution of sample respondents working under STEP scheme. It is evident from the table that majority of respondents (45.0 per cent) were from the age group of 30-39 years followed by 25.5 per cent who were in the age group of 40-49 years. Only 1.5 per cent of sample respondents were above 60 years of age. It has been observed from the table that in the age groups between 30-39 years, respondents were very much interested in joining STEP.

Table-6.1
Age of Respondents

Age Group (in Years)	No. of Respondents	Percentage
Up to 20	5	2.5
20-29	32	16.0
30-39	90	45.0
40-49	51	25.5
50-59	19	9.5
Above 60	3	1.5
Total	200	100

Source: Field Survey

Figure-6.1

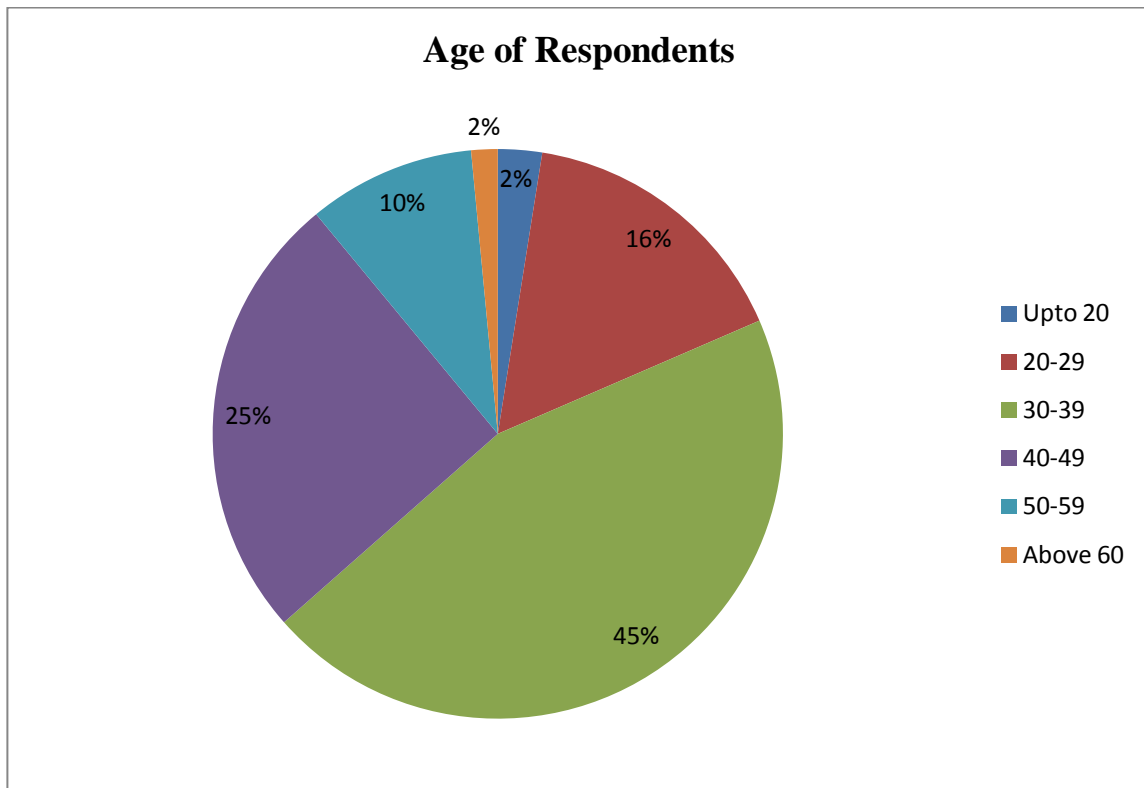


Table-6.2 and Figure-6.2 reveal that out of 200 respondents, 65.5 per cent of respondents belonged to SC category, followed by 23.0 per cent belonged to OBC category, 11.5 per cent respondents belonged to general category. Thus, the highest number of respondents belonged to SC category and the lowest number of respondents belonged to general category.

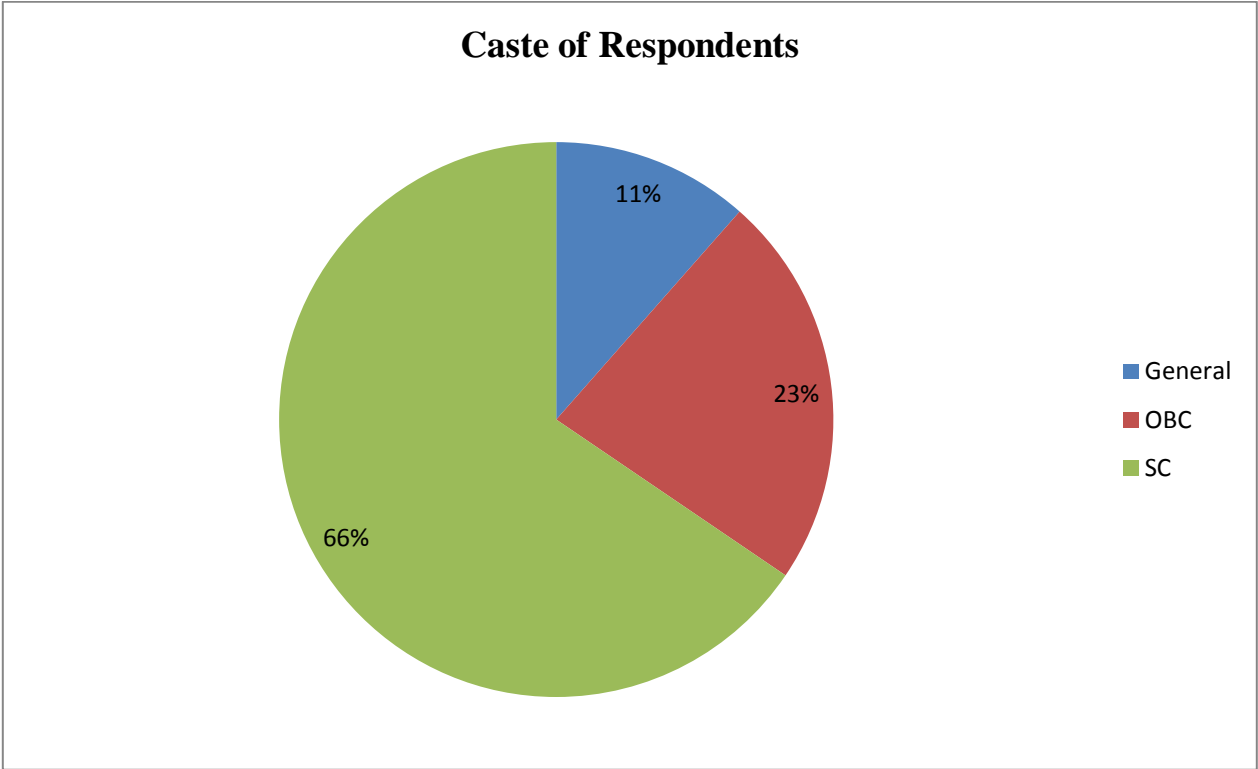
Table-6.2

Caste of Respondents

Caste	No. of Respondents	Percentage
General	23	11.5
OBC	46	23.0
SC	131	65.5
Total	200	100

Source: Field Survey

Figure-6.2



It is evident from Table-6.3 and Figure-6.3 that 84.5 per cent of samples respondents of STEP were married, 1.5 per cent of respondents were unmarried and 14.0 per cent of respondents were widows/divorced/separated.

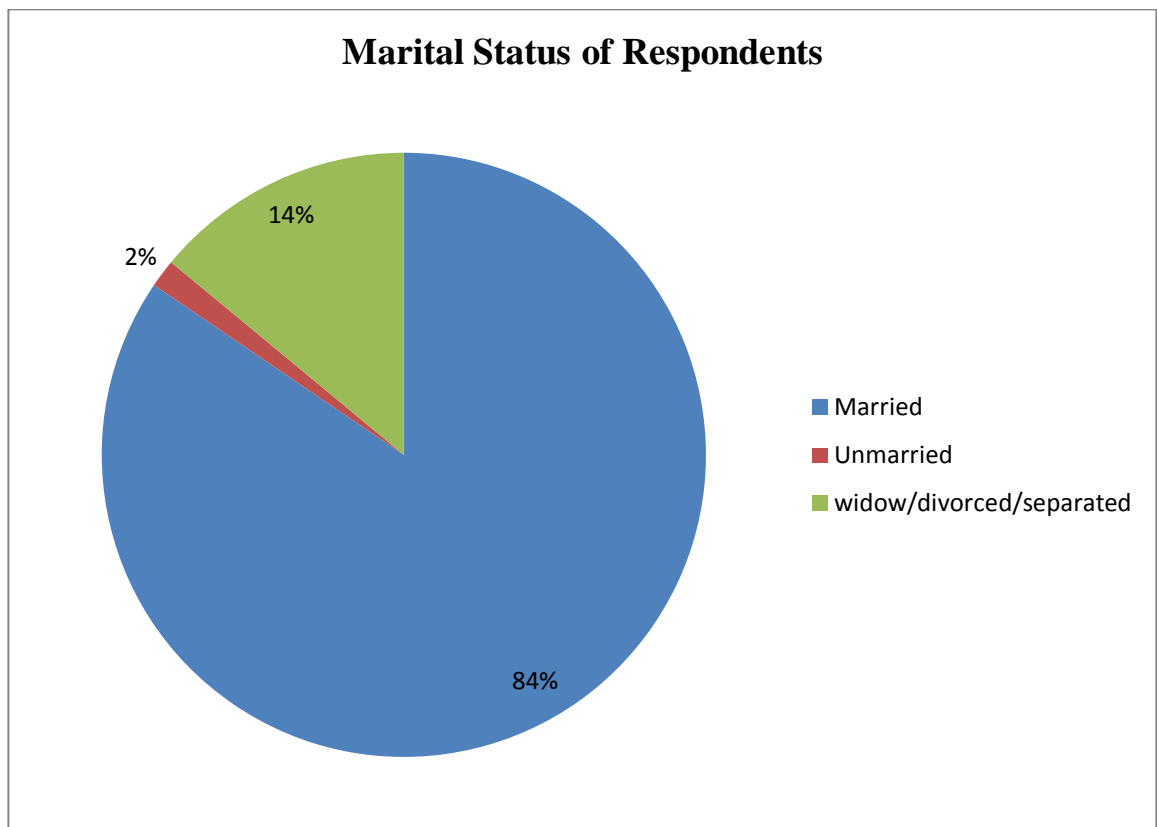
Table-6.3

Marital Status of Respondents

Marital Status	No. of Respondents	Percentage
Married	169	84.5
Unmarried	3	1.5
Window/divorced/separated	28	14.0
Total	200	100

Source: Field Survey

Figure-6.3



The educational level of respondents showed that 60.5 per cent of them were illiterates, 18.0 per cent of them had primary school education, 10.5 per cent of respondents had middle school education followed by 5.5 per cent had secondary education, 3.0 per cent of respondents had senior secondary education. Only 2.5 per cent of respondents mentioned that they had studied graduation and above (Table-6.4 and Figure-6.4).

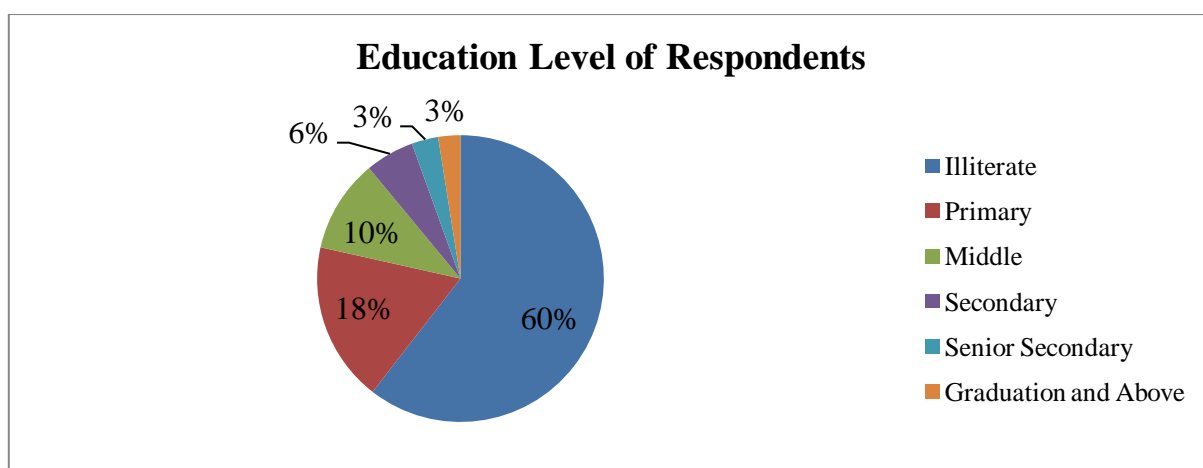
Table-6.4

Educational Qualification of Respondents

Level of Education	No. of Respondents	Percentage
Illiterate	121	60.5
Primary	36	18
Middle	21	10.5
Secondary	11	5.5
Senior Secondary	6	3.0
Graduation and above	5	2.5
Total	200	100

Source: Field Survey

Figure-6.4



It was noticed from Table-6.5 and Figure-6.5 that 51.5 per cent of respondents belonged to a nuclear family and 48.5 per cent of respondents belonged to the joint family type. It was observed from the table that the members of both nuclear family and joint family were interested in STEP.

Table-6.5

Type of Family of Respondents

Type of Family	No. of Respondents	Percentage
Joint	103	51.5
Nuclear	97	48.5
Total	200	100

Source: Field Survey

Figure-6.5

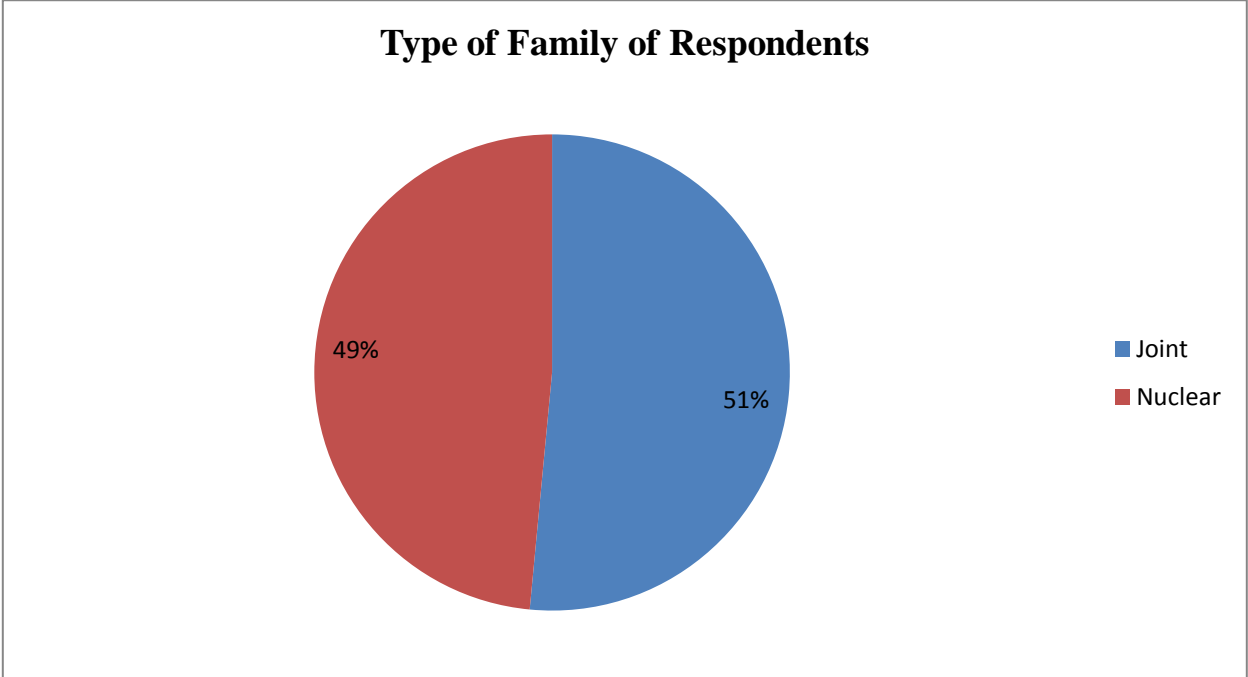


Table-6.6 and Figure-6.6 show classification of respondents based on the size of the family. It was observed from the table that 50.5 per cent of respondents were from medium family size followed by 33.0 per cent of respondents were from the large family size and 16.5 per cent of them belonged to small family size.

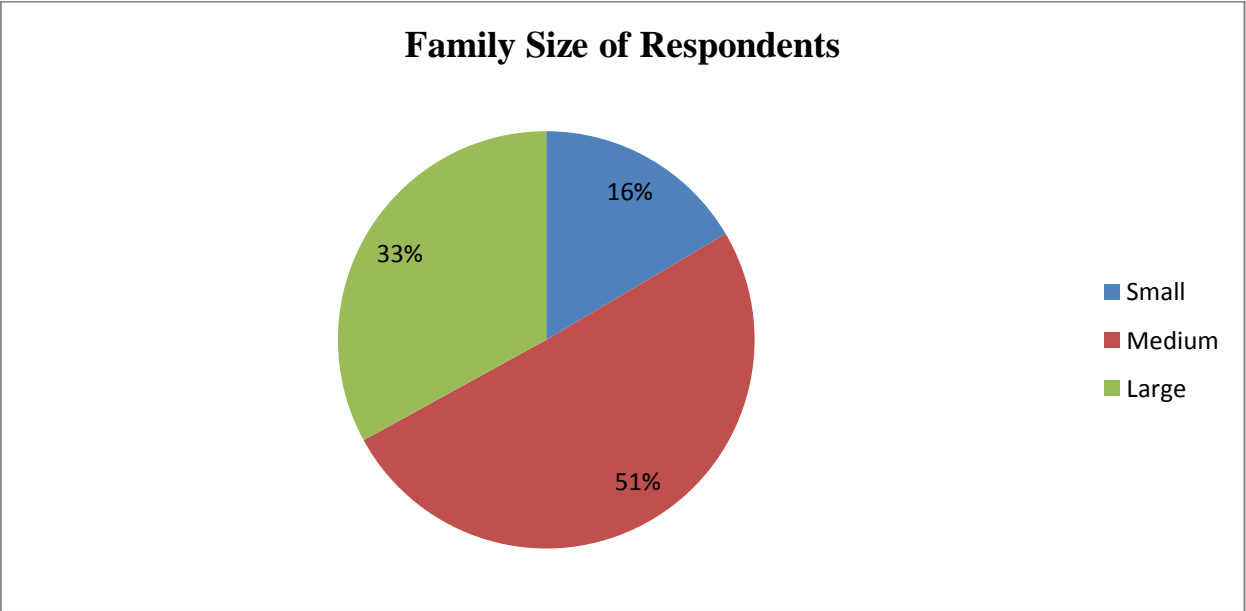
Table-6.6

Family Size of Respondents

Family Size	No. of Respondents	Percentage
Small	33	16.5
Medium	101	50.5
Large	66	33.0
Total	200	100

Source: Field Survey

Figure-6.6



Out of the total 200 respondents, 44 per cent had kachha house followed by 32.5 per cent who had semi pakka house and 23.5 per cent had pakka house (Table-6.7 and Figure-6.7).

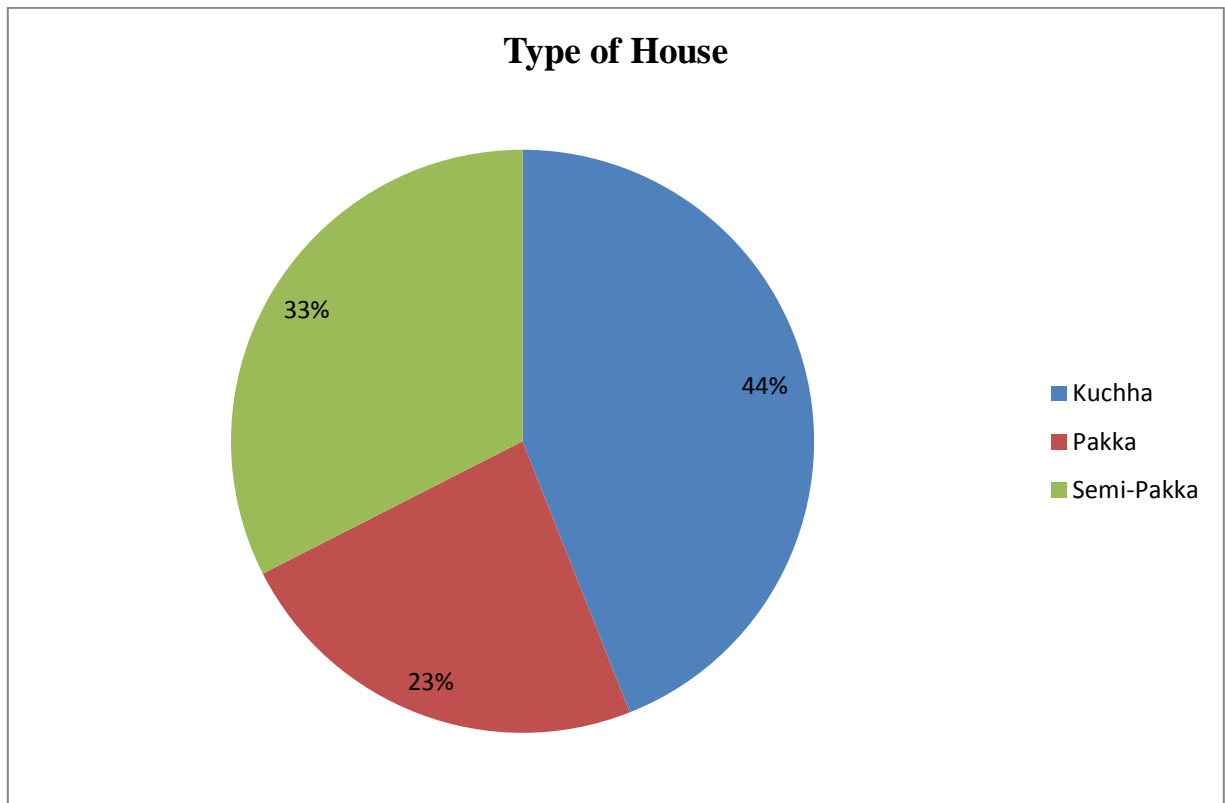
Table-6.7

Type of the House

Type of House	No. of Respondents	Percentage
Kuchha	88	44.0
Pakka	47	23.5
Semi-Pakka	65	32.5
Total	200	100

Source: Field Survey

Figure-6.7



The occupational distribution of respondents is presented in Table-6.8 and Figure-6.8. The occupational distribution of respondents indicates that 65.0 per cent worked as wage labour either in agriculture or construction sector. 28.5 per cent were housewife followed by 3.5 per cent who worked as a tailor, aaganwari helper and did dairying etc.

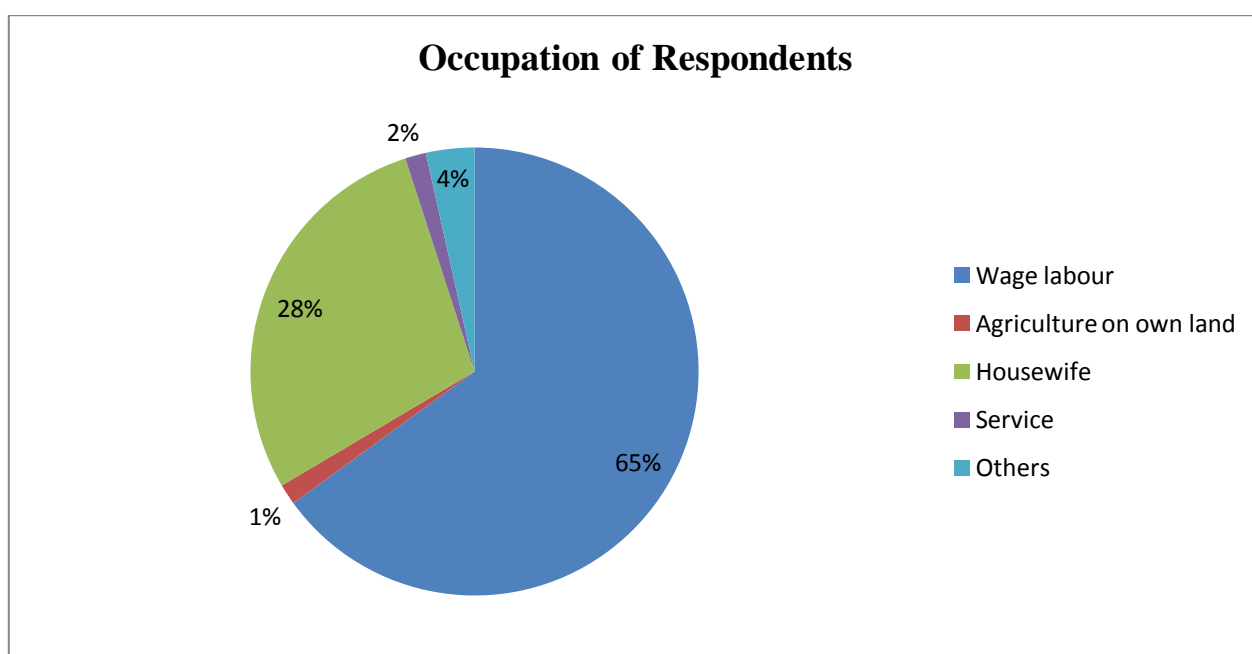
Table-6.8

Occupation of Respondents

Type of Occupation	No. of Respondents	Percentage
Wage labour	130	65.0
Agriculture on own land	3	1.5
Housewife	57	28.5
Service	3	1.5
Others	7	3.5
Total	200	100

Source: Field Survey

Figure-6.8



It is noted from the Table-6.9 and Figure-6.9 that among respondents, 94.5 per cent were influenced to join STEP by N.G.O., 3.5 per cent were influenced by friends and rest 2.0 per cent of respondents were motivated by relatives. Thus the study showed that most of respondents joined STEP due to motivate by N.G.O.

Table-6.9

Sources of Awareness to Join STEP

Sources of Awareness	No. of Respondents	Percentage
Friends	7	3.5
Relatives	4	2.0
NGO/Govt. officials	189	94.5
Total	200	100

Source: Field Survey

Figure-6.9

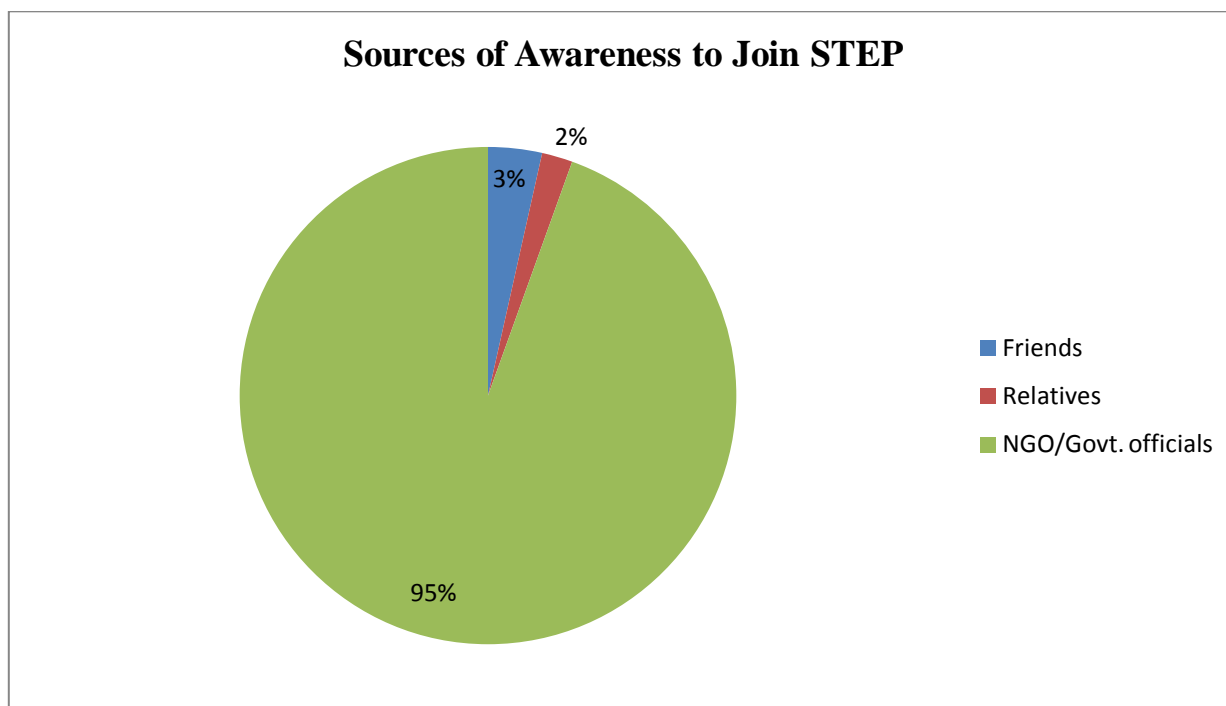


Table-6.10 and Figure-6.10 revealed that 57.5 per cent of members joined STEP mainly to improve their financial position, 15.5 per cent to promote savings, 12.5 per cent to improve social status, 6.5 per cent of the members were motivated by NGO/Govt. officials and 3.5 per cent took skill up gradation training. Thus it is clear that from the above majority of the sample respondents opined that they joined STEP to improve their financial position.

Table-6.10

Reasons for Joining STEP

Reasons	No. of Respondents	Percentage
To get skill up gradation training	7	3.5
To improve financial position	115	57.5
To utilize talents	9	4.5
To Promote savings	31	15.5
To improve social status	25	12.5
Motivated by NGO/Govt. official	13	6.5
Total	200	100

Source: Field Survey

Figure-6.10

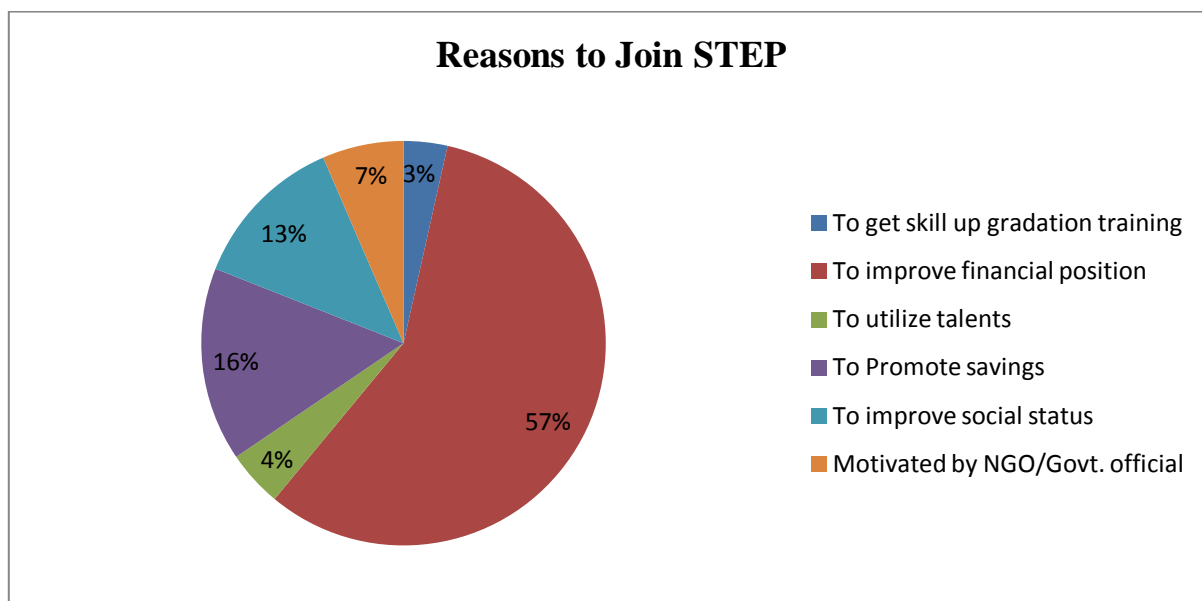


Table-6.11 and Figure-6.11 represent the duration of membership of STEP respondents. The study found that 71.0 per cent of respondents had a membership for two years followed by 21.5 per cent of respondents had attached to STEP for the past three years.

Table-6.11

Duration of Membership in STEP

Duration	No. of Respondents	Percentage
Less than one year	3	1.5
One year	12	6.0
Two year	142	71.0
Three year	43	21.5
Total	200	100

Source: Field Survey

Figure-6.11

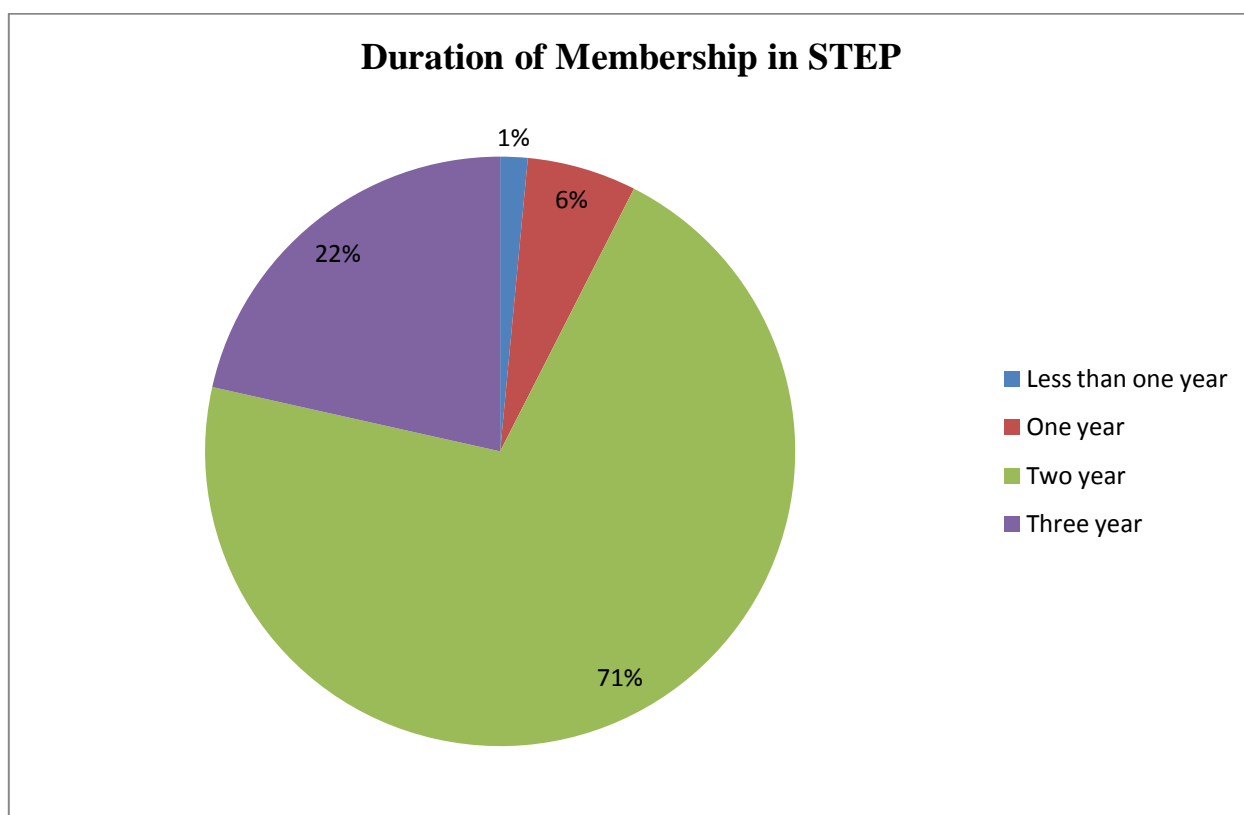


Table-6.12 and Figure-6.12 highlight the knowledge of mushroom among the respondents. This was found that majority of respondents (91.5 per cent) had known about mushroom before coming to STEP training.

Table-6.12

Knowledge of Mushroom Prior to STEP

Knowledge of Mushroom Prior to STEP	No. of Respondents	Percentage
Yes	183	91.5
No	17	8.5
Total	200	100

Source: Field Survey

Figure-6.12

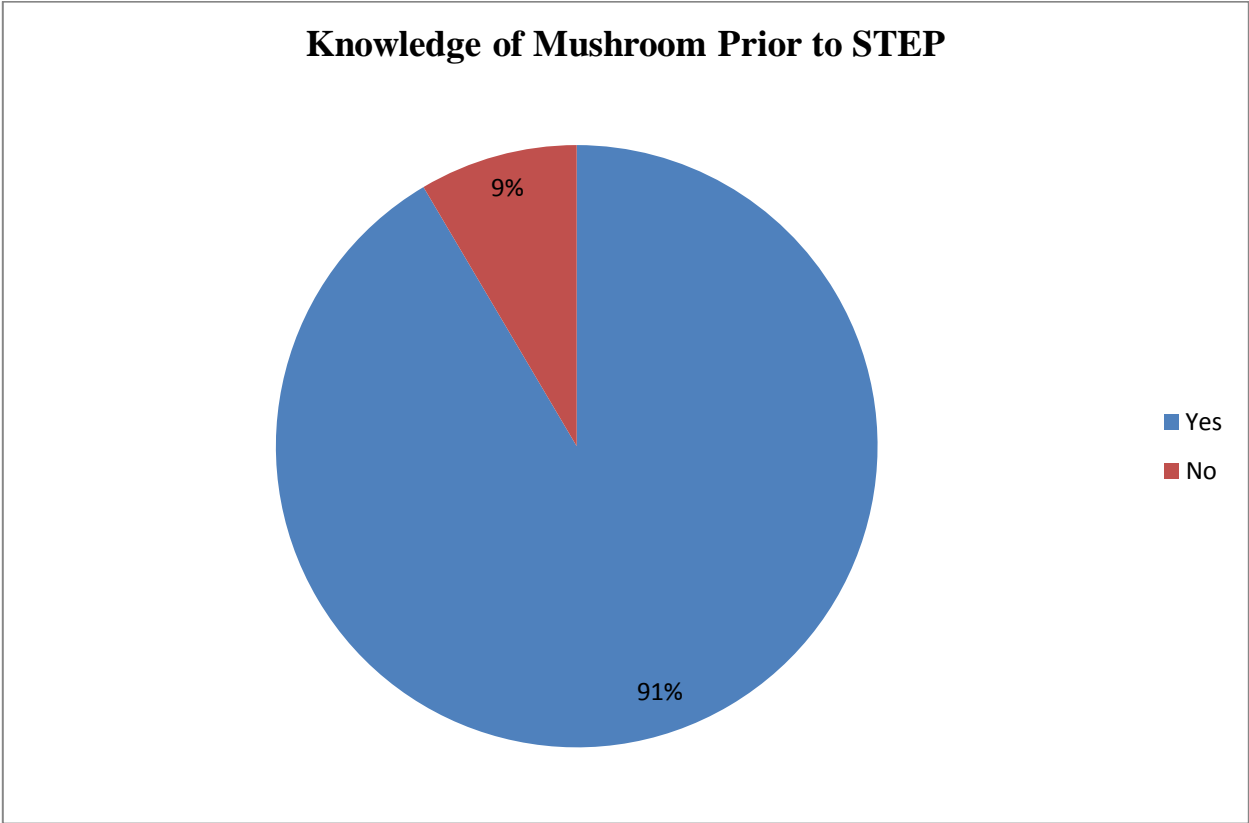


Table-6.13 and Figure-6.13 show the specific items that were thought during STEP training period. Surprisingly, it was found that, a couple of important items were not learned by a large group of beneficiaries. One among those was about the thatched unit/framework. 31.5 per cent of the beneficiaries stated that this was not thought during the training. Again 50 per cent beneficiaries had no idea about spawning.

Table-6.13

Items Learned during STEP

Items learned satisfactorily during STEP	No. of Respondents say Yes	Percentage
Thatched Unit/Framework	137	68.5
Compost preparation	165	82.5
Spawning	100	50.0
Spawn running	166	83.5
Casing	194	97.5
Plucking/harvesting	200	100.0
Packaging	194	97.5
Total	200	

Source: Field Survey

Figure-6.13

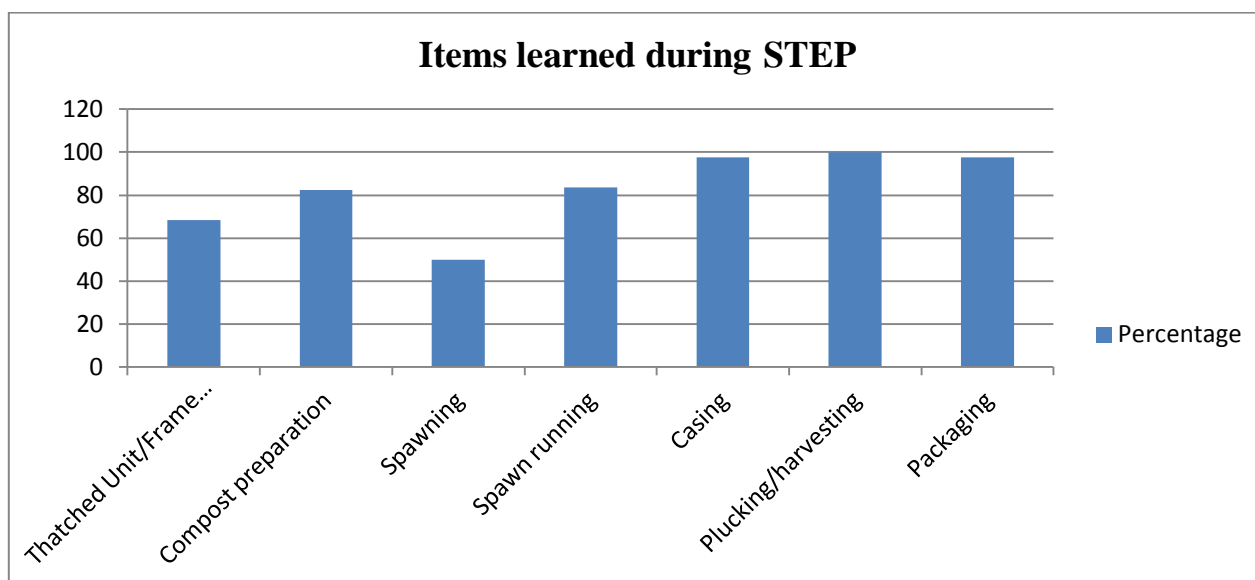


Table-6.14 and Figure-6.14 depict the awareness of respondents about different aspects of mushroom cultivation after joining STEP. The study found that most of respondents were

aware of the important aspects of mushroom cultivation like work-shed, watering arrangement, dark room and raw material cost, maintenance of hygienic condition and conditions to avoid disease etc.

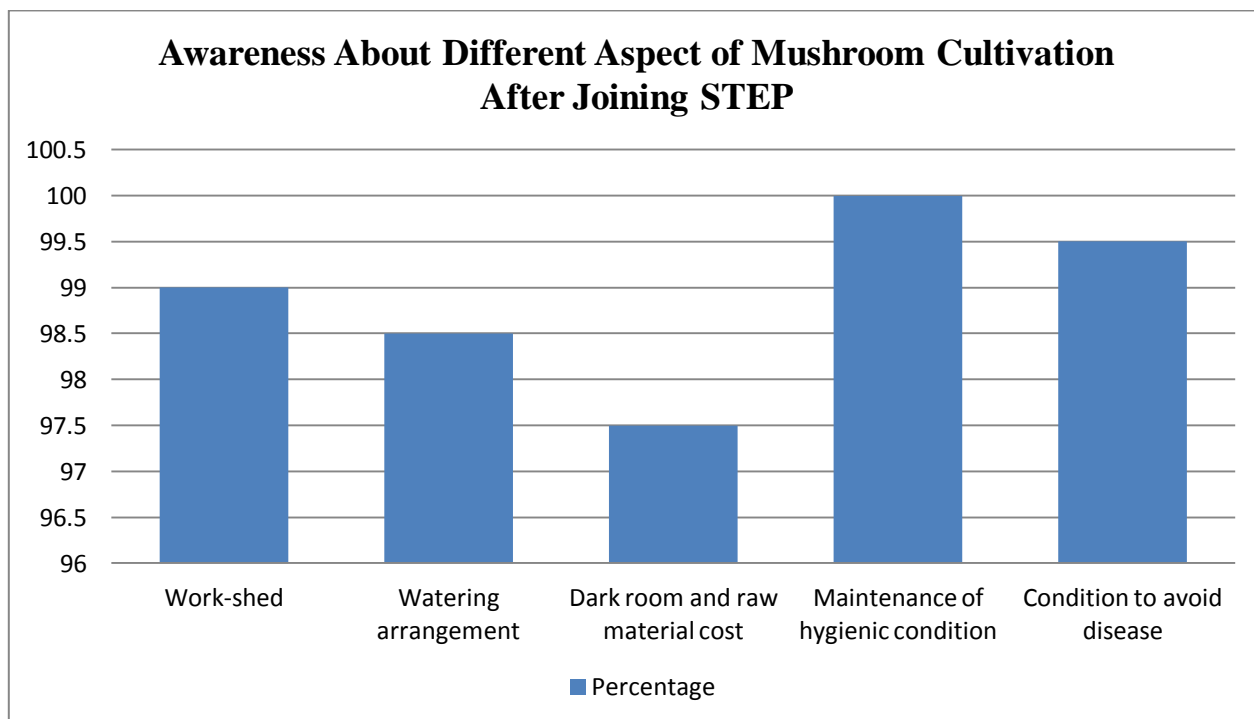
Table-6.14

Awareness about Different Aspects of Mushroom cultivation after joining STEP

Aspects of Mushroom	No. of Respondents aware about aspects	Percentage
Work-shed	198	99.0
Watering arrangement	197	98.5
Dark room and raw material cost	195	97.5
Maintenance of hygienic condition	200	100.0
Condition to avoid disease	199	99.5
Total	200	

Source: Field Survey

Figure-6.14



The beneficiaries were mostly aware of the medicinal and nutritional values of mushroom. Most of them could respond to the major nutritional and medicinal qualities of mushroom. Only one aspect that 37 per cent of the beneficiaries were not aware of was the low sugar content in mushroom. Apart from that, 32.5 per cent of the beneficiaries could not mention of cholesterol/ good for people having high B.P. (Table-6.15 and Figure-6.15)

Table-6.15
Knowledge about Mushroom

Items	No. of Respondents mention this	Percentage
Mushroom contains high quality proteins, vitamins and minerals	199	99.5
Mushroom contains protein 20-35 per cent which is higher than in vegetables and fruits	197	98.5
Mushroom contains good amount of vitamin C and vitamin B complex	164	82.0
Mushroom have very low sugar content	126	63.0
Mushroom have no cholesterol/good for people having high B.P.	135	67.5

Source: Field Survey

Figure-6.15

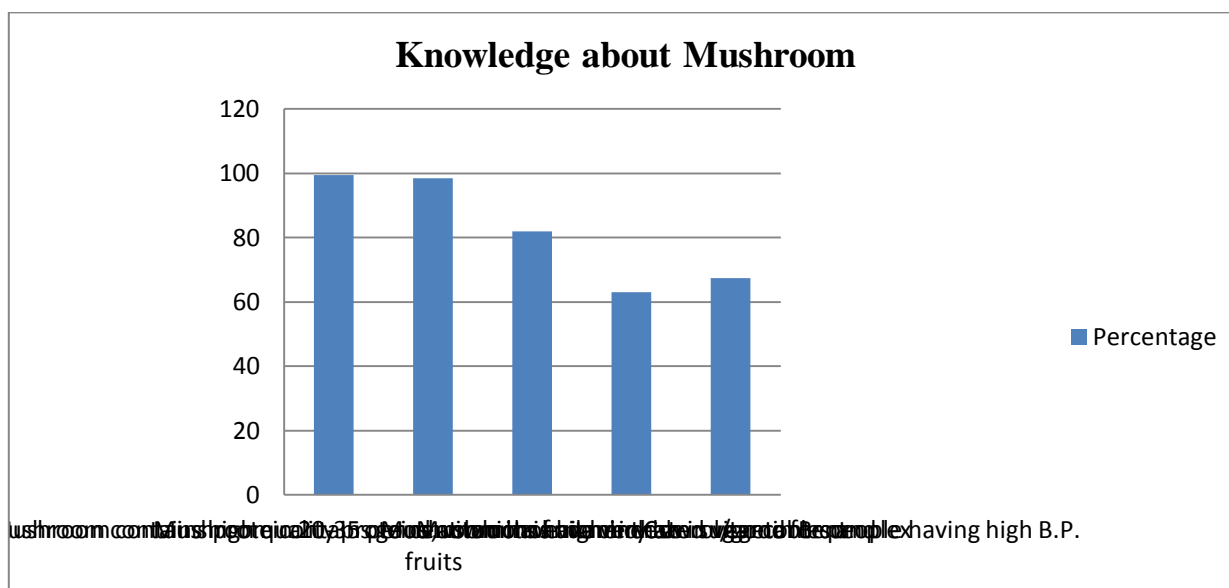


Table-6.16 and Figure-6.16 show the purpose of mushroom cultivation under STEP. The Table shows that 78.0 per cent of beneficiaries cultivated mushroom both for self-consumption and business. The percentage of women did this for self consumption was 14.5 per cent.

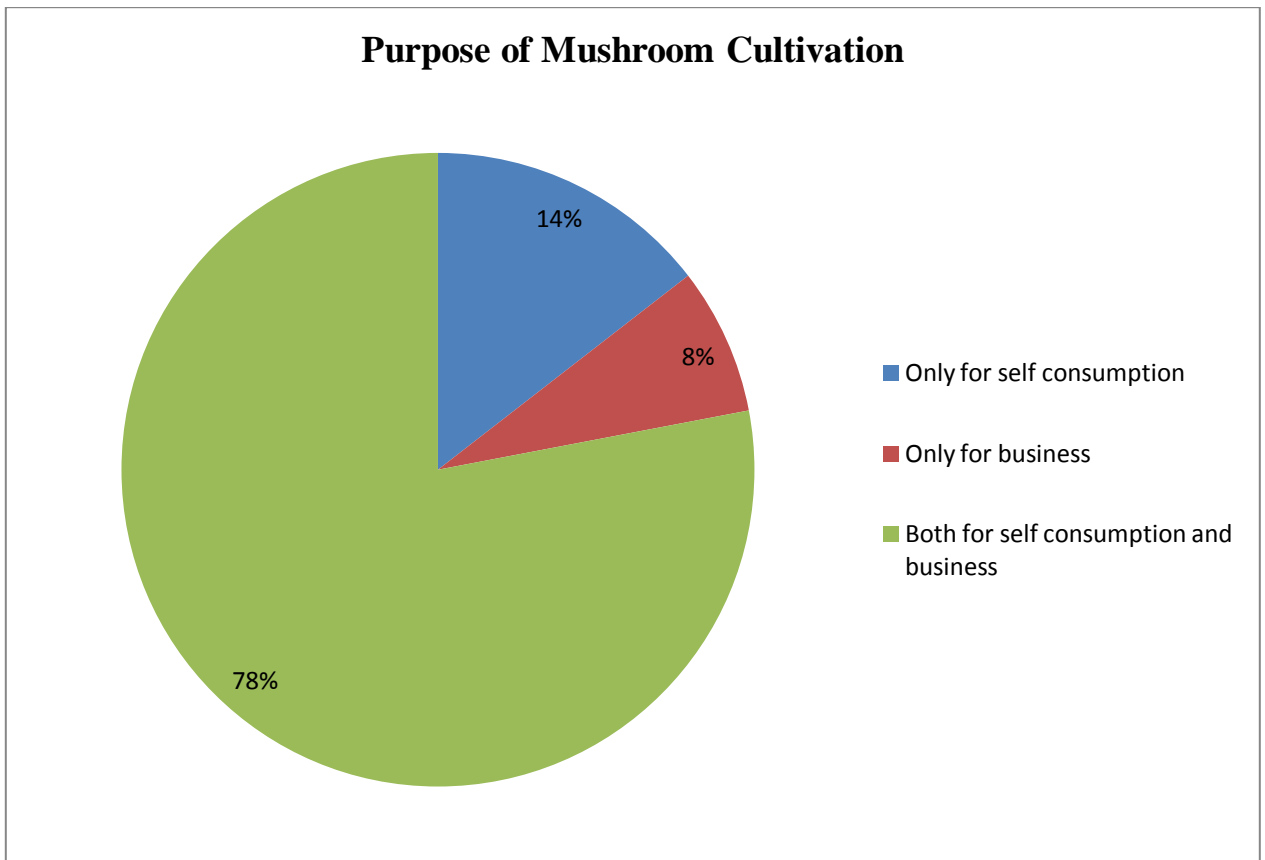
Table-6.16

Purpose of Mushroom Cultivation

Purpose of Mushroom Cultivation	No. of Respondents	Percentage
Only for self-consumption	29	14.5
Only for business	15	7.5
Both for self consumption and business	156	78.0
Total	200	100

Source: Field Survey

Figure-6.16



It seems from Table-6.17 and Figure-6.17 that there exists a mushroom market in Meham. Most of the women (82.0 per cent) preferred direct sell of mushroom in the local market. In several cases, the mushroom dealers visited the mushroom cultivators and collected the product directly from home. A very small percentage of women (only 2.5 per cent) reported that they sold mushroom through a group.

Table-6.17

Selling of Mushroom

Selling of Mushroom	No. of Respondents	Percentage
Direct sell in the market	164	82.0
Direct sell to the dealer	28	14.0
Sell through groups	5	2.5
Any other	3	1.5
Total	200	100

Source: Field Survey

Figure-6.17

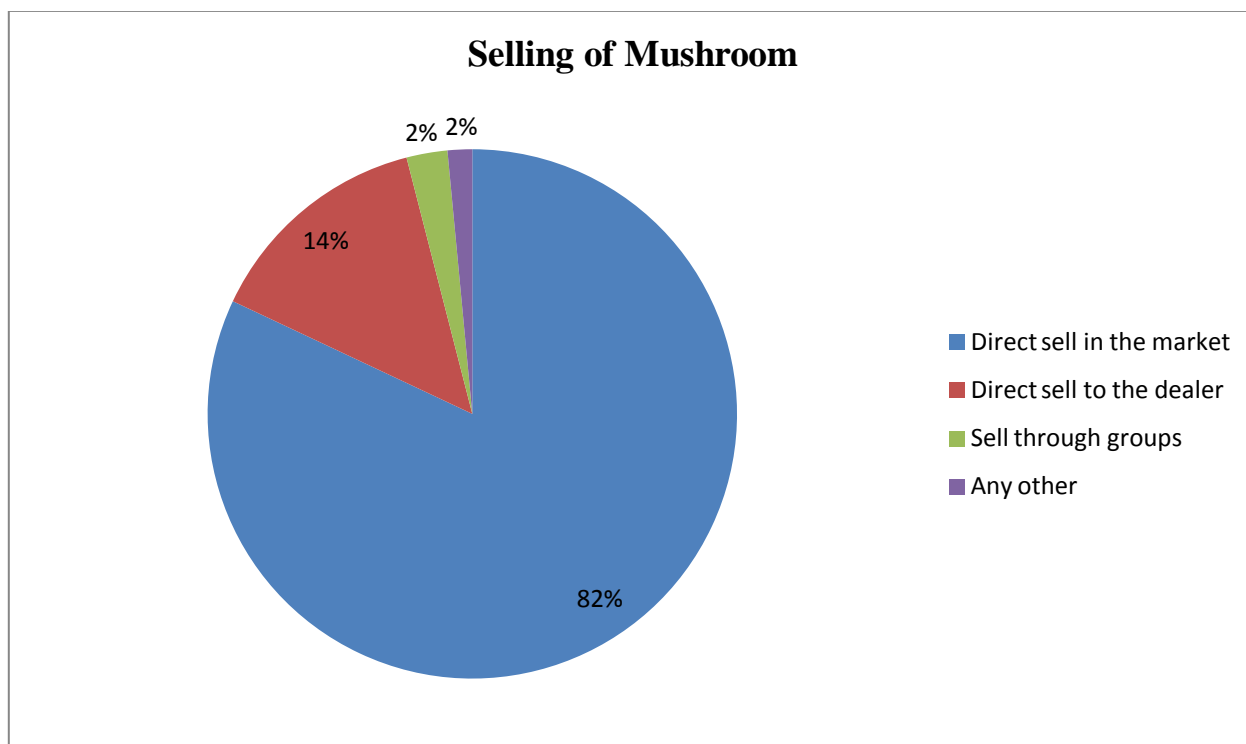


Table-6.18 and Figure-6.18 show the response of STEP respondents regarding awareness programs during STEP. 62.5 per cent of the beneficiaries reported that they underwent a health and nutrition session during STEP training. However, it was found that barely 5.5 per cent respondents know anything about health insurance scheme like Rashtriya Swastha Bima Yojana. This shows that apart from the training on the specific trade, there is also a need to train women other relevant social issues and government schemes and programmes related to health, education and income generation etc.

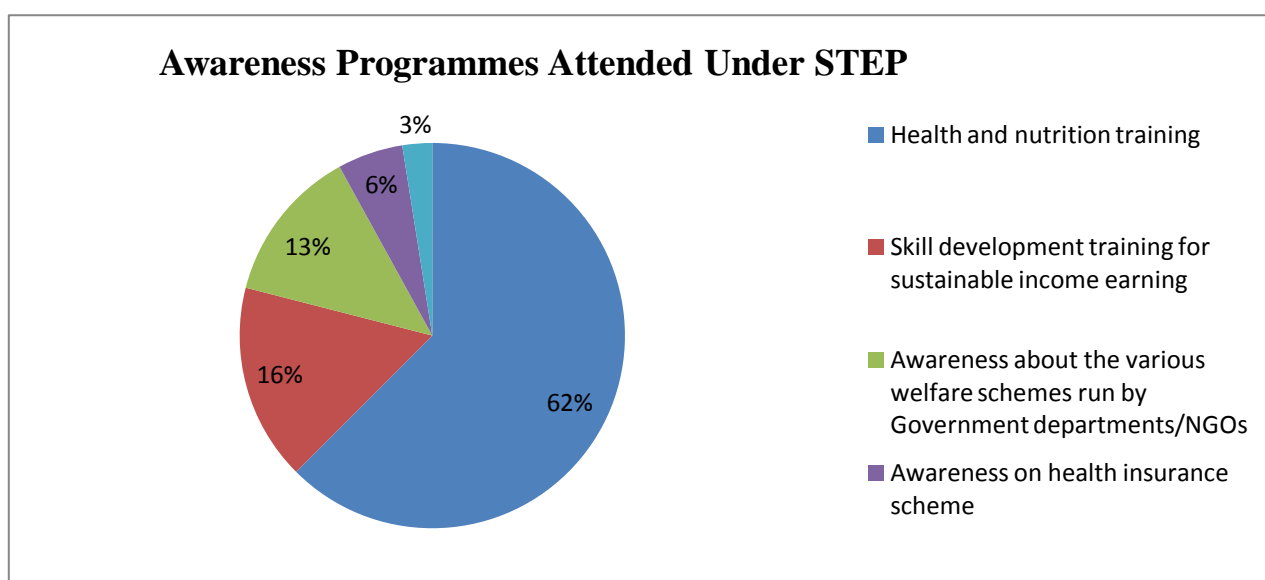
Table-6.18

Awareness Programs Attended during STEP

Awareness Programs Components	No. of Respondents	Percentage
Health and nutrition training	125	62.5
Skill development training for sustainable income earning	33	16.5
Awareness about the various welfare schemes run by Government departments/NGOs	26	13.0
Awareness on health insurance scheme	11	5.5
Any other	5	2.5
Total	200	100

Source: Field Survey

Figure-6.18



It is evident from the Table-6.19 and Figure-6.19 that income level of sample respondents has increased after joining STEP. The percentage of sample respondents (36.5 per cent) whose annual income was between Rs. 10000-20000 before joining STEP has declined to 20 per cent and the percentage of respondents (24.0 per cent) whose annual income was between Rs. 30000-40000 has increased to 34.0 per cent after joining STEP. This signifies that the STEP helped the member in increasing their income by taking up productive activities.

Table-6.19
Annual Income of Respondents

Annual Income (Rs.)	Before Joining STEP		After Joining STEP	
	No. of Respondents	Percentage	No. of Respondents	Percentage
Up to 10000	40	20.0	3	1.5
10000-20000	73	36.5	40	20.0
20000-30000	48	24.0	68	34.0
30000-40000	25	12.5	38	19.0
40000-50000	9	4.5	27	13.5
Above 50000	5	2.5	24	12.0
Total	200	100	200	100

Source: Field Survey

Figure-6.19

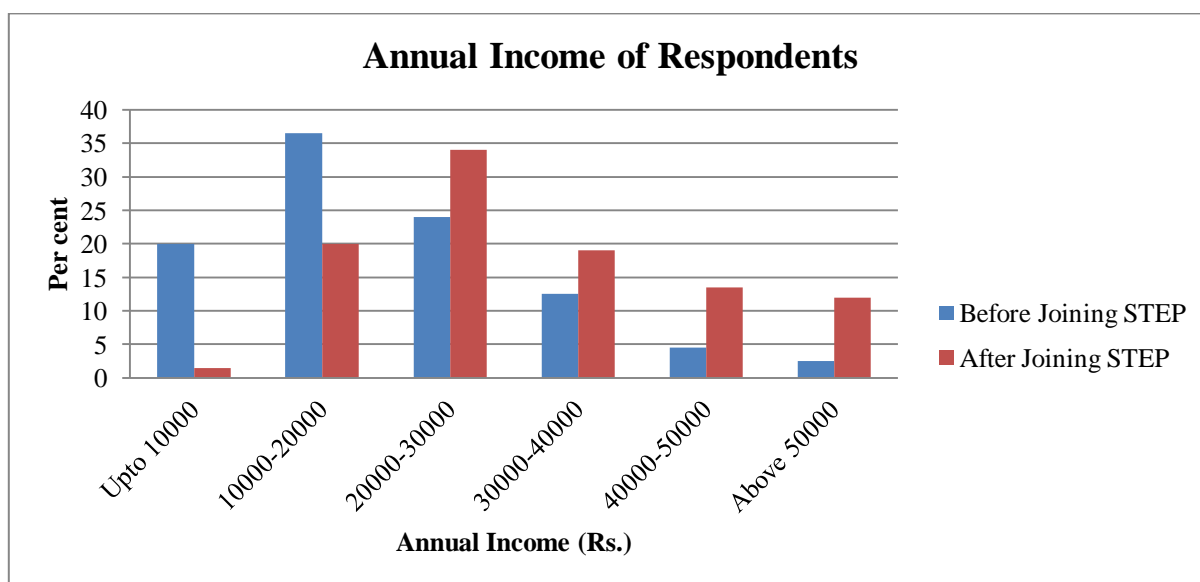


Table- 6.20 and figure-6.20 show the annual expenditure of respondents before and after joining STEP. It shows that the annual expenditure of sample respondents has increased after joining STEP. The table shows the facts that the percentage of sample respondents (21.5 per cent) whose average annual expenditure was less than Rs. 10000 before joining STEP has declined to 8.5 per cent and the percentage of respondents (27.0 per cent) whose average annual expenditure was between Rs. 20000-30000 and above has increased to 34 per cent after joining the STEP. This indicates that the members spending power increased after they become members of STEP.

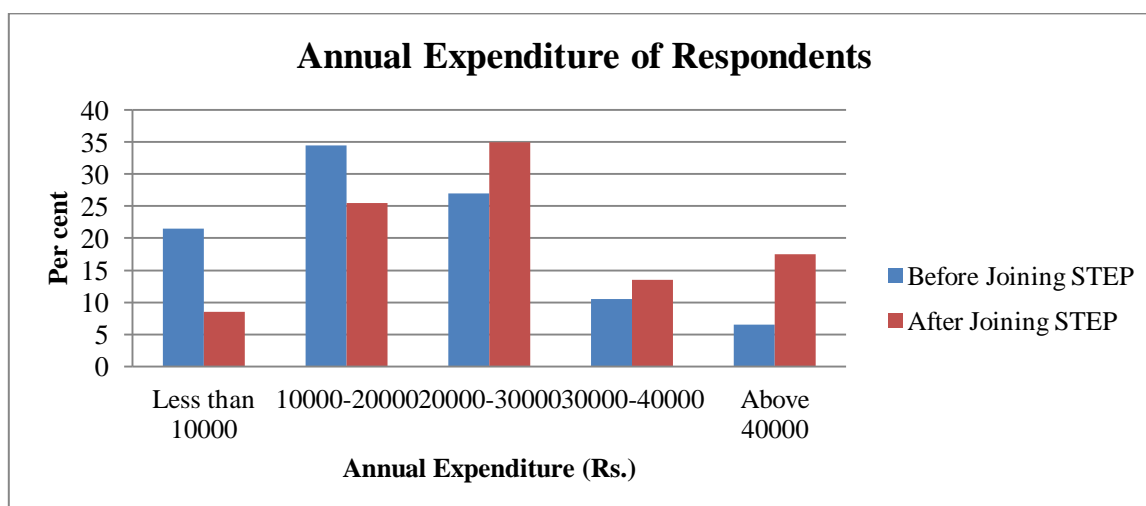
Table-6.20

Annual Expenditure of Respondents

Annual Expenditure (Rs.)	Before Joining STEP		After Joining STEP	
	No. of Respondents	Percentage	No. of Respondents	Percentage
Less than 10000	43	21.5	17	8.5
10000-20000	69	34.5	51	25.5
20000-30000	54	27.0	70	35.0
30000-40000	21	10.5	27	13.5
Above 40000	13	6.5	35	17.5
Total	200	100	200	100

Source: Field Survey

Figure-6.20



It is observed from Table-6.21 and Figure-6.21 that savings of sample respondents has gone up after they became members of STEP as compared to their earlier savings. The percentage of sample respondents whose annual savings was less than 5000 has declined and percentage of sample respondents whose savings were between Rs. 5000-10000 and above has increased after joining the STEP. This signifies that the savings of STEP respondents has risen with an increase in their income.

Table-6.21

Annual Savings of Respondents

Annual Saving (Rs.)	Before Joining STEP		After Joining STEP	
	No. of Respondents	Percentage	No. of Respondents	Percentage
Less than 5000	88	44.0	18	9.0
5000-10000	71	35.5	104	52.0
10000-15000	25	12.5	43	21.5
Above 15000	16	8.0	35	17.5
Total	200	100	200	100

Source: Field Survey

Figure-6.21

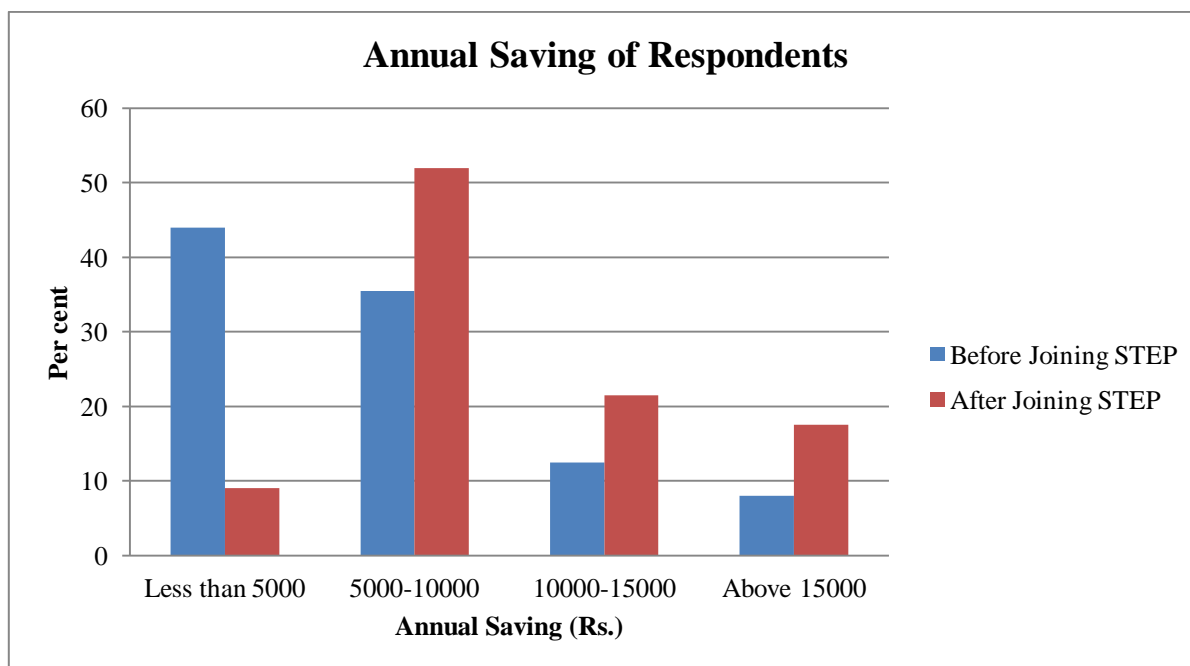


Table-6.22 and Figure-6.22 reflect the information about the impact of STEP on economic betterment/status of respondents. 60.5 per cent of respondents agreed about economic betterment after joining STEP while 39.5 per cent of respondents stated no impact of STEP on economic betterment.

Table-6.22

Impact of STEP on Economic Betterment/Status

Response	No. of Respondents	Percentage
Yes	121	60.5
No	79	39.5
Total	200	100

Source: Field Survey

Figure-6.22

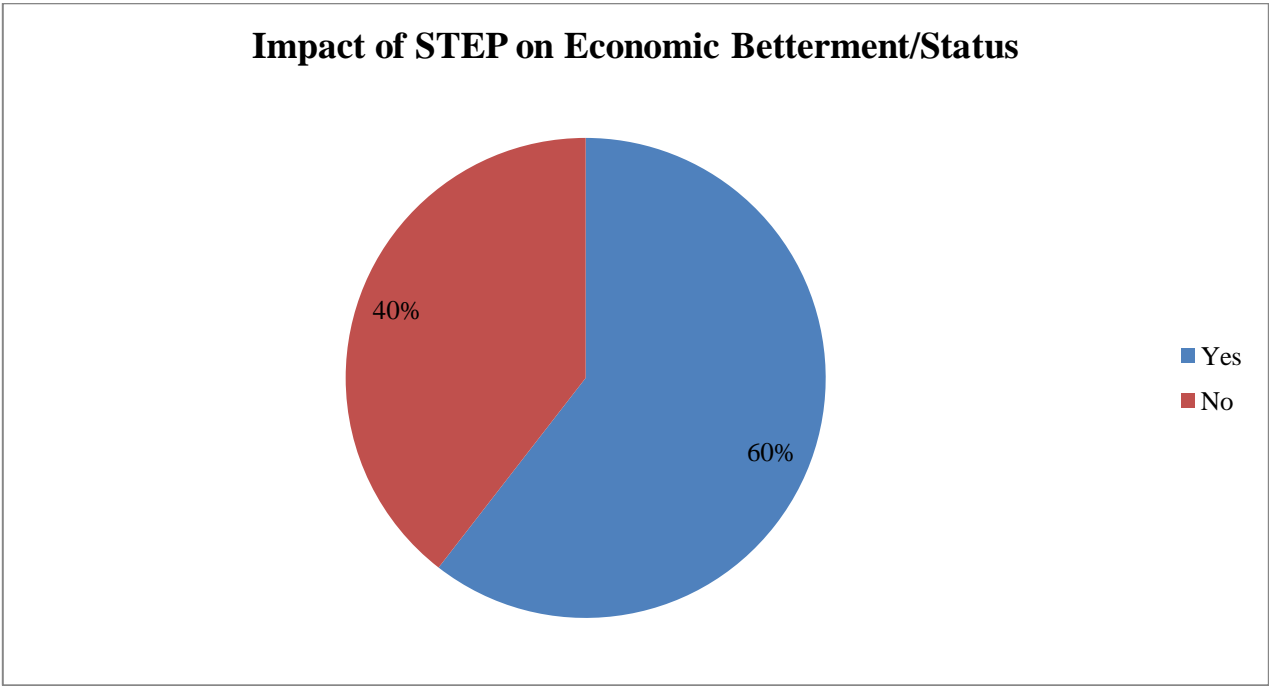


Table-6.23 and Figure-6.23 show the information about the impact of STEP on skill up gradation of respondents. Out of 200 sample respondents, 81.5 per cent reported that there is a significant impact on skill up gradation after joining STEP while 18.5 per cent of respondents stated no impact of STEP on skill up gradation.

Table-6.23

Impact of STEP on Skill Up gradation

Response	No. of Respondents	Percentage
Yes	163	81.5
No	37	18.5
Total	200	100

Source: Field Survey

Figure-6.23

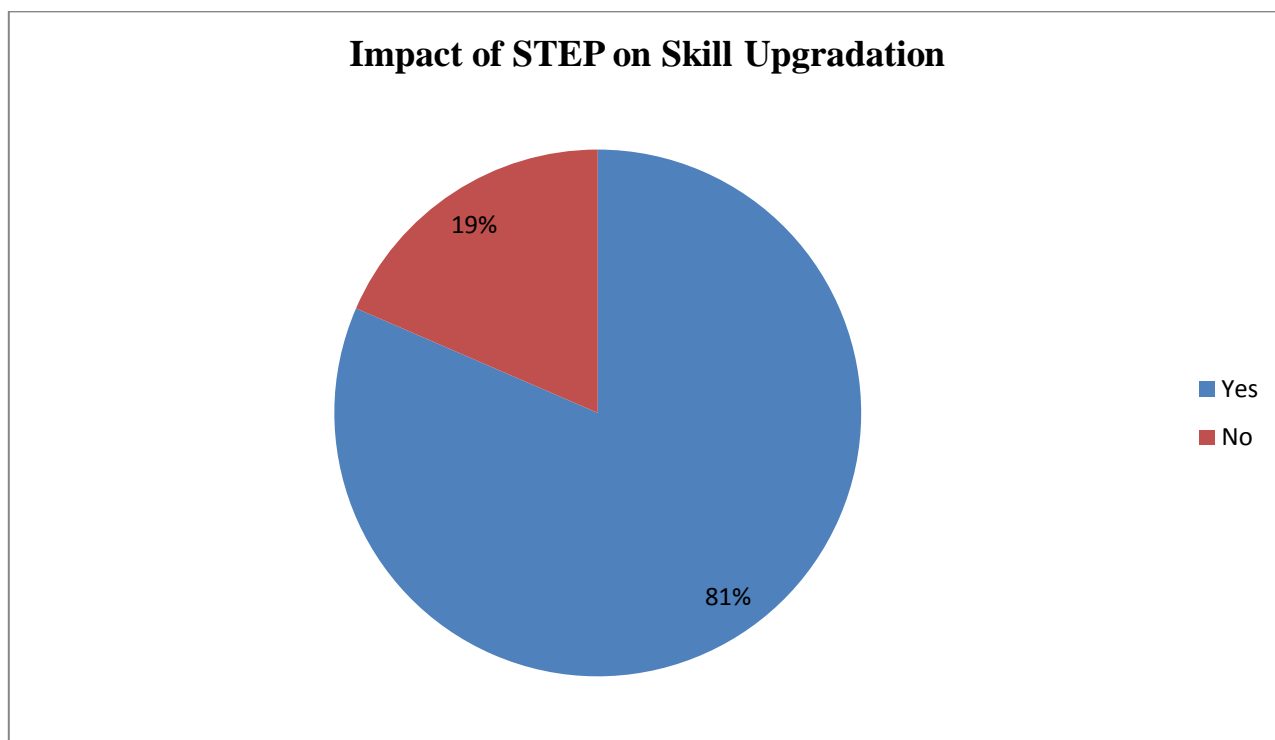


Table-6.24 and Figure-6.24 reflect the information about the impact of STEP on knowledge up gradation of respondents. Out of 200 sample respondents, 82.5 per cent reported that their knowledge has upgraded after joining STEP while 17.5 per cent of respondents stated no impact of STEP on knowledge up gradation.

Table-6.24

Impact of STEP on knowledge Up gradation

Response	No. of Respondents	Percentage
Yes	165	82.5
No	35	17.5
Total	200	100

Source: Field Survey

Figure-6.24

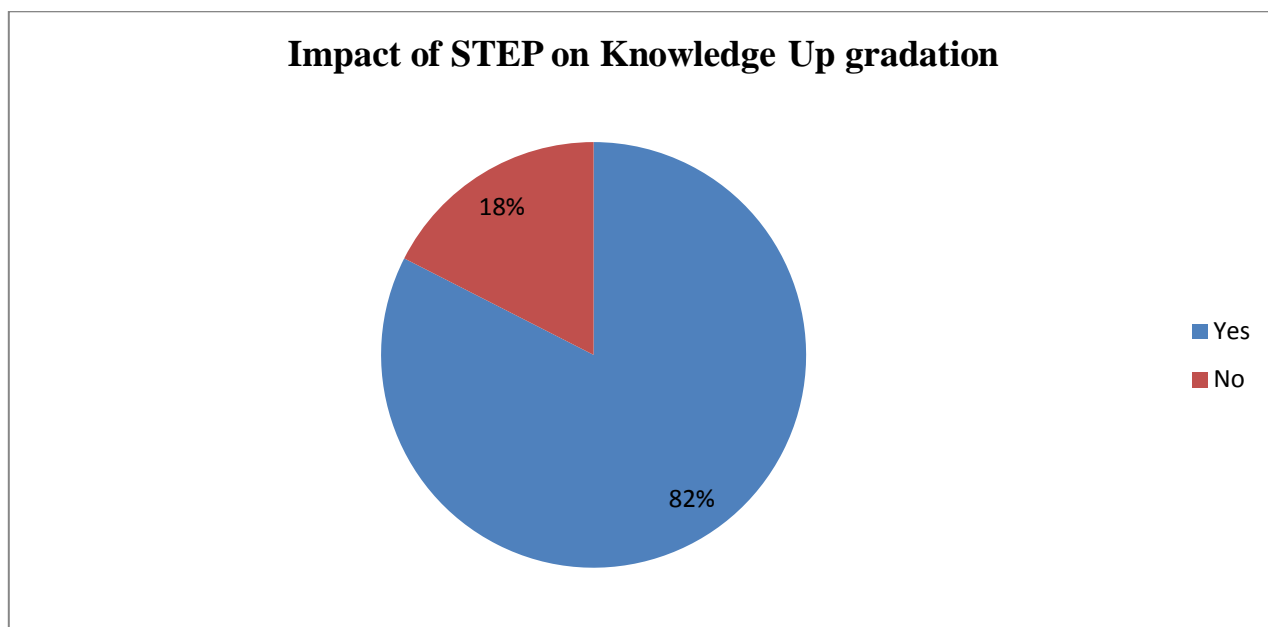


Table-6.25 and Figure-6.25 highlight information about the impact of STEP on capacity building of respondents. Out of 200 sample respondents, 74.0 per cent reported that their capacity building has improved after joining STEP while 26.0 per cent of respondents stated no impact of STEP on their capacity building.

Table-6.25

Impact of STEP on Capacity Building

Response	No. of Respondents	Percentage
Yes	148	74.0
No	52	26.0
Total	200	100

Source: Field Survey

Figure-6.25

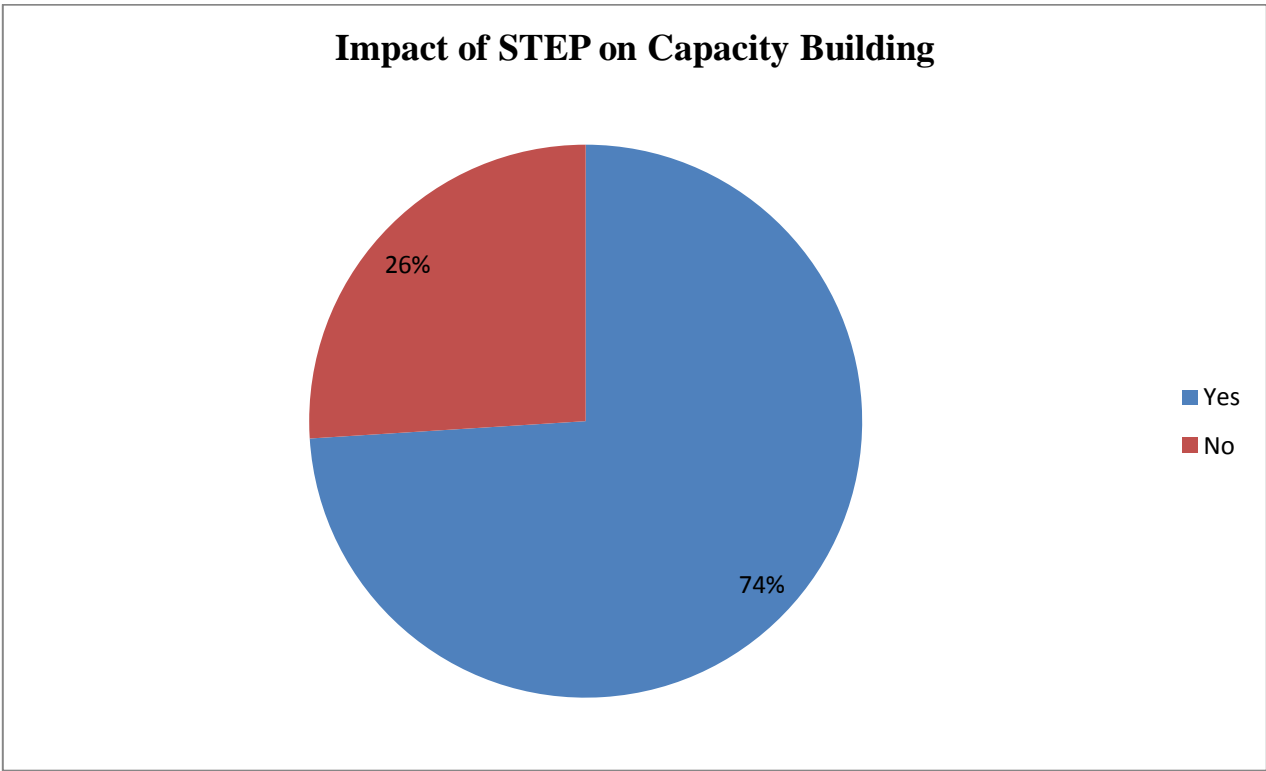


Table-6.26 and Figure-6.26 give information about the impact of STEP on the social status of respondents. Out of 200 sample respondents, 64.0 per cent reported that their social status has improved after joining STEP while 36.0 per cent of respondents stated no impact of STEP on their social status.

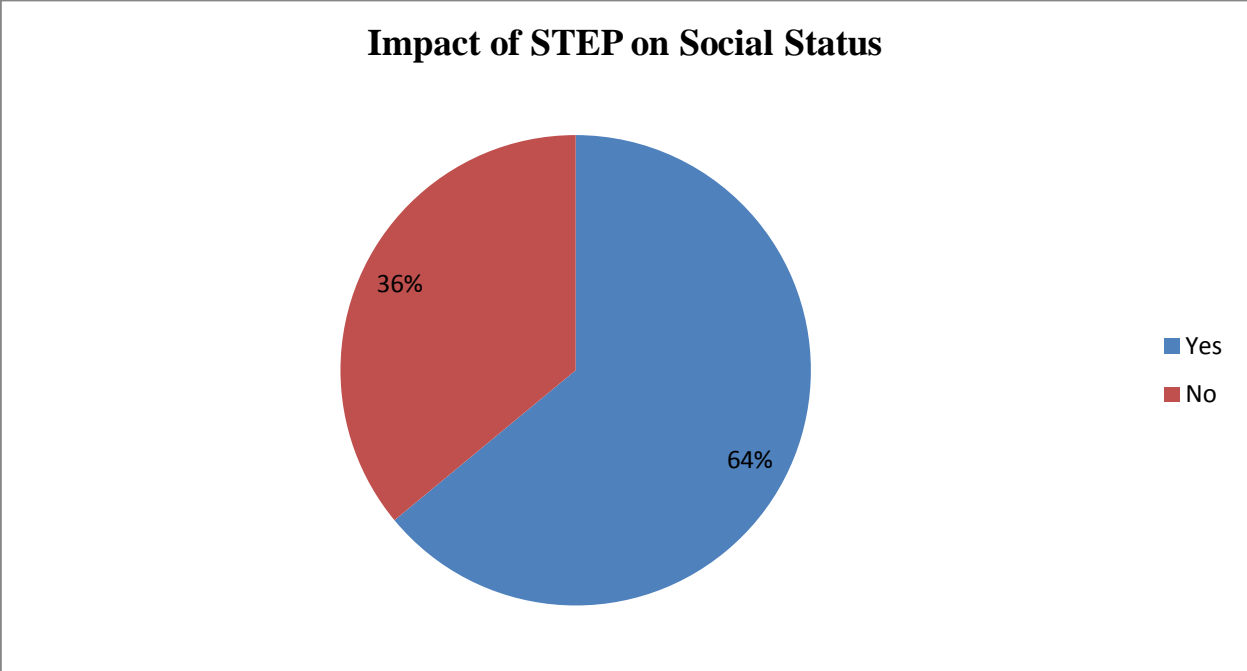
Table-6.26

Impact of STEP on Social status

Response	No. of Respondents	Percentage
Yes	128	64.0
No	72	36.0
Total	200	100

Source: Field Survey

Figure-6.26



It is seen from Table-6.27 and Figure-6.27 that among respondents, 73.0 per cent reported that there is no impact of STEP on decision-making while only 27.0 per cent of respondents reported that there is a significant impact of STEP on their decision-making.

Table-6.27

Impact of STEP on Decision-making

Response	No. of Respondents	Percentage
Yes	54	27.0
No	146	73.0
Total	200	100

Source: Field Survey

Figure-6.27

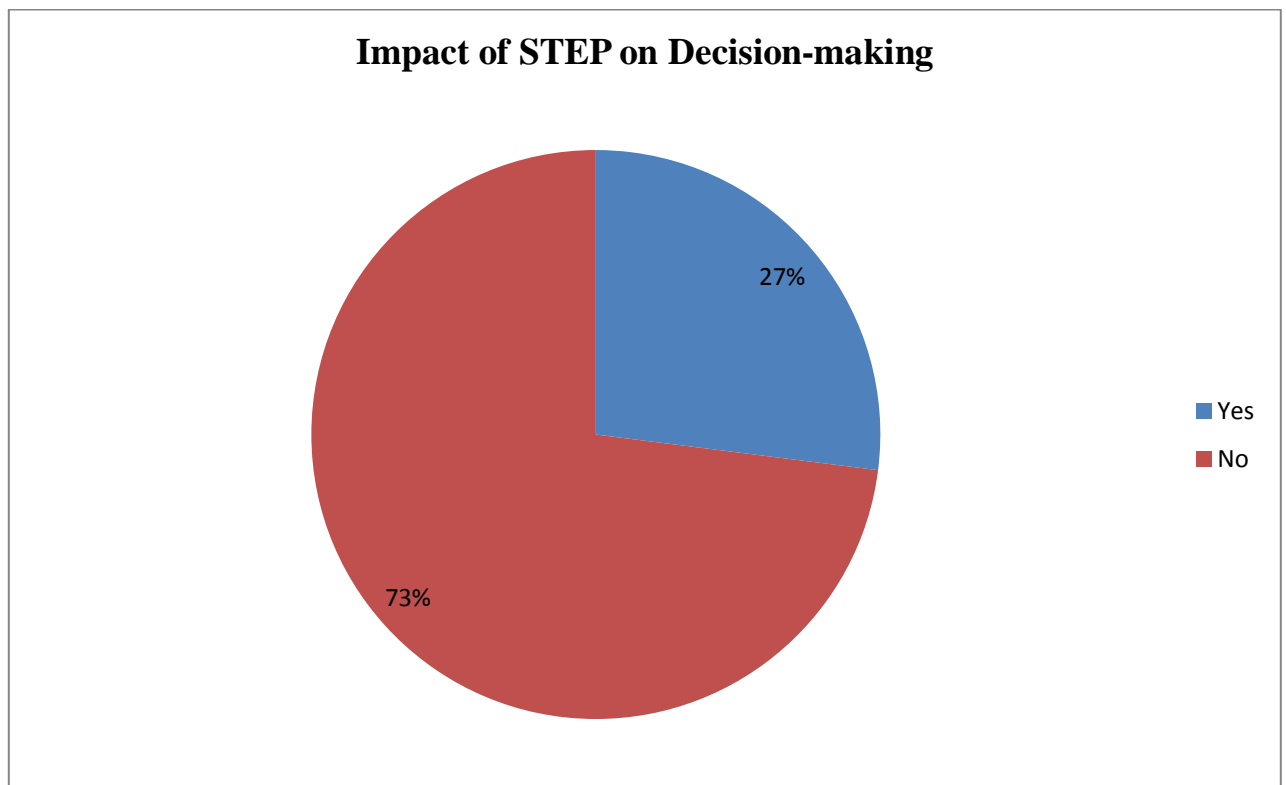


Table-6.28 and Figure-6.28 capture several dimensions of constraints in mushroom cultivation. 55.0 per cent of respondents reported that lack of storage facility is a major problem. The uncontrolled price structure of mushroom is another problem as reported by 25.5 per cent of respondents.

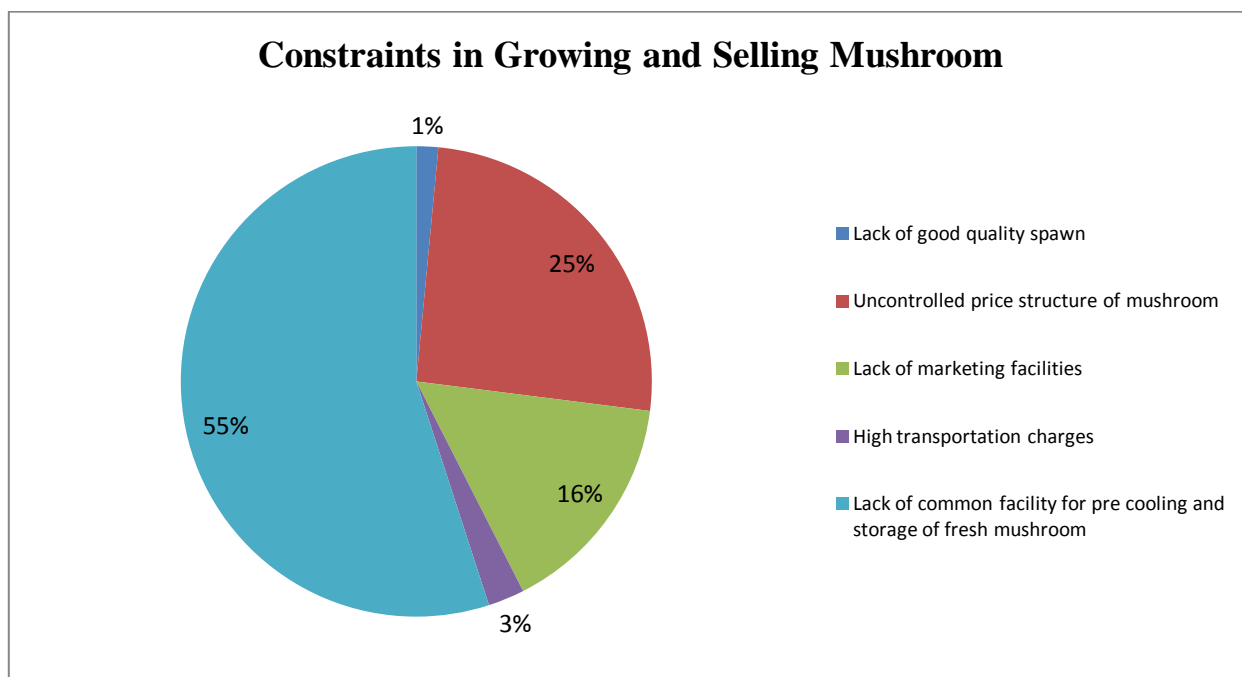
Table-6.28

Constraints in Growing and Selling Mushroom

Constraints	No. of Respondents	Percentage
Lack of good quality spawn	3	1.5
Uncontrolled price structure of mushroom	51	25.5
Lack of marketing facilities	31	15.5
High transportation charges	5	2.5
Lack of common facility for pre cooling and storage of fresh mushroom	110	55.0
Total	200	100

Source: Field Survey

Figure-6.28



6.8 Hypothesis Testing

Here an attempt is made to explain the predetermined hypothesis whether rejected or accepted. In order to test the hypotheses, the study has adopted paired sample t test.

H - Employment generation programmes have a positive impact on the development of women.

In order to comment on the said hypothesis, the study has taken three indicators viz., income, expenditure and saving of respondents before and after joining STEP.

Table-6.29 shows the results of paired sample t-test. Average annual income of respondents is significantly greater after joining STEP (M = 3590.0, S. D. = 1315.50) than average annual income before joining STEP (M = 2525.0, S. D. = 1215.22). T value is -24.347 which is significant at 0.01 per cent level of significance. The hypothesis stand accepted. So it is inferred that employment generation programme (STEP) have a positive impact on the development of women in terms of income.

Table-6.29

Paired Samples Statistics

	Mean	Std. Deviation	Std. Error Mean	t	d. f.	Sig. (2 tailed)
Pair 1						
Income before STEP	2525.0	1215.22	.08593	-24.347	199	.000
Income after STEP	3590.0	1315.50	.09302			

Table-6.30 shows the results of paired sample t-test. Average annual expenditure of respondents is significantly greater after joining STEP (M = 3060.0, S. D. = 1197.32) than average annual expenditure before joining STEP (M = 2460.0, S. D. = 1133.50). T value is -13.219 which is significant at 0.01 per cent level of significance. The hypothesis stand accepted. So it is inferred that employment generation programme (STEP) have a positive impact on the development of women in terms of expenditure.

Table-6.30
Paired Samples Statistics

		Mean	Std. Deviation	Std. Error Mean	t	d. f.	Sig. (2 tailed)
Pair 1	Expenditure before STEP	2460.0	1133.50	.08015	-13.219	199	.000
	Expenditure after STEP	3060.0	1197.32	.08466			

Table-6.31 shows the results of paired sample t-test. Average annual saving of respondents is significantly greater after joining STEP (M = 2475.0, S. D. = 885.04) than average annual saving before joining STEP (M = 1845.0, S. D. = 930.22). T value is -16.143 which is significant at 0.01 per cent level of significance. The hypothesis stand accepted. So it is inferred that employment generation programme (STEP) have a positive impact on development of the women in terms of saving.

Table-6.31
Paired Samples Statistics

		Mean	Std. Deviation	Std. Error Mean	t	d. f.	Sig. (2 tailed)
Pair 1	Saving before STEP	1845.0	930.22	.06578	-16.143	199	.000
	Saving after STEP	2475.0	885.04	.06258			

On the basis of the results as shown in Table-7.29, 7.30 and 7.31, it is inferred that employment generation programme (STEP) have a positive impact on development of women in terms of annual income, annual expenditure and annual saving. Hence, the study accepts the hypothesis.