

Skill Development In Fish Processing Among Women In Kerala; A study on Factors Influencing Effectiveness

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Introduction

- Women accounted for more than **19 %** people directly engaged in fisheries and aquaculture **primary sector**
- When Primary and secondary sector fisheries and aquaculture are combined women make up **half of the work force globally**
- The work women engage is low paid/unpaid/with unofficial status which in turn act as barrier to access to financial resources
----(**The State of World Fisheries and Aquaculture, FAO 2016**).
- Fisheries post harvest sector engagement by women in India is more than 66% (**National Policy on Marine fisheries 2017**)
- It is found that most of the women in fisheries sector in Kerala are confined to secondary sector on peeling and fish vending activities (Sathiadhas and sangeetha, 2009)

- Compared to the primary sector fisheries, women contribute more work forces to the secondary sector fisheries
- Therefore, skill development in post harvest fisheries has got great importance which add value to human resource
- Over the years
- But the successful implementation of the skill acquired depends on many factors

Objective

To know the factors that influence effectiveness of skill development programme as perceived by the group members

Research Methodology

- The sample of the study comprised of 30 respondents of a women group who have undergone training on hygienic fish drying
 - Factors were identified in discussion with the respondents
 - Selected factors were given for ranking by the respondents
 - **Data analysis**
- Garrett's ranking technique was used to find out most significant factor which influences the respondent

$$\text{Percentage position} = 100(R_{ij} - 0.5) / N_j$$

R_{ij} = Ranking given for i th item by j th individual

N_j = Number of items ranked by j th individual

Result & Discussion

Basic information

- Education : 40% of the women were educated upto 10th standard
- All of them were employed in the Govt scheme known as MGNREGA
- Undergone training for 15 days in 3 phases programme on fish drying and packaging
- 60% of the trainees started small scale production at house hold level

Factors that influence effectiveness of skill development programme as perceived by the group members

Personal Factors	Mean score	Rank
Experience	77	1
Traditional skill possessed	73	2
Favourable Attitude	59.33	3
Family support	58	4
Education	42.33	5

Factors that influence effectiveness of skill development programme as perceived by the group members

Factors related to the skill development programme	Mean score	Rank
Continuous Training	58.6	1
Utility and relevance of practical session	55.3	2
Use of equipments	53	3
Clarity in content	42.33	4
Emphasis on hygienic handling	42	5

Factors that influence effectiveness of skill development programme as perceived by the group members

Field level factors	Mean score	Rank
Managerial support in the field (local support to)	59	1
Institutional support	52.33	2
Access to raw material	51	3
Market access	49	4
Facility /place for fish drying	43.3	5

CONCLUSION

- Skill development programmes should focus more on those having previous experience/skill and favorable attitude towards the sector
- Increasing duration of the skill development programme in a phased manner promise positive outcome
- Facilitating the provision of adequate infrastructure facilities can be a key factor for the success of skill development programme
- Focusing should be given for enhancing personal skills
- Consistent support from Trainer's organization is important for achieving positive outcome of training

Thank you