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**Article**

## **Role of Training in Women for Employment: A Thematic Study**

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### **Abstract**

The vocational training is a crucial approach for empowering women, encouraging economic independence, and building social equality, particularly in the settings where conventional gender norms restrict women's access to formal labor markets. This study indicates that vocational training has developed a good level of self-esteem in women along with decision-making skills and participation in household and community decisions. The study uses a qualitative approach with thematic analysis to explore the complex relationships among vocational training, women's empowerment, and labor market outcomes. After reviewing recent national and international researches, the findings reveal that vocational training not only improves technical abilities but also increases confidence, decision-making capacity, and social recognition within families and communities. Furthermore, these efforts encourage entrepreneurial desires and economic independence. However, the ultimate goals of such initiatives are hampered by challenges such as inadequate market alignment, lack of post-training support, and limited access to funding. These findings highlight the importance of quality instruction, closer alignment with industry, and improved support mechanisms to guarantee that such projects are long-term and effective. It is advised that follow-up mentorship, financial literacy, and networking platforms are necessary to assist women in transitioning from training to stable job or self-employment. This study focuses on comprehensive, market-relevant vocational training programs as critical interventions for bridging gender gaps in the workforce and promoting women's social and economic empowerment in Nepal. Thus, the research provides an important understanding for policymakers and program developers in constructing sustainable and impactful training programs for women.

*Keywords:* vocational training, women empowerment, gender equality, economic independence

### **Background**

Vocational training is an important tool to promote women's empowerment, economic independence, and social equity in Nepal, where traditional gender roles usually restrict women from formal labor market

opportunities. In particular, women in rural and semi-urban areas face tremendous obstacles due to gender differences in education, work, and entrepreneurship (Acharya, 2017). The vocational training

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that focuses on skill acquisition and employability appears to be a popular path through which women can break into the participation rates of the labor market. This is important because these skills are in short supply in the low-income countries and tend to be an increasingly defining factor of one's capacity for gainful employment. Such programs provide essential technical skills and enhance personal and professional growth, enabling women to pursue new career opportunities or establish their own businesses (International Labour Organization [ILO], 2018).

The Government of Nepal, along with many non-government organizations, has been conducting various training programs for twenty years to make women more employable or financially self-dependent. According to the Asian Development Bank (ADB, 2020), vocational education and training (VET) programs tailored for women in Nepal have contributed significantly to increasing female labor participation. Target sectors include agriculture, tailoring, and beauty services, among many others, and small-scale manufacturing in which women can easily earn a decent livelihood either as employees or entrepreneurs. For instance, technical and vocational education and training (TVET) initiatives have played a significant role in equipping women with market-relevant skills (ILO, 2021). Such training provides women with the confidence and capability to enter the formal workforce or establish their own businesses, thereby promoting financial independence and social

empowerment.

Besides economic advantages, there are some significant social effects of the programs concerning vocational training. Within these, it has been identified that women participating in these programs have higher levels of self-confidence and decision-making capacity, with greater social recognition within their family and community. Empowerment through the vocational training goes beyond financial independence, as women become more involved in household and community decision-making (Khan & Sultana, 2017). This is especially important in the rural areas, where women have traditionally been limited to household chores and agricultural labor with minimal access to formal employment possibilities (Bhadra, 2019).

However, not all the benefits are without challenges. Vocational training programs in Nepal frequently deal with problems pertaining to training quality, applicability to market demands, and sustainability of employment following training (Khattri & Sharma, 2020). Most of the programs fail to provide employment opportunities to the participants as a result of poor alignment with the present market demands. In addition, the lack of access to financial resources for entrepreneurial endeavors, job placement services, and mentorship further impedes the long-term success of women trained in vocational disciplines (Joshi & Rijal, 2019).

Vocational training programs for women have a huge potential for both economic

growth and gender equity in Nepal. Training programs bridge the gap between formal education and actual employment opportunities by providing women with marketable skills where demand is on the rise. While the progress is being made, it appears still more can be done to help women obtain the benefits from such programs. Mechanisms for mentorship, greater program compatibility with industry requirements, and post-training assistance are imperative. The purpose of this study is to investigate how skill training programs can enhance women's employability, confidence, and decision-making capacity.

### **Methodology**

For this study, I used the qualitative approach and conducted a thematic analysis. This strategy is beneficial for categorizing and presenting data-related themes by exhibiting data through the interpretation of various issues (Boyatzis, 1998). According to Alhojailan (2012), thematic analysis allows researchers to closely explore the relationships between concepts, and contrast them with repeating data patterns. Thematic analysis enables academics to connect distinct concepts and opinions presented by the workers.

To carry out the thematic review, I used Google Scholar to explore the literature extensively. I focused on recent publications, prioritizing articles published within the last ten years to ensure relevancy and current insights. I found and reviewed literature using keywords such as vocational training, skill

acquisition, self-employment opportunities, and shifts in socioeconomic status. From these, I chose the top 20 national and international research articles that expressly addressed the importance and contribution of training for women employment.

### **Findings**

The study of literature highlights several important conclusions on the impact and efficacy of vocational training programs for women in Nepal. These can be summed up under three distinct themes: Empowerment through training skills; quality of training and professional development, increased career opportunities; and sustainability and long-term impact of training programs.

#### ***Empowerment through Training Skills***

In Nepal, skill development initiatives have become critical for women's empowerment in various sectors. These programs provide women with the technical skills needed to start their own businesses or enter the workforce in a variety of industries, including beauty sector, agriculture, garment sector, handicraft and more. Empowerment through such skill acquisition not only fosters financial independence but also challenges traditional gender roles (Kabeer, 2005). Such programs are critical in Nepal's socioeconomic landscape where women, particularly those from the marginalised regions, frequently lack access to education and formal employment. The broader impact of such initiatives is evident in their potential to transform women's socio-economic

standing, particularly among the marginalized communities (UN Women, 2020). With its growth, women, especially those from the underprivileged backgrounds, have ample opportunity to seek improvements in their socioeconomic status with the active engagement in this sector. A study by Gurung and Shrestha (2020) highlights that women engaged in technical training on agriculture reported increased household decision-making power and financial independence. Similarly, the tourism and hospitality sector, a growing industry in Nepal, has become a fertile ground for women seeking to break traditional barriers through skill acquisition (Bajracharya & Maharjan, 2021). This is a representative example of a broader impact on society because many of these skilled women often become role models in their communities, which may lead others to pursue similar opportunities. However, in order for women to transition into stable employment or self-employment, these programs must be successful. For this to happen, effective training and post-training support such as financial aid and mentorship are required (Joshi & Rijal, 2019). As a result, skill training programs for women in Nepal must be sustainable, ensuring that participants receive the assistance they require to succeed economically while also gaining new skills.

### ***Quality of Training and Professional Development***

A key factor in determining the effectiveness and long-term effects of vocational programs is the quality of training and

professional development, especially for the underrepresented groups like women. Such vocational training aims at imparting on participants the right level of competitiveness in the labor market, entrepreneurship, and professional circles. Moreover, it is not just technical knowledge that is sufficient, but, in fact, the personal and professional development. The employability, revenue generation, and entrepreneurial activities of participants in the women's training program are directly correlated with the program's overall effectiveness based on the quality of the training. One of the crucial dimensions of quality training is relevance to market needs. Khattri and Sharma (2020) explain that skill development programs often fail when they do not align with the evolving demands of the job market.

Professional growth apart from technical expertise is also a stipulation. Personal development comprising increased self-confidence, decision-making skills, and leadership qualities also play an important role in enhancing employability through vocational programs. In addition to the cultural expectations and family responsibilities, a study by Sharma and Pant (2018) shows that women in these programs frequently encounter other obstacles that can hinder their ability to participate fully in the workforce. Thus, financial literacy, time management, and personal empowerment are also critical components of quality training programs to respond to such issues.

Success from these programs does not

depend solely on the content provided but also on the competency of the trainers themselves. A study by Joshi and Rijal (2019) emphasizes the importance of having highly skilled trainers who possess both industry expertise and pedagogical skills. Professionals who are experienced can provide current comments on trends, market demands, and obstacles faced today. It is also essential that the facilitators must have adult education methods because most of the trainees are women who have a number of responsibilities unlike fresh graduates.

Generally, quality of learning would enhance substantially if teaching methods could be adapted to different backgrounds of the participants. Also being affected by is the setting where the training is conducted. According to Khadka et al. (2020), the quality of vocational training is heavily influenced by the availability of proper infrastructure and resources. Similarly, training programs comprising state-of-the-art facilities and practical workshops help participants use theoretical information in real time, which boosts the confidence and competence of participants. On the other hand, training programs that are not well equipped, for instance, with adequate makeup or equipment, would result in less practice and mastery of skills by the participants, consequently lowering the overall quality of the training. Moreover, professional development for participants is also enhanced by post-training support and mentorship services. Thapa and Karki (2021) present the argument that

TVET programs will be more effective if follow-up mechanisms such as mentorship networking and job placement services are in place. Continued support to the women even after completion of training leads to better professional performance, whether employed or self-employed. For example, mentorship programs offer continued support to trainees making them able to face the challenges that might relate to building a business, dealing with clients, or being in the competitive line of world of work. Without such assistance, many of these women may fail to move into the practical application in the labor market.

Thus, the success of vocational programs for women depends on market-relevant training, qualified educators, and infrastructure. Personal growth, financial literacy, and post-training mentorship are all important to unlock the potential of technical abilities. Quality programs promote self-confidence, employability, and entrepreneurship by removing barriers, providing practical training, and ongoing support for the long-term professional growth and success.

### ***Training Increases Career Opportunities***

Training program offers several opportunities for professional growth and economic empowerment through the skill development of women. It is expected that women who receive new skills will have better employability, financial independence, and encouragement of entrepreneurship. The ILO (2018) found that skill development programs can

dramatically raise women's labor force participation rates, which in turn promotes social justice and economic progress. Skill development provides participants with hands-on expertise, which increases the chances of employability either as a self-employed or as a freelancer. This training opens the doors to economic independence, particularly for women confined to household responsibilities by providing them with the means to earn a sustainable income. The training encompasses more than just technical skills, as it brings entrepreneurial possibilities and motivates participants to launch their own ventures.

Similarly, training fosters entrepreneurship, which is essential for self-employment. A study by Singh and Ghosh (2020) emphasizes that women trained in fields like tailoring, handicrafts, or digital marketing have successfully launched small businesses, contributing not only to family income but also to the local economies. This goes hand in hand with the global shift toward more flexible work arrangements, where, the gig economy is thriving. For instance, women who acquire skills through targeted programs are more likely to challenge societal norms, access financial resources, and create opportunities for others by employing fellow women (UNESCO, 2022a).

Moreover, soft skills like communication, teamwork, and time management are also improved by training and are essential for professional success. Participants in these programs might interact with possible

employers, clients, or partners through networking and mentoring opportunities. A research underscores the role of such holistic training in building sustainable career paths and increasing job retention rates among women (ILO, 2021). The program also facilitates social empowerment, as it encourages women to build networks and engage in business collaborations, enhancing their leadership roles within their communities. Such skills provide them with opportunities for expansion into wider markets and the use of digital means of improving their services for career advancement and entrepreneurship. Nevertheless, vocational training is a very good means to further one's skills in personal and professional development. Besides the immediate effects of skill acquisition, they offer employment opportunities, financial independence, and community growth. Policymakers should further encourage these initiatives and ensure access for women from different socio-economic backgrounds to maximize their benefits.

### ***Sustainability and Long-Term Impact of Training Programs***

To have long-term effects on women's employment, skill training must go beyond simply providing skills and promote sustainability through comprehensive support systems. In Nepal, there are numerous training initiatives that do not provide enough post-training support, which is critical for allowing women to successfully employ their gained abilities in the labor market. In absence of continued

guidance, mentorship, or access to resources, many women face difficulties in translating their newly acquired skills into sustainable careers or businesses (Deutsche Gesellschaft für Internationale Zusammenarbeit [GIZ], 2020).

Moreover, monitoring and evaluation mechanisms for these programs are often underdeveloped, making it difficult to measure their long-term effectiveness or identify areas for improvement (ILO, 2021). This leads to inefficiencies and inadequate opportunities to improve training delivery and outcomes.

Sustainable programs should integrate follow-up support mechanisms such as microcredit schemes and networking platforms, which can help women access funding and establish business connections (UNESCO, 2022b). Strong collaboration among training providers, employers, and politicians is also necessary to create a comprehensive system that supports women throughout their careers. Indeed, only when such mechanisms are in place can the training programs achieve long-term success and contribute to real, long-term women's empowerment in Nepal.

Hence, for the training programs to have a long-term influence on women's employment, they must provide post-training support such as mentoring, micro financing, and networking opportunities. Many women fail to turn their skills into long-term professions for lack of follow-up methods and sufficient supervision. Therefore, the

collaboration among providers, employers, and governments is critical to long-term success and empowerment.

## Discussion

Vocational training significantly benefits women in Nepal in terms of empowerment, employability, and entrepreneurship development. However, how far the programs are effective in changing women's lives and the long-term effects are determined by a variety of factors other than skill acquisition. Empowerment comes not only from technical capabilities but also from other aspects of personal and professional development that training programs encourage. Women gain confidence, leadership skills, and financial literacy, thereby allowing them to better manage diverse challenges such as family duties and cultural constraints.

Despite these favorable outcomes, the success of training programs is not always sustained. One of the most pressing challenges is how women can preserve their new skills in the face of a shortage of post-training. Without much-needed follow-up coaching, networking, and resource access, most of these trainees have struggled to start enterprises or find secure jobs.

As noted by scholars, the integration of support mechanisms such as microcredit schemes, job placement services, and mentorship is vital for ensuring that these programs lead to a long-term empowerment (ILO, 2021; UNESCO, 2022b). Furthermore, it is more difficult to evaluate the program's

efficacy and make the required adjustments for lack of adequate monitoring and evaluation methods. Vocational training must therefore take a comprehensive strategy that includes both skill-building and long-term support systems to promote women's empowerment and ongoing professional advancement if it is to be genuinely transformative.

### **Conclusion and Implications**

This thematic review summarizes the evidence on the effects of women-targeted training programs such as socioeconomic benefits, empowerment, and long-term sustainability. According to the academics, such course is frequently required to boost women's employability in the nontraditional fields. These skill-based programs provide technical competencies to women while also contributing to their independence and self-confidence, allowing them to be more active in the labor market. The studies show the skilled women frequently pursue traditional male careers, disrupting gender stereotypes and promoting gender equality.

The study dives deep into different aspects of empowerment that result from training program participation; it highlights important themes like social recognition, economic independence, and personal development and tries to demonstrate how skill development raises self-esteem and increases one's ability to make decisions for oneself and one's family and community.

Despite these advantages, a host of obstacles persists, including insufficient alignment

of training programs with current market demands, inadequate infrastructure, and a lack of support following training. Most women find it difficult to move from training to employment or self-employment in the absence of ongoing mentorship, job placement services, or financial access. The study highlights the importance of improving training quality, aligning with industry demands, and developing long-term support mechanisms to assure success.

The findings also suggest for continuation of training in the evaluation and adaptation of changing women's needs across diverse contexts by adding mechanisms for participant feedback, which may result in more relevant and impactful training content, hence increasing efficacy. Women's vocational training will only be able to reach its full potential if employers, government bodies, and training providers work together more effectively at all levels. For Nepal to fully empower women and promote gender equality in the workplace, more interventions are needed in a number of areas, including entrepreneurship skills, financial literacy access, sustainability, and improved post-training assistance. Building links with local firms and organizations can help a training program enable placements and grow female small enterprises. As a result, the thematic study provides invaluable insights into the multidimensional effects of training programs for women, particularly those with integrated approaches to skill development, empowerment and sustainability. These conclusions can be used to inform future



programs aimed at promoting gender equity, economic empowerment as well as societal reform.

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