

Women Empowerment



Vocational training programme

Vocational Training in Nursing Aid

The economic empowerment of women has become a major development priority. Giving women more opportunities to earn an income has been shown to make a significant contribution to the achievement of development outcomes. Yet amidst the push to get more women into work and stimulate women's income earning capacities, less attention has been focused on what would make working more empowering for women. The key lies in women empowerment through economic self-sufficiency and higher awareness levels on social, political and legal issues through mobilization.

There is also a need to recognize and emphasize the diverse roles of women such as reproductive, productive and community management. Women should be organized and strengthened at the grass root level to end their subordination. Sterlite Technologies

Limited (Sterlite) is making an attempt in that direction to make women self-sufficient through various skill training programmes.

The company has a strong belief that communities can develop and sustain, if their citizens are adequately empowered with knowledge and skill sets. In line with this, Sterlite is now engaged in several women empowerment initiatives one of them is vocational training generating sustainable livelihoods.

Sterlite's responsibility towards women empowerment

With the progress of communities being dependent on the working generation, Sterlite focused its initiatives on the welfare and well-being of women from the sections of underprivileged society. The underlying objective was to give them the opportunity of a better standard of living for themselves and their families. Sterlite firmly believe

that empowering a woman means empowering whole family.

Sterlite continues to support a vocational Training course in nursing aid to promote self-sufficiency amongst underprivileged women, especially girl student dropouts, widows, divorcees and women from BPL segment in and around the villages of Pune. The main aim of this programme is to enhance the quality of life of women through increased knowledge and skills. The Foundation also realized that merely imparting literacy would not be sufficient.

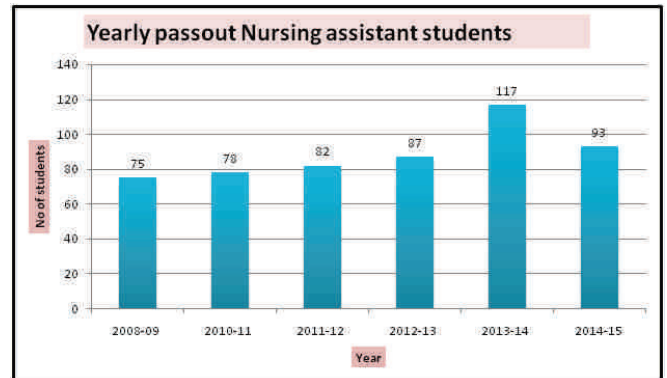
The women need vocational training or skills also to uplift their economic status. They should be able to stand on their feet and provide support to their families.

The discussions with women revealed that they are also interested in learning some skills to supplement their household income. They showed interest in learning nursing aid and tailoring. To facilitate these kinds of vocational training, Sterlite has joined hands with Swa'-Roop Wardhinee, a registered charitable trust in Pune.

Since 1979, the trust is working mainly for children and women from economically/socially down trodden strata of the society, through various informal educational activities. Through various projects, Sterlite reaches to the door step of needy people in the society.

Sterlite has initiated activities for students as well as women belonging to the lower income group who expressed their aspirations. Typically, the women in such are as prefer to be self-sufficient due to the following reasons:





- Insufficient income of the family
- Discouraging educational background of the family
- Family head addicted to bad habits
- Inability of the women to run the family on their own due to lack of sufficient education
- Need for additional income for Widows, divorcees etc.
- Victims of family violence
- School/college dropouts and felt self-development need
- Gender discrimination

Taking into considerations, all these aspects, Sterlite Tech foundation with Wardhinee, SPMESM started vocational Training courses for women, including Nursing Assistant and Tailoring.

Sterlite runs Patient Aid certified courses in Pune city, Male village, Ambavane village and Aurangabad city.

Those who attended the Nursing/ Patient Aid Programme too have benefitted significantly.

- Beneficiaries till date : 439
- Every student has received a placement offer and today work in

reputed hospitals.

- The course has helped build their knowledge and skills, besides giving a boost to their confidence.
- Every month they earn around Rs 3500 –4500 initially.
- This additional income helps them support their family.
- They have also earned respect within their family as well as the society they live in.
- Today, though there is a shortage of assistant nurses in several hospitals across the city of Pune, Sterlite's initiatives have helped bridge the gap by providing skilled personnel to the healthcare industry.
- Service to the community in providing basic healthcare services at ease.
- Boosting of Self-moral development.
- Pride of working in reputed industry.

Sterlite Tech foundation's nursing aid training benefitted to the 400 plus women to become self reliant and gained status in the society.

- STL continues to support a major women empowerment program as its CSR activity. The main aim

of this program is to enhance the quality of life of women through increased knowledge and skills. In the year 2013-14, STL has supported 117 women in enrolling into the Assistant Nursing Program, who are currently undergoing an intensive internship at various hospitals in Pune and Aurangabad and surrounding rural areas. Upon successful completion of this program these women will be placed at various health care centers and will be working as assistant nurses at these health care centers.

- The program does not just provide them with a job, but also empowers them to be more confident and independent in their personal and social life. There has been a steep rise in the number of beneficiaries which reflects our long term vision of developing the community through empowering its women.

Success stories



SULABHA VASANT THOMARE

from Asade village, Mulshi Taluka works as Assistant Nurse at KEM Hospital

Belonging to the economically weak strata of the society, Sulabha managed to complete her standard tenth education with great difficulty. Her family comprised her parents



and seven brothers, and her mother constantly worried about the deformity in her eyes and her marriage prospects.

One day, during a chance conversation with one of her friends, Sulabha heard about the Assistant Nursing course being conducted in Mulshi. She immediately let her parents know about her desire to pursue this course, and they agreed. Sulabha grasped the subject very well, and could answer most of the questions in the classroom. She feels that in addition to learning about nursing skills, the course offered her the opportunity to pick up communication skills. After completing the course, she applied for a job in KEM Hospital, and was promptly selected with a starting salary of Rs 5000.

And that's not all... with her own savings, she got her eye surgery done! Sulabha has also found herself a good life partner.

Today, Sulabha earns a salary of Rs 10,000 per month. Another opportunity has come her way, and if all goes well, she may work for the Central Government Hospital, Pune. Sulabha's determination and hard work has paid off, and she will continue to be a role model for all students.

Jayashree Dhige

Jayashree, who was quite a brilliant student, struggled to give her

standard 10th examinations, as her family was financially weak. However, luck favoured her when the entire village came together and offered her the amount required to complete her tenth standard education. Finally, when the results were announced she had obviously scored good marks in her exam.

Later, she heard about the nursing course and joined the training sessions. After completing the course, she had a job in hand with a starting salary of Rs 3000 per month. When she gave the first salary to her father, his happiness knew no bounds. He even persuaded her to complete her junior college studies. And known to be the hardworking girl she was, she did a brilliant job of pursuing her studies while performing her duties as an Assistant nurse.

Today, she works in two hospitals doing day and night shift, and earns around Rs 15000 per month. Her parents have also found her a good life partner, and they will be getting married this year.

Jayashree's success is the perfect example of how willpower and determination can open up a path to success.

Meenakshi Gaikwad, a 45 years old woman from Vadgaonsheri, Pune lost her husband, a civil engineer at the age of 40 because of cardiac arrest. Meenakshi, a mother of two kids was working as an attendant

at KEM Hospital, Pune at that time and was earning only Rs 6000 which was not sufficient to manage the expenses of her family. Meenakshi was shattered and had no financial support from her family. One day she came to know about the assistant nursing program sponsored by STL and joined the course while continuing to do her job and successfully completed the program.

Meenakshi now works at the same hospital as an assistant nurse and earns Rs 12,000 per month. She feels that her life has completely transformed and is much more confident and self-sufficient.

Kavita, a 20 years old girl from Mulshi completed her school and wanted to continue her education but couldn't go to college because of financial and social issues. After getting to know about the assistant nursing program sponsored by STL, she managed to convince her parents to allow her to do this course. Kavita successfully completed the course in the year 2013 and started working in Pirangut at a pay scale of Rs 6000 per month. Just after a couple of months of her joining, her aunt faced an emergency medical condition where the family did not know what to do. Kavita helped her get emergency help and got the best medical treatment for her and saved her life with her wit and care. Kavita feels empowered and is a role model for her family now.

