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Vocational Skill Training and Economic Development among Women in Butanda Sub County, Rubanda District

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Abstract **:** *The study aimed at establishing the relationship between vocational skill training and economic development of women in Butanda Sub County, Rubanda District. The study employed a cross sectional research design supported by a mixed method approach. A sample size of 242 respondents was used to provide data for the study. Simple random sampling technique was used to select women respondents from the groups of women engaged in different vocational activities in Butanda Sub County, Rubanda District. Data collection primarily depended on questionnaires and observation. Data was analysed using descriptive and inferential statistics with the help of Statistical Package for Social sciences version 22.0. The findings found a significant positive relationship between vocational skill training and economic development of women (.982**). The findings indicated that vocational skill training accounted for 96.4% of the variation in economic development of women in Butanda Sub County, Rubanda District as indicated by the Adjusted R Square value of .964. The findings found that vocational skill training had a positive significant influence on the economic development of women since the Beta Value (.982) was positive and its corresponding Sig. value (.000) is less than 0.05. The study concluded that vocational skill training had a significant positive relationship with economic development of women in Butanda Sub County, Rubanda District. The study recommended that provision of vocational skills to women should be enhanced and they should encourage practical methods in their training in order to enhance knowledge imparting to women so that the training to be fruitful to enhance social economic development. The government should also put more efforts in promoting vocational education of women since they yield more skills for increased establishment of enterprises.*

Keywords: Vocational skills training, economic development

INTRODUCTION

The population of women is more than half of the world population. According to Adelakun, Oviawe, & Barfa (2015), the female population was approximately 23.19 million. Females world over are faced with difficulties in accessing jobs, formal education and also lack participation in decision making bodies to decide on matters affecting them, failure to access finance to invest in businesses to improve their economic welfare. These females also face challenges of gender inequalities which are linked to unequal access to skill training opportunities.

International Labour Organisation (2015) reported that education and skills training enhance the capability of women and men to apply new techniques, thus increasing their potential for being employed as well as the productivity and competitiveness of enterprises. A very vital and crucial role can be played by developing skill enhancing systems which should connect education to technical training and technical training to entry into the labour market which in turn would help them secure good and reasonable employment which can be a source of learning for the rest of their lives.

Women empowerment is intended to lead to economic prosperity. To this end, the Government of the Republic of Uganda recognizes Gender and Equity in appropriation and utilization of Public Funds as fundamental in the attainment of sustainable inclusive growth and development (EOC, 2020). Chapter four of the Constitution of the Republic of Uganda which stretches from Article 20 to 58 makes various provisions aimed at empowerment of women (Republic of Uganda 1995). SDG 5 target 5 obliges the UN Member States, Uganda inclusive, to adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

In 1974, the Ugandan government established the Directorate of Industrial Training (DIT), for purposes of developing policies and implementing strategies for skills training, upgrading, and testing of workers in industries and apprentices in the workplace as well as those persons training in the world of work which operates 5 vocational institutes. These are supplemented by the private vocational centres throughout the country. Apprenticeship training, industrial training, skill upgrading, trade testing, and certification are all handled by DIT. Its goals are to create, promote, and manage an efficient and effective national and local industrial training system for the continuous and sustained growth of personnel in Uganda (Ssekamwa, 1997).

The number of TVET institutions expanded in the 1990s and early 2000s. Many private technical institutions were put up between 1992 and 2005 because of the government policy issued in the Government White Paper on Education (1992). The aim of the white

paper was to eradicate illiteracy and equip the individual with basic skills and knowledge to exploit the environment for self-development. In 2001, the Ugandan government opened village polytechnics and opened 11 community polytechnic instructors' colleges to train technical teachers. Prior to this, the only technical teacher training institution in Uganda had been Uganda Polytechnic Kyambogo, which had limited space for this enormous job. In 2001, the technical teachers' colleges opened with an enrolment of 884 students. The number of women learners comprised 224. The following year, the enrolments equalled almost the same number of students. The number of women was a bit higher (356). However, this development could not continue.

Despite women economic empowerment through provision of vocational skills and funds to invest in their vocational activities, women have not realized economic prosperity (WOGE, 2016). Women are still vulnerable, and most of them are not engaged in business ventures for prosperity. Oxfam Women's Economic Empowerment and Care (2017) found that women lacked production skills and business acumen. The report found that more women than men were engaged in unpaid activities which hamper their economic prosperity. Thus, this study was done to establish the relationship between vocational skill training and economic development of women in Butanda Sub County, Rubanda District.

Statement of the Problem

Uganda has registered an average annual GDP growth of over 5 percent over the last 5 years up to 2018. However, this growth is not always reflected at the microeconomic level due to the persistence of inequality between different demographic groups in society. Gender inequality has been identified as the most significant and persistent of all inequalities and women are not reaping the same benefits and returns as men from the country's strong macroeconomic performance (Ntale, 2019).

UWEP (2018) reported that it has on-going programmes of skill and capacity development and provides revolving loans to enable women to engage in income-generating activities such as basket weaving animal husbandry, poultry keeping, brick making, mushroom growing. These activities are meant to empower women with knowledge and skills in business management so that they can engage in initiatives that will increase their income and improve on economic development. These activities have addressed the lack of financial resources by women who desire to engage in business activities to increase their incomes. Each group has a group activity and individual activities that increase women's business knowledge, marketing of their produce, training in business and entrepreneurship skills (UWEP, 2018). Despite these programmes in the Rubanda District, particularly in Butanda Sub County, women have not realized economic prosperity (WOGE, 2016). Women are still vulnerable, and most of them are not engaged in business ventures for prosperity. Oxfam Women's Economic Empowerment and Care (2017) found that women lacked production skills and business acumen. Most women are still dependent on their husbands and their income levels have not improved to make an impact in the home and society (Rubanda District Local Government Social Services Report 2019). Based on this, a study was done to establish the relationship between vocational skill training and economic development of women in Butanda Sub County, Rubanda District.

Objective

To establish the relationship between vocational skill training and economic development of women in Butanda Sub County, Rubanda District.

Hypothesis

There is no significant relationship between vocational skill training and economic development of women in Butanda Sub County, Rubanda District.

METHODS

Research Design

The study employed a cross sectional research design to establish the effect of vocational skill training on economic development of women in Rubanda District. The study was cross sectional because data from respondents were collected from the field at one. The research design was backed up by mixed method approach where some findings were described and others measured using numbers.

Study Population

Mugenda and Mugenda (2009) state that a target population is a group of individuals, cases, or objects that share similar characteristics which are the focus of the study. The study population included 650 women from Butanda Sub County, Rubanda District who received vocational skill trainings.

Sample Size

A sample size is a small subsection selected in such a way that it is representative in some way of the population (Quinlan, 2011). Selecting a sample size is critical to get manageable scope for executing the study in terms of resources. The researcher used a sample size of 242 respondents which was reached using Sloven's formula developed in 1960 that is $n=\frac{N}{1+N(e^2)}$ where N is the target population, n is the sample size, e is the level of precision (0.05)

$n=\frac{650}{1+650(0.05^2)}$ = $n=\frac{650}{1+650(0.0025)}$ $n=\frac{650}{2.69}$ = 242

Sampling Techniques

The researcher employed a simple random sampling technique in selecting 242 women who were engaged in different vocational activities in Butanda Sub County, Rubanda District. This technique was used because it produced estimates of overall population parameters with greater precision.

Data Collection Instrument

Questionnaires

The study primarily depended on questionnaires to get data for the study. Questionnaires were effective in collecting data in a standardised process which was much better than interviews which have so many parameters (Mugenda & Mugenda, 2009). The questionnaires were designed using five point likert scale (5=strongly agree, 4=Agree, 3=Undecided, 2=Disagree, 1=Strongly Disagree).

Observation Guide

Observation in the study enabled the researcher to see for himself what vocational activities women were involved in. This allowed him to gain first-hand experience, explore topics that would uncomfortably be discussed with respondents.

Data Analysis

The researcher performed both qualitative and quantitative data analysis where quantitative data analysis begun with data processing after all the questionnaires were collected from respondents to ensure completeness and accuracy. Coding of the questionnaires was done and data was entered in Statistical Package for Social Sciences and data was analyzed using descriptive statistics such as mean, frequency, percentages and standard deviation and inferential statistics such as correlation and regression.

Descriptive statistics (mean, standard deviation, frequencies and percentages) were used to portray the sets of categories formed from the data. Descriptive statistics enable the researcher to meaningfully describe a distribution of measurements and summarize data (Kothari, 2009; Mugenda & Mugenda, 2003). Correlation analysis was also performed using Pearson rank correlation analysis to determine the relationship between vocational skill training and economic development of women. Qualitative data that was generated from interviews was analyzed through careful interpretation of meanings and contents and through organizing into themes and summarizing in accordance with the issue under investigation.

DATA ANALYSIS AND PRESENTATION

Relationship between Vocational Skill Training on Economic Development of women

The study used Pearson linear correlation coefficient to determine the relationship between vocational skill training on economic development of women in Butanda Sub County, Rubanda District and the table 4.1 shows the findings;

Table 4.1: Relationship between Vocational Skill Training on Economic Development of women

	Vocational Skill Training	Economic Development

Vocational Skill Training	Pearson Correlation	1	.982**
	Sig. (2-tailed)		.000
	N	242	242
Economic Development	Pearson Correlation	.982**	1
	Sig. (2-tailed)	.000	
	N	242	242

**. Correlation is significant at the 0.01 level (2-tailed).

From Table 4.1, the relationship between vocational skill training and economic development was positive and statistically significantly correlated since the r value was found to be .982** which is higher than 0.05. The findings mean that an increase in vocational skill training improves on economic development of women in Butanda Sub County, Rubanda District.

Regression analysis of Vocational Skill Training and Economic Development of Women

The tables below show the analysis of regression of vocational skill training and economic development of women in Butanda Sub County, Rubanda District.

Table 4.2: Model Summary of Vocational Skill Training and Economic Development of Women

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.982[a]	.964	.964	.26056

a. Predictors: (Constant), Vocational skill training

From the results in Table 4.2, it is indicated that vocational skill training accounts for 96.4% of the variation in economic development of women in Butanda Sub County, Rubanda District as indicated by the Adjusted R Square value of .964. However, the model failed to explain the 3.6% of the variation in economic development of women implying that there could be other factors that influenced economic development which were not explained in this study.

Table 4.3: Analysis of Variance of Vocational Skill Training and Economic Development of Women

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	440.174	1	440.174	6483.702	.000[b]
	Residual	16.293	240	.068		
	Total	456.467	241			

a. Dependent Variable: Economic Development

b. Predictors: (Constant), Vocational skill training

The sig value according to Table 4.3 shows that the regression model is statistically significant because the sig value of .000[b] is less than 0.05 indicating that vocational skill training influences significantly economic development of women in Butanda Sub County, Rubanda District. The higher residual sum of the sum square of 440.174 indicated that the model does not explain the variation in economic development of women in Butanda Sub County, Rubanda District and there could be other factors that contributed to higher proportion of the variation in economic development of women.

Regression coefficient of Vocational Skill Training and Economic Development of Women

The findings of regression coefficient of vocational skill training and economic development of women in Butanda Sub County, Rubanda District in indicated in Table 4.4.

Table 4.4: Regression coefficient of Vocational Skill Training and Economic Development of Women

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.188	.053		-22.381	.000
	Vocational skill training	1.161	.014	.982	80.521	.000

a. Dependent Variable: Economic Development

According to regression coefficient in Table 4.4; vocational skill training has a positive significant influence on the economic development of women since the Beta Value (.982) is positive and its corresponding Sig. value (.000) is less than 0.05. The Beta value indicates that one unit improvement in skill training results into .982 increases in economic development of women. This is supported by B = 1.161 implying that a unit change in vocational skill training leads to a positive change in economic development

of women by the rate of 1.161. The null hypothesis which states that there is no significant influence of vocational skill training on economic development of women in Butanda Sub County, Rubanda District is neglected and the alternative is accepted.

CONCLUSION

A significant positive relationship was found to exist between vocational skill training and economic development of women in Butanda Sub County, Rubanda District. It can therefore be established that when women are given vocational skills, they are able to engage in vocational activities which contribute to improved economic development of women. It can therefore be concluded that vocational skill training improves on economic development of women in Butanda Sub County, Rubanda District.

RECOMMENDATIONS

Provision of vocational skills to women should be enhanced and they should encourage practical methods in their training in order to enhance knowledge imparting to women so that the training to be fruitful to enhance social economic development.

The government should also put more efforts in promoting vocational education of women since they yield more skills for increased establishment of enterprises.

The government should enhance the performance of women-owned ventures and the programme should be well implemented to assist me in selecting appropriate work-family management strategies to improve women economic welfare.

There is need to provide support to women in form of funds to training in vocational skills and purchase materials to use in their activities.

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