

Empowering Tribal Women through Vocational Training: A Pathway to Sustainable Livelihoods and Socio-Economic Development

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DOI: <https://doi.org/10.51244/IJRSI.2026.1306000482>

Received: 02 July 2026; Accepted: 07 July 2026; Published: 19 July 2026

ABSTRACT

Tribal women in India continue to experience socio-economic marginalisation due to poverty, geographical isolation, limited education, and restricted livelihood opportunities. In this context, vocational training has emerged as an important means of enhancing employability, entrepreneurship, and sustainable livelihoods among indigenous women. The present study examines the impact of vocational training on the socio-economic empowerment of tribal women. The research used a mixed-methods approach, collecting data from 120 tribal women from the Santal, Munda, Ho, Oraon, Gond, and Kandha communities in Odisha. We gathered information through questionnaires, interviews, and focus group discussions with participants in programs for digital literacy, bamboo crafts, beautician training, and tailoring. We analysed the different effects of vocational training on income, employment, and socio-economic empowerment across various programs. The findings reveal that vocational training significantly improved participants' skills, income levels, self-confidence, employability, and entrepreneurial participation. The study further highlights that vocational education strengthened women's decision-making capacity and social recognition within the family and community. However, financial constraints, social norms, limited mobility, and inadequate market access continue to hinder their full participation in economic activities. The study concludes that culturally relevant vocational education, combined with institutional and financial support, can play a transformative role in promoting sustainable livelihoods and inclusive development in tribal communities while contributing to the achievement of Sustainable Development Goals related to poverty reduction, gender equality, and decent work.

Keywords: Tribal Women, Vocational Training, Entrepreneurship, Women Empowerment, Sustainable Livelihoods, Skill Development, Socio-Economic Development, SDGs.

INTRODUCTION

In India, tribal women are the backbone of the rural economy. Yet, the labour and knowledge systems of these women are often overlooked when it comes to mainstream discussions on development. In the wooded areas, on hill slopes, and in inaccessible places, they grow food, rear animals, collect minor forest produce, and do various informal work. Tribal women play an important role in tribal life, but still they are neglected as their ground realities are shaped through multiple disadvantages hit by indigeneity, gender, poverty and geographical remoteness. These overlapping barriers prevent them from rising in society, restrict their access to agencies, and limit their economic prospects. Despite having wealth of knowledge essential to community well-being and survival, cultural skills and indigenous practices, the options for monetising them into sustainable livelihoods are limited.

Structural inequalities in India marginalise women from indigenous communities. Many tribal areas are affected by infrastructure deficits like transport, telecommunication, schools, and health ailments. The gaps impede women's ability to obtain formal employment, quality education, digital tools, financial institutions, and markets. Those who marry young face heavy domestic responsibilities and restrictive gender norms, which limit their access to broader economic networks. According to the Ministry of Tribal Affairs Annual Report 2023–2024, welfare interventions, whether governmental or non-governmental, often fail to reach women of remote tribal areas because of administrative bottlenecks, weak implementation mechanisms and lack of cultural sensitivity. In this context, vocational training has emerged as a new route that may break the cycle of deprivation.¹

The tribal women become capable and skilled enough to earn a reasonable income after undergoing practical skill training. The diverse initiatives on offer include tailoring, food processing, bamboo craft, digital literacy, beauty services, agro-based enterprises, and small-scale manufacturing that provide new livelihood opportunities. This training gives women the opportunity to earn money and strengthens their confidence. Similarly, it enhances their decision-making skills and helps them express their dreams both at home and in the community. Through the development of their Entrepreneurial Skills, vocational training enables the tribal women to use their cultural knowledge, traditional strengths and family resources in economically productive ways to enhance social recognition and bargaining power within the family.

The participants in this study do not represent a uniform tribal population. They are members of various Scheduled Tribe communities in Odisha, including the Santal, Munda, Ho, Oraon, Gond, and Kandha, each with their own cultural traditions, livelihood systems, gender relations, and economic practices. Women's participation in vocational education, entrepreneurial aspirations, and employment achievements are all impacted by these sociocultural differences. Therefore, rather than examining all tribal women as a homogeneous group, the study looks at vocational training in this particular tribal community.

Demographic Variable	Details
Total Participants	120 tribal female trainees
Age Range	18–35 years
Mean Age	24 years
Literacy Rate	62% (basic to secondary education)
Primary Household Livelihood	Agriculture & daily wage labour
Training Duration	Minimum 3 months
Major Skill Courses	Tailoring, Food Processing, Bamboo Craft, Beautician Training, Digital Literacy
Marital Status	58% unmarried, 42% married

Table 1: Demographic Profile of the Respondents

One factor that makes this research interesting is that entrepreneurship serves as a secondary mechanism in vocational training. Due to the isolation of tribal areas from the city and town economy, tribal women cannot get wage employment. Lack of transport also contributes to this. There are also not many jobs available in the village. Thus, entrepreneurship can be a good option for women to set up their small businesses nearby. Income can be generated through micro enterprises like weaving units, processing forest products, tailoring, herbal products, eco-tourism services, etc. Women can become monetised through entrepreneurship. Women's

¹ Government of India, Ministry of Tribal Affairs. Statistical Profile of Scheduled Tribes in India. New Delhi: MoTA, 2023.

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entrepreneurship is putting a new face in society's thinking about women. Training and support systems about entrepreneurship help tribal women, the participants of the study, to become leaders, manage finances, understand market navigation and network building, which ensures their socio-economic resilience.

SDG GOALS

Inclusion of vocational training and entrepreneurship among tribal women directly leads to the achievement of a number of Sustainable Development Goals (SDGs) through equality among genders and economic and financial independence. These objectives give an international benchmark by which the process of empowering the marginalised groups, especially indigenous women, can be organised to gain strength. Under tribal societies, vocational training is a medium through which traditional knowledge systems and modern economic systems can be linked so that women are able to gain access to new forms of livelihood and still maintain their culture.

Among SDGs that are of central concern to this study, there is SDG 1: No Poverty, which aims at the reduction of economic deprivation and equal access to resources. Tribal women can have steady incomes, engage in productive economic activities, and make their households less vulnerable due to skill-based training. When women become skilled in tailoring, bamboo craft, food processing, digital literacy, or agro-based businesses, they can better provide sustenance to their families, diversify their sources of income and eliminate intergenerational poverty.

SDG 5: Gender Equality is also important as it emphasises the necessity to eliminate gender barriers and empower women. The skill development programmes foster confidence, improve decision-making skills and increase the involvement of women in community and economic systems. Vocational training can help equalise the allocation of opportunities in tribal societies by going against the norms of restrictive gender roles and offering ways out of poverty. With women taking up leading roles in micro enterprises and local markets, they can elevate their social standing, and their voices are heard in making household and community decisions.

Moreover, SDG 8: Decent Work and Economic Growth promote the importance of productive labour and economic development. Local economies, creation of employment at local levels, and enhancement of rural value chains are effects of entrepreneurship by tribal women. Skilling based on market requirements will make the livelihoods of women relevant and strong. When the tribal women become employed in skilled labour or as self-employed, they bring about greater economic development besides ensuring inclusive and sustainable growth.

All in all, integrating vocational training programs with the SDGs would make a very potent model in empowering tribal women, empowering communities and ensuring equitable development of tribal regions in India.

Government Schemes Supporting Tribal Women's Skills & Entrepreneurship

The development of skills and entrepreneurship of tribal women has become one of the priorities of the development agenda in India. The governmental efforts are important in eliminating the structural obstacles, enhancing access to training, and connecting women to financial and market opportunities. Out of the numerous schemes that have surfaced in the last decade, three programmes can be singled out, namely Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Van Dhan Vikas Karyakram, and the National Rural Livelihoods Mission (NRLM/Aajeevika), which have placed a lot of emphasis on capacity building, enterprise development, and economic inclusion of tribal women. These plans play a significant role in the resilience of the economies, the establishment of sustainable livelihoods, and entrepreneurship among tribes. The next section is a detailed analysis of these three schemes and how it applies to the socio-economic transformation of tribal women.

Pradhan Mantri Kaushal Vikas Yojana (PMKVY)

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship skill development programme of India, which aims at availing market-relevant skills to people by training and certifying them. The scheme is important in preparing the tribal women with the skills they require to secure decent jobs and entrepreneurship. The fact that PMKVY is focused on inclusiveness, i.e. the training is free of charge, women living in isolated tribal regions

can have residential support, and districts with high representation of Scheduled Tribes are mobilised specifically, is one of its strong points.

The programme provides training in a wide variety of industries such as textile, tailoring, beauty and wellness, processing of food, handicrafts, agriculture, health care, and digital literacy. To tribal women, such courses do not just equip them with skills, but they also provide them with opportunities to be independent and be economically mobile. Most women who were once dependent on irregular wage labour or forest-based subsistence work can now engage in formal labour markets or micro enterprises at their homes.

The other important input of PMKVY is its certification process. The evaluation of women is done by training partners at the end of the course and women who pass are awarded nationally recognised certificate that increases their credibility and employment opportunities. This is especially crucial to tribal women, who in most cases do not have formal educational credentials. Certification of skills assists them to bargain for higher wages, employment in the formal sector, and intended entrepreneurship programmes supported by the government.

Besides, PMKVY encourages placements and self-employment connections. Training centres that have been established around the scheme, placement partners and industry partnerships, among others, make certain that the skills obtained are translated into real income-generating results. PMKVY can help decrease poverty, advance gender equality, and promote inclusive development in the tribal regions by building employability and boosting the confidence of women.

Van Dhan Vikas Karyakram (Ministry of Tribal Affairs)

Van Dhan Vikas Karyakram is one of the most promising programs that is designed to empower the livelihoods of the tribal people by adding value to the Minor Forest Produce (MFP). Given that the tribal women are greatly engaged in forest-based activities like harvesting, sorting, processing, and selling forest products, the scheme is more transformative to the economic empowerment of the women.

Through this programme, the tribal women are grouped into Van Dhan Self-Help Groups (SHGs) and clusters where they receive training in processing, grading, packaging, branding and marketing forest-based products. They are such products as tamarind, mahua, honey, bamboo, herbs, lac and some other medicinal plants. Historically, women in the tribes would sell the uncooked forest products at extremely cheap rates to community sellers. The Van Dhan Karyakram assists in transforming them into suppliers of raw materials into value-added goods producers and thus raising their income multiple times.

The strength of this initiative is its elaborate support structure. offers training, capacity building, toolkits, working capital, and direct market linkages. Women are advised on how to establish businesses, knowledge of product quality, on collective bargaining, as well as the availability of contemporary packaging technologies. Several Van Dhan groups have been able to initiate their products using regional brands to empower women to compete more in local and national markets.

Leadership is also developed in tribal women through the programme. The positions they assume include group coordinators, quality supervisors and marketing facilitators, which improves their social rank in the society. The better the income, the more women take part in the decision-making process in the household, educating children, health care and saving. The scheme will also enhance the sustainability of the environment and the culture, as well as strengthen livelihoods by encouraging forest-based entrepreneurship.

National Rural Livelihoods Mission (NRLM) / Aajeevika

Aajeevika or the National Rural Livelihoods Mission (NRLM) is an all-inclusive programme aimed at supporting the livelihoods of rural populations by establishing and empowering Self-Help Groups (SHGs). The scheme has benefited tribal women the most since the scheme is specifically aimed at vulnerable families and remote areas where economic infrastructure is low.

Under NRLM, tribal women are urged to create and join SHGs that are a forum of collective savings, access to credit, financial literacy and enterprise development. The SHG model is revolutionary to the tribal women since

it provides them with organisational skills, leadership skills and a positive atmosphere to do business. Women get to know how to handle money, keep accounts, how to apply for loans and make sound judgments as far as investments and even business is concerned.

The mission also offers extensive capacity-building programmes like training on skill development, livelihood diversification visits, and exposure visits. They assist the tribal women to venture into income-generating activities such as handicrafts, poultry farming, dairy activities, small-scale trading, food processing, herbal products and tailoring. Through programs such as the SHG-Bank Linkage Programme, NRLM is able to connect SHGs with banks, which gives the women access to cheap credit to start or grow their micro-enterprises.

NRLM is also very important in increasing the social capital of women. The unity of SHGs helps women to express themselves and to enjoy being involved in institutions in a village and to feel more confident in the community development process. The women are able to have superior market opportunities, bargaining benefits and volume buying through the federations and associations at the cluster level.

The most powerful aspect of NRLM is its comprehensive nature, i.e. it is a mixture of financial empowerment, skill training, social mobilisation, and institutional support. In the case of tribal women who are usually victims of both marginalisation and discrimination, this combined approach gives them a way out to sustainable livelihoods, ventures, and sustainable socio-economic empowerment.

Objectives of the Study

1. To evaluate the effectiveness of vocational training in enhancing employability among tribal girls.
2. To assess the contribution of entrepreneurship in promoting the economic empowerment of tribal women.
3. To examine the alignment of vocational training with Sustainable Development Goals.
4. To identify social, cultural, and economic barriers that restrict tribal women's participation in vocational programs.
5. To recommend policy and programmatic measures that strengthen sustainable livelihoods for tribal communities.

METHODOLOGY

Research Design

The study made use of quantitative and qualitative methods. This design was chosen because we believe that women and girls' empowerment is complex and cannot be fully assessed by numbers. The quantitative part looked at things like getting a job, learning new skills, satisfaction with training, income differences, and becoming an entrepreneur. The qualitative part described the cultural restrictions, increases in confidence, mobility, independence, and value of vocational skills.

The use of mixed-methods designs further improved the validity of the study. We supported our survey results with qualitative insights to ensure we didn't misinterpret patterns. By adopting this combination, it was hoped to understand how vocational training impacts the economic position and social status of tribal women and their decision-making capacity and livelihood practices.

Sample

A total of 120 tribal women from Mayurbhanj, Keonjhar, and Sundergarh districts of Odisha. To ensure that the trainees from various socio-economic and cultural backgrounds were represented, stratified sampling was employed. To participate, you must be a member of a Specified Tribe between 18 and 35 years of age and have enrolled at the vocational training centre for a minimum period of three months. Only those participants were finally selected who voluntarily participated in the survey, interview and group discussion.

Women from the Santal, Munda, Ho, Oraon, Gond, and Kandha tribal clans who lived in several Odisha districts participated in the study. Five occupational programs were offered to the participants: digital literacy, food

processing, bamboo craft, tailoring, and beautician training. Program-wise and community-sensitive analysis was conducted to explain differences in socio-economic outcomes because these communities varied in traditional vocations, educational attainment, mobility, and livelihood options.

Data Collection Tools

The study employed multiple primary data collection tools to capture the varied dimensions of tribal women's engagement with vocational training. Each tool was selected to fulfil a specific purpose and to ensure the reliability and richness of the data.

Structured Survey Questionnaire

All participants completed a standardised questionnaire to provide us with quantitative data. The tool had questions on demographics, employment conditions prior to training, learning of skills from training, quality of training, employability opportunities, readiness for entrepreneurship, perceived empowerment, and problems in accessing training. The questionnaire used closed-ended questions and limited open-ended questions for factual information and opinion. Before we used the tool, we verified for clarity, culture and reliability. We collected answers using Likert scales to allow for consistent quantitative analysis.

In-depth Interviews

To obtain expert opinion in this regard, in-depth interviews of few trainees, vocational trainers and indigenous women entrepreneurs were conducted. The life experiences, competencies, family expectations, community expectations, and transformation of confidence and autonomy of twenty-five trainees were interviewed. Six trainers were interviewed on the issues of delivering the training and getting the students interested, attendance, and skill transfer. Reports on Indigenous Women Entrepreneurs were Victims of Capitalism. After undergoing the same training, eight indigenous women entrepreneurs were interviewed about the influence of the training. The training was based on income, business, and household decision-making. Interviews were conducted semi-structured to allow discussion yet stick to the agenda. The debriefs following the interviews played a critical role in creating an atmosphere which brought out the best of the respondents.

Focus Group Discussions (FGDs)

Four Focus Group Discussions, with eight to ten participants each, were undertaken for the research. They were to probe into how groups work and what all of them go through. Discussions in the FGDs delved into the quality of training, mobility or family restrictions, business goals, attitudes towards wage work, and gender norms in the community. The group setting was helpful for the researcher to get more opinions, as many were open. They uncovered social and cultural trends that interviewers may neglect.

Data Analysis

The study adopted complementary analytical strategies for quantitative and qualitative data to ensure depth, reliability, and coherence in interpretation.

Quantitative Analysis

We utilised statistical tools to review and analyse all of the answers to the questionnaire. We analysed skill development, earning potential, motivation to join the program, satisfaction with training, and interest in entrepreneurship using frequencies, percentages, mean scores and crosstabs. The investigators performed quantitative analysis to examine patterns among trainees with different ages, training types and pre-training occupations. With the help of these statistical investigations, we came to know how vocational training changes the economic and social status of tribal women.

Qualitative Analysis

Thematic analysis was used to analyse the qualitative interview and focus group data. The researcher went through the audio-recorded discussions before coding them. We put labels for significant statements into groups.

From the repeating trends in these groups, themes emerged. The main issues included enhancing confidence and power, curbs on mobility, changing roles in household decision-making, financial and family barriers to participation in training, hopes for entrepreneurship, and the visibility and dignity of trainees. As per the subjects, the vocational training has altered the identity, aspiration and livelihood of tribal women.

Data Analysis, Findings & Results

Participation in Vocational Training Programmes

The results show that different skill sectors experienced distinct effects from vocational training. In light of the strong alignment of these abilities with current market demand, participants in Digital Literacy and Beautician Training reported relatively higher work opportunities and income development. Stronger self-employment and microenterprise formation through home-based businesses were exhibited by tailoring trainees. Through local food businesses and self-help groups, trainees in food processing profited from collaborative entrepreneurship. Although they received comparatively less financial rewards, Bamboo Craft trainees made a substantial contribution to the preservation of indigenous handicraft and the creation of sustainable livelihoods based on traditional knowledge. These findings suggest that, rather than producing consistent benefits, distinct vocational programs contribute to empowerment in unique ways.

Training Area	No. of Trainees	Percentage (%)
Tailoring & Apparel Making	38	31.7
Handicrafts & Bamboo Work	26	21.7
Food Processing	22	18.3
Computer & Digital Literacy	18	15.0
Beauty & Wellness	16	13.3

Entrepreneurship Outcomes Among Trainees

Entrepreneurship Aspect	Frequency	Percentage (%)
Started Own Micro-Enterprise	28	23.3
Joined SHG-based Enterprise	34	28.3
Selling Products in Local Markets	40	33.3
Using Digital Platforms for Sales	18	15.0

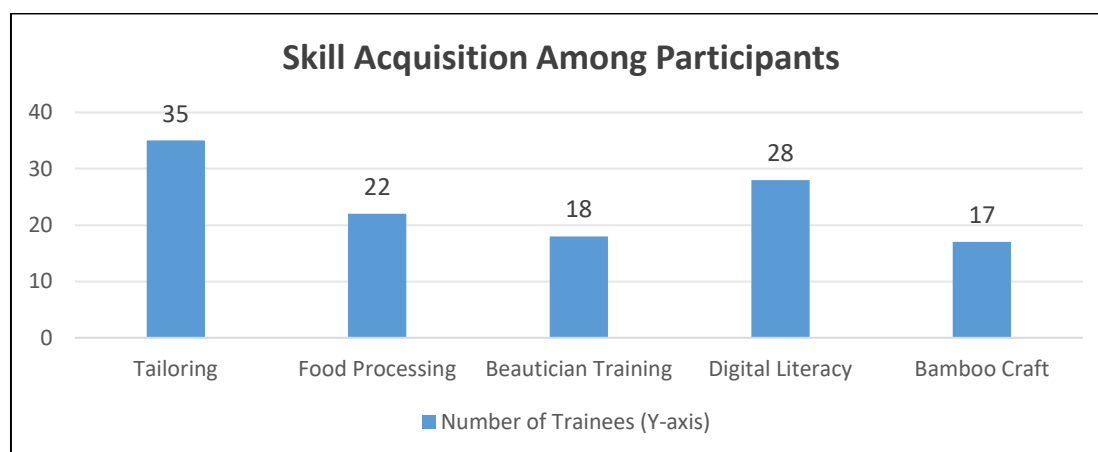


Figure 1: Skill Acquisition Among Tribal Women Participants



Figure 2: Training Satisfaction Levels Among Participants

- According to the data, there is very high program quality. 57% of donors stated their level of satisfaction as high, while only 10% of respondents said their low satisfaction level.
- Participants are highly satisfied. This is very important for engagement and later use of knowledge in entrepreneurship or employment.

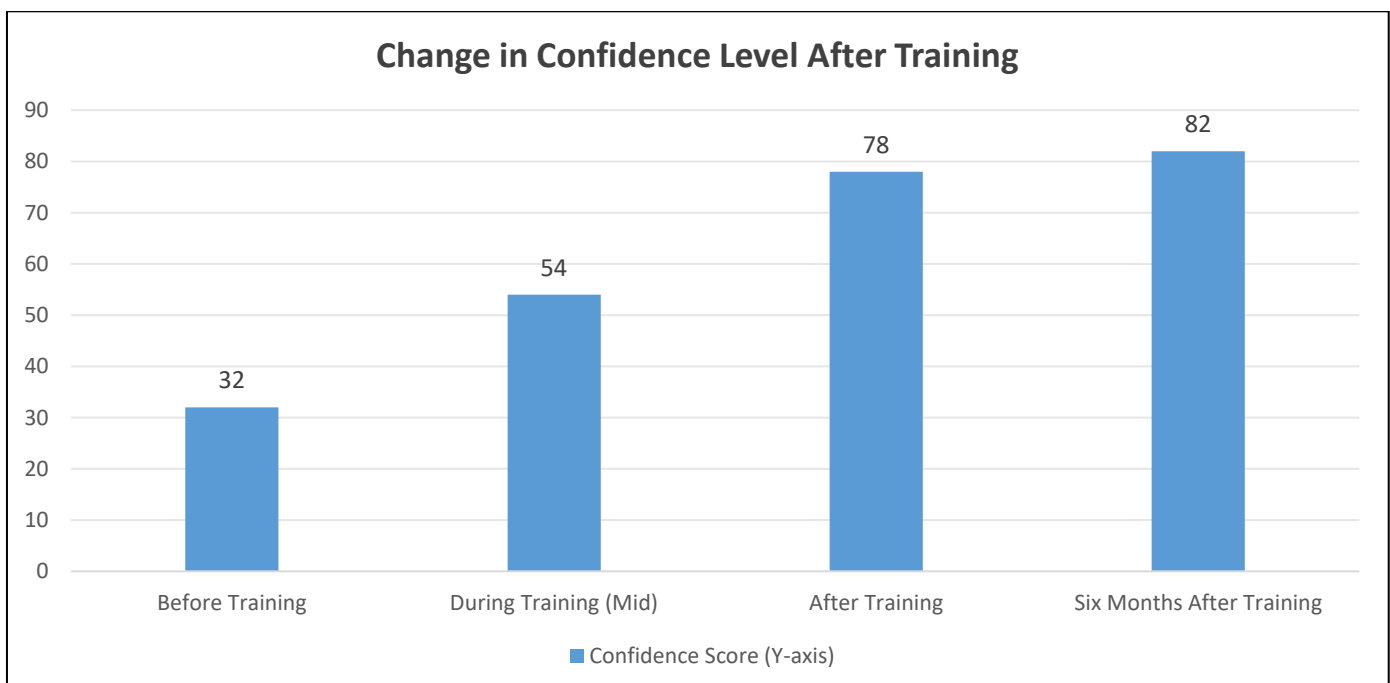


Figure 3: Change in Confidence Level After Training

- The data shows an increase in confidence, which has been sustained over time. The average score went from 32 to 82 between pre-training and 6 months after training.
- This massive growth signifies that the vocational skills provided have empowered the participants psychologically, which is making them likely to access such opportunities.

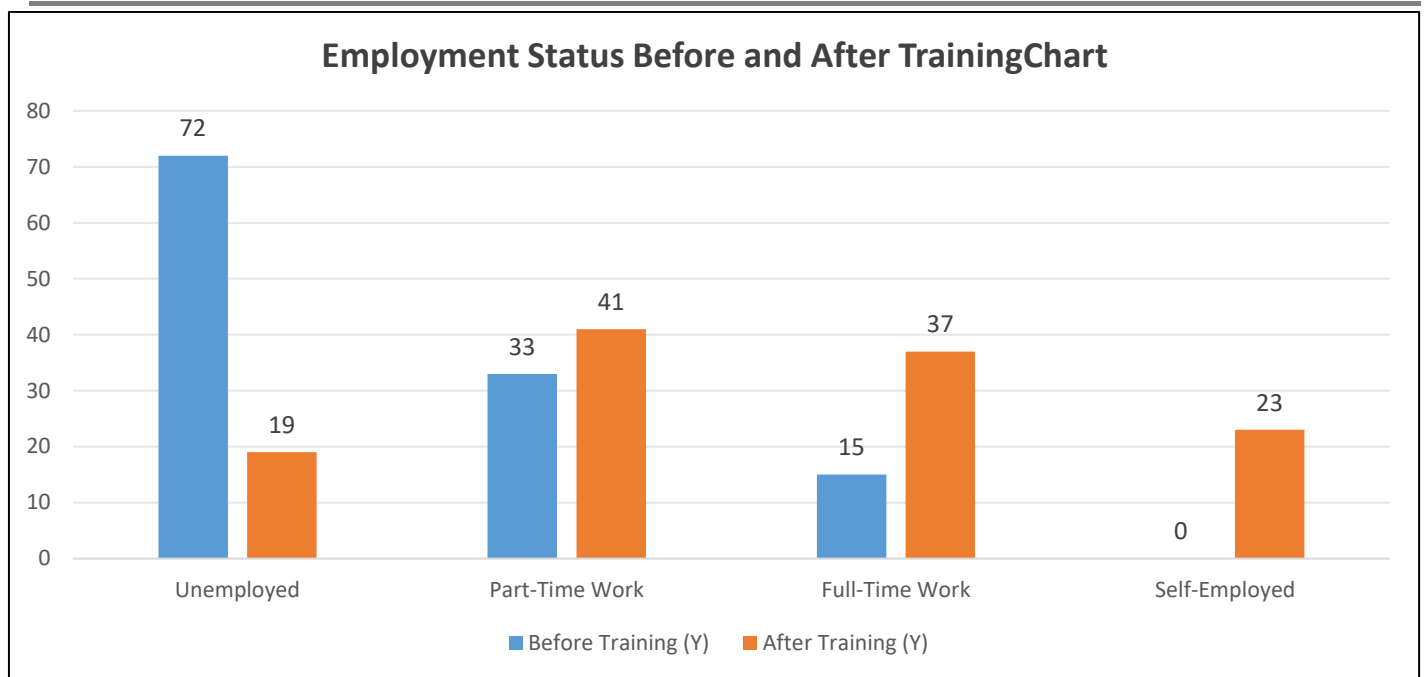


Figure 4: Employment Status Before and After Training

- The data shows that there has been a huge improvement in employment as unemployment fell sharply from 72 to 19 who's full-time participants in employment doubling from 15 to 37.
- Importantly, the program achieved success in creating entrepreneurship with the establishment of 23 self-employed persons when none existed before the training began.



Figure 5: Pre- and Post-Training Monthly Income Levels

The data shows a successful economic mobility as the number of participants from the lowest income group (₹0–2000) decreased sharply from 58 to 12. It was indicated by a nearly five-time increase in the highest earning group (Above ₹6000) from 7 to 34 which shows substantial financial empowerment.

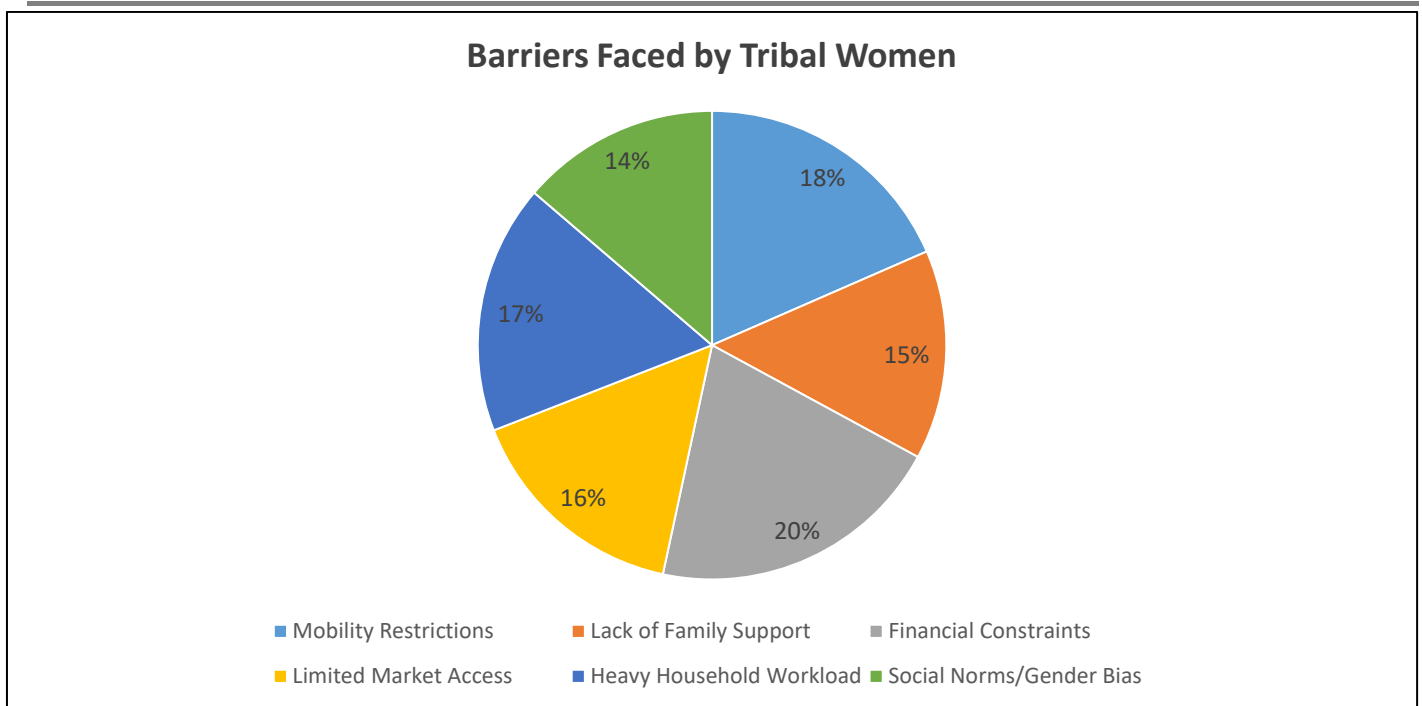


Figure 6: Barriers Faced by Tribal Women

- The data shows that Financial Constraints (FC) are the most significant barrier, accounting for 20 % of the total constraints reported, making it a priority for action.
- This shows that there is a need to make the empowerment programs strong on financial literacy and micro-credit access.

Implications of the Study

The analysis shows that different vocational programs provide different socioeconomic results. Because there were more chances in the service industry, employment and monthly income increased more when digital literacy and beauty training were implemented. By encouraging self-employment and home-based business, tailoring helped women manage domestic duties and earn a living. While Bamboo Craft supported livelihood stability by commercialising indigenous talents and conserving cultural heritage, Food Processing bolstered communal enterprises through Self-Help Groups. These differences suggest that rather than using a single training model for all tribal people, vocational education should be developed in accordance with local economic prospects and traditional livelihood systems.

This study will have useful policy and practical implications for the empowerment of indigenous women with vocational skills and entrepreneurship. According to the study, vocational training enhances the employability, skill sets and confidence of tribal women significantly. It points out the need for having skill development programmes for such marginalised sections. Using this information, the formulation of vocational programs which are accessible for all and take into account the existence of skill gaps and social and cultural barriers, such as limited mobility, limited resources and traditional gender roles, which stop tribal women from participating in economic activities fully.

Teaching business and job skills to tribal women offers a win-win outcome for the community, which can grow further if the initiative continues. Women entrepreneurs can change social norms, inspire the youth and aid local economies. The results show that changes in access to microfinance, mentorship training, and markets should be seen. This comprehensive plan helps native women build long-term economic power and keep doing business after completing their training.

According to a study, skill development programs that focus on specific areas can help in the faster movement of SDGs. The same applies to SDG 1 (No Poverty), SDG 5 (Gender Equality), and SDG 8 (adequate Work and

Economic Growth). Women earning more money with vocational skills and entrepreneurship helps to reduce poverty and improve gender equality. It helps improve social inclusion, community well-being and fair progress. This supports the notion that tribal and marginalised groups should receive gender-sensitive development programs that enable sustainable adaptation.

The study lays the groundwork for further explorations about the empowerment of indigenous rural women. It encourages the use of mixed-methods approaches that apply both quantitative and qualitative data to achieve both measurable results and real-life experiences. By using these results for the formulation of various innovative means of skill delivery, incubation, and policy measures, researchers, social workers, and development practitioners may assist in the development of indigenous women.

Suggestions and Recommendations

This study offers several valuable recommendations for enhancing the empowerment of indigenous women through vocational skill training and commencing their own enterprises. Firstly, cultural appropriateness and accessibility should be considered in skill development programs. To reduce travel time, training centres should be in proximity to tribal settlements and have flexible timings so that women can complete their home duties. When imparting marketable skills such as handiwork, tailoring, agro-processing, digital literacy and entrepreneurship, the local economy must be kept in mind.

To establish a business, a tribal woman needs the right environment. With microfinance, start-up money, and mentorship, women-run businesses can survive. Women's entrepreneurship councils, impact investors, cooperatives and groups working in formal and informal settings should also partner with them and enable them to participate actively in the policymaking process and prioritise their collective business interests.

Another important aspect of getting over the social and cultural barriers to peacebuilding is to involve people through public awareness programs. Creating awareness among families and local governments about the economic contribution of women may eliminate the hassle, reduce resistance and provide an impetus to more women to join vocational programs. Next, monitoring and evaluation procedures should be put in place to gauge progress and identify problem areas. Likewise, monitoring and evaluation procedures should examine the long-term effects of the training programs. Using data to make the best decisions helps plans, programs and resources work better. In the end, aligning these projects to SDGs can make them function better. Programs to end poverty in tribes, promote gender equality, and create decent jobs for people will improve tribal socio-economic development.

Limitations of the Study

The results are limited to specific districts of Odisha and could not be representative of all tribal groups in India, despite the fact that the study included women from several tribal clans. In order to comprehend regional differences in vocational training results, future research may perform comparison analyses across various states and tribal groups.

CONCLUSION

The research article emphasises that vocational training and entrepreneurship is very important in promoting the social and economic well-being of tribal women in India. The specific skills training programs help indigenous women learn job-related skills, build self-confidence to achieve financial independence, and develop entrepreneurial skills that can help them participate in broader economies. These kinds of programmes assist the participants to equip themselves to work, to be economically self-sufficient and to have secure livelihoods. It has also been reported that such efforts help in alleviating gender-based inequalities and long-standing trends of exclusion.

The study also shows that different training sectors have different socioeconomic effects from vocational education. While tailoring encouraged household entrepreneurship and bamboo craft reinforced traditional livelihoods and cultural sustainability, digital literacy and beauty training produced somewhat bigger

employment and income improvements. Through self-help groups and local value addition, food processing improved collective entrepreneurship. These findings show the need of establishing vocational programs based on local market demand and indigenous knowledge systems in order to maximize long-term empowerment among tribal women.

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In the end, the enhancement of access to professional skills and entrepreneurship will give tribal women the means to have agency, gain a better quality of life, and impact the development of the community. Empowering women on the periphery is not a mere obligation, but also an inclusive development worth investment. Once tribal women are given the skills, resources and opportunities that they deserve, they will be active contributors to a better, more equitable, stronger and healthier society.

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