

National Skill Conference 2017

## *Skilling Specific Communities*



15th and 16th November, 2017  
Jaipur, Rajasthan

**F**unctional Vocational Training and Research Society (FVTRS) has been facilitating skill development among the school dropout and illiterate youth in India in an effort to make them employable since 1993. For this so far we have supported 1033 projects all over India and trained 1,24,163 persons in more than 200 trades with a placement rate of 70 per cent.

Along with this FVTRS is constantly communicating the relevance of skills training to a large number of potential players. With this purpose FVTRS has been organizing National Skill Conference (NSC) every year since 2007. The NSC was an occasion to discuss about specific theme related to skill development. This year the theme selected is

**'Skilling Specific Communities'**

## Context

It is universally accepted that skilled persons are very important in the economic growth of any country. If one looks at the developed countries the proportion of the skilled workers are more and they are recognized by the society. Hence Vocational Skill Training need to get a prominence in the development agenda of every country. India recognizes this and is trying to provide skill training to the citizens on a war footing. The government is targeting 500 million youth to be trained by 2020.

When we discuss about skilling in India, we also need to take into account the diversity of the demography of our country to make skill training contemporary, relevant, inclusive and creative. The demographic diversity is based on various factors like caste, class, ethnicity etc. Based on that the society is hierarchically organized and each group has been given an identity. Thus there are inequality and exclusion also. This is affecting their personality, culture and practices. Although India is a democratic polity the notion of complete equality and freedom are seldom experienced by the different identities or differently experienced. The effects of these differences are experienced and expressed in their relationship also. Some benefit out of this and others suffer from this. Hence interventions with them need to be customized according to their identity or it may not give the desired result.

In India, skill acquisition takes place through two basic structural streams i.e. formal and informal. A small section of the society in the country is able to acquire skills through formal institutions and get decent jobs. However, a large section of the society is not able to access them as it is distantly located or not appropriate for them. Hence we need to look at and focus on those unorganized sector and the most poor and marginalized section of our society. Thus we can make skill training for the economic growth of the country and address the economic backwardness of the poor.

## **Specific Communities.**

People with disabilities, transgender, persons affected by terminally ill, orphans and destitute children, youth in conflict with law etc., are affected by double exclusion both in the family as well as in the society. In most cases they have poor access to education and health care especially skill training. This is because of the discriminatory beliefs and attitudes, inaccessible environments and physical and communication barriers which are contributing to further marginalization and exclusion from social and economic life.

Gender discrimination is a reality in India. However, the discrimination compounded with various factors created serious implication in the life of widows, single women, trafficked women etc as their vulnerability is much higher than the normal women. First of all, they live in the community with great difficulties and poor access to resources and lack of employment will further make them more vulnerable.

About 62% of the population in India is estimated to be engaged in farming and allied activities. However, the people working in this sector are not recognized as skilled persons and no relevant efforts are being made to up-skill them. One of the reason for people leaving agriculture as a livelihood, though it is important for the survival of the humanity, as it is not remunerative. Therefore, there should be serious effort to identify and promote skills in this sector.

Tribal are another group of people who have been ignored with relevant vocational skill training. They are also considered for conventional skill training with a conventional approach which is found ineffective. Therefore, one need to have a specially customized approach in skill training for the tribal for reducing the poverty and vulnerabilities among them, one of the most vulnerable and excluded population in the country.

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The skills should be suitable to their present engagements and one have to keep in mind that it will not disturb their culture and values.

The traditional skilled workers are not able to cope and have no access with the new technologies and practices. Therefore, the traditional workers in specific skill sectors are rapidly vanishing. These workers have no other alternative livelihood as in most cases it is a family occupation which were handed over to the generations. Therefore, there is a need to protect, scale up and diversify the traditional skills and skilled workers.

All these points to the need of customized interventions considering the type of communities and groups and the nature of their existing skills and livelihood. It is not possible to have an immediate answer or a onetime solution. It needs to be evolved.

Therefore **National Skill Conference 2017** is intending to initiate this discussion and continue the reflection in the coming jubilee year of FVTRS.



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