

National Skill Conference - 2019



SKILLING TODAY - TRANSFORMING TOMORROW

SKILL INDIA - Making Underprivileged Youth Employable

SOUVENIR

25-26 September, 2019

Bhopal



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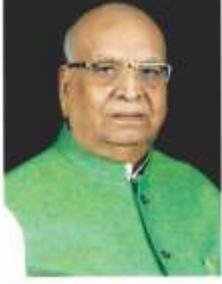
Best Wishes

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PROMOTED BY FVTRS AND ITS PARTNERS

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31 August, 2019

MESSAGE

Glad to know that Functional Vocational Training and Research Society (FVTRS) is organizing its 13th National Skill Conference on 25 and 26 September 2019. On this occasion bringing out a Souvenir is appreciable.

The theme "Skilling Today- Transforming Tomorrow" of the Conference expresses the relevance of skill development scenario of the country. I believe that the conference is aiming at developing a clear and relevant perspective in skill development sector for creating better livelihood option for the most marginalized youth of this country.

I congratulate Functional Vocational Training and Research Society for organizing this conference and wish them best for future endeavors.

May Best Wishes.

लाल जी टंडन
(Lal Ji Tandon)

**P.M. Philip**

Executive Director

Foreword

It gives me immense pleasure and joy to introduce the souvenir of National Skill Conference 2019 which is thirteenth in the series. As FVTRS embarks another National Skill Conference, the organization takes pride in sharing the new experiences and approaches with its partners and other stake holders.

FVTRS is happy to share the perspectives of skill development as the country is marching towards building the skill capacity of young India. We are making a humble effort to support the Skill India Mission of the country through vocational skill training for the school dropout youth. If we look at in India, skill acquisition takes place mainly through the efforts of Government, CSR and NGOs.

Today, skill development has become a very important aspect in the job sector, especially for the people from the unorganized sector. A small section of the society in the country can 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.

We need to retrospect and seriously look at the future challenges as the skill requirement of the world is rapidly changing. Large number of people from the unorganized sector are at the verge of either losing their livelihood due to mechanization or and lack of appropriate skills. Therefore, there is a need to protect, scale up and diversify the skills needs and skilled workers.

Having realized the need of most marginalized section of the society, FVTRS has been concentrating on skilling the school dropout youth and mainstream to the skill eco system for sustainable livelihood. However, there is a serious need of reflecting upon the skill requirement of these most marginalized sections of society in the context of emerging challenges in employment sector.

Therefore, this souvenir is brought out with articles from CSR experts, NGO heads and other professional organizations. These articles are trying to see the opportunities, and challenges in the skill eco system of the country and varying roles of different actors. The reflection in these articles from the perspective of the authors become handy to make better future for the young India.

I take this opportunity to thank MISEREOR, Germany, our partner organizations, our Board, well-wishers and all other stake holders of FVTRS for supporting us to continue our efforts to bring changes in the life of school dropout youth of this country. We hope that the humble efforts of FVTRS will contribute towards the achievement of the vision of Skill India Mission.

National Skill Conference - 2019, Bhopal

25-26 September, 2019

SKILLING TODAY - TRANSFORMING TOMORROW

Skills and knowledge are the major driving force for economic growth and social development of any country. Skills and competencies play an important role in a person's life. If a task is performed by an unskilled person, the actual output would not match the expected output. Thus, skills have an important role in a person's life. The increased level of skills and competencies helps him/her to achieve better employability. Also, the person has to sustain his/her employability by the process of continuous enhancement of their skills by way of updating them periodically.

By 2026, India's average age would be 29 which is least among the global average (<https://www.imf.org/external/pubs/ft/wp/2011/wp1138.pdf>). The U.S. Census Bureau predicts that India will surpass China as the world's largest country by 2025, with a large proportion of those in the working age category. This is huge advantage for India.

In India, about 93% of the workers depend on unorganized sector for livelihood and mostly work as unskilled labourers. According to the World Bank July 2017 report, only 2.3% of total workforce in India has formal skill training. It is estimated that around 50 to 70 million jobs will be created in India by 2022 in 24 key sectors. This means over the next five years about 75 to 90 percent of the youth in unorganized sectors require vocational training.

According to ILO's latest report India has an estimated 18.6 million jobless youth in the country in 2018 which will increase to 18.9 million in 2019. As per the data compiled by the Centre for Monitoring Indian Economy (CMIE), the unemployment rate rose to 7.2% in February 2019, the worst in 28 months. Meanwhile, the labour force is down by 25.7 million since September 2016 and the number of employed persons has declined by 18.3 million in the same period.

At the same time, 40 percent of employers blame skill shortage for entry-level vacancies. Due to this skill gap, large number of people from rural and semi urban areas are engaged in unorganized sector.

Hence to make use of this demographic dividend, keeping in mind the present employment situation and the future requirement/demand, it is important that we produce quality workers with optimum efficiency. The government of India has clearly understood the need of skill development to create employment in the sector of service and production. In order to address the skill gap in the country a mission called **"Skill India"** was launched by the government in 2015.

The skill development in India is taken care of by the Ministry of Skill Development and Entrepreneurship (MSDE). It is supported by National Skill Development Agency (NSDA), National Skill Development Corporation (NSDC), National Skill Development Fund (NSDF) and 33 Sector Skill Councils (SSCs) as well as training partners registered with NSDC. In addition to this there are NGOs and CSR of companies also play significant role in promoting skill training.

The skill development policy brought huge possibilities in addressing the gap in skill-based employment in many sectors. This has created job opportunities for many men and women and helped them to enhance their income.

Functional Vocational Training and Research Society (FVTRS) has been facilitating Vocation skill development among the school dropout and illiterate youth in India to make them employable since 1993. Over the years, we have supported more than 1136 projects all over India and trained more than 1,30,000 (one lakh thirty thousand) youth with a placement rate of 72% both as employees as well as successful entrepreneurs.

A glance at the existing skill development plans one can see that most of them are aiming at creating employment elsewhere as it is promoted based on the demand of industries. Moreover, most of these trades are service oriented which has limited scope for growth. In various programmes of various skill providers, less attention is given to understand the problems faced by the rural youth and to identify alternative strategies to promote job creation in their own context. Post training support is very minimum in most of the cases. Similarly, there are very many other issues that are reported on the present interventions.

On the other hand, all agree that it is important to promote skill development for a better future of our economy and society at large. It will improve the situation of the masses which is the need of the hour. Therefore, it is right time to reflect upon how we take forward the skill development initiatives in much more effective way. For this we need to look at the past as well as the present critically and design future strategies which will address the present issues as well as give us a better way forward.

Hence National Skill Conference 2019 will look at the present initiatives critically and create platform for learning. Based on these learning it will develop new strategic guidelines for all the stakeholders so that they will implement considering a brighter future for the young citizens of the country. It is to be noted that limited number of public and private institutions and limited infrastructure facilities restrict the rural youth to get trained for employable trades.

Most of these institutions are located either in urban or semi-urban setups which are not easily accessible to the rural people. Most of the existing institutions are also focusing on mainstream trades and do not have specific focus or priority to promote trades which creates equal employment opportunity for women and men.





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Subject areas of engagement

- Livelihoods generation initiatives in rural areas.
- Skilled and employable vocational training to youths.
- Women Empowerment.
- Sanitary Napkins training to tribal women in barwani.
- Entrepreneurship development.
- Prevention and care against HIV/AIDS (TI Project).
- Promoting science and technology.
- Promoting adult education amongst tribal communities.
- Formation, training and strengthening of women SHG.
- Promoting improved and innovative means of agriculture.
- Protection and promotion of environment.
- Rehabilitation Programme to Leprosy affected persons.
- Other issues of social importance.

Our Focus Group

- Tribal Communities
- Rural & Urban BPL Youth
- School Dropout Youths
- Women & Children
- Leprosy Affected Persons
- Handloom Weavers
- Handicraft Artisans
- Injecting Drug Users & MSM
- Adolescent Girls



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2. Section 80-G of Income Tax Act;
3. Foreign Contribution (Regulation) Act (FCRA) No. 063160160



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4. Established two Shelters for Urban Homeless (One for women and other for men). Both are having a capacity of 40 inmates at a time.
5. Established 2 Residential Units for the deprived girls at Maulana Hasrat Mohani Memorial Girl's High School of Garden Reach / Metiabruz area and S. B. Girls' high school of Garia area.
6. Training programs are running in the Computer Center established earlier.
7. Program of Social Mobilization & Institutional Development (SM & ID) for the unprivileged and under-privileged women living within three Urban areas viz. Kolkata Municipal Corporation, Howrah Municipal Corporation & Uluberia Municipality under Howrah district.
8. Running Free Coaching Center for the poor Muslim Students.
9. Established one Multi-Gym Center for the Youths.
10. Organized Periodical and Annual Sports and Cultural Programs.



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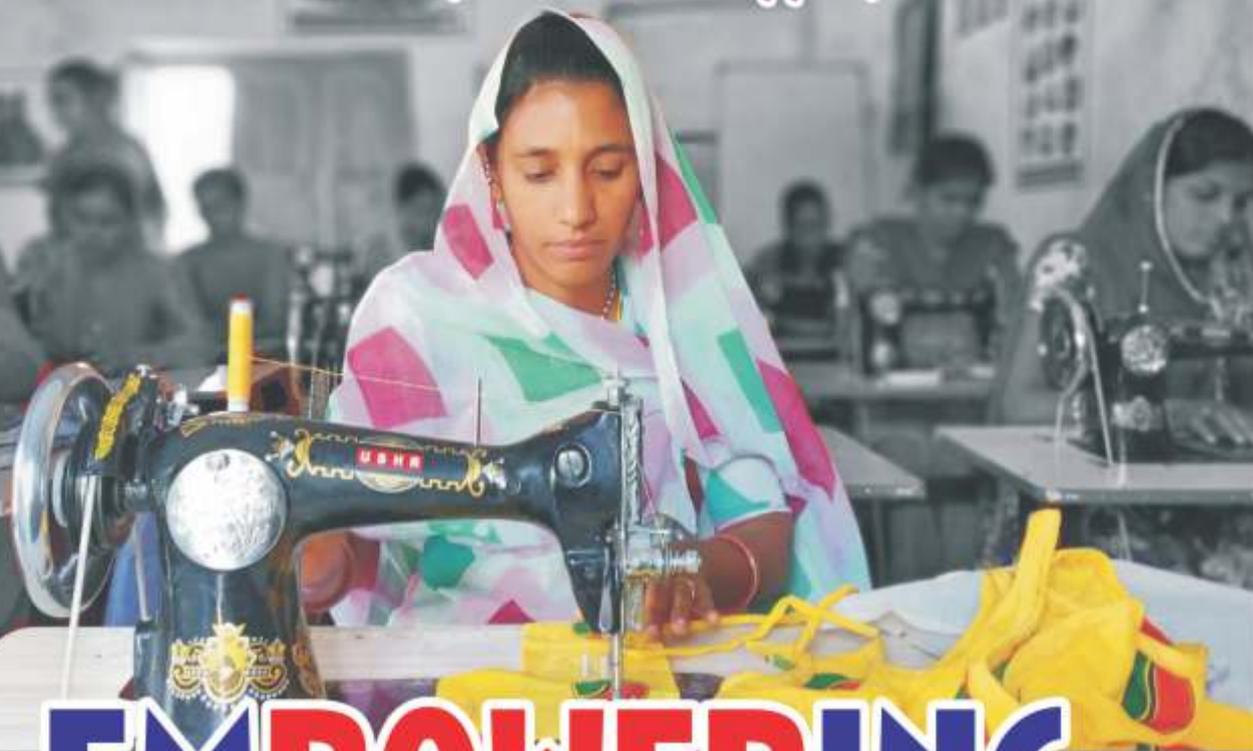


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Our Best Wishes to FVTRS on the occasion of National Skill Conference - 2019



From

The Director & Staff

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- Promoting Organic and Sustainable Agriculture
- Good Governance
- Housing & Sanitation for Poor & Needy
- Disaster / Natural Resource Management
- Providing Safe Drinking Water
- Micro entrepreneurship for Self employment
- Vocational Training
- Child Labour Special Training centre



Mr. Aakash Sethi, the CEO of Quest Alliance. *He has over 13 years of experience in youth development programs and has served in leadership roles in many organizations. He is an Asia 21 fellow, Common Purpose graduate and serves on the board of Science Meets Dharma - a Tibetan not-for-profit trust promoting science education for Tibetan monks. He has a graduate degree in Economics from St. Xaviers College, Ahmedabad. At Quest, he is responsible for a partner network to facilitate program innovation, implementation, evaluation, knowledge sharing, policy advocacy and business development.*

Preparing Today's Youth for Tomorrow's World of Work -A Quest Alliance Model

What we've seen at the workplace in the last decade is a confluence of technological advancements, one that has negated some jobs, albeit creating new ones. This accelerated pace of innovation has provoked some into thinking deeply about the possibilities that lie ahead, an important development given that most jobs of tomorrow will demand entirely new skill sets.

This begs the question: *how can one up-skill oneself for an uncertain future?*

Having established the fact that the future of work is largely ambiguous, compounded by an ever-changing technological landscape that will continue to redefine future opportunities, identifying skills that will help offset some of the challenges that such a transition brings with it will be a good place to start.

Skilling in the 21st century

Aptly labeled '21st century skills', these are intended to help students stay relevant in a changing job market. These are critical for young people to build their agency and define their learning processes. Critical thinking, creativity, digital literacy, collaboration and communication are but some of the skills that will empower them to become self-learners, enabling them to become lifelong learners. Hence, a future of skilling strategy should look beyond the technical skills required for specific job profiles, and instead, seek to cultivate a set of core skills that can help chart meaningful and sustainable careers.

However, classrooms, as we understand them, haven't always kept pace with this changing world. Moreover, skilling is complex, shoring itself up as learnings beyond school and needs to be addressed at multiple levels within the existing ecosystem for change to be long term and sustainable. This calls for creative thinking, strategic partnerships and balanced resource allocation funneled through a synergistic approach. To this end, although government-led skilling initiatives are noteworthy, they are chiefly oriented towards sector specific technical or vocational training.



While these skills are crucial, they are inadequate for the technology led disruptions of the future of work. The only salve is to build a more holistic set of skills that will allow the development of meaningful and sustainable career pathways.

To add to this, a joint effort, looping in the private sector as well as other area practitioners, will go a long way in ensuring the efficacy of skill development programs, as well as enhance their relevance to the employability needs of today to create greater impact.

Creating value through partnerships Founded in 2005 as an innovation and collaboration focused coalition of State governments, NGOs and funders, Quest Alliance started off with the objective of demonstrating and scaling up models that develop 21st century skills in learners and educators, steadily playing the role of an ecosystem builder.

It was ingrained from the outset that for the skill development ecosystem to thrive, it is imperative that the organisation works in congruence with other non-profits and the private sector (by way of CSR) - be it to widen existing perspectives, upscale ongoing

initiatives or make targeted interventions to address gaps in the skilling space. Another extension to this is the government, since skill training is as much about advocacy as it is about achieving quality numbers.

From a macro perspective as well, Quest Alliance hosts an annual conference designed to initiate conversations with stakeholders to learn, educate and share insights about the ecosystem. Additionally, it develops sector reports that map the sector, identifying areas of collaboration in order to meet common goals.

To this end, it has outlined a 5-year strategy that explores the key channels of intervention to establish a global community of organizations and institutions to build the discourse for self-learning for the 21st century and drive policy change. Such collaboration-driven learner-centric interventions also creates value for all stakeholders involved.

Thus, such an approach can support government and private sector initiatives for building a robust school-to-work ecosystem, which will play an instrumental role in shaping the employability trajectory of the country.



Anytime, anywhere learning Without the right educational and skilling programs, collaboration can only go so far. Over the years, Quest has learnt that technology-enabled blended learning solutions – an approach that is merged to its emphasis on 21st century skills and self-learning – can transform today's classrooms by reducing dependency on formal learning spaces, creating opportunities for anytime, anywhere learning.

A tool that is increasingly being used to complement traditional teaching methods, blended learning has been proven to increase student engagement, mainly due to more variation of activities during lessons, empowering them to become self-learners.

Quest has developed scalable models using blended learning technologies that can be replicated by its partners and network of educators. By working with middle schools, secondary schools, Industrial Training Institutes (ITIs) and Vocational Training Institutes (VTIs) – with a special focus on adolescent girls, the organisation aims to create a nation of self-learners enabled by 21st century skills in preparation for the future of work and learning.

MyQuest: Getting young people job-ready

With as many as 4 million youngsters between the ages of 15 and 29 set to enter the workforce each year for the next two decades, India can make massive gains from its

demographic dividend to transform its economy. Needless to say, it also demands urgent action to enable them with the right skills to make them more future-ready.

This is where MyQuest steps in.

Anchored around 21st century skills and career development, the program has been designed to empower youth in a world that will demand constant learning, unlearning and relearning. Using innovative tools – including a comprehensive blended digital self-learning material – it enables students to develop market-oriented skills while building their confidence.

Additionally, MyQuest is directing efforts towards bringing women to the workforce. With the significant gender gap in digital access and literacy, women are bound to face greater challenges in coping with a fast-changing education and career landscape.

In light of this, the program has been working to support the ITI ecosystem in India in order for them to bring in a gender-focus. Ambitious yet realistic, the program aspires to enable 9.5 lakh youth – including 40% women – in VTIs and skill building organizations to develop 21st century skills to become self-learners.

The underlying objective is to ensure that the program aligns itself with the goals of all involved, catalysing systemic changes across the skilling ecosystem – students become aware of pathways that runs parallel to their life and career goals; ITI Trainers and

principals see themselves as change agents and become ambassadors for 21st century skills and self-learning approach and new partnerships – be it with government functionaries, industry players or NGOs – generate employment opportunities.





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Fr. Jaison Vadassery Joseph is currently positioned as Executive Secretary, Commission for Migrants, Conference of Catholic Bishops of India, at Delhi. He has Masters of Social Work (MSW) and Post Graduate Diploma in management of NGOs (PGDMN). He is also graduated in LLB and recognized as practicing lawyer in the Supreme Court. He has got vast experience in the sector of social development in Kerala and served in the capacity of associate director in ESSS, Ernakulam. He has got rich experience in organizing the unorganized workers and instrumental in federating them for various benefits.

Labour Migration Matters

India not only lacks an accurate estimate of its work force, a substantial part of which is in the unorganized sector. The available data on the unorganized workers is from the survey carried out by the NSSO 2009-10 which estimated the total employment in the country was 46.5 crore comprising around 2.8 crore in the organized and the remaining 43.7 crore workers in the unorganized sector. Out of the workers in the unorganized sector, there are 24.6 crore workers employed in the agricultural sector, about 4.4 Crore in construction work and remaining in manufacturing and service sector.

Internal Migration

According to Census 2011 the total number of internal migrants in the country estimated to come at a staggering 139 million. Uttar Pradesh and Bihar are the biggest source states, followed closely by Madhya Pradesh, Punjab, Rajasthan, Uttarakhand, Jammu and Kashmir and West Bengal; the major destination states are Delhi, Maharashtra, Tamil Nadu, Gujarat, Andhra Pradesh and Kerala.

When urban planners discuss the issues of urbanization and provide smart solutions, they completely miss accounting for migrant workers as part of the city. While smart cities may or may not find solutions to the issues of urbanization in India, they have already left behind a major chunk of its population: the poor and marginalized.

Among these poor and marginalized lies the doubly peripheral and ignored section of seasonal migrants. Seasonal migrants dominate the low-paying, hazardous and

informal market jobs in key sectors in urban destinations, such as construction, hotel, textile, manufacturing, transportation, services, domestic work etc.

Migration from different parts of the country to the city has formed numerous channels of exploitation. Recruited from villages through an elaborate network of contractors, migrant workers end up being a vulnerable workforce that can be subjugated and disciplined easily. The system has become so openly abusive and brutal that migrants find it easier to find work in other states rather than in their own. The contract labour system and a loose monitoring and regulating state apparatus has only helped strengthen these unfair models and practices in the migrant job market.

International Migration

India has topped the list of people living abroad at 17 million with about 5 million Indians residing in the Gulf region alone, according to a new UN report. In 2017, India was the largest country of origin of international migrants at 17 million, followed by Mexico at 13 million. India receives more remittances from migrants than any other country. About \$69 billion was sent by Indian migrants to family and friends in India in 2015, amounting to roughly 3% of the country's gross domestic product, according to the World Bank estimates. Most of the money comes from Indians living in Persian Gulf countries as well as the U.S., the UK and Canada. India has been the world's top recipient of migrant remittances since 2008, when it overtook China on this measure.

The situations for the external migrants are often worse when compared to the internal migrants. Challenges faced by the migrants in a foreign country are many. Unlike internal migrants, the movement of international migrants are highly restricted. Each country's immigrant policies vary from each other and the policies of the host government cannot be questioned as the country has the sovereign rights over its territory. Another major challenge faced by the migrants is the lack of awareness on the type of job, the work environment, the content in the contract, the travel, the rules & regulations of the country, etc.

Majority of the migrant population from India for construction, domestic and other unskilled labour are caught by surprise once they reach their work-site or realise the kind of job they have to do. Many of them are unaware of the procedures that they have to undergo once they reach the foreign nation and also are unaware of their rights.

Challenges

Migration has to be valued in terms of the economic cost and benefits. Migration from this populous region plays a major role in providing employment and remittances to the sending states. However, the impact of migration on employment, on the workers and their families, and on the source and destination areas have been largely ignored in our national and state level discussions and policies. Migration is also a coping strategy for the poorest migrants. Out-migration reduces unemployment and underemployment. However large-scale out-migration can affect the family members left home specially women, children and elderly people.

Employers prefer migrant labour because it is flexible, easy to control and cheaper. Migrants generally work in the informal sector, often in those sectors where local labourers are reluctant to work, and they have flexible hours. Sometimes, migration is the exit mechanism from the existing social hierarchy. However, migrant workers are denied basic rights and decent working

conditions. Their wages are often below than the local labourers and lower than the legal minimum wage. In many places, migrant workers work in sub-human conditions, and in violation of labour laws. Poor migrant workers lack access to entitlements at destination. This has an effect on their living and health conditions. They lack proper housing and are concentrated in slum areas of urban centres.

Human trafficking, which leads to the violation of the basic human rights of the individuals, is also becoming a major issue in the region. Undocumented or illegal cross-border migration makes immigrants vulnerable at destination. They cannot avail themselves of workers' rights, basic services and social security benefits. If this migration is considered illegal, migrants face the threat of detention and deportation in the case of international migration. In the case of cross-border migration, irregular migration and trafficking are seen as important concerns.

Emerging Trends

Migration has to be viewed from the perspective of workers whose living and working conditions need to cohere with human rights, accepted by the national governments and by the international community. Governments in destination countries generally consider their obligations towards their own citizens as primary, leading to differential treatment of non-citizens that is migrants. Migrant workers generally are poor and have few or no skills or assets. Poor migrants have limited bargaining power, are restricted to the lower end of the labour market at destination, and struggle to achieve basic rights. Most migration of labour from South Asia to the Middle East and South-East Asia is contractual. The contractual labour migration generally takes place through recruiting agencies.

Delayed deployment, non-deployment and overcharging are the main problems faced by migrants. Overcharging is a common practice of recruiting agencies and increases the cost of migration.

Agencies charge huge commission and often exploit innocent migrants. There are cases of fraud by unauthorized or unregistered recruiting agencies. Aspirants also end up getting lower wages than what is written in their contracts. Migrants' living conditions are very poor. Migrants reportedly live in subhuman conditions to save money. While incidents of suicide among migrants have increased over time, the accidental death of migrant workers at their workplace is also a major concern.

Most of the Gulf countries have sponsorship system of recruitment called kafala system which allow the Employer to keep the employee documents which is one of the biggest violation of labour rights.

Responses & Opportunities

Skill Development

Skill development and setting up of labour-market information systems to help employers and potential job seekers have to be undertaken by the sending countries. Proper skills of the migrant workers seeking overseas employment will enhance the better prospectus in the destinations. E platform for the migrant workers and employers which promotes online registration of migrant workers and the foreign employers will enhance more accountability and transparency in the recruitment process.

Countries like India has started an 'e-migrate' system, an online portal for emigration clearance for ECR (Emigration Check Required) countries to promote safe migration and appropriate placement for the migration workers. It has also issued a smart card to all migrant workers which store their personal and job-related information. Countries like Sri Lanka and India have come up with Skill Development Program to suite their migrant job seekers certified with international standards. However awareness generation and accessibility of workers to these mechanisms need to be improved.

Reintegration of the Returning Migrants

Reintegration of the returning migrants to

the home country is a serious concern of the many of the South Asian Countries. Foreign remittance of the migrant to their home country is one of the main financial inflows of the receiving nation. Therefore adequate institutional mechanism needs to be created for the welfare and reintegration of the returning migrants.

Pre Departure Training

Most of the countries in South Asia, including India have taken measures to protect labour migrants overseas. Despite the improvements in institutional structure and legislation related to emigration and other initiatives by the governments for safe migration the migrant workers of the region are landed into difficulties and problems. They experience the lack of integration between the different ministries and departments which deal with the issues of migrant workers working abroad. Pre Departure Orientation Training Program would help the migrant workers to understand the safe channels of migration and the adequate measures they have to take to get acclimatized to the new work environments and the culture of the new country.

Advocacy & Networking

International multilateral organizations have been active on a number of fronts to ensure a better deal for migrants in and from the region. UN Women is playing an important role in South Asian countries in ensuring the rights of international female migrants. The International Organisation for Migrants (IOM), established as an inter-governmental organization in 1951, also plays an important role for migrants by assisting them with secure, reliable and cost-effective international migration.

The lack of awareness of the value of conventions, the misconception that the UN Conventions accords too many rights to migrants, and fear of losing labour markets in destination countries are the main reasons for the reluctance of many South Asian countries to ratify the ILO and UN conventions and protocols.

Best Compliments from

Bastar Samajik Jan Vikas Samiti (BSJVS)

Shantinagar, Frazerpur, Jagdalpur, Bastar - 494001, Chhattisgarh

A Voluntary Organisation **BSJVS**- was started in to empower the tribal of this region and put them on the path of self-reliance. Registered under the Societies Registration Act and under FCRA. BSJVS was started by the youth of Bastar District who were highly qualified but did not want a formal sector job as they wanted to work with the poor weaker sections whose socio-economic conditions were miserable.

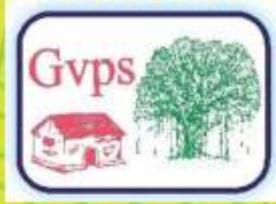
One tribal young woman volunteered to join hands that were made the President of this organisation. She is committed to the total sustainable development of all the poorer sections. She has been the backbone of all the good progress made so far. Hence, this organisation can be called Community Based Organisation which has been recognised by Government of India both Central and State Governments whose projects are going on actively.

If the donor comes forward to fund this project it will be a boost for the good works carried out by the youth organisation NOW this org. is working with the tribals and for the tribals in various sectors.

- To promote Peace and Secularism
- To promote capacities among poorer sections for collective peaceful Struggle
- To promote leaders with commitment and a spirit of selfless service
- To facilitate behavioural changes
- To promote democracy as a Human Right
- To enlist the Participation of Weaker section in Self-Help/Self-reliance
- To empower women and weaker groups through revamping of Bodies of Local Self-governance
- To work for gender main streaming



Best Compliments from



Gramin Vikas evam Paryavaran Sanstha

Dausa- Rajasthan- 303 507

www.gveps.org



"I am grateful to be a woman. I must have done something great in another life."
- Maya Angelou



Mrs. Antara Ghosh Sarma
Secretary

Sarani

Society for Action on Rehabilitation Awareness Networking and Information

We are an organization established with the prime the prime objective of women development & empowerment since 16 years. Out of which last 9 years we are proudly associated with FVTRS.

Activities we pursue are as follows:

1. Organization of Awareness Generation Camps on different Societal issues
2. Organization of educational programmers
3. Ensuring Food & Livelihood Security of the people in general and the women at large in particular through :
 - Information dissemination
 - Livelihood training
 - Facilitating employment / self-employment of the youths through networking
4. Minimizing environmental pollution by adhering to WASH programme
5. Implementation of Integrated Rural Development Programme



We celebrate Women's day to support "Balance for better"



Award / Recognition

The Secretary of the organization **Ms. Antara Ghosh Sarma** has been recognized with the prestigious **SONA KANYA** award by famous Jewelry establishment of the country namely **M/S P.C. Chandra & Sons** for the year 2018-19 for her outstanding .





With best Compliments

SCODWES is a secular, non-profit Society established in 2005. Head Quartered in Sirsi, we work across 18 districts of Karnataka state & Goa. SCODWES focus is on holistic development of the underprivileged & marginalized women, youth & children. We have reached over 9 lakh beneficiaries by working under 9 objectives, that are Education for Children & Youth, Women Empowerment & Gender Equity, Health & Sanitation, Ecology & Environment Management, Agriculture & Allied activities, Skill Development & Livelihood Enhancement, Disaster Management, Resettlement & Rehabilitation, Participatory Planning & Research & Cultural Development & Socialization.



Reach Us :

SCODWES

Savinilaya Building, Maratikoppa Main Road, Sirsi-581402, Karnataka, India.

Phone: +91 9448609618/ 9449629939/ 8384-238398

Web : www.scodwes.com

Facebook : <http://bit.ly/2KCI6Cb>

Linkedin : <http://bit.ly/2Z93JxV>

Youtube : <http://bit.ly/2L2oYfV>

WE HELP PEOPLE TO HELP THEMSELVES

SHRUSHTI SEVA SAMITI, UDAIPUR

AN ISO 9001:2015 CERTIFIED ORGANIZATION



GENESIS

- Registered Year : 1999
- Presence in 12 District
- Block Covered: 20
- Panchayat Covered: 308
- Presence in 1046 Villages
- Team Strength: 688

LEGAL STATUS

- Registered Under :
- Society Act 1958
 - Income Tax Act 1961 article of 12 A & 80C
 - FCRA Act
 - EPFO & ESIC
 - NITI Ayog
 - Special Consultative Status in UNECOSOC

THEMATIC ISSUES

- Education
- Mother & Child Care
- Livelihood
- Water & Sanitation
- Skill Training
- Environment

OUR MISSION

To promote understanding of issues related to health, education, gender equity, and socio-economic development through awareness generation and capacity building initiatives

CONTACT US

E-Mail ID:
shrushtisevasamiti@gmail.com

Mob. 7424886556/8890272733



For more detail, please visit our website :: www.shrushti.org



Himanshu Sekhar Panigrahi is currently working with Hindustan Copper Limited as Dy. Manager-CSR. He is a development professional with more than 17 years of experience in the domains of CSR & Sustainability, Project Management, and Training & Capacity Building. He has been involved in planning and execution of several projects at different organizational set-ups (Government, Public Sector Undertaking, Consulting organization, Academic Body and NGO) in thematic areas of Food & Livelihood Security, Rural Employment, Social Inclusion, Entrepreneurship Development, Health & Sanitation, and Environment & Climate. Several of his articles on developmental issues have been published at different platforms. Owing to his contribution to the CSR & Sustainability Sector he has been bestowed with numerous awards.

Scope of CSR for Contributing to Skill Development in India

Skill Development for Socio-economic Development

The Sustainable Development Goals (SDGs), launched by the United Nations in 2016 with a mission to carry forward the global development agenda till 2030 and beyond, emphasize actions for and involvement of younger generations. Because these groups will see through and can suitably contribute to the envisaged sustainable prospects.

This set of 17 interconnected goals with their 169 targets is designed in such a way that youths remain their main stakeholder groups. The fact being young people create the biggest part of the global demography. Now, 43% of the world's population is of people under the age of twenty-five. And, around 90% of them live in poor and developing countries that are stuffed with threats to sustainable development.

This part of population will obviously live longer, that too with the impact of the decisions and actions taken at present. Participating in the development agenda is the "right" of the young generation as they have greater stake in long-term sustainability. Ignoring the issues and role of the youth in the process of dealing with the issues of sustainability can be a risk.

Rather, it should be turned into an opportunity by making them serious partners in the Sustainable Development Goals. And, to realize this opportunity

youths should be equipped with skills the modern day requires.

Putting this in the context of India, it is one of the youngest nations of the world as 54% of its population is below 25 years of age, and more than 62% of its population is in the working age group (15-59 years). The average age of population in India is around 29 years, much lower in comparison to developed countries like the US, Japan and European nations. In next 15 years, the labour force in industrialized countries will decline by 4% whereas in India it will increase by more than 30%.

This can be seen as a challenge as a burden as well as an opportunity as "**demographic dividend**". In order to avoid that this "demographic dividend" turns a "demographic disaster", the workforce should be imparted with employable skills and knowledge, as a skilled workforce is vital for socio-economic development. Without exaggeration it can be said that India has the potential to be the skill capital of the globe.

For last several decades India is reeling under the crisis of huge skill gap. Disparity between demand and supply of skilled manpower is a major impediment for national economic growth. Every year more than one crore people are joining the country's workforce whereas less than 25% of them possess relevant skill set needed for jobs across sectors.

According to a survey, 90% of employment opportunities entail vocational skills, but 90% of youths who come out of school or college hold only bookish knowledge.

They are qualified, but not rightly skilled for the job. For a growing economy like India this skill deficit does not augur well. The dream of India becoming a 5 trillion dollar economy in near future will not be possible if human capital is not properly taken care of.

On the brighter side, Government of India has commenced several skilling initiatives under its “**Skill India**” campaign. Flagship schemes like Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and Deen Dayal Upadhyaya Grameen Kaushal Yojana (DDUGKY) are playing a significant part in the skilling efforts. However, the task is gigantic and achievement so far is not so visible.

At this juncture a critical re-thinking of the current skilling system and approach is required. Skill development efforts should not be taken in isolation. Synchronization with other programmes and policies is essential.

For example, “**Make in India**”, another ambitious programme of the Government, can be coordinated with and be boosted by the “Skill India” campaign. Further, several dovetailing and complementary strategies should be considered, though multi-pronged strategies of National Skill Development Corporation (NSDC) cannot be underrated.

Inclusiveness and gender balancing must be

maintained consciously in the skill building agenda. Accessibility of marginalized groups to vocational training needs to be ensured. Following the “**catch them young**” policy it should be encouraged that young men and women join the skilling bandwagon just after completing formal education.

Partnership and collaboration may play a vital role in augmenting the skilling efforts. And, involvement of corporate sector with their CSR initiative is the key for complementing and supplementing government's action.

Scope of CSR in Skill Development

Given the huge task of achieving the target and maintaining quality and sustainability of the skill development mission being pursued in India, companies of both private and public sector have adequate scope to contribute and make impact through their CSR programme. As it is obvious that industries have a crucial role in impelling lasting economic development of the country, investment by them in skilling the workforce makes a strong business case.

This investment creates a win-win situation for industries by developing a vibrant and skilled labour market and serving their social responsibility purpose as well. Also, from the ethical point of view, as businesses use human resource of the country it is expected from them that they develop capacity of that resource in a sustainable manner.

Apart from this, corporate sector has several means and immense potential to influence the skilling ecosystem. Companies have resources, infrastructure, machinery and expertise that can support the endeavour of skill development. They have experienced manpower whose proficiency and knowledge are really needed for this mission. Transfer of skill and knowledge to the next generation can best be performed by the industries.



Further, who can understand better the skill gap and need of specific skill set for the industry sector than the companies? They know the changing market needs. They are among the first to identify any sunrise or high-growth sector having the potential to offer jobs. Their temperament for innovation comes in aid in expanding the skilling sphere and adding new avenues to the list of areas of skill development.

Corporate sector can derive several strategic benefits by getting involved in skill building activities. CSR agenda of companies gets realized well as their skill development efforts reach out to the capability-deprived youths and create positive impact sustainably across communities. Availability of skilled manpower makes it easy for companies to increase their efficiency and productivity and to reduce their operational cost. By up-skilling and re-skilling the youths, companies get future-ready.

Corporate sector has adequate scope for involvement and contribution for realizing the SDGs. Therefore, leading agencies and experts working on sustainable development mission urge companies to lend their support towards accomplishment of these global goals. Skill development is given due importance in this sustainable agenda.

Target 4.3 of SDG-4 highlights equal accessibility to affordable and quality technical and vocational education. Target 4.4 suggests increasing the number of youth who have relevant technical and vocational skills for employment and entrepreneurship. SDG-8 targets decent work and employment which is not achievable without skilled manpower.

Skill development finds a place in the Schedule VII that prescribes areas for CSR programme of companies which are under the ambit of mandatory CSR provisions as per Section 135 of the Companies Act 2013. Also, some other prescribed activities under this Schedule are directly or indirectly connected with skilling. It needs to be stated that a good number of companies have prioritized skill building under their CSR agenda of late.

The way Corporate Sector can contribute for skilling India

CSR capital should be infused into the endeavour of skill development to make it more relevant and strategic. Corporate bodies with their CSR agenda should open up for collaboration with government, academic houses, NGOs and training agencies in order to give a boost to the skilling drive.



Following diverse options can be considered by corporate houses as ways to add to government's job of skill building.

a) It is expected that corporate bodies engaged in CSR activities conduct baseline analysis of socio-economic profile of the regions around their operation. Understanding skill profile of the regions in terms of demand and supply must be a part of it. By this, existing skill gap can be identified, and accordingly skill building programme can be designed for execution.

b) Big companies may develop potential of employees of start-ups by imparting training as per their requirement. Growing number of start-ups in India are perceived as boosters for economic growth and social development.

c) It is imperative for companies to upgrade skill of employees engaged along their supply chain. Undoubtedly this earns a good return in terms of productivity and quality of service for the primary company.

d) Companies should use their ability to recognize futuristic skill areas. Such new areas can be identified by looking at opportunities like technological advancement or by considering challenges like climate change, water crisis, energy crisis, etc. Corporate houses need to spearhead in imparting such new-age skills whose takers can be fresh job-seekers, small entrepreneurs and experienced employees. **e)** On the other hand, traditional and dying skill areas need to be revived. Rural artisans reeling under poverty should be supported through funding, value-addition knowledge and market linkage under CSR programme.

f) Companies can set up Centre of Excellence (CoE) on the sector they are expert in. CoE should act as a skill lab where trainers will be trained through ToT programmes. Their own employees should be persuaded to act as subject matter specialists.

g) Using CSR fund companies can create infrastructure and improve the existing ones

for training and capacity building of young population in rural and suburban areas.

h) Technological advancement and knowledge-based economies demand new kinds and levels of skills. Companies may help in designing customized modules for these skill areas in collaboration with academic institutions, research bodies and government agencies.

i) Industries may lead the way in popularizing and providing training on new-age topics like Machine learning, Artificial Intelligence, Data Analysis, Robotics, Renewable energy generation, Rain water harvesting, etc.

j) Industry professionals should share their knowledge, skill and experience with institutional platforms like Industrial Training Institutes, Vocational Training Centres, etc to ensure effective transfer of knowledge and skill to the next generations.

k) More than two-thirds of total jobs are produced by Micro, Small & Medium Enterprises (MSMEs) whose employees hardly get any scope and opportunity to upgrade their skill set. Big companies can take up the responsibility of advancing skill level of this large chunk of job holders so that they can perform more efficiently.

l) Corporate sector can play a big role in making skill development efforts more inclusive so that 'skill divide' will be minimized. Aside from improving accessibility for marginalized sections and women, creating opportunities for people with disabilities (PwDs) should be stressed upon.



Best Compliments from

Divya Kripa Seva Kendra

Molakalmuru, Chitradurga Dt. Karnataka

Molakalmuru is one of the 6 taluks of Chitradurga district of Karnataka State in India covering the area of 736.49 sq. kms which is 100 km away from the district headquarters. As the backward area of the District it lies 55 km. away from the Bellary Dt. Towards north. From the East it is 10 km. away from Karnool Dt. of the State of Andra Pradesh. And towards the west it is 200 km away from Shimoga Dt.

In this remotest and most back ward taluk which does not have such training institutes and genuine NGOs who can provide the life gaining skills it is **Divya Kripa Seva Kendra** who is working for the Dropouts and Youth through the strong support of FVTRS in organizing skill training programmes on Garment making, Food Processing, Beautician course, Bag making, Gins making, Three Wheeler and Four wheeler Driving etc.

Today in the remote villages adult girls are deprived of gaining skills for their livelihood. The skill trainings that are been provided by FVTRS is the main source for self employment and build up better society. The project that are been given to **Divya Kripa Seva Kendra** by FVTRS will definitely reduce 100% unemployment of the targeted group and brighten their future.

The unemployed girls can grab opportunity and reduce the unemployment problem. The migration of the youth to the cities also could be avoided. Since we are providing soft skills their life skills will be improved and they can become better citizens. The tailoring courses that are provided to the girls also can bring income to the family and they can earn any time with skill in their hand.



Best Compliments from



Savera Foundation

Gamhariya Tand, Tisri, Giridih-815317, Jharkhand

Savera Foundation is a voluntary organization and providing vocational training to drop out youths since 2015. Savera has been succeeded to make 150 female beneficiaries self dependent and reliable.

These females are now earning their livelihood by stitching. At present we are providing vocational training to 90 females on Stitching, Beautician & Palm Jaggery.

These female beneficiaries would be linked to Bank, JEEVIKA, JSLPS, Skill Net, PMKVY.



Sanga Mithra Development Association (SAMIDA)



Sanga Mithra Development Association (SAMIDA) is a slogan among civil society segment in north coastal districts of Andhra Pradesh, located in Visakhapatnam district, that could be demonstrated as a real time development institution bringing scores of volunteers for replication and the TISS (Tata Institute of Social Sciences) national CSR hub is an extended support to augment poor tribal segment to riches and unskilled to highly enduring skilled.

Skill support mission of FVTRS - SAMIDA combine has been a noble model for dropout and never enrolled in tribal & rural hemisphere that is spinning attention of all line departments and other communities.

A true replicable model for this so far uncovered segment and in so far accomplishments skilling & marketing and linkages among organized and primary markets and local consumption is noted as one realization.

Trained Tribal artisans are surging ahead in best possible income generation and the livelihood

means in a constant way and as a replicable source of in food security and channel of move towards contact with global economy and wider vistas of marketability and training of youth uninterrupted and going for national parlance.

Priority areas for training are locally suitable trades and available material giving an emphasis on sustainability, marketability and skilling enhancement. Out of total trained of youth 480 the employed are 97, and self-employed are 357 making performance made the mark of such volume in generating employment.

S. No	Trades	Total trainings completed		Employed		Self Employed		Still pending	
		Male	Female	Male	Female	Male	Female	Male	Female
1	Garment making		110		33		71		6
2	Zari & Zardosi		75				75		
3	Cell phone repair	58	2	16	1	34	1	8	
4	Driving	52	3	21		31	3		
5	Electrician servicing & Electrical winding	60		10		45		5	
6	Beautician		45		16		25		4
7	Carpentry	30				30			
8	NIFP trade		45				42		3
	Total	200	280	47	50	140	217	13	13





Bhartiya Jan Kalyan Evam Prashikshan Sansthan (BJKEPS)

Mission statement:

To empower the community, strive for the congruence of the forces of development, equals opportunity, freedom and dignity of life to restore basic human right, so that the community can develop leadership skills and overcome the elements that exploit them.

BJKEPS represents:

Dalit's & other deprived sections that will strengthen capacity's, from CBOs to achieve mission Including women form develop Leadership & skill Development.

Subject area of working:

- Livelihood generation initiatives in rural areas
- Skilled and employable vocational training to youths as like Cloth bag making, Agriculture based training, Electrician, Artificial handmade jewelry making and Bamboo craft making.
- Women Empowerment
- Formation training and strengthening of women SHG
- Capacity building as like PRI, Life Skill developments, EDP, Micro planning, PRA and TOT.



Working Area, Ghazipur Distt. in U.P.

Head Office:

Near Yusufpur Railway Crossing Tandwa Mohammadabad, Ghazipur (U.P.)
Mob.: 9415815233, 7376667713, Email: jaishanker2007@yahoo.co.in



GRAM VIKAS SEWA SANSTHAN (GVSS)

ISO 9001:2015 Certified Organization

We are an organization established in 1978. Currently working in Pratapgarh and Amethi Districts of Uttar Pradesh. We work with marginalized and deprived section of society for education, livelihood, skill development, health and environmental awareness. We imagine ourselves as a medium for building a comprehensive society that succeeds in congruity with its environment.



SKILL DEVELOPMENT



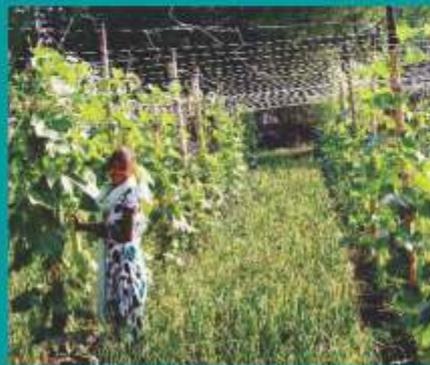
HEALTH AND NUTRITION



WOMEN EMPOWERMENT



WOMEN LITERACY



WATER CONSERVATION



AGRO BASED LIVELIHOOD





Dr. Subhash Chandra Sharma is the Founder Chairman of R.K. Sansthan. He has the educational qualification of M.B.A., M. Com, Ll. B, Diploma in Rural Development. He has Ph.D in Evaluation of Entrepreneurship Development Programmes. He has dedicated long journey of 38 years of professional life to develop entrepreneurship among the all strata of society by serving through various institutions of India, especially in Rajasthan. His endeavours in the field of entrepreneurship was also recognized by the Department of Science and Technology, Govt. of India.

Skill Eco System in India (Past, Present and Future)

Introduction

“Skill Development means developing yourself and your skill sets to add value for the organization and for your own career development”. Fostering an attitude of appreciation for lifelong learning is the key to workplace success. Continuously learning and developing one's skills requires identifying the skills needed for mobility, and then successfully seeking out trainings or on-the-job opportunities for developing those skills. An ability and capacity acquired through deliberate systematic, and sustained effort to smoothly and adaptively carry-out complex activities or job functions involving ideas (cognitive skills), things (technical skills) and/or people (interpersonal skills).

According to the estimates of the National Skill Development Policy, presently skills base of the Indian economy is quite low compared to other developed economies of the world. The unorganized sector in the country constitutes nearly 90% of the workforce. Skills in the unorganized sector are acquired through informal apprentice system. The prevailing formal training system does not take care of the required skills. This eventually has led a huge gap in skill demand and supply. A study conducted by Confederation of Indian Industry (CII) and Boston Consulting Group (BCG), estimates that India is likely to increase deficit of 5.25 million employable graduates and vocationally trained workforce by 2012. On the contrary, another study by BCG has estimated that by 2020 the world will have shortage of 47million working people but India will have a surplus of 56 million people.

However, in order to reap the benefits of demographic dividend, India will have to equip this manpower to meet the requirement of skilled manpower across geographies.

To have a historical perspective about skilling in our country, since Independence, much importance was accorded to formal education and as a result, large amounts of money were spent on establishing centres of higher learning across the country.

Industries too failed to recognise the necessary standardisation required to keep up with the skill requirements of the growing market. While 90% of the workforce in the other developed countries is vocationally qualified, in India, only 5-7% of the workforce is appropriately skilled.

Most skills acquired by workers had been through an informal training system. Efforts in establishing Industrial Training Institute-based courses leading to industry-relevant certification did not receive due recognition. By the 1990s, it was clear that there was a huge gap in formal training programmes planned for the service sector; and, significant shortfall in skilling and re-skilling for productivity improvement in the agriculture, manufacturing and construction sectors.

As many of the jobs in these sectors were in the informal sector, the training was short term or ad hoc in nature. Poor quality training, lack of standardisation of content or certification and non- alignment to industry needs were some of the stumbling blocks.

Recognising the huge lacunae in the skilled workforce and its effect on economy, in 2007, the Modular Employable Scheme (MES) under the Ministry of Labour and Employment was introduced. Training, assessment and certification of school dropouts and the existing workforce who had acquired proficiency through informal means were carried out under MES.

Around 1400 courses across 65 sectors were designed and deployed with the support of vocational training partners. Once a participant completed and passed the training programme, the fee was reimbursed.

This mission was in line with the needs of capacity building of the large majority of the workforce, but the desired outcome could not be derived as a number of many ecosystem-related issues had to be addressed.

Following this, a three-tier institutional structure has been set up to take forward the skill development agenda. The first tier is the Prime Minister's National Council on Skill Development, the second being the National Skill Development Coordination Board and the National Skill Development Corporation (NSDC) in the third tier. The NSDC aims to undertake the following functions”:

- Identification of skill development needs, including preparing a catalogue of type of skill, range and depth of skills to facilitate individuals to choose from them.
- Development of a sector skill development plan and maintain skill inventory.
- Determining skills/competency standards and qualification.
- Standardization of affiliation and accreditation process.
- Participation in affiliation, accreditation, examination and certification.
- Plan and execute training of trainers.
- Promotion of academies of excellence.
- Establishment of a well-structured sector specific Labour Market Information System (LMIS) to assist planning and delivery of training.

The Present Scenario

India's transition to a knowledge-based economy requires a new generation of multi-scale youth. Its competitive edge will be determined by its people's ability to create, share, and use knowledge effectively. A knowledge economy requires India to develop workers – knowledge workers and knowledge technologists - who are flexible and analytical and who can be the driving force for innovation and growth. To achieve this, India needs a flexible education system: basic education to provide the foundation for learning; secondary and tertiary education to develop core capabilities and core hands - on skills and further means of achieving lifelong learning. The education system must be attuned to the new global environment by promoting creativity and improving the quality of education and training at all levels.

As per study published in Financial express 70% of Indian youth is not aware of government-run skill development programs, 76% of the respondents' report being very interested in pursuing skills development training. About three-fourths of the youth in the country have never enrolled for a skill development program, the findings showed.

Though the Narendra Modi-led government is aiming to skill 40 crore people by 2022 through its 'Skill India' program, the lack of awareness among youth about the government-run skill development programs is one of the key obstacles with about 70% of Indian youth is not aware of these schemes, according to a recent study “Young India and Work” by the Observer Research Foundation and World Economic Forum (WEF).

Almost 6,000 youths between the age group of 15 and 30 were surveyed about education, employment and their aspirations. The study throws lights on the potential misalignment between youth and government, as well as between youth and industry. It showed that there is a disconnect between the government-run skill development programmes and youth sentiments



About three-fourths of the youth in the country has never enrolled for a skill development program, the findings showed. The low training participation was mainly on account of financial and time issues. The findings showed that 76% of the respondent's report being very interested in pursuing skills development training. As identified by respondents in the survey, the characteristics of attractive skills programmes include moderate time commitment, monetary compensation, certification, and a mix of online and classroom content. Youth consider the public sector as ideal providers for skill development opportunities, followed by public-private partnerships.

More females' respondents expressed their interest in participating in skill development programs, 19% of the females have already enrolled in such a program as compared with 26% of males. While over three-fourths of all females' respondents were not aware of any government-run skill development program, a half of females indicated time constraints that inhibited their program enrolment.

According to the survey, nearly 51% of the youth in the country perceive the lack of professional guidance in identifying jobs that match their skills to be the main obstacle in searching for a desirable job. On the other side, nearly 34% of youth reported being neither employed nor in education.

“In the context of technological adoption and digitisation, jobs and tasks, along with

the competencies required to execute them, are changing. 86% of youth feel very or moderately up to date with changes in skills requirements. Yet, 39% of youth feel very prepared or prepared for their ideal job, while 16% of youth feel either not prepared or very unprepared for their ideal job,” it said.

While higher education degrees are highly valued, youth are also eager to learn new skills. According to the survey, 96% of the respondents hope to get a bachelor's degree or higher 84% of the youth surveyed consider a university degree or post-graduate degree as a requirement for their ideal job.

India is one of the youngest nations in the world, with over 62% of the population in the working age group. Approximately 250 million young people will be joining the workforce over the next decade. The government had launched the Skill India initiative, which aims to train over 40 crore people in India in different skills by 2022. Since then, various schemes have been launched like *Pradhan Mantri Kaushal Vikas Yojana* (PMKVY) to further the aim of skill development, in order to enable a large number of youths in the country to take up industry-relevant skill training that will help them in securing a better livelihood.

The establishment of the new ministry, Ministry of Skill Development and Entrepreneurship (MSDE) has given fillip to the skilling industry. Learning from past experiences, the Ministry has launched a series of programmes for skill training and certification for youth. The Government of India has always considered skill development as a national priority. It is just that since the ministry is new, the approach taken for skill development is also new. Earlier, the emphasis was on traditional jobs. But this time, all kinds of jobs will be given equal emphasis. Earlier, the responsibility was divided among various ministries.

Schemes

(I) Employment Linked Skill Training Programme (ELSTP)- Under this programme, RSLDC provides short term skill training programmes (generally 2 to 3 months) to unemployed youth of the state in various high growth economic sectors like retail, construction, automotive, ICT, etc.

(ii) Regular Skill Training Programme (RSTP)- This programme provides short-term skill training and hand holding for self-employment, productivity enhancement and enterprise development.

There are 4 sub-schemes targeted at youth, women, persons with special ability (PSA) and jail inmates respectively. Trainings are provided in sectors of agriculture, animal husbandry, beauty and wellness, garments and apparel, etc.

(iii) DeenDayal Upadhyaya Grameen Kaushal Yojana (DDUGKY). DDU-GKY is a centrally sponsored scheme of MoRD, GOI being executed in the state by the Respective SLDCs.

The scheme provides short-term skill development programmes linked with employment opportunities to rural poor youth of the state in various high-growth economic sectors.

(iv) Skill Development Initiative Scheme (SDIS)- Under this scheme, various wage employment oriented training programmes are being conducted in ITIs and industries. The main areas of training are electrical, electronics, welding, fabrication, medical and nursing.

(v) Special Projects –Various special projects in association with CII, ATDC, NIFT, BSE-BIL, IIGJ, etc. for quality trainings in various domains.

(vi) Skill Universities: - Running different skill based programme and providing certification.

Besides above many other organisation conducting programme of Department of Women and Child, Govt. of Rajasthan and Govt. of India, Ministry of Minority Affairs, Govt. of India, Ministry of Social Welfare, Govt. of Rajasthan and India and Safari Karmi Ayog, SC/ST finance Development corporations also sponsoring the Skill programmes.

CSR activities of Many corporate also sponsoring Skill Development Projects.

Methodology

These programmes are having different types of methodology, some of have structured programmes with Standard curriculum, evaluation method and in some programmes implementing agency has to decide all as per the need of target group.

The major gap is to identification of suitable participants and no proper need assessment of skills in that particular area hence the employability of skilled trainees become critical as after training it reveals that there is no demand of such trained persons in the area or less demand in comparison to availability of trained persons.





Another gap is to identification of Trades of training. Level of skill as the most of courses are running a mechanical manner hence empathy part is missing. The infrastructure needed to run such programmes does not meet the requirement of RSLDC (*Rajasthan Skill and Livelihoods Development Corporation*) in rural areas. Similarly, the reachability of the rural community to this training institutes are very poor. Generally, programmes are organised in rural and urban both, but preference is given by agencies in sub-urban areas or semi-rural areas due to availability of infrastructure.

Futuristic approach of 'Skill India'

The emphasis is to skill the youths in such a way so that they get employment and also improve entrepreneurship. Provides training, support and guidance for all occupations that were of traditional type like carpenters, cobblers, welders, blacksmiths, masons, nurses, tailors, weavers etc. More emphasis will be given on new areas like real estate, construction, transportation, textile, gem industry, jewellery designing, banking, tourism and various other sectors, where skill development is inadequate or nil.

The training programmes would be on the lines of international level so that the youths of our country can not only meet the domestic demands but also of other countries like the US, Japan, China, Germany, Russia and those in the West Asia.



Another remarkable feature of the 'Skill India' programme would be to create a hallmark called 'Rural India Skill', so as to standardise and certify the training process. Tailor-made, need-based programmes would be initiated for specific age groups which can be like language and communication skills, life and positive thinking skills, personality development skills, management skills, behavioural skills, including job and employability skills. The course methodology of 'Skill India' would be innovative, which would include games, group discussions, brainstorming sessions, practical experiences, case studies etc.

For achieving the target to train 40crore persons by 2022 as set by Prime Minister, besides other things discussed, a positive environment in the society has to be developed towards skilled persons.

The skilled person shall be honoured at par with degree holders of colleges/universities. It is observed the person who is skilled and earning his livelihood on that basis say electrician, plumber etc. is not honoured at par with a degree holder or graduate who is still unemployed. The change of mind-set of society will encourage youth to acquire skills.

Disclaimer: *The data and facts use in this article are compiled from various sources viz; Articles in News Papers, research papers, word bank report and web sites of ministries, NSDC etc.*

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Jeevandeep Charitable Trust (JCT) is a non-profit organization, established on July 18, 2007 at Lucknow, with the motto -Towards an all inclusive society to empower and develop the excluded communities in the rural areas of India especially in Uttar Pradesh.

The vision of JCT is to create an ideal society for a joyful living. The main interventions are Skill based Livelihood opportunities, Women Farmers Associations and their Federations, Women Farmers' Entrepreneurship, Sustainable Agriculture with Organic Farming, Environmental Protection, Community Health and Promotion of Education.





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- * Livelihood Promotion through Skill Development
- * Health & Hygiene
- * Water & Sanitation
- * Computer Literacy (Information & Technology)
- * Women Empowerment
- * Awareness & Community Mobilization



Dr. Subhash Chandra Sharma, Chairman

Head Office: 'Udyamita Bhawan' 3/166, Housing Board Colony, Sawaimadhapur (Raj.)-322021
• Phone:-07462-235341

Project Office:- I-STED 1, 88B Nakoda Nagar, Sector -3, Hiran Magri , UDAIPUR- 313002

Registered Office: 67/30, Heera Path, Mansarovar, Jaipur - 302020 • Ph.: 0141-2781083
Email: rksansthan@gmail.com, Web: rksansthan.org.in



Dr. S.N. Sharma Deepak is the C.E.O. of Rajasthan Samgrah Kalyan Sansthan, RSKS, Ajmeer, Jaipur. He is also an Artist, Successful Entrepreneur & Social Worker. He started Handicrafts Business & Social Development Work in a very small-scale manner in the year 1998 at the age of 16 years. He has continued his passion even while doing the studies and excelled his social development initiatives in the sector of skill development, and other community based development programmes. RSKS is a pioneer organization in Ajmeer helping marginalized women & Girls in India.

Skill Development Experience in India

- My Perspective

Introduction

“Education, vocational training and lifelong learning are central pillars of employability, employment of workers and sustainable enterprise development.” **International Labour Organisation**

India possesses an enormous, complex and diverse skill development Ecosystem that facilitates skill at different levels to a large population. Indian skill development can be looked at as in two categories that are formal vocational education and informal vocational education.

In India, people develop skills using formal and informal mediums. The major channels of formal vocational trainings are ITI, engineering educational institutes, Poly-technique educational institutes, technical and vocational skill education colleges and universities are some of the major channels of formal vocational trainings.

In the recent years, the contribution of private sector in skill development has been increased considerably in formal training.

Apart from the private and public sector institutions, Non-Government Organizations have also been contributing towards skill development in India. Now, short-term vocational education programs with no restrictions of age and education are being organized which made the approach of the population to skill development very easy.

These are some of the informal channels of

providing skill training.

In the recent years, unemployment has been a major problem in the society. In order to overcome this problem, the Government of India is searching for new possibilities and coming out with new mechanism and interventional strategies in skill-development so that the problem can be curbed to get sustainable sources of livelihood and earning for maximum number of youth.

Retrospection

The government in past, had provided the opportunities to complete apprenticeship in different departments (sectors) to thousands and lakhs of youngsters through Apprenticeship Act, 1961. The apprenticeship training programs were implemented by Labour & Employment and Human Resource Development Ministries of Indian Government. The programs were mandatory for the employers of both public and private sectors.

The objectives of the program were to introduce the trainees to the actual environment of the service/job and to make their reachability easier to the trainings during service. It also ensured that the employers must have capable workforce to accomplish the tasks in reality that don't fear to take the risks.

However, the implementation of the Act didn't get the government the desired success.

Under the programme the major hurdles were less contribution of the labour and employers, less rate of stipend, less coverage of trade in service sector and lack of progress in the standard project.

In addition to this, the government had organized several programs for skill development in past as Swarna Jayanti Gramin Swarozgar Yojana (SGSY), Sampoorna Gramin Rojgar Yojana (SGRY), District Poverty Initiative Project (DPIP), MPower, Modified Area Development Agency (MADA), Pratanmantri Surakhsha Bheema Yojana (PMSY), etc covered both rural and urban population and provided different skill trainings to them to be self-employed.

But, the lack of resources, insipidity of the employees has not let the project to be successful.

Today the government considers skill development as a mission and has named it as **"Skill India Mission"**. The government has included skill development in the list of its priority and as a practical measure created a separate ministry for Skill Development and Entrepreneurship to achieve the goals.

The government has also further established Skill Development Corporations at national level as well as in the states of India. Among which Skill Universities, NSDC, NCVT, NRLM and NULM are major entities. The government has also brought skill development to the schools under a pilot project in which some vocational trainings have been initialized as models in selected schools.

A number of youth has become skilled through the Skill India Mission every year and the initiative taken by the government is appreciable. Lakhs of Indian youngsters are getting benefitted through the Mission and win the fight against unemployment by achieving sustainable source of livelihood.

Now, the mission has reached everywhere in India. But, the number of Indian youth

entering into the workforce is more than the capacity of skill development systems. Considering the rapidly increasing population of India, it is required to extend Skill India mission and to make it more flexible so that its approachability must be ensured to deprived section of the population.

Looking Forward

India will become the youngest country of the world by year 2030 with maximum workforce that has been estimated more than 1 billion. As we go further, small scale industries and informal sector will be the major and primary sources of employment and entrepreneurship.

The government, in the near future, require more attention on small scale industries and informal sector to build a strong skill ecosystem. In order to promote official skills for the industries, the trainees require motivation, awareness, manufacturing skills and exhibiting impacts. In addition to this, the government must identify the skills developed by traditional apprenticeship and other non-formal channels and mainstreams them.

It would be a challenge for the government to implement compulsory vocational education curriculum in schools. The number of sources of employment must satisfy the increased population of youth in future; otherwise we would experience the problem of unemployment at global level.

Therefore, the government, in the near future, must include schools, small scale industries, and unskilled labour class to Skill India Mission along with entrepreneurship. In addition to this, the government will have to play a role of ecosystem facilitator to promote skilling agenda.

Youth and skill development can be considered as one of the major pillars to bring change in the quality of the workforce in India.



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OUR INTERVENTION AREA:-

ISRD realize that Education, Health and Sanitation, Proper Nourishment, protection, Empowerment and social development of Children and Women are all connected.

Education and literacy programme.

- Awareness Creation.
- Education to children.
- Coaching to Unemployed Youth.
- Vocational Skill Development Training.

Youth Skill Development training and empowerment.

- Vocational Training to school Dropout Youth.
- EDP and Life Skill Training.

Urban poor development and Citizen rights.

- Adult Education.
- Literacy Program for Child Labour.

Child care and protection.

- Child Protection System.
- Child Care.
- Malnutrition Program.
-

Water and Sanitation (WASH) programme.

- Health And Hygiene Program.

Woman and Children Development and Nutrition.

- Women Nutrition.
- Women Empowerment.
- Infant and Young Child Feeding.

Advocacy.





Our Stakeholders.....

- School dropout youth
- Women Traditional Artisans
- Local SHGs, Farmers (Specially Tribal)
- Elected representatives of ULB & Panchayats



Our Supporting Partners

- FVTRS, Bangalore**
- Govt. of India, Dept. of Ministry of textile (Handicrafts), Ministry of Tribal Affairs, Ministry of Social Justice & Empowerment.
- **Govt. of Jharkhand**
- **GGGF, USA**
- **NULM**

OUR INITIATIVES

- Garments Making Cum Design Development.
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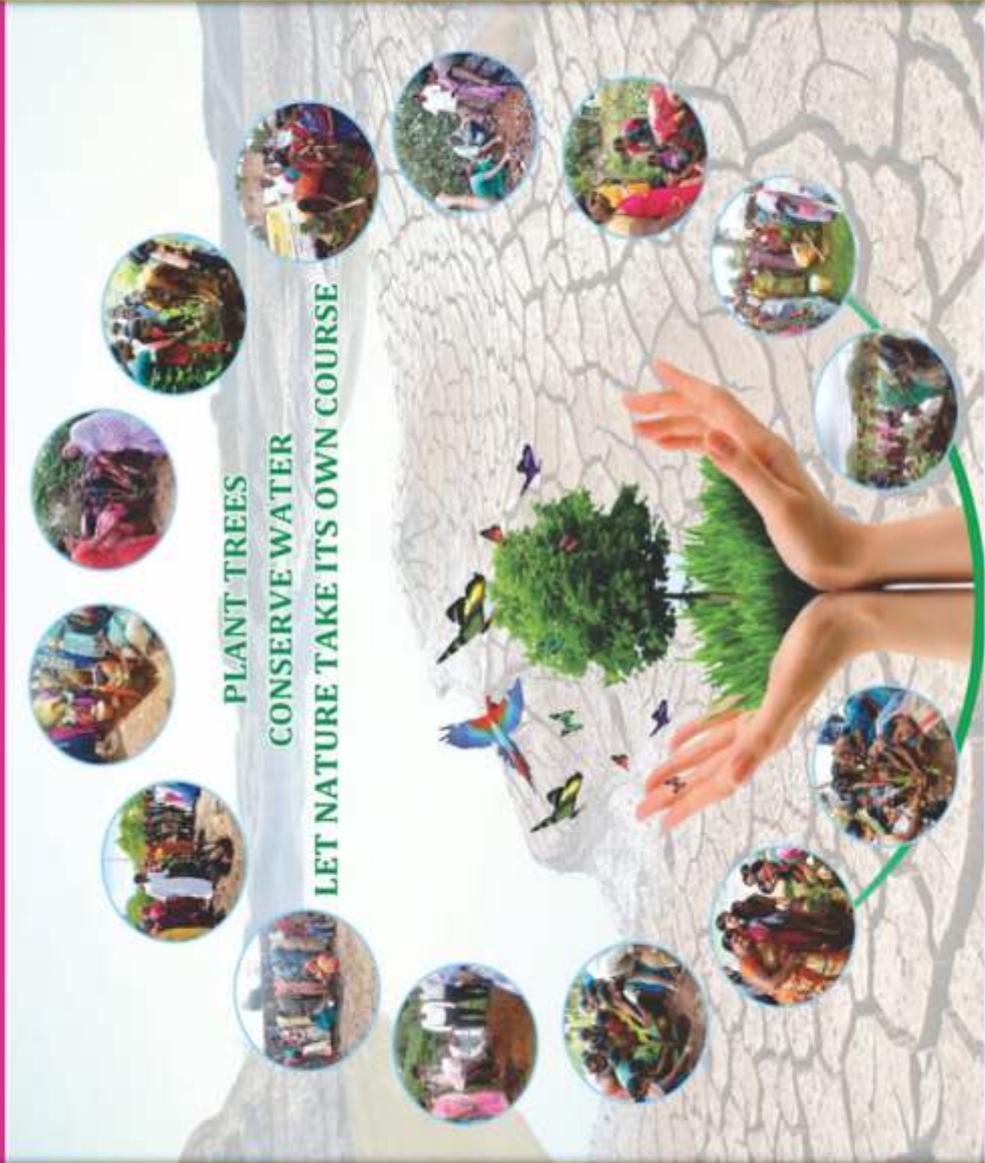
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www.krossbangalore.com**

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Vision : A society in which all the people live with pride, prosperous, free from poverty, bondage, violence, rights violations, health hazards and health risks, and have necessary personal qualities, individual and collective infrastructures

Mission: Empowering and developing the target communities to build their own environment, necessary structures and systems, solve their own problems and issues and to have control over all round development process and their destiny through assertion of their socio-economic and political rights, to effectively use their collective power to enjoy good governance and to intervene effectively through Networks of community based organizations in all issues.

Focus Group: School Dropout youth, Tribal Youth, First Generation Learners, Vulnerable women in rural area, small and marginal farmers, Rural Adolescents.



Current activities:

- Vocational and Marketable Skill Training
- Women SHG promotional Activities (Rural Mart)
- Family Counseling Centre (FCC)
- Crèche for rural working mother's children
- Students development centre for rural school going students- first generation learners
- Rehabilitation activities in disaster affected area of Nagai and Puthukottai district
- Awareness education on Environment Eco system and biological conservation
- Awareness education and conservation on coastal eco system in Coastal District





Seba Jagat at a Glance



SEBA JAGAT

M.Rampur, Kalahandi, Odisha, Pin - 766102
E.mail : sebjagat@gmail.com,
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Phone: 080 2846 5745 / 2846 5215

email: director@fvtrs.org, url: www.fvtrs.org, www.skillnetindia.in

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Functional Vocational Training and Research Society

No. 86, 3rd Cross, B.D.S. Layout, Dr. Shivaram Karanth Nagar Post

R.K. Hegde Nagar, Bangalore - 560 077

Phone: 080 2846 5745 / 2846 5215, email: director@fvtrs.org, url: www.fvtrs.org, www.skillnetindia.in