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 **EDITORIAL**

It is indeed a great privilege to present the 1st newsletter of year 2020. First of all, let me take this opportunity to wish you all a meaningful and prosperous year ahead.

The newsletter is being used to communicate major events and success of partners as well as FVTRS. This newsletter is not only focusing some of the major events of previous quarter but also tried to capture some of the inspiring stories of our trainees. The stories of changes are not sporadic incidents, but we are convinced there are hundreds of such success stories across the country. The partners of FVTRS really deserve lot of appreciation for bringing such impeccable changes in the life of most disadvantaged youth of this country. We hope publishing these stories of change will definitely motivate each one of us as well as our youth further and fuel the activities that are going on with lot of commitment.

This indicates the vision and mission of FVTRS is not just a statement, but these kind success cases are the glimpses of the realization of our vision and mission. National level meet on the discussion on women and skilling organized with Kristu Jayanti College was useful to communicate and understand how the skill development can contribute towards the process of empowerment of women.

Furthermore, FVTRS will reflect upon the strategies of last five years and bring out a new strategy paper as guiding document for coming years. We are greatly thankful to all the partners who have supported in this process by responding to the online survey. I am sure that the strategy paper will be rooted on our experience and skill ecosystem around and look forward to a better future for our youth.

We have entered a new year of 20 20 which also reminds us the fastest format of cricket. Like this format of cricket, new world also looking for faster achievements in shorter period and only the smart ones will exist in the game. There will be lot of challenges in front of us to become smart player in the field of skill development. Hence let us understand at the past and look forward in achieving new heights and addressing the challenges. Hope this year together we can showcase ourselves far better to the larger world and become leading change of agents in the field of skill development. This ultimately benefits the school dropout youth of this country who are the most marginalised section of the society.

**P.M. PHILIP**  
*Executive Director*

## National Conference on Women Empowerment through Skill Development



Functional Vocational Training and Research Society in association with Department of Social Work of Kristu Jayanti College, Bangalore organised a National Conference on Women Empowerment through Skill Development on 11th October 2019 at Kristu Jayanti College, Bangalore.

The main objective of the conference was to create a platform to discuss, exchange experiences and promote women's participation in the public, economic and civil life for bringing solutions to regional challenges in women's life. It was also to explore how women and men can overcome cultural and social barriers towards women empowerment.

The inaugural ceremony of the conference commenced with an invocation song by the department choir. Dr Jonas Richard A., Head, Department of Social Work, welcomed the gathering. Dignitaries officially inaugurated the workshop by lighting the lamp. Mr PM Philip (Executive Director, FVTRS), in his prelude to the conference, spoke on how women can be empowered through skill development and the role FVTRS plays towards this.

He also touched upon the importance of equity and equality of women in various sectors of involvement. Fr. Josekutty PD., Principal, Kristu Jayanti College, in his presidential address stressed the need of the hour as simultaneous growth for both men and women.

There is need for joined effort to go forward with equality. In this context the empowerment of women is very important. The conference was well represented by Research Scholars, Academicians, Development Professionals and the partners of FVTRS.

Ms. Farah Shahed, (*Founder, Interact Consulting*), in her inaugural address, highlighted the importance of self-reliance and work-life integration. She stressed that it

is integral to make meaningful choices and to lead independent and capable lives by women. Ms Farah also spoke about her personal experiences that shaped her to become an empowered woman. The inaugural ceremony was concluded with the vote of thanks by Dr Winnie Joyce, faculty in the department of social work and the conference coordinator.

Mr Felix D'Souza, Senior Programmer manager, FVTRS; was the speaker for the first technical session in which he highlighted the findings and suggestions of a study conducted by FVTRS **“Women and Skilling”**. The study was conducted with the technical support of Kristu Jayanti College and Christ University. The study reveals that some of the trades selected for training for women were extremely stereotypical in nature. Around 75 per cent of women have selected either beautician or tailoring course.

The reason for women to take up these courses was that they could do these jobs sitting at home while balancing domestic chores. Though a vast majority of the women attained an opportunity for livelihood promotion, yet the decision to spend the income rested with the male members of the family only.

This is a serious concern as the women were not actively participating in the economic decisions of the family. The session concluded with the few practical suggestions from participants on achieving economic empowerment of women.

The second technical session was handled by Ms Cynthia Stephen (*Researcher and policy expert on Women*). She highlighted for women empowerment, education is important but not sufficient yet, but what is crucial is personal empowerment in relation to men and women. The importance of men to understand why women require financial literacy and how social and political power for women within the family has not been challenged was discussed in detail.



The post-lunch, panel discussion was moderated by Mr Philip P.M. Executive Director of FVTRS. Dr A Vanitha, Assistant Professor, Department of Management Studies, Kanchi University; pointed out the importance of equipping women and allowing them to make decisions themselves and how through education, awareness, literacy and training, an individual could have control and power of their own lives which in turn would help their own communities and the society at large.



Ms Neeraja Ganesh, Consultant, Inroads Leadership Development; stressed about how the corporate sector plays a key role in achieving gender equality. She also spoke about case studies that have challenged gender equality in vocational training.

Gender-inclusive in employment without any form of bias or discrimination in an important aspect. Ms Sagaya Shanthi, (*Head, Women's Unit, Indian Social Institute-Bangalore*) covered a varied set of topics on women empowerment. She highlighted the plight of domestic workers. She highlighted the meaning of

true empowerment through case studies and personal experiences. Student representatives from Kristu Jayanti College and other colleges across India presented their views on women empowerment.

The conference was concluded with the valedictory address by Dr Gopakumar A V, Dean of Humanities of Kristu Jayanti College Mr Felix D'Souza has made his concluding remarks.

The conference came to an end with a vote of thanks by Dr Jonas Richard A., Head Department of Social Work.

### Life Skill Club



FVTRS organized the second phase of Life Skill training for the 8th batch of master trainers. The ToT was organized at Jeevan Jyothi Institute (Hyderabad) from 21st to 24th October 2019.

A total of 21 master trainers from India and Tanzania participated in the four day residential training program. The focus of the second phase was on the development of inter-personal skills and competencies that included Communication, Empathy, Relationship Building, Conflict Resolution and Teamwork. Life Skill

Club is a training unit of FVTRS to train different stake holders in Life Skills. The club has already 82 certified trainers and 21 are undergoing the training. The master trainers are imparting the training to other stakeholders. Total duration of the Master training course is for 12 days in three phases.



## Visit by Mr. Diogo Ferreira, Financial Consultant – MISEREOR / KZE, Germany



Mr. Diogo Ferreira, Financial Consultant – MISEREOR / KZE, Germany visited FVTRS on 19th and 20th November 2019. He met Mr. P. M. Philip, Executive Director Mr. Felix D'Souza, Senior Programme Manager and Ms. Noyala Sheela, Manager (Finance) of FVTRS. They had discussions on various issues related to finance management.

During the meeting they reviewed the decisions taken during Diogo's last visit and found that almost all of them were implemented. He also gave few suggestions to improve the systems for effective finance management of the programmes. On 21st he has addressed the South India Partners meet and appreciated them for their noble work, especially skilling of school dropout youth in India.

## South India Partners' Review Meet, Bangalore

Three-day review meeting of project partners of Southern Region comprises of Andhra Pradesh, Karnataka, Tamil Nadu and Telangana was held at Bangalore from 19th to 21st November 2019 at KROSS. The Review meeting was attended by delegates from 23 partner organisations and there were 43 participants from these partner organizations. The meeting started with an inaugural session and the event was inaugurated by Mr P M Philip, Executive

Director FVTRS. The meeting was an occasion to share the learning and good practices of each organization. Input sessions and discussions were held on implementation of skill training projects, functions of Skill Net, Skill Promotion India Network (SPIN) etc. This has further led for developing action plans as well. The occasion also used to give inputs on various development subjects pertaining to skill development. This platform was made use to make dialogue with various organisations and departments such as National Institute of Open Schooling, Women and child welfare department, International Justice Mission and Dhvani Foundation.



Mr Felix D'Souza, Mr Jimmy Mathew, Mr C P Nicholas and Ms Divya from FVTRS have facilitated the meeting and contributed valuable insights for better partnership and results in skill development.

## II Phase Master Trainers' Training On EDP



FVTRS organized second phase of the Training of Trainers on Entrepreneurship Development Programme (EDP) from 26th to 29th November, 2019 at Frontier Management Center (FMC), Bangalore. There were total of 22 participants from 9 states across India representing different Civil Society organizations.

The training programme started with an introductory address by Mr. P.M Philip Executive Director, FVTRS. In his address He has shared the importance of the EDP training along with vocational skill training in particularly while training of underprivileged school dropout youth.

Mr. Philip has explained the purpose of FVTRS promoting an EDP center which is a pool of trainers in EDP Training from across Indian with vernacular languages. He has congratulated all the participants for showing interest to become master trainers in EDP and has wished them to complete the training successful and also welcomed to them to join the pool of trainers in EDP center to become change makers in the lives of underprivileged communities.

The training conducted through the different activities like mock session, market survey and market analysis, quiz, energizer, group discussion and video



show. In the training session covered with the topics like Entrepreneurship qualities, validating the business idea through market visit, costing and budgeting, communication skill, EDP and Characteristics of entrepreneur, Mind mentoring to Trainers to have positive thinking and developing business plan. Input/facilitation done on various subject. At last training winded up with an action plan for the next quarter. The sessions were facilitated by Mr Felix D' Souza, Mr C P Nicholas, Ms Divya, Ms Silli Dalai.

There was a session on experience sharing by the business person Mr Santhosh Sequeira a young entrepreneur from Bangalore dealt the session.



### Forth Coming Events - 2020

1. North India Partners review meeting, Lucknow, January
2. New Partners Meet, Bangalore, January
3. ToT on EDP 3rd Phase, Bangalore, February
4. North East Coordinators Meet, Raipur, February
5. SCOPE Partners' review meeting, Bangalore, February
6. ToT on Life Skill, Goa, March
7. Governing Board meeting, March , Bangalore
8. Strategy paper development, March, Bangalore
9. Staff capacity building programme, March, Bangalore

# FVTRS WISHES



## Skill Promoting India Network (SPIN)

The State chapters of Tamil Nadu, Andhra Pradesh - Telangana has prepared their action plan for next six months during the partners meet at Bangalore during the month of December. The draft plan developed during the meeting has been further discussed in their respective states and sharpened it with elaborated activities. The SPIN state chapters meet is now a regular activity as it is clubbed with partners six monthly project review.

The state level meeting was not only attended by the organization head alone, but other organization team also were involved. Since the inception of SPIN, the

partners are involved in various activities that keeps the network on the move. As decided by the members the quarterly e-newsletter has become a regular activity and 2nd edition has brought out in the month of December. The membership to the SPIN is also increased compare to previous quarter. National Executive has decided to go ahead with meet all the legal compliance of network. Necessary documentation for the same is underway.

The National Executive has decided to meet during the month of February to complete the process.

## II Scope Review Phoolen, Jharkhand



On 13th and 14th of November 2019, FVTRS team visited Phoolen for the 2nd time review of the SCOPE approach that's being implemented. The team visited the villages Bhagmara and Sughapahadi Panchayats.

They met the SDT members, trainees and interacted with them regarding the involvement and implementation of SCOPE approach. FVTRS team appreciated both Phoolen and the SDTs for all the efforts they have taken.

Evaluated the progress, by discussing, verifying documents and understanding the process of implementation. Phoolen is supporting the skill

development team to implement the approach effectively. There are still room for improvement and FVTRS team has suggested the improvements that they need to follow up.



## WAGE LABOURER TO ENTREPRENEUR



**Mr. Jagadeesh** from Shikari Pura Taluka, Karnataka is a school dropout due to socio-economic condition. He started to work as a wage labourer which was seasonal. The wages he was getting was very meagre. The seasonal work and the very meagre income were not enough to look after family and to meet the family needs.

During this time Shimoga Multipurpose Social Service Society (SMSSS) coordinator and animator had met with Mr Jagadeesh. Based on his interest, they selected

him for the Mobile Repairing Training. He has completed his training in the year 2017. He also attended the EDP training. After attending the EDP training, with the guidance of local animator and coordinator he began his business by setting up a small mobile shop in his village. Later on he has opened a shop in the KSRTC bus stand Masur town, Haveri district.

Since then his business was improving fast and he has trained three youths in mobile repairs. He is now earning around Rs 25,000/- per month. With his income he has built a house and settled his two sisters. Couple of times he has taken loan from the bank to improve his business. Along with mobile repair he also earns additional income by the sale of mobile covers, flip covers, batteries and mobile chargers.

He was aimless till he met the staff members of SMSSS and now because of the skill he acquired has helped him to lead decent life. He is well respected in the community for his hard and sincere work.

## THE CALL BY THE DUMB

**Ms. Usha** residing at NT road Newmandli, Shimoga. She has studied only up to 9th standard and then she had to discontinue her studies. She is the third child in her family. Her father works as daily wage labour in an areca nursery plantation and also looking after the cremation ground. Mother does tailoring job. Usha and her elder sister are physically challenged (*deaf and dumb*).

The marriage of elder sister put family into a big debt and her family did not have any income other than parent's daily wage. At this situation she wanted to support her family, but she had no idea what to do about it. Animator of SMSSS motivated her to join beautician training which was supported by FVTRS.

In the beginning it was very difficult for her to understand the beautician training, but the instructor took extra care to make her understand. Along with the skill training the SMSSS conducted EAP and EDP training. After the completion of the course she opened beautician shop in her own house. She does the beautician work at home as part time job.

SMSSS has helped her to get a job in Rashi beauty parlour at Gopala town, Shimoga where she earns Rs.3,000/- per month. The part time beautician job from home fetch her around Rs.2 500/- per month. Her sister and two children are also born as deaf and

dumb but it can be corrected with surgery. As she understands the difficulties of being handicapped, she wants to help her sister for the surgery for which she saves Rs.3,000/- every month for elder sister's children's surgery.



## Birthday Wishes

FVTRS team celebrated birthdays of Mr Reuben Yesudas George, Mr Gerald S Mr P M Philip, Mr Jimmy Mathew Mr C P Nicholas, Ms Silli Dalai Ms Noyala Sheela We wish them all the best.

## REWRITING THE DESTINY



**Mr. Gopala** residing at Shanthinagar, Ragigudda ward, Shimoga, studied up to 7th std. He was working as daily wage labourer in an iron factory.

The coordinator and animators of SMSSS met him and motivated him to join four-wheeler driving training.

After the completion of training he has joined in an industrial area as a crane operator where he used to get Rs.12,000 per month for 8 hrs duty. On part time he also works as a driver for the supply of bakery items and grocery to shops and earns Rs.300 per day.

The money he earns is fully used to support his family. His mother was saving a portion of the money given by him. He had dream to run travel agency.

On realising his dream mother has handed over the saving to him for the down payment to buy a car. He has applied a loan under SC/ST categories for the purchase of car and the down payment is already made. He is in his way to fulfil his dream of running a travel business.

## BEAUTICIAN BECOME A COSMETIC ANALYSER

**Ms. Chaitra BR** residing at Seeghatti, Shimoga. She has dropped from her studies at matriculation level. Due to poor socio-economic condition she couldn't continue further studies. After leaving the school she was sitting idle at home. SMSSS coordinator happened to meet her during her field visits.

She has informed her about the organization and different skill training courses of SMSSS. She was delighted to know about beautician course to be held nearby area for free of cost and without travelling expense. She convinced her parents and joined for the training.

On completion of the training she joined with I-Tech beauty parlour where she worked for 8 months with a monthly wage of Rs 4,500/-. With this experience she gained not only confidence but also realized the opportunities as a beautician. She came in contact Mathasree boutique where she had enormous opportunities to practice various beauty methods. In this parlour she was offered with Rs. 8,500/- as monthly salary.

After the completion of a year of experience in this

boutique she was promoted as Cosmetic Analyser with monthly earning Rs 12,000/- per month.

She will also get the incentives as per the sale of the products. Altogether her earning is around Rs.15000/- per month. If we look at the pace of her growth and her dedication, she has the potential to grow further.

She proudly says that “If I have not met the SMSSS staff member, I don't know what would have been my future”.

