



EDITORIAL



Dear All,

I am happy to introduce this edition of the newsletter of FVTRS to all of you.

The pandemic situation of the 3rd wave made a lot of changes in the livelihood of the people. People got panic with the new variants Omicron of the COVID-19 with the different symptoms. People who are fully vaccinated are unlikely to develop symptomatic disease and develop antibodies among the people. The Union and state government has revised and updated some of the key policies related to COVID-19 testing, isolation, contact tracing, treatment guidelines, and hospital discharge. There is less emphasis on contact tracing. There are other health system factors that give some assurance. Vaccination in the country has made the situations better.

FVTRS started direct implementation of the training in 40 locations with 90 training centres in 12 states of India. FVTRS main motto is to make underprivileged youth employable. While implementing the training we are getting the new experience and trying to implement the training linkages with the various CSR institutions, Training Institute, Hospital and various government schemes.

FVTRS two-days Programme on Training of Trainers on Leadership was organized for the Field consultants and Trainers of skill development in Belgaum, Bhopal, and Jamshedpur. The objective of the training was to instil capacity on facilitation, communication, emotional management, personal management, interpersonal relationship etc. The training was successful in improving the work efficiency of team FVTRS at the field. Two regional review meetings south and north region were organised to review the progress of ongoing skill training programmes at Bangalore and Bhopal.

FVTRS being a socially committed organization, promoted the E-Shram registration campaign in 29 locations of the country. Registration campaign was done with the help of local volunteers from the localities. Around 200 volunteers have supported the campaign to create awareness among the people they have organized public meetings, group meetings, posters, distribution of pamphlets etc. They have also used the facilities of CSA centres in various locations to register the people. The intensive campaign has successfully registered 12400 unorganized workers to the portal. Every registered member has been provided with E-shram card for further use and availing benefits.

I take this opportunity to thank each and every one who have supported us this noble journey and would assure our all possible support to build the skill of disadvantaged youth in the country to make a difference in the life. The upcoming National Skill Conference is going to be a platform to re-affirm our vision and mission towards skill development.

Felix D'Souza
Executive Director

Exploring Skill Intelligence



Review of the on-going skill training of south region and eastern region of the country has been reviewed. In a nutshell the presentation by the field staff say that in the last six months, they have concentrated on many key activities by which the early school leaving youth are mobilized and empowered to take appropriate skill training and look for employment.

Regular visits to the training locations, review meeting with parents, Skill Development Committee, monitoring of skill training were some of the major activities of field staff.

The skill training programmes of Karnataka, Andhra Pradesh, Telangana, and Tamil Nadu were reviewed at Bangalore on 16-17 December. The skill training programmes of Madhya Pradesh, Uttar Pradesh, and Rajasthan state were reviewed at Bhopal on 16-17 December at Bhopal. Both the meetings were facilitated by team members of FVTRS. The occasion was used to demonstrate and explain the process of E-Shram registration for the unorganized workers.

The meeting emphasized on the use of value-added training, financial literacy, Digital literacy, UPI, Phone pe, and QR codes uses and utilities of credit card and debit card transactions. The occasion was used to

clarify the matters related to financial management and account related.

Innovative Approaches

There were few innovative approaches towards skill training and that are:

- Training of 100 women in Driving in association with Davangere municipal corporation, Karnataka. A MOU has been signed between the Municipal corporation and FVTRS to train 100 women in three- and four-wheel driving to work as waste collectors.
- The women who trained under FVTRS project will be appointed as official waster collectors of the drivers of Municipality waste collecting vehicles.
- Linkages with NYK, MPSRLM, DIC and Shital Skill development for the certification and formation and registration of the Skill net groups.
- Betul, Madhya Pradesh model of skill training exhibited the success of linkage model of training. The training for the tractor repair is linked with JIIT academy and Shree Maharaj Tractor repairing centre. This ensures 100% employment after the training. In Bed side Nursing 25 youth undergoing training at Vishnavi Hospital as Linkage Model. After the training 80% of the youth got the employment in placement at Vaishnavi Hospital.
- Linkages with various social security schemes like widow pension, PM Pension Nidhi yojana, PM Awas yojana is benefiting the target youth and families to avail these entitlements.
- The two days meeting at Bangalore was attended by 12 field staff and in Bhopal meeting 18 members were present. The meeting were coordinated and facilitated by FVTRS staff members.



Training on Leadership



A two-day Programme on Training of Trainers on Leadership was organized for the Field consultants and Trainers of skill development in Belgaum, Bhopal and Jamshedpur. The Staff members engaged in different locations of Karnataka, Madhya Pradesh, Rajasthan, Jharkhand, Bihar, Odisha, West Bengal and Chhattisgarh have covered in the programme. Each of the training was concluded with specific follow up plan wherein each participant was entrusted with a plan to conduct similar programmes for the skill net leaders and skill training trainees in their locations. Altogether, 68 participants have attended the training programme.

Resource persons namely Mr. Ramachandra Bhat, Dr. J.P Tegar and Ms. Bhavna Tripathi took the sessions

on various topics. The objective of the training was to instill skills on facilitation, communication, emotional management, personal management, interpersonal relationship etc.

The training also aimed at enhancing the knowledge and skill on effective planning, time management and implementation. Setting goals and achieving both personal and professional goals, learn to evaluate oneself (*self-appraisal and introspection*) for further growth, personally and professionally were the other topics.

The training conducted in three locations has been very successful in improving the work efficiency of team FVTRS at the field. We are also planning to cover remaining team members as well in coming days.



Webinar

The finance department had attended various webinars to acquire knowledge on new rules related to FCRA and other legal compliances. Following are some of the important webinars related to FVTRS activities.

1. Training on Governance: Attended an online training programme organized by Christian Institute of management on Governance. It was a one-month course with weekly tests and a presentation to be made at the end of the programme. The mode of teaching was through recorded video and course material.

The topics covered were Understanding Governance in the context of NPOs, Understanding Board Processes, Governance Controls and Oversight Functions and Designing Governance Manual.

2. Webinar on Budgeting: organized by Christian Institute of Management two hours session. Topics covered— types of budgets, key components of

budget, how to prepare a budget, how to monitor a budget, role of budget after FCRA Amendment 2020.

3. Webinar on Laws and Procedures: related to Leaves, Holidays Labour and Employment Laws by Mr. Vinod Kumar Sharma on 18th and 24th January 2022. Topics covered were leave entitlements, Maternity Benefit Act 1961, holidays with applicable rules, treatment of absenteeism, Principle of Natural Justice, Bonus, Overtime, Leave encashment were.

4. Webinar on Compliances: on 08/02/2022 organised by Christian Institute of Management.

Topic covered were compliances pertaining to: General Compliances, Authorized Signatory, Registration / Renewal of 12 A / 12 AA, Application of income, Cash compliances, Investments, Corpus Donation, Transactions with related persons, TDS rules, 80G, Business / GST, and FCRA.

Registration with E-Shram Portal

Objectives of E-Shram

The main objective is to create a centralised database of every unorganized workers such as construction worker, migrant worker, gig and platform worker, street vendor, domestic worker, Drivers, Fishermen, ASHA workers, Anganwadi workers, Street vendors, Rickshaw-pullers, Brick-kiln workers, agriculture worker etc, which will help to implement the social security services to them and share their information with various stakeholders for delivering the welfare schemes.

The portal was developed by the Ministry of Labour and Employment, to create a national database of unorganised workers, which is seeded with an individual's Aadhaar. The data includes details of name, occupation, address, educational qualification, skill types and family details etc. for understanding their employability and extending the benefits of the social security schemes to them. It is the first-ever national database of unorganised workers including migrant workers, construction workers, gig and platform workers, etc.

Salient Features of E-Shram

- To improve the implementation efficiency of the social security services for the unorganized workers.(ii) Integration of Social Security Schemes meant for UWs being administered by MoLE and subsequently those run by other ministries as well.
- Sharing of information in respect of registered unorganised workers with various stakeholders such as Ministries/ Departments/ Boards/ Agencies/ Organisations of the Central & State Governments through APIs for delivery of various social security and welfare schemes being administered by them.

- Portability of the social security and welfare benefits to the migrant and construction workers.
- Providing a comprehensive database to Central and State Governments for tackling any National Crises like COVID-19 in future.

Registration Campaign

FVTRS being socially committed organization, promoted the E-Shram registration campaign in 29 locations of the country. Registration campaign was done with the help of local volunteers from the localities. Around 200 volunteers have supported the campaign from 1st December to 31st December 2021. To create awareness among the people they have organized public meeting, group meetings, posters, distribution of pamphlets etc. They have also used the facilities of CSA centres in various locations to register the people. The intensive campaign has successfully registered 12400 unorganized workers to the portal. Every registered member has been provided with Eshram card for further use and availing benefits.

Benefits of E-Shram Registration

- Workers joining the portal get insurance up to Rs 2 lakh under PM Suraksha Bima Yojana.
- 2 lakhs in case of accidental death or permanent disability and Rs 1 lakh for partially disabled.
- Many types of social security benefits are also available.
- In the event of disaster or epidemic, it is easy to get help from the central and state government.
- Karnataka government has announced free bus pass for the construction workers who possess the E-shram card.



Master Trainers Training in Entrepreneurship Development



The first batch of EDP training has conducted from 26-29 October 2021 at Sahbhagi Shikshan Kendra, Sitapur Road, Chatta Meel Lucknow, Uttar Pradesh. There were 26 participants from Bihar, Madhya Pradesh, Uttar Pradesh, Jharkhand, Chhattisgarh, Odisha and West Bengal. The Programme was inaugurated by Mr. R.K. Chowdhary Director, MSME, Mr. Ashok Kumar Singh (Director of SSK & FVTRS Board Member).

In his inaugural address, Mr. R.K. Chowdhary emphasized on the entrepreneurial skills and expressed that there is shortage of the master trainers on the subject. He has appreciated FVTRS for creating master trainers in EDP.

The three day training programme elaborately covered on qualities of the entrepreneur, risk taking, problem solving, facilitation skill, market

survey & analysis and business Idea. All the sessions were conducted through activity based and participatory method. The participants were divided into groups and sent to the market for the survey and study of the business idea.

Finally, feedback about the training programme was taken from the participants and was asked to prepare the action plan which needs to be conducted in the respective area for next six months. The purpose of the follow up plan was to develop their facilitation skill. The programme has been facilitated by the training team of FVTRS consisting of Mr. Rakesh Srivastav from MP and Mr. Himanshu from UP., Ms. Diviana Nayagi and Ms. Silli Dalai from head office at Bangalore,



They Made it together...



The girls collectively shared that "we all stopped going to school either due to less income of the families or to support our mothers for looking after our younger siblings and we all faced similar problems from our families in getting permission to join the course".

But three months training course by FVTRS changed our lives. We feel more confident and enthusiastic due to leadership training, soft skill, and financial literacy training etc. organized during our training classes.



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***The role of skill in envisioning gender equity:
 an Indian experience.***

Every individual deserves to attain her or his full capabilities, but gender inequalities in their lives hold back this ambition. **Simon de Beauvoir**, a renowned feminist thinker once said **"One is not born, but rather becomes, a woman"**. I think this patriarchal social norm has given women second citizen status, and most of us accept it knowingly or unknowingly. As a result, even though Women constitute almost half of the global population, she is rarely seen in the spotlight of our developmental narratives.

UNICEF observes an important factor in one of its document, which says, **"Globally girls have higher survival rates at birth, are more likely to be developmentally on track, and just as likely to participate in preschool, but India is the only large country where more girls die than boys. Girls are also more likely to drop out of school"**. If we attempt to answer the question, 'why do these kinds of social reality exist . . .?' I think Conservative notions about Gender which have prevailed in our society for a long time and Gender insensitive approach to developmental projects are the main reasons.

If we look at the post-independence Indian experiment of woman empowerment, the makers of our constitution had a clear understanding of our society and its patriarchal attitude towards women; they thought that the new State which is going to form through the new constitution would systematically address this issue. They incorporated Article 39 to Indian constitution, which gives clear guidelines to the State to direct its policy towards securing for men and women equally the right to an adequate means of livelihood [Article 39(a)];, and equal pay for equal work for both men and women [Article 39(d)].

We started post-independence policy initiatives in the realm of Gender equality from level zero towards building the nation based on the above constitutional objective. Planning Commission was created to bring up the five-year plans for the country's overall development. Unfortunately, the initially proposed planning commission policy frameworks were generally seeking in nature. Women and their contributions to developing society were hidden and unsought of. Still, fundamental changes are said to happen, beginning from the sixth plan (1980-85), which introduced a separate chapter for women. The succeeding plans also continued down the same path, looking more into women's rights, needs, and potential in development. Through the 73rd and 74th amendment acts of 1994, the decentralisation effort has indeed paved the way for higher women's participation. One of the provisions in the act is-one-third of seats in the elected membership of local government bodies is to be reserved for women.

Many feminist political activists argued that only participating in panchayats wouldn't be the ultimate solution for women empowerment. It may have some sort of relief at the village level, but several perceptions of dependency remain in our society. They pointed out that 21st Century challenges are different, so it has become too difficult to enhance the value of girls and empower them with education, and awareness alone.

Even UNICEF Suggested that we need to adopt multiple approaches like increasing access to education, reducing vulnerability kind of short-term objectives, ending child marriage kind of mid-term initiative and other long-term objectives like eliminating gender-biased sex selection etc. will help us bring equal opportunity for women to take part in developmental activities. Today the modern governance mechanism popularly known as Good Governance initiatives identified gender equality as one of the 17 sustainable development goals for envisioning a sustainable, peaceful, gender-equal society.

To achieve this, we need to introduce skill development programs for more vulnerable sections of the women population, keeping short term, midterm and long term objectives. We need to have an updated national mission for empowering women through skill development programs, especially school dropouts in rural and semi-urban women populations, because no country achieves development unless both girls and boys are equally supported to reach their full capabilities. I believe India is no exception.

Up-scaling the Skill Training

FVTRS started direct implementation of skill training across India after the enforcement of new amendment in FCRA rules. We have recruited 40 field staff for implementing skill training. Prior to the launching of direct implementation did a thorough home work through consultation and has developed appropriate systems and structures to implement the skill development plans. We also organized state wise and, in some cases, regional wise orientation to the field staff.

The skill training has been started from August 2021 in 40 locations of 12 states. The trainings are being carried out in 102 centers of these locations. In this new strategy, so far, we have trained 2217 youth in various trades. Out of total trained youth 853 are employed and 929 are self-employed totaling of 1781 trained youth as placed. At present 1130 youth are undergoing skill training in 40 locations.

In Davanagere district of Karnataka, we have collaborated with Zilla Panchayath for driving training for 100 women with the condition of appointing them as waste collectors in different parts of Zilla Panchayat. Twenty women have already completed the driving training and appointed as waste collectors with an initial payment of Rs.6000/- per month plus incentives. Earlier this job was done by men moving with three-wheeler provided by the Panchayat and now this role has taken up by women.

As per the information collected from the field, some of the trained youths in the direct implementation mode are earning more than 15,000 rupees per month immediately after completion of the training. We have

awarded three of such cases wherein women are engaged in entrepreneurship in our 14th National Skill Conference which was conducted recently. To improve the quality, efficiency and to place the trained youth we have also collaborated with hospitals, computer labs, driving schools, small scale industries, contractors, shopping malls etc.

There was a paradigm shift in the organization and it has posed many challenges. The challenges have created an opportunity for FVTRS to look for new avenues, strategies and approaches. The staff members in the organization were challenged to adapt new culture of operation and the team have successfully adapted and institutionalized the new way of operation.

Forth Coming activities

1. 3rd May National Stakeholders meeting
2. 4th and 5th May National Skill Conference
3. 16th May to 19th May – EDP Masters training
4. 20th May – South India Review meeting
5. 20th May Review meeting of-
Women Entrepreneurship programme
6. 7th June to 9th June staff capacity-
building programme

There is way if there is a will

Ms. Anjali aged about 28 year old hails from Danush Kunj, Bhopal. She was born in a poor family and she could not study beyond 8th class due to financial problems in the family. At the age of 21 she was forced to marry a physically handicapped person due to her family's financial constraints. There was no one to listen her interest and ambition as girls are considered to be liability, especially for poor families. They believe that marriage is the only solution to bring good to her life. Since she has not studied enough, there was no scope of getting employment. She also did not have any say for her life as she was completely dependent on her parents.

After the marriage, she has to do household works, find alternative income as well as looking after the family members of her husband as her husband was not physically fit for any physical work. Meanwhile they got a girl child and the expenses of the family also went up. During the community visits, the FVTRS staff met her and explained the skill training programmes to her. She had discussion with her husband and visited FVTRS local office at Bhopal. She has applied for the house keeping training and successfully completed her three months course. After the training she was certified in October 2021.

Immediately after the training she has applied for a job with **Vema hospitality Pvt. Ltd.** The Company was satisfied with her skills and personal skills. The company has given her offer letter with starting salary of Rs.8500/-. The family members support her in household works and give her freedom to go for the work. She has proved that, women are capable of studies and making their life with skills. She has expressed her willingness to train more such women in her locality and FVTRS appreciate her initiative. She says that **"I believe in myself that's why I have chosen a path now I am going to prepare and empower more women of my Basti"**.



Stories of Change



Inshiaque Nawaz is the elder child of their 10 members' family residing at H-23/1, Gulam Abbas Lane, Kolkata-700044. Inshiaque has four brothers and four sisters. He was working in a grocery shop as a helper as a daily wage worker for a small amount. His father is also a daily wage earner and because of financial problems he could not educate him beyond class 8th.

The staff member of FVTRS had an interaction with him and explained the skill training opportunities. He has shown interest in learning vehicle driving and attended the course from September to December. He has successfully completed the course and received the driving license.

On completion of the training he has enquired for driving job and got the job in Raja Travel in Kolkata. The travel agency has appointed him as taxi car driver for a monthly payment of Rs.8000. This steady income from the job has given some relief to his family to meet their basic needs.