

A STUDY REPORT

SKILLING AND EMPLOYABILITY

In the Central Tribal Belt of Odisha | Chhattisgarh | Jharkhand



Study conducted by



Functional Vocational Training
and Research Society (FVTRS)

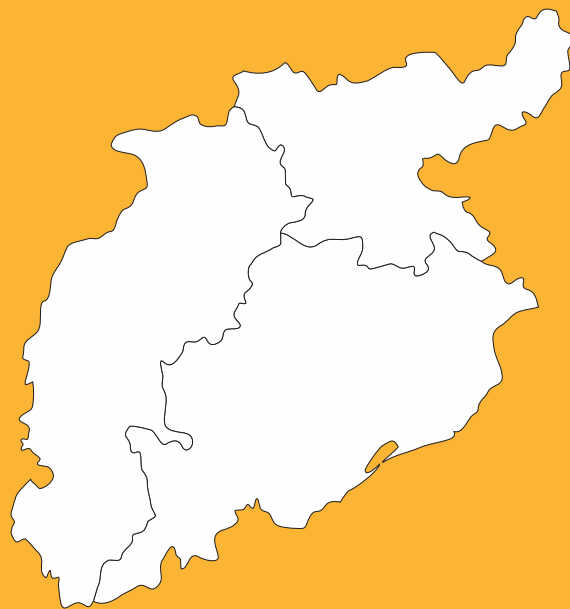
In collaboration with



Centre for Youth and
Social Development (CYSD)

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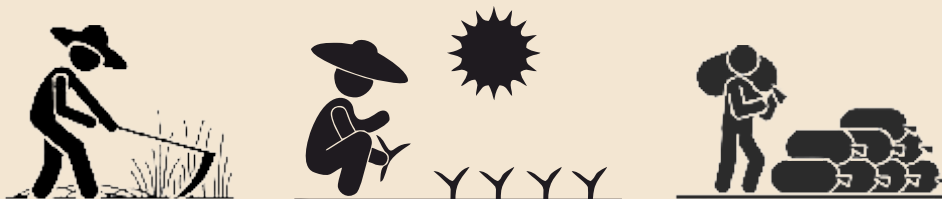


Sebajagat
March towards a peaceful world

**BASTARDHARMA
KSHEMA SAMITI**

LIST OF ACRONYMS

ADB	Asian Development Bank
APMC	Agricultural Produce Market Committee
ASDP	Ajeevika Skill Development Programme
CBO	Community Based Organisation
CYSD	Centre for Youth and Social Development
DRDA	District Rural Development Agency
FGD	Focus Group Discussion
FVTRS	Functional Vocational Training and Research Society
GO	Government Organisation
GP	Gram Panchayat
HUNAR	Hallmarking of Unrecognized Novice and Amateur Resources
IADA	Industrial Area Development Authority
JSDMS	Jharkhand Skill Development Mission Society
KII	Key Informant Interview
MGNREGA	Mahatma Gandhi National Rural Employment Guarantee Act
MMKY	Mukhsya Mantri Koushal Yojna
MT	Metric Ton
NGO	Non-Government Organisation
NRLM	National Rural Livelihood Mission
NTFP	Non-Timber Forest Produce
OSDA	Odisha Skill Development Authority
PTG	Primitive Tribal Group
PVTGs	Particularly Vulnerable Tribal Groups
R-SETI	Rural Self-Employment Training Institute
SAARC	South Asian Association for Regional Cooperation
SDGs	Sustainable Development Goals
SEDCs	Skill & Entrepreneurship Development Centres
SJKVY	Saksham Jharkhand Koushal Vikas Yojna
SSDM	State Skill Development Mission
ST	Scheduled Tribe
SC	Scheduled Caste
VTP	Vocational Training Provider
EDP	Entrepreneurship Development Programme
PIA	Project Implementing Agency



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ACKNOWLEDGEMENT

It is with great pleasure that we present to you the report of the Scoping study on “Skilling for Employability” in central tribal belt of Chhattisgarh, Jharkhand and Odisha. This report is a joint effort of FVTRS and CYSD and we would like to express our gratitude to everyone involved. First and foremost, we would like to express our sincere gratitude to all the youth participants from the eight districts of the 3 tribal dominated States i.e. Odisha, Chhattisgarh and Jharkhand. It was really exciting to interact with the young work force of our Nation.

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P M Philip
Executive Director, FVTRS

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EXECUTIVE SUMMARY

FVTRS with its knowledge partner CYSD conducted an in-depth study to ascertain about the living circumstances of the tribal communities and the existing skill gaps that is an outcome of poor relationship between education, skill training, industry and business. The objective was also to propose a possible road map that would succeed in linking skill development to gains in productivity, employment and development. It was also intended to strengthen skill development policy towards three main objectives namely (i) matching supply to current demand for skills (ii) helping workers and enterprises adjust to change; and (iii) building and sustaining competencies for future labour market needs.

India's transition to a knowledge-based economy requires a new generation of educated and skilled people. Its competitive edge will be determined by its people's ability to create, share and use knowledge effectively. Developing a skilled workforce will enhance the efficiency and flexibility of the labour market; reduce skills bottlenecks, enable interest of skilled workers more easily into the economy, and improve their job mobility.

For India, skill development is also critical from both socio-economic and demographic point of view. For the economy to grow at 8% to 9%, with the targeted growth rate of 10% for secondary, 11% for tertiary and 4% for agriculture sectors, a multi-faceted and highly efficient skill development system is imperative. Further, India is destined to be a contributor to the global workforce pool on account of demographic bonus. Also, with the growth rate of working age population as compared to its total population, India will become the second largest population (with a headcount of around 1.4 billion by 2025) in the world. It has distinct advantage of having the youngest population with an average age of 29 years as against the average age of 37 years in China and the US and 45 years in Western Europe (FICCI, 2014). The increasing globalization and digital presence place India in a unique position to increase her share further in global market from current share of around 37% in the global outsourcing market. Hence such a scenario necessitates skill development for the workforce. But before going in for any skill development program, it is important to determine the current skill capacity, the major obstacles in the way of the skill development programs along with their possible solutions- especially among the tribal and rural youth who are the most marginalised youth in this country.

Government of India has accorded high priority to the skill development and entrepreneurship promotion as a strategy to accelerate livelihood and economic opportunities in the rural sector. It is important that the skill development efforts need to be translated into livelihoods either through remunerative self-employment or through employable skills. Further, entrepreneurship can play a pivotal role in generating local employment and eradicating poverty for economic development. This becomes critical, especially for the tribal communities and regions facing diverse and distinct need.

Although, India has witnessed much better economic growth during last two decades than it previously had but both the growth as well as the quality of employment has not matched with the impressive growth rate. There is considerable evidence of the marginalisation of rural-tribal population and high incidence of poverty within rural-tribal areas. Rural people in general and tribal in particular are the most disadvantaged in terms of access to services, including education and training, and are the worst victims of multiple forms of deprivation. Tribal people in multiple settings are likely to be amongst those who are not being reached in the drive towards the Sustainable Development Goals (SDGs). Developing decent livelihood options, employment and self-employment of the tribal according to their convenience have always been a major concern for the Government as well as the civil society organizations. Despite investing largely in tribal welfare schemes the overall status of development in the tribal areas and the plight of tribal population continue to be an area of major concern.

The report came up with three findings: an overview of employment in Odisha, Chhattisgarh and Jharkhand, strategic skilling plan containing specific recommendations for implementation and a detailed discussion of employment opportunities and strategies in rural primary sector. The study has critically examined the existing approach and explored better alternatives for focusing employment within primary sectors and opportunities for self-employment.

FINDINGS AND RECOMMENDATIONS

Programmatic Recommendations

Emphasis for primary sector

Today the tribal youth are interested to engage in their existing occupation and do not want to leave them for various reasons. Therefore, it is important that we need to look for skilling opportunities in primary sector to engage the tribal youth. Promotional activities to enhance engagement of tribal youth in traditional skill practices is required. This will help to start with the what the youth are interested in. Therefore, skill training, enhancement and diversification can be thought of in the areas of production, productivity, procurement, processing, preservation and promotion in the existing practices in primary sector. Areas like agro-food processing unit, agri-clinics and agri business, agri-equipment operation and repair, NTFP collection, value addition and marketing, animal husbandry, horticulture and other primary sector opportunities should be given priority depending on the areas and produces. This would help in enhancing their employability, eventual employment, better family income and arrest distress migration.

Need for Motivation, Orientation and Career counselling

The study revealed that there is lack of proper orientation, motivation and awareness building of tribal communities in respect of skill and employment. There should be a robust mechanism to disseminate the information and opportunities. A comprehensive program on mobilization, orientation, information dissemination, career counselling, induction about labor market and vocational education is the need for the tribal youth to have an informed choice before going for vocational education.

Constant accompaniment.

It is found that it is not sufficient to train the tribal youth and employ them. They need constant accompaniment so that they continue to use the skill and remain in the employment. Otherwise they will leave the trade and go back to their former situation.

Establishing linkages with the GO and NGOs

The States Odisha, Chhattisgarh and Jharkhand have immense potential for primary sector employment – endowed with favourable climatic condition for agri-allied occupations. These opportunities can be linked with agencies and schemes – both GO and NGO for acquiring technical skills and linkage with financial and employable institutions.

Motivation for engaging in non-primary livelihood sector

While giving emphasis to the primary sector or the skill training of the tribal youth there is also a need to motivate and train tribal youth in manufacturing and service sector(the non-primary sector), so that they will be willing to work in the secondary and tertiary sector and capable of delivering effective services wherever they are. It may not be possible for the primary sector to accommodate all the people with gainful employment.

Community-based approach

It is important to have a community based approach for a participatory skill development plan which will be more realistic to the aspirations and potentials of the local people. A community managed skill steering committee would help ensuring proper skill enhancement programme. Community owned skill development plan should be ensured by the local key players before commencement of skill enhancement programme. A skilled persons federation needs to be formed to ensure post-training placement and linkages with the financial institutions to encourage self-employment and entrepreneurship.

Community-based resource centre

“Rural Skill Centre” - an information hub – a resource-cum-handholding support centre at the Panchayat level supported with a similar Block / district level mechanism may be established for keeping track of the skill gap and market demand. Also, the hub needs to maintain an inventory of demand & supply of the workforce, identify the gaps and bottlenecks of employability and ensure engagement of the trained youth.

Special attention for women

While planning skill training for women all should make sure that the area of skill training also shall ensure freedom of mobility, right to work, earn independently and have control over the resources that is being generated from their employment. In order to ensure this, we may have to think about additional supports to ensure a women-friendly atmosphere and non-stereotype trades.

Policy Level Recommendations

Convergence of Government agency and other stakeholders

It is recommended that all the stakeholders of the skill development eco-system especially the Government to have an effective convergent approach with competent persons having appropriate skills, knowledge and attitude.

Incorporating the skill development plan to the GPDP.

Skill development plan should be a part of the Gram Panchayat Development Plan. The planning process should be undertaken with the active participation of the local people at the village level, 'Skill steering committees' at the panchayat level, civil society organisations and other relevant stakeholders on a periodic basis. There must be periodic review of the progress in achieving the results also has to be done in a similar way.

Consolidated state level skill development plan

However, considering the objective of skill delivery and employment opportunities, a more focused and detailed study needs to be conducted at the district level. The study would provide information on the demand and supply conditions of the skilled individuals along with the information on skill delivery mechanism at the district level within primary sector.

Capacity building of stakeholders

There is an imminent need for capacity building and empowerment of the SSDMs in these states in order to upscale quality skill development.

The availability of good quality trainers is a matter of concern. There is a lack of focus on development of trainers with a clear livelihood path which can make this an aspirational career choice and can ensure regular adequate supply of good quality trainers in every sector.

Labour MIS at Block and district level

Provision of State / district/ Block level Labour Database Management System within the Government infrastructure to be made at various level jointly with the non-government skill training providing institutes and social development agencies to support the GP level skill development mechanism

Separate skill development policy for primary sector

There has to be a separate State level policy for skill development within primary sector. Also, policy level strategy should be made to introduce technology and high skill into Agri-sector – animal husbandry, poultry, horticulture, fisheries and other sectors. To take the policy forward there has to be a mechanism also to be established with the participation of representatives from PSUs, NGOs and agri-allied institutions. Agriculture related education has to be field-based ensuring constant interaction in the field and using their experience for learning. It can be in the form of extension services or being with the community and engaging in farming etc. This is being suggested to create interest and knowledge among the youth about agriculture, it's value in the life of human beings and economy of the country.

Decentralised Skill Development Mechanism

There has to be a decentralised skill development mechanism. Probably there could be a cell in each GP which will monitor the skill development programme on a regular basis. This Cell should be the hub of convergence of all skill development schemes of the State and as well the Central Government. This Cell should be a representative body of the people of the panchayat. Therefore, in the overall development plan of the panchayat, there should be a space for the skill development.





INTRODUCTION, BACKGROUND & PURPOSE

1.1 Introduction

India is going to become the world's most populous nation by 2022 and is expected to have a population of 1.4 billion. The proportion of working-age population in India is likely to increase from around 58 per cent in 2001 to more than 64 per cent by 2021 with large number of young persons in the 20-35 age group. India will have higher number of deprived youth in tribal communities as India's tribal (nation's indigenous population) even after 70 years of independence, continue to remain the most socio-economically deprived group in the country. The situation is going to be worse, more particularly in the high tribal concentrated States (central belt of Chotanagpur) Odisha, Chhattisgarh and Jharkhand. It is an undeniable fact that the deprivation of the tribal communities in these States is influenced by multiplicity of factors ranging from, unemployment, under-employment and hunger, poor rehabilitation measures, poor out reach of Government sponsored schemes, geographical remoteness, weak governance, inadequate accountability mechanisms and most importantly youth unemployment due to lack of employable skills.

On the contrary, in the context of a sweepingly changing market, there is a need for huge skilled manpower. This brings inculcating and advancing the skill sets of the young population of the country to an urgent focus. To address the situation, in March 2015, the Government flagship multi-skill programme namely "Skill India" was launched and came in for implementation immediately. The main purpose of this programme is to create opportunities, scope for harnessing the talents of youth and develop more of those sectors which have already been put under skill development during the previous years as well as to identify new sectors for skill development. The skill India programme is an article of faith and commitment of Govt. of India in the direction of overall human resource development of the country. One of its targets, for instance, is to provide training and skill development to 402 million Indian youth by 2022 – a project that should reach many (if not to all) youth and connect them to livelihood generation. The overall vision of this initiative is an integrated outcome-based skill development eco-system, which will promote economic, and employment growth as well as social development through a focus on education, skill training and employment.

The government's coordinated action on skill development has brought about a huge possibility in addressing the issues of relevance in skill development particularly to the most neglected primary sector. In India, more than 60% of population directly or indirectly depends on primary sector - agriculture, mining, forestry, farming, grazing, hunting and gathering, fishing, and quarrying to produce raw material for secondary and tertiary sector. The primary sector contribution is not only substantial but also crucial to economic success. As is widely known, a primary sector consistently able to generate a production surplus is indispensable for sustained economic growth. Primary sector, directly or indirectly helps to grow secondary and tertiary sector – this implies that decline in development in primary sector will affect the secondary and tertiary sector development. There is an urgent need to focus on primary as well as informal sector and reach out to the people and livelihood promotion institutions in the most deprived tribal pockets – the most vulnerable groups.

1.2 Background

The placement linked skill development programmes run by various institutes are found focused on secondary or tertiary sector and are target oriented. The tribal youths undergoing short-duration and predefined skill training have huge employment potential in the cities (they migrate in large number from their native rural habitat to urban areas). Even though they manage to get a marginal income in the cities, many times they end up leaving the job in couple of months and are back to their village. This is because they find it difficult to adjust to the urban settings, new working conditions, lack of prior work exposure and more importantly, the selection of trade which is often not of their natural choice. In the skill development programme, less attention has been given to understand the difficulties faced by tribal youth and to identify the alternative opportunities and strategies to promote rapid expansion and job creation in the rural and informal sectors, focusing more on tribal areas. Before spending resources further on similar training programmes, it is high time to critically examine the adequacy and effectiveness of the existing approach, and explore better alternatives focusing within the primary sector and self-employment – identifying rural livelihood options which will enable these youth to serve and remain in their community.



Figure. 1 Study Areas

In this context, FVTRS in collaboration with CYSD and 6 other partner organizations have undertaken a scoping study in the three tribal dominated States of Chhattisgarh, Jharkhand and Odisha to understand the ground situation in terms of skilling and employability.

1.3 The Central Objective of the Study

Many tribal youth have a set of skills which are not taken into account by the present educational system. These include detailed customary knowledge of forest and other ecosystems, cultural traditions around natural resource management and collective decision making, understanding of techniques of traditional sustainable cultivation and wildlife management etc. Alienating these youth from their cultural and social settings is a serious blow to them, to their communities and to society.

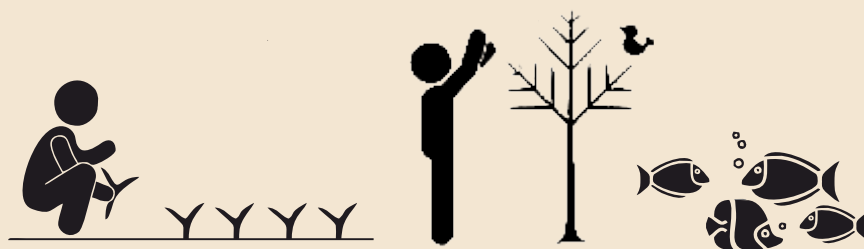
Considering this context, skill development programmes are a genuine need of the tribal youth and need to be designed in such a manner that they are addressing the actual requirements of the youth (rather than being imposed in a top-down manner). However, most skill development schemes do not address these requirements. The result is that many tribal youth neither receive skills that are relevant to them, nor are they able to develop the skills that they already have. Hence, a study was required to ensure that current and future programmes of skill development are designed in an effective and bottom-to-top approach.

The key objective of the study was to identify the opportunities in the areas of skill building for the tribal youth, in primary sector to increase their household income and create sustainable employment opportunities.

The indicative objectives of the study were:

- To figure out the employment status of the tribal youth, their engagement for sustenance and their perspective towards primary sector engagement.
- To identify the skill needs of girls based on the trades of their interest and potential.
- To assess the skill training programmes for tribal communities run by different private and public institutions and map out the demand-supply gap and the employable skill opportunities for the tribal.
- To recommend practical suggestions and guidelines to improve the service delivery of skill training for tribal so that they become more employable.

The proposed scoping study focused on strategies to increase employment opportunities in primary sector - the key driver underpinning the rural economy-, with an emphasis on agriculture, agro-industry, horticulture, forestry, basic rural services and related vocations in these States. This study mapped the needs and aspirations of the unemployed youth and identified avenues of self-employment for them.



METHODOLOGY AND DESIGN

2.1 Methodology and Design

2.1.1 Desk Review & Preliminary Meetings

The Scoping study on “Skilling and Employability” in central tribal belt of Chhattisgarh, Jharkhand and Odisha was carried out using a mix of methods for primary and secondary data gathering. A full literature review of the available documents was conducted, followed by preliminary meetings to understand the activities, program goal and the study coverage area to build a fair understanding of the various stages of activities and achievements. These meetings served as a platform to strengthen the understanding about the coverage in terms of no. of villages & tools to be administered.

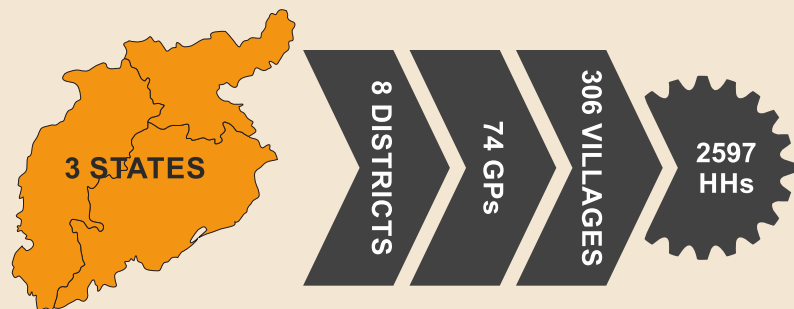


Fig. 2.1

2.1.2 Selection Criteria and Target Population

The study was conducted in association with Phoolen Mahila Chetna Vikas Kendra, Dumka and Savera Foundation, Tisri, Jharkhand; our partners from Chhattisgarh namely Bastar Dharma Kshema Samiti, Kanker and Bastar Samajik Jan Vikas Samithi, Jagdalpur and from Odisha Sebijagat, Kalahandi and CYSD, Bhubaneswar.

The study followed a consultative and participatory approach. A multi-State and multi-step sampling method administered for selection of State, district, Block and village. The rationale for selecting sample villages was based on the fact that the team should be able to cover target tribal population across States, sufficient enough to cover a sizeable sample giving a fair representation of the tribal youth.

- Selection of States: Since the study was intended to critically look at the skill needs of “tribal youth” for employability, the three States

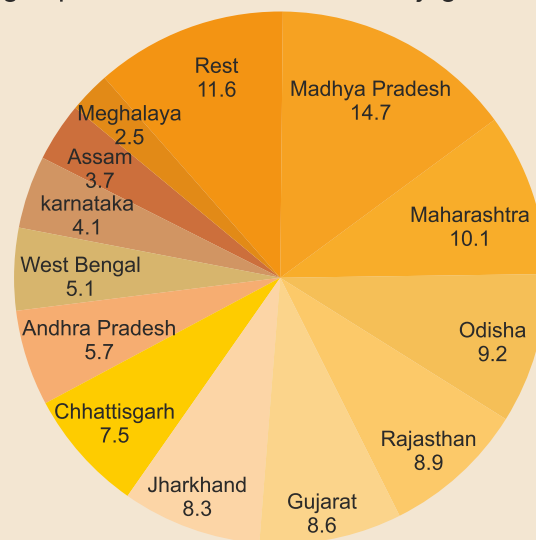


Fig. 2.2

G1.2: Distribution of Scheduled Tribe Population by States-2011 [in%]

where the concentration of tribal population is high namely Jharkhand, Chhattisgarh and Odisha (the Chotanagpur belt of eastern India) have been selected for the study. The states are having tribal population of more than 25% and a wide spread presence of PVTGs. A sizeable percentage of tribal in these States is deprived of civic amenities, human rights and entitlements. Around 60% of the total population in these States depends on primary sector engagement – directly/indirectly.

- Selection of District: Two to three districts in each State having more than 60% tribal concentration were selected for the study through purposive sampling method.
- Selection of Blocks and Gram Panchayats: As per the plan two Blocks in each sample district and five GPs from each Block were considered using stratified random sampling method. The GPs were selected in preference to the presence of PVTGs, skill development programmes being run by government/ other institutions, prevalence of the incidence of migration etc. However, one of the major reasons of selection of the geographic locations was that FVTRS had an extensive experience over the places and deep-rooted presence of the partner NGOs.
- Study Informants/Stakeholders: The primary participants of the study were the tribal youth from different categories – un-employed or youth with few months of employment, youth who have acquired some level of skill training, youth working in primary sector and youth who are working outside the village in industries and service houses – the migrants. Also, the study had 23 Government and Non-Government workers, 5 business houses, 22 employers and 13 panchayat representatives as key informants for capturing the relevant information. Village leaders, youth groups and women groups were part of the study and were involved in qualitative data collection through focus group discussion (FGD).

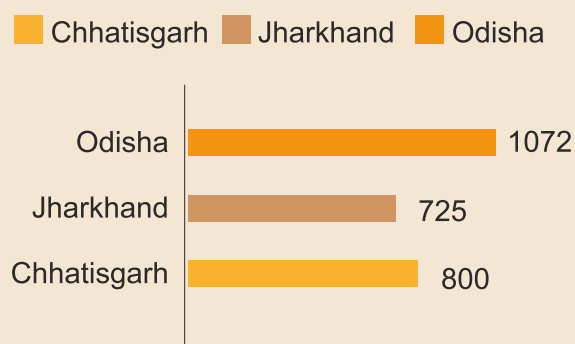


Fig. 2.3 State wise total household coverage(Nos)

2.1.3 Processes of Tools Development, Data Collection and Data Analysis

After evolving the conceptual framework, the next stage was operationalization of these concepts to evolve appropriate research tools. For operationalizing the concepts 'logical trees' method was used. In this method, under each key objective, a logical tree was constructed with effort to cover all aspects of the

Table 2.1 The Sample

State	District	Block	GP	Sample Villages	Total Hhs
Odisha	Koraput	Boipariguda, Laxmipur	10	44	369
	Keonjhar	Saharpada	5	14	142
	Mayurbhanj	Thakurmunda	5	18	162
	Kalahandi	Biswanathpur, M.Rampur, Lanjigarh	10	54	399
Jharkhand	Giridhi	Tisri, Deori	10	50	399
	Dumka	Masalia, Jarmundi	10	50	326
Chatisgarh					
	Bastar	Darbha, Tokapal	10	50	400
	Kanker	Kolibeda, Durgkondol	14	26	400
		Total	74	306	2597



concept by following a process of reduction. The tools included the suggestions and recommendations from the partner organizations from Odisha, Chhattisgarh and Jharkhand. The draft tools were again discussed among the FVTRS and CYSD in-house research team followed by further modification and preparation of data capturing format. Notes on problematic words and questions were taken and the tools were modified accordingly and the technical team came up with draft tools for pre-testing. The draft tools were translated in Odia and Hindi language for better understanding of the study informants and easy-to-ask.

Pre-testing: The pre-testing was done in two villages of Koraput district in Boipariguda Block to identify the gaps in key points. The exercise helped in:

- Mapping-out whether the tools and instruments are answering the objectives of the study
- Understanding the rationale of the questionnaires
- Realizing whether the stakeholders are comfortable with the structure or not
- Identifying questions which may be eliminated
- Capturing any new point which needs to be added Pretesting has been confined to two villages in Boipariguda Block of Koraput district.

Team Building: Each partner NGO in selected districts had a potential team for data collection comprising both male and female staff. The teams were primarily responsible for data collection through in-depth interview, FGDs and KIIs. Before commencing the data collection process, the selected team members were trained centrally for conducting the research, imparted technical know-how for data management and feeding the computerized capturing sheets.

Data Collection: The resource team carried out intensive field visits for data collection using the tested tools developed by the study team. Primary data were collected from different stakeholders adopting various tools and schedules –through key informant interviews and focused group discussions. Relevant information was also gathered through interviews, observations and case studies to supplement the field level data.

Primary data were collected through the use of structured /semi-structured tools whereas qualitative data was collected through the use of carefully designed and documented key informant interviews, focused group discussions and community meetings. These provided in-depth information on the situation and opportunities to validate observations and findings derived from the secondary sources.

Data Processing: A detailed tabulation plan was developed for each data set generated by the structured questionnaire. The collected data was scrutinized and checked for consistency before being sent to the technical partner CYSD for data entry, analysis. Universal analysis giving simple frequency accounts and percentage on all items for the range of values was the main statistical method employed to facilitate inter comparison between districts and states.

The first draft report was circulated among all study partners and both knowledge partners for the comments that has been incorporated in the final draft report. Again, the feedbacks from different experts were incorporated to make the report to a final one.

2.2 Limitations of the Study

The major constraints in conducting the study were as follows:

- The study was intended only for the tribal population.
- The study primarily focused on the FVTRS and CYSD operational areas. The partner selection was purposive – all are the existing partners of FVTRS.
- The study sample selected participants with similar background to ensure that the factors do not bring in a lot of variation with the responses and discussion with the results; so best efforts were made to minimize the situational variables.





SITUATIONAL ANALYSIS

3.1 Tribal Communities and Development

The tribal population in India, though a numerically small minority (100 million+), represents an enormous diversity of groups. They vary among themselves in respect of linguistic traits, ecological settings in which they live, physical features, size of the population, the extent of acculturation, dominant modes of making a livelihood, level of development and social stratification. The total tribal population of India – 104281034 persons- is 8.6 per cent (Census of India, 2011) and as many as 427 tribal communities¹ are residing in India, of whom 75 are declared as primitive tribal groups.

Although, the tribals are scattered all over the country, but their high concentration is found in two distinct geographical areas – the Central India and North-East India. More than half of the total tribal population is settled in Central India. The tribal population of the country, as per 2011 census, is 10.43 crore, constituting 8.6% of the total population. 89.97% of them live in rural areas and 10.03% in urban areas. The decadal population growth of the tribal from Census 2001 to 2011 has been 23.66% as against the 17.69% of the entire population. Approximately one fourth of total tribal population of India is concentrated in three States – Odisha (9.2%), Chhattisgarh (7.5%) and Jharkhand (8.29%).

The tribal societies in India are considered to be the most marginalised sections of the population in terms of socio-economic and demographic factors such as poverty, illiteracy, unemployment / under employment, malnutrition, high mortality and inadequate and inequitable access to facilities and amenities². For many decades, 'growth with equity and social justice' has remained as the development agenda of developing countries, but from the historical past, Indian society suffers from substantial disparity in education, employment, and income based on caste and ethnicity.

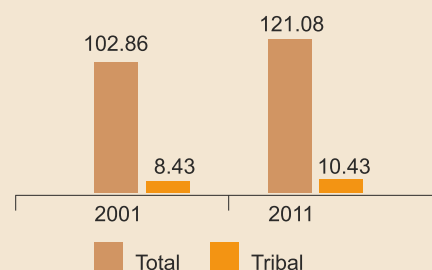


Figure.1 Growth of Total and Tribal Population in India from 2001 to 2011 Census (in Crore)

Table 3.1: Trend in proportion of Schedule Tribe Population

Census year	Total population (in Million)	ST Population (in Million)	Proportion
1961	439.2	30.1	6.9
1971	547.9	38.0	6.9
1981#	665.3	51.6	7.8
1991@	838.6	67.8	8.1
2001\$	1028.6	84.3	8.2
2011	1210.8	104.3	8.6

(#) Excludes Assam in 1981 (@) Excludes Jammu & Kashmir in 1991 (\$) The figures exclude Mao-Maram, Paomata and Purul sub-divisions of Senapati district of Manipur, census 2001,

¹ E-Magazine, Government of Odisha

²Thakur et al., 1991; Basu, 1994

The development of the tribal population in India has been an uneven and hence major concern. The scheduled tribes (ST) exhibit a whole spectrum of human and cultural evolution—from hunter-gatherer-fisher through shifting cultivation, pastoralism, marginal farming, to agriculture based on irrigation. The tribal communities have a unique way of life, customs, traditions, beliefs and practices. While the condition of a few tribal has improved to some extent over the years, their situation vis-a-vis the rest of the population may even have worsened on various counts of development. The concept of primitive tribal group (PTG) tried to redress the balance in favour of the weakest section of tribal. The National Policy on Tribal recognizes that a majority of Scheduled Tribes continue to live below the poverty line, unemployed, under employed, have poor literacy rates, suffer from malnutrition and diseases and are vulnerable to displacement.

3.2 Tribal Communities in Sample States

Chhattisgarh: The Chhattisgarh State is a new Indian State created in 2000 and surrounded by Uttar Pradesh and Jharkhand in North, in the East by Odisha and in south by Andhra Pradesh and in the West by Madhya Pradesh and Maharashtra. Chhattisgarh and tribal culture are two similar terms since one third of the State's population is tribal. Chhattisgarh has a population of 25.5 million. The sex ratio is 956 females to 1000 males and the population density of the State is 189 persons per square kilometer of land. Chhattisgarh has one of the highest shares of Scheduled Tribe (ST) population within a State, accounting for about 9.2 per cent of the STs in India. Scheduled Castes and STs together constitute more than 50 per cent of the State's population. The tribals are an important part of the State population and mainly inhabit the dense forests of Bastar and other districts of south Chhattisgarh. The population consists of 7,822,902 tribals constituting 30.62% of the total population of the State. More than 70% of Bastar's population is composed of tribals who account for 26.76% of Chhattisgarh's entire tribal population.

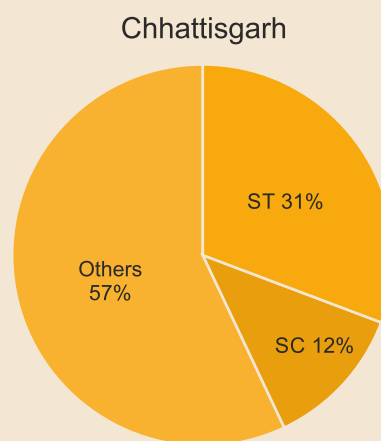


Figure 3.2 Category wise Population in Chhattisgarh (2011 Census)

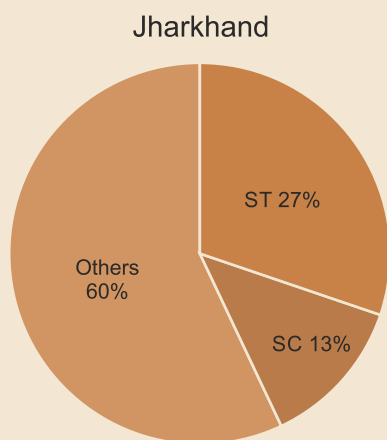


Figure 3.3 Category wise Population in Jharkhand (2011 Census)

Jharkhand: Jharkhand (lit. "Bushland") is a State in eastern India carved out of the southern part of Bihar on 15 November 2000. The State shares its border with the States of Bihar to the North, Uttar Pradesh and Chhattisgarh to the West, Odisha to the South, and West Bengal to the East. Jharkhand has a population of 32.98 million, consisting of 16.93 million males and 16.05 million females. The sex ratio is 947 females to 1000 males. The population consists of 27% tribal people, 13% Scheduled Castes and 60% others. The population density of the State is 414 persons per square kilometre of land; it varies from as low as 148 per square kilometre in Gumla district to as high as 1167 per square kilometre in Dhanbad district. Out of total population of 32988134, 8645042 constitute thirty types of tribes. Population-wise, from less than a thousand Banjara to more than two million-Santhals They occupy the forests and plains of Jharkhand. The tribes of Jharkhand are numerically insignificant, economically weak, politically ineffective, and educationally backward. They have neither sufficient land nor assured means of

livelihood. These tribes depend upon their more well-off brethren –the settled tribal people- for jobs. They supplement their meager income by collecting the minor forest produce and working as contract labourers, rickshaw pullers, coolies, etc.

There are 32 tribes (2011) in Jharkhand of which Santhals are in majority accounting for one third of the total tribal population followed by Oraon, Munda and Ho contributing more than 10% to the total tribal population. Other tribes such as Kharwar, Lohra, Bhumij and Kharia have a share of less than 3% each while Mahli, Mal pahariya, Bedia and Chero have share of 1-2% each. The tribes with less than 1% contribution to the State's tribal population include Karmali, Gond, Chick Baraik, Generic tribes, Kisan, Sauria Paharia, Korwa, Kora, Binjhia, Asur and Birhor. The most marginalized tribes with less than 0.01% are Savar, Birjia, Gorait, Baiga, Bathudi, Banjara and Khond. Among the districts Gumla, Lohardaga and West Singhbhum account for more than 50% tribal population. Certain tribes have been under special scrutiny on the basis of their levels of primitiveness, backwardness and extinction status like the Asur, Paharia, Sabar, Birhor, Birjia, Korwa, Mal Pahariya and Sauriya Paharia - fall under Primitive Tribal Group (PTG).

Odisha: Of all the States in India, Odisha has the largest number of tribes, as many as 62. Odisha has a population of 4.19 million, housing 9590756 tribal people from 13 communities. The sex ratio is 949 females to 1000 males. The population consists of 23% tribals, 17% Scheduled Castes and 60% others. The population density of the State is 270 persons per square kilometer of land.

These tribes mainly inhabit the Eastern Ghats hill range, which runs in the north-south direction. Out of 75 Primitive Tribal Groups in India, Odisha houses 13 Primitive Tribal Groups - Birhor, Bondo Poraja, Didayi, Dongria Kondh, Juang, Kharia, Kutia Kondh, Lanjia Soura, Lodha, Mankidia, Paudi Bhuyan, Chuktia Bhunjia and Soura.

However, there is a visible decline in the number of villages having more than 80% of tribal population if compared between the census reports from 2001 to 2011. This is probably due to high migration and demographic shift from agriculture to service sector.

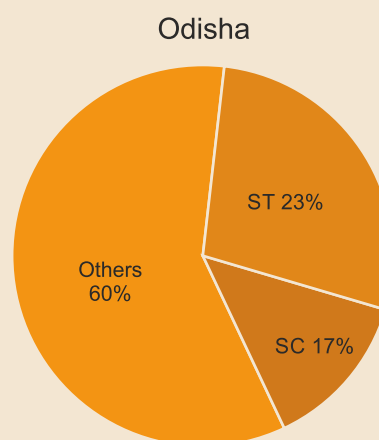


Figure 3.4 Category wise Population in Odisha (2011 Census)

Table 3.2: State wise status of Scheduled Tribe Village

State	No. of ST villages 2001	No. of ST villages 2011
Jharkhand	3517	2451
Odisha	5085	3839
Chhattisgarh	1083	1076

(Source: Census of India 2001 & 2011)

3.3 Education and Tribal Communities

Despite the sincere and concerted efforts by the government for the overall development of the scheduled tribes, they lag still far behind judged by all the standard parameters of development. They are not able to participate in the process of development, as they are not aware of most of the programmes and policies made for their up-liftment. This is mainly due to the lack of functional or low level of literacy and education among the tribal people.

As expected, the low level of literacy among scheduled tribes has always been a matter of concern. In the case of Scheduled Tribes in Odisha, Chhattisgarh and Jharkhand it is much lower than for the rest of the population.

Though India's education system over the past few decades has made significant progress, the low rate of literacy of the Scheduled Tribes and other marginalized groups has been a matter of concern even after so many years of independence. This is despite the fact that the largest proportion of centrally sponsored programmes for tribal development is related to the single sector of education. The new law provides a justifiable legal framework that entitles all children in 6-14 age group free and compulsory admission, attendance and completion of elementary education. It provides for children's right to an education of equitable quality, based on principles of equity and non-discrimination.

Fig. 3.5 Literacy Rate - General population vs ST Population

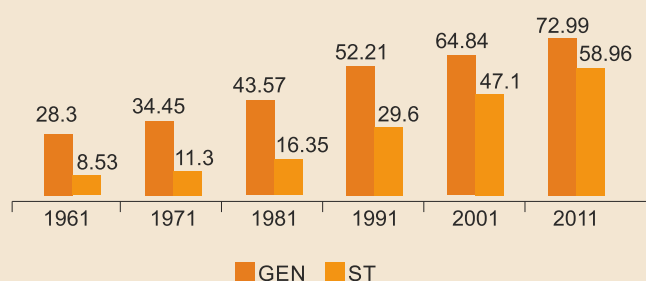


Table 3.3: Comparative Literacy rates of STs and total population⁵

Category/ Census year	1961	1971	1981	1991	2001	2011
Total Population	28.3	34.45	43.57	52.21	64.84	72.99
Schedule tribes	8.53	11.30	16.35	29.60	47.10	58.96
Gap	19.77	18.15	19.88	22.61	18.28	14.03

Table 3.4: Comparative Literacy rates of STs and total population⁶

State	ST %	Population density	Types of tribes	Sex Ratio
Odisha	23	270/Sq Km	62	949:1000
Chhattisgarh	30.62	189/Sq Km	23	956:1000
Jharkhand	27	414/Sq Km	30	947:1000

⁵Statistical profile of STs 2013

⁶Statistical profile of STs 2013

3.4 Skill Development Initiatives in States

Jharkhand: In order to cope and maintain pace with the country's flagship programme Skill India, Jharkhand Skill Development Mission Society (JSDMS) was registered on 1st October, 2013 under the societies registration act. The society was formed to address the skill needs of the youth between 18 to 35 and focusing:

- Increase in youth employability
- Ensuring quality training to produce high quality skilled personnel
- Developing self-employment and entrepreneurial attitude and skills
- Attract investment in professional and skill development sector
- Assisting State government in formulating appropriate and realistic policy, legislations to fulfil the gap of manpower supply
- Creating effective convergence between school education, professional courses and various skill development efforts
- Carry out awareness, research and study on skill demand.

Box 1: The major objectives of JSDMS

- Increased Employment Opportunities for youth.
- Reducing outward migration of young talent
- Increase Per Capita income matching the national level
- Empowering youth through Skill Development!!
- JSMD – Draft Roadmap

The Government has a target to train 2000000 youth by the end of 2021. This year – 2016-17, the Government has planned to provide skill enhancement training to 2,10,000 youth – 90000 through JSDMS and rest 1,20,000 through 21 other agencies in 16 identified trades. With a vision to provide quality skills training and employment, the State Government launched the scheme 'Saksham Jharkhand Koushal Vikas Yojna (SJKVY)'. The scheme aimed at imparting technical skills aligned with National Skills Qualification Framework and responsive to industry needs – encouraging rural to urban migration.

Despite huge infrastructure and policy, frameworks the schemes for skill developments are yet to reach the unemployed youth of the state. Government has launched Hallmarking of Unrecognized Novice and Amateur Resources (HUNAR PORTAL) – a site for candidate registration. The portal has the facilities for the youth to get registered, view different skill development programmes of various departments and a database of employers and employees / skilled workforce. But all the initiatives remain unreached to this wider section of the society, youth within the age group of 18-35. The situation is even worse in the case of rural tribal youth. Till the end of 2015-16, total 2717 youth have been trained in different manufacturing and service sectors, out of which only 1063 candidates have completed their assessment and certification till December 2016.

Chhattisgarh: A target of 12.5 Million Workforce has been set for Skill Development / Skill Enhancement & Certification by the year 2022. Chhattisgarh State Skill Development Authority was formed and an Act was amended – Chhattisgarh Right of Youth for Skill Development. Rural Self-employment Training Institute (R-SETI) for providing Training to BPL youths for self-employment under SGSY has been established in all districts of Chhattisgarh with the help of Lead Banks. Special drive is being finalised for specific skill mapping through counselling of individuals by collecting the requisite data and analysis. Job fairs at district levels are being organized in all districts by Employment Exchanges. Placement opportunities are being surveyed

from employers/ from industries/ service sector agencies / Market etc. In Rozgar Melas employers & job seekers are invited for interaction & spot selection. Job fairs organized in 9 Districts (Janjgir-champa, Raigarh, Durg, Kawardha, Raipur, Rajnandgaon, Korba, Ambikapur and Bilaspur). Till date out of 467610 youth registered for skill development, 266763 candidates have been trained in 867 courses through 2637 registered training providers.

However, the outreach to the tribal concentrated areas is still awaited. The State Government has taken various initiatives for meeting the goal of the mission and keep pace with the country's skill development programme. All the Government institutions, 91 Government ITs, private institutions/ societies have been registered as vocational training providers. More than 3000 educational institutions above High School level have been identified for developing as Skill & Entrepreneurship Development Centres (SEDCs). All major, medium industries are being registered as VTPs to cater to the skill requirements of different Sectors. State Government has made collaboration with Automobile Dealers' Association, Chhattisgarh Builders' Association, Private/Nursing Homes /Colleges, Agri Agencies / NGOs /Colleges / reputed farmers etc. to act as the resource centres for different sectors. Schools have been selected as the centres for data collection and monitoring. Industry Associations & Social Organizations have come forward for mapping activities.

Despite presence of huge infrastructure and policy framework the schemes for skill developments are yet to reach the unemployed youth of the State. Government has launched Mukhya Mantri Koushal Yojna (MMKY), a State scheme for youth skill training and development, has a mandate for employment of the skilled youth. Contracts have been signed with the employers. The scheme has the provision of free hostel, study material, tool kit and conveyance allowance to attract the youth. Considering the fact that 80% of people depend on agri-allied sector, most of the trades identified under this scheme are from the Primary sector – out of 22 trades identified, 9 sectors are from the primary agri-allied sectors. The scheme is a good initiative of the State Government; however, the reach to the last mile is still a matter of concern.

Odisha: Employment Organization in Odisha works under the direct supervision of the Department of Skill Development and Technical Education, Govt. of Odisha. Under the Directorate of Employment, Odisha eighty (80) offices are functioning at different levels. These are thirty(30) Dist. Employment Exchanges, five(5) Special Employment Exchanges, one (1) State Employment Exchange(Professional & Executive), four (4) University Employment Information and Guidance Bureaus, thirty three(33) Employment Sub-Offices and seven(7) Rural Employment Bureaus. The Director of Employment is the head of the Employment Organization in the State.

Keeping in view the burning problem of unemployment, State Government has taken a major initiative in setting up of a High Power State Employment Mission under the Chairmanship of Hon'ble Chief Minister in the year 2005-06 which includes the members of the Council of Ministers, 5 M.Ps., 5 M.L.As., Chief Secretary, APC-cum- Addl.Chief Secretary, Development Commissioner-cum- Addl. Chief Secretary to Govt. as the member Secretary and 10 nominated members by the Govt. from among bankers, professionals, civil society organisations etc.

The Odisha government, which has set a target to skill eight lakh youth in the next three years and to create the 'Skilled in Odisha' brand name, has decided to invest Rs 1,000 crore for setting up of eight advanced skill development centres, besides upgrading existing skill training institutes in order to achieve the target in three years. In order to reach the desired goal, on June 18th 2015, Odisha Skill Development Authority was launched under the direct supervision of State Chief Minister. Till 2017 more than 3.3 lakh youth have been trained in different sectors and have prepared a road-map for skilling another 5 lakh youth in the coming three years. However, the last mile tribal and rural youth are still struggling for employment and forced to migrate to other States and cities for employment. They usually engage themselves in skill and low-paid and un-organised sector and at last land at their own place with poverty and miserable health.

3.5 Skill Development Programmes for Rural Youth

The Aajeevika Skill Development Programme (ASDP) – has been positioned as a sub-mission of the NRLM meant to cater to the occupational aspiration of the rural youth who are poor and to diversify the incomes of rural households. ASDP has been planned to give young people from poor communities an opportunity to upgrade their skills and enter the skilled work force in growing sectors of the economy. The skill enhancement training programmes are run by NGOs and private institutions through the PPP mode. The scheme targets to skill and place 50 lakhs youth in the formal sector by 2017. The target is only for employment in the manufacturing and service sector, whereas, no such initiatives are seen for employment and self-employability in agri-allied primary sectors.





FINDINGS

4 Tribal Youth for Sustenance

4.1 Socio-economic condition

All the households covered were from marginal schedule tribe community including the PVTGs. Out of the total sample covered, 72% are male and 28% are female. All the participants were within the age group of 18-35. Most of the youth interviewed were between the age of 25-35 – 1392 male and 416 female constituting 70% of the total sample.

Fig 4.1 Sex Ratio

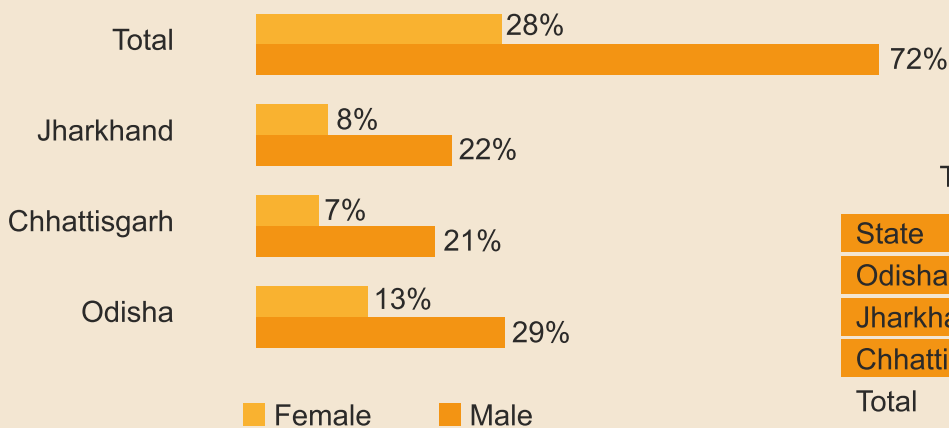
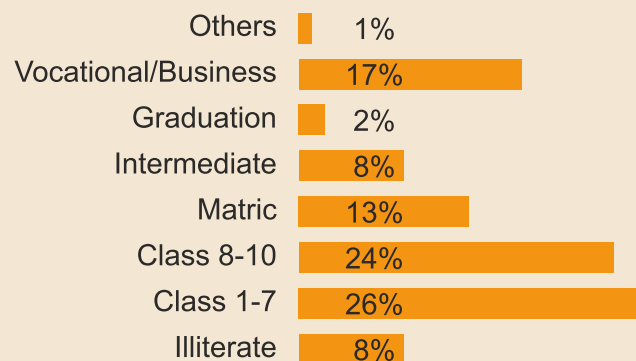


Table 4. 1 Gender Status

State	Male	Female	Total
Odisha	741	331	1072
Jharkhand	534	191	725
Chhattishgarh	584	216	800
Total	1859	738	2597

Fig 4.2 Literacy



Literacy:

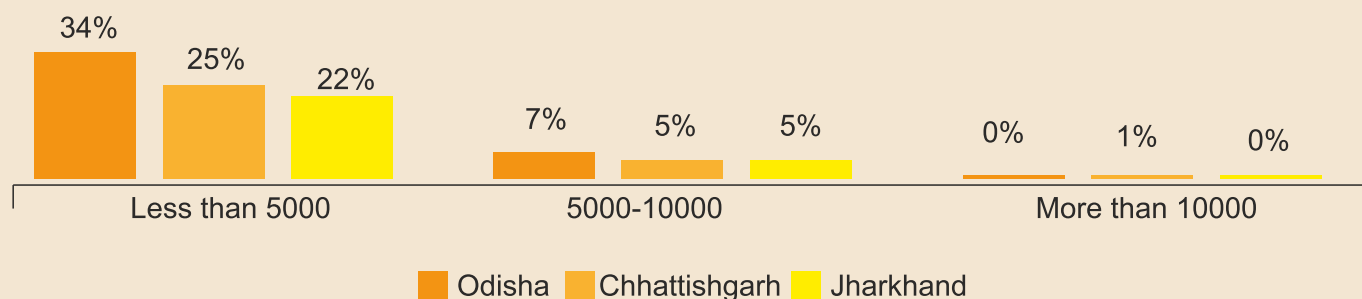
Out of the total sample majority of the youth – 50%, were found to be drop-outs and education level is below 10th. 13% of them have completed Secondary education and only 10% were found to have completed higher secondary and graduation. 18% of youth are in vocational or skill training while 8% of youth were found to be illiterate.

Table 4.2 Literacy level

Name of the state	Illiterate		Class 1 to 7		Class 8 to 10		Matric		+2		Graduation		Vocational/ Business		Others		Total		Grand Total
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Chhattisgarh	51	17	113	27	150	73	104	41	52	19	12	3	95	28	7	8	584	216	800
Jharkhand	42	32	184	66	127	24	52	28	45	15	7	2	76	23	2	1	535	191	726
Odisha	37	38	199	96	190	63	88	25	64	22	25	9	135	78	2	0	740	331	1071
Total (M/F)	130	87	496	189	467	160	244	94	161	56	44	14	306	129	11	9	1859	738	2597
Total	217		685		627		338		217		58		435		20		2597		

Economic Status: The living conditions of the sample households are found to be poor and all household belong to below poverty line. Family size is large i.e. it ranges from 5 to 7 members per household. The occupational distribution reflects that almost all the household directly or indirectly depend on agriculture and predominantly engaged in primary sector employment for their livelihoods. It was found that sizeable number of households depend on agri-allied sectors like cash crops, vegetable cultivation, non-timber forest produce, fishery, animal husbandry, business, Government or private jobs and other service units. Majority of female members of the household were found to be engaged in agriculture, NTFP and daily wage labourer. It was further observed that all the sample households are having MGNREGA job cards but very few of them have got 100 days' work. Most of them are not even getting work for a week. Most of the tribal youth are either under-employed or getting employment for a much less period, and those who are employed are not being paid properly.

Fig 4.3 Economic Status



Almost all the youth were found to be below poverty line. Out of the total sample covered 81% found to have a marginal income less than Rs 5000 per month. 17% of youth found to earn more than 5000 and only 1% told of having an appreciable income of more than 10000. During the focus group discussion, it was realized that in spite of the fact that work participation of the women was high, still there is a disparity in wage distribution between men and women.

Table 4.3 Monthly Income of the Youth

State	District	Monthly Income			Total
		Less than 5000	5000-10000	More than 10000	
Odisha	Kalahandi	351	49	2	402
	Koraput	310	56		366
	Mayurbhanj/Keonjhar	234	65	5	304
Sub-Total		891	174	7	1072
Jharkhand	Girdih	266	131	2	399
	Dumka	317	7	2	326
Sub-Total		583	138	4	725
Chhattishgarh	Bastar	241	138	21	400
	Kanker	397	3		400
Sub-Total		638	141	21	800
Grand Total		2112	453	32	2597

4.2 Employment Status of the Tribal Youth

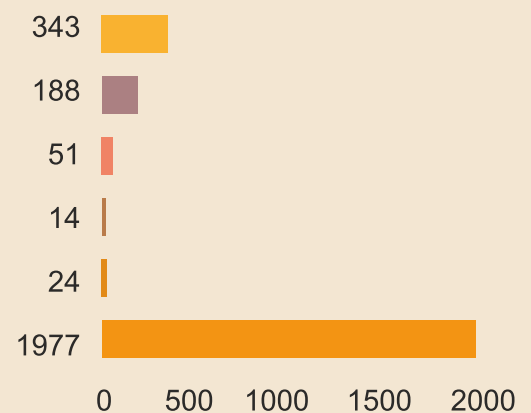
4.2.1 Traditional Skill Practice

Traditionally, agriculture is the mainstay of tribal economy. Out of total 2597 households covered during the study, more than 76% of the households were found to have Agriculture and allied sectors as their conventional occupation whereas only 24% were found to have NTFP, Labour and other sectors as their traditional occupation.

Table: 4.4 Occupation Pattern of the House Holds

Sector	Odisha	Chhattisgarh	Jharkhand	Total
Agriculture	867	588	522	1977
Animal Husbandry	3	9	12	24
Business	3	6	5	14
Carpenter	15	6	30	51
Labour	105	79	4	188
NTFP	79	112	152	343
Total	1072	800	725	2597

Fig: 4.4 Occupation Pattern of the Households



4.2.3 Employment status of youth within 18-35 years

The States like Odisha, Chhattisgarh and Jharkhand face a paradoxical situation where, on the one hand, the tribal youth is looking for jobs and on the other hand, resources are not being used for employment and self-employment. The supply driven and not demand driven education system also largely contributes to unemployment of the tribal youth. The details of the employment status of youth are presented in Table 4.5.

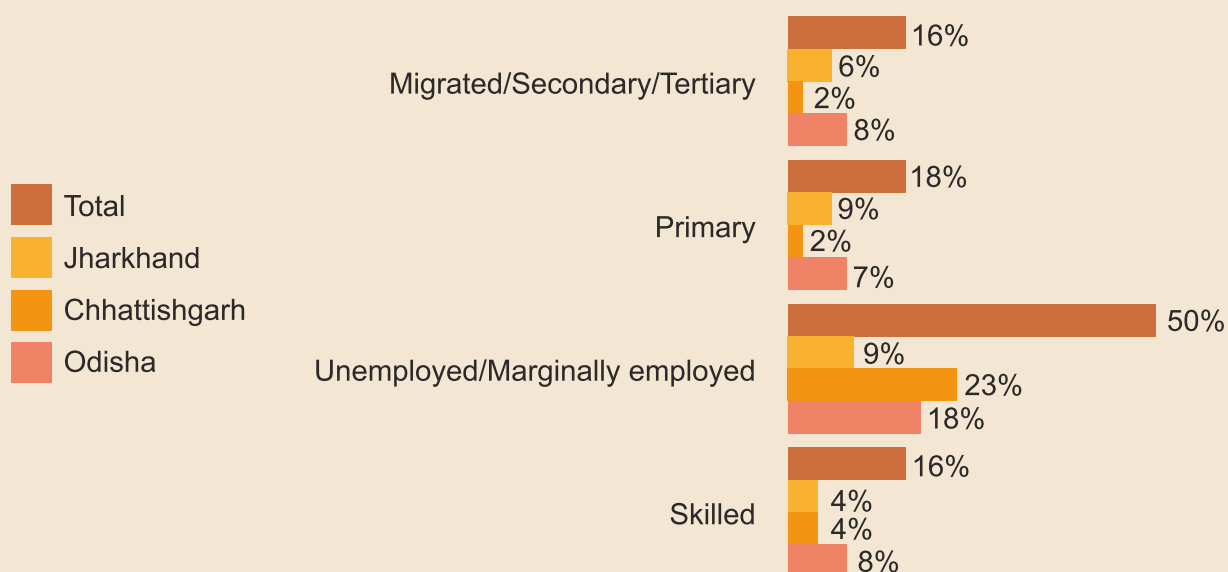
Table: 4.5 Employment Status of Youth within 18-35 years

State	District	Skilled	Unemployed/ Marginally employed	Primary	Migrated/ Secondary/Tertiary	Total
Odisha	Kalahandi	82	263	18	39	402
	Koraput	88	95	73	110	366
	Mayurbhanj	40	117	83	64	304
Sub-Total		210	475	174	213	1072
Jharkhand						
	Girdih	72	122	128	77	399
	Dumka	27	101	110	88	326
Sub-Total		99	223	238	165	725
Chhattishgarh						
	Bastar	74	248	36	42	400
	Kanker	32	354	13	1	400
Sub-Total		106	602	49	43	800
Grand Total		415	1300	461	421	2597

The data also informs that the people continue their occupation with agriculture. They seem to be very much attached to it.

The youth who enter the labour market, need to be provided with decent employment opportunities. Out of total sample tribal youth interviewed in the study locations, more than 50% were found to be unemployed or underemployed. Engagement in primary sector at their own place is nearly 18% while 16% of the tribal youth interviewed are reported to have migrated to different States for their employment and 16% youth are found to be skilled in different vocations. Odisha reports to have less employment in Primary sectors (7%) whereas it has 8% employment in tertiary sector. Chhattisgarh has higher unemployment/ marginally employed youth. Only 16 % youth indicated that they are skilled to take up employment in different sectors.

Fig 4.5: Employment Status of Youth



4.2.4 Engagement of Youth in Primary Sector

18% of youth found to be engaged in primary sector. Out of the youth engaged in primary sector, majority of them - 63% spoke of their engagement in agriculture sector whereas livestock accounted for - 1%, fishery-2% and NTFP-5%. Non-agri engagements are very low. Youth engaged in Horticulture (7%), cash crops (10%) and vegetable cultivation (12%) are other areas of primary sector. The day-do-day engagement in NTFP and agri-based employment is not counted as the source of livelihood by the tribal community as it is part of their life and culture. So the NTFP engagement reported to be only 5%. However, the engagement with the forest-based livelihood is much higher in actual.

Table: 4.6 Engagement of Youth in Primary Sector

Sector	Number of youth engaged
Agriculture	289
Cash crops	46
Vegetable	56
Horticulture	32
NTFP	23
Fishery	9
Livestock	6
Total	461

4.2.5 Income from Primary Sector

While asked about the income from different occupations within the primary sector, most of the youth, 57% were found to be earning less than 5000 rupees per month, 32% earning within 5000 to 10000 whereas 11% were found to have an appreciable income of more than 10000.

Fig 4.6 Engagement of Youth in Primary Sector

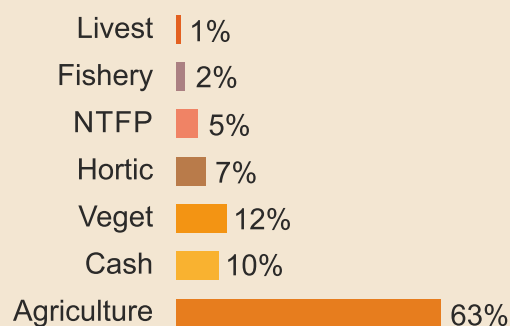
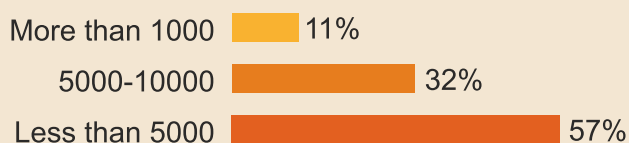


Fig 4.7 Average Income from Primary sector





4.2.6 Reasons for primary sector employment

During the in-depth-interview and focused group discussions, it was noted that traditional practice, family involvement, earning at one's own place, friendly occupation and spending time with one's own family motivated these youth to choose primary sector as their employment. Most of the youth – 31%, told of choosing this occupation because of massive presence of the natural resources, 18% said they can depend on the occupation, 17% spoke of their long-term ancestral practice and their potential skill for the same. 12% of youth recognized the occupation as a means of income without migrating to other places, so that they can be with their families and lead a secured-social-happy life.

Fig. 4.8 Reasons for Primary sector engagement

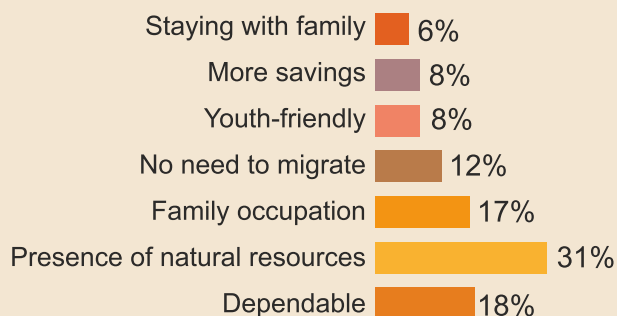


Table 4.7 Reasons for primary sector employment

Reason for primary sector engagement	Number of respondents
Dependable	83
Presence of natural resources	143
Family occupation	78
No need to migrate	55
Youth-friendly	37
More savings	37
Staying with family	28
Total	461

Looking into the occupational pattern of the tribal households, their employment status and present livelihood engagement we can say that it is mostly focused in primary sector especially agriculture and NTFP. Therefore, it will be advisable to think of skill training and advancement in primary sector for the tribal youth, which will be more acceptable, adaptable for the tribal and in line with their conventional occupation and culture.

4.2.7 Employment in Secondary and Tertiary Sector

Table 4.8 Employment in Secondary and Tertiary Sector

State	District	Un-organized labor	Manufacturing	Service	Total
Odisha	Kalahandi	20	13	6	39
	Koraput	89	16	5	110
	Mayurbhanj	53	8	3	64
Sub-Total		162	37	14	213
Jharkhand	Girdih	64	10	3	77
	Dumka	57	31		88
Sub-Total		121	41	3	165
Chhattishgarh	Bastar	35	7		42
	Kanker	1			1
Sub-Total		36	7	0	43
Total		319	85	17	421

Out of total 2597 youth interviewed 421 youth were found to working in manufacturing and service sectors by migrating to other places. Out of the total youth a majority i.e. – 75% are engaged in un-organised sector. 21% of youth responded to be working in manufacturing industries like leather industry, stone crushers, bakeries, marble carving units, iron factories and wood industries. However, service sector has only 4% youth working in different spa, hotels, gas agencies, housemaids and driving.

Fig 4.9 Engagement in non-primary sector

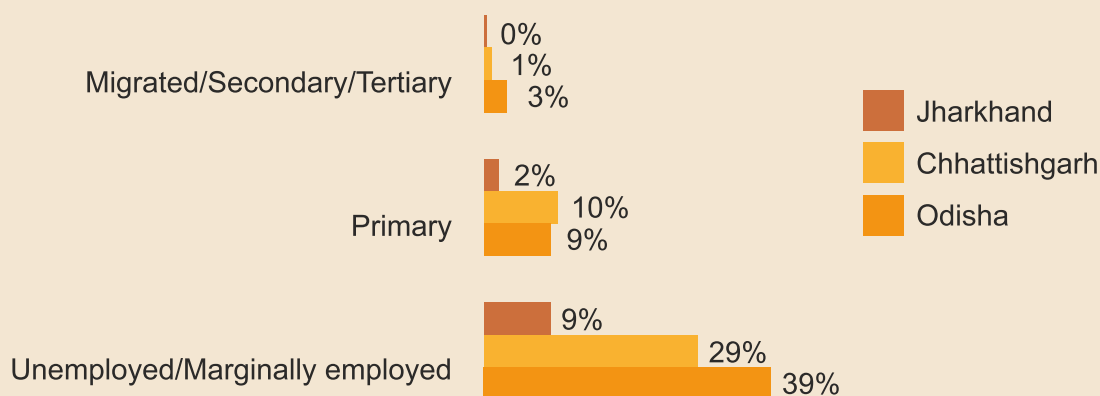
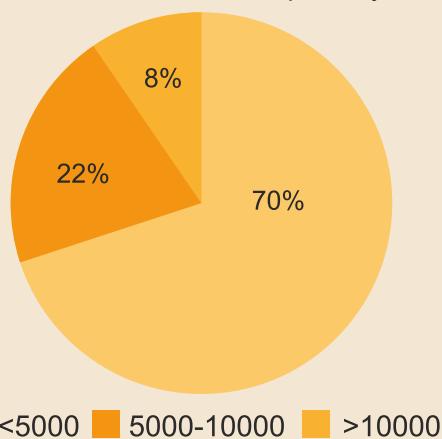


Fig 4.10 Income from non-primary sector



Normal working hours under the law are 9 hrs. a day and 48 hrs. a week. During discussion, it was found out that 70% of these youth work for more than 20 days (12 hours in a day without any overtime wage) in a month and get only INR 5000. It is surprising that these workers don't get Sunday as weekly off. 22% of them who earn manage to get INR 5000 to INR10000 per month, whereas only 8% of the total youth working in secondary and tertiary sector get more than INR10000 per month. When asked about the satisfaction level of their job, income, life-style and other amenities, 90% of them showed their helplessness and unhappiness towards their employment.

Income comparison

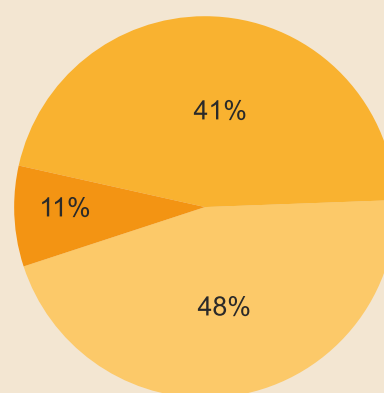
The following table shows a comparison of the earnings of the persons who are working in the Primary sector and Non- primary sector who are mostly migrant labour.

Table 4.9 Income comparison between primary, Secondary and Tertiary Sector

Income Range	Primary Sector (%)	Non Primary sector (%)
Above 10,000	11	8
5,000 to 10,000	32	22
Less than 5,000	57	70

Fig 4.11 Youth Migration Pattern

We can observe that the percentage of persons with higher income is in the primary sector. It is a mis-conception that primary sector is not remunerative and non-primary sector gives more income which is a logic normally given for migration.



■ Odisha ■ Chhattishgarh ■ Jharkhanda

4.2.8 Youth Migration Pattern

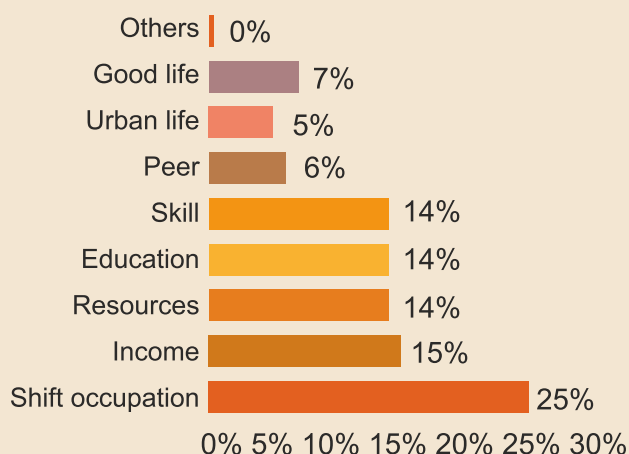
There are also many instances where people are also migrating for employment. And below is the profile of migration status. Out of total sample covered 16% of the youth are found to migrate for employment and biological survival. Most of the migration cases prevail in Odisha and Jharkhand. Among the people who are migrating 63% are migrating outside the State and rest are outside their Block and neighbouring urban locations. However, it is also possible that certain number of people have not reported migrating because going out of Block and out of district are not considered as migration in tribal communities. Most of those who are migrating are found to be migrating for certain stress periods, for a few months. But during the agriculture season the youth are found to be back to their homes and help in agriculture work to their families.

Major reflections of the youth migrating to other places for employment:

- Payment is very less in comparison to the volume of work
- Expenditure is more in the cities and new settings
- Not having a good place to stay
- Unhealthy working environment
- Pain of living away from family and friends
- Insecure life
- The trade is not-so-friendly
- Only, 2% of the migrating youth reported to have good income, better life style, better education facility and scope for development in the cities and urban centres.

If we look at the reasons for migration, it is clearly understood that their present economic status is the major cause of migration. Importantly, low income from the conventional occupation and the poor market facility for the agricultural products, force the young generation for a shift in occupation. The below graph and table clearly states that 40% of responses discuss about income, occupation, finance, economic stability, etc. 42% of the responses discuss about the lack of opportunities, limited capacities in education and skill training/development. These are cases of clear distress migration. Most of the female participants were found to migrate because of the family pressure and for carrying out the domestic responsibilities. 18% of the youth interviewed spoke about the peer pressure, high desire for good life and attraction towards the urban life style are the major reasons for them to migrate.

Fig 4.12 Youth Migration Pattern



Majority of respondents from Jharkhand and Odisha spoke about the poor functioning of MGNREGA results in not getting work for even the minimum 100 days, so the trend of migration is gradually increasing. Most of the migrating youth in the study locations were found to be drop-outs, unskilled and unemployed. These youths used to get employment for 15 to 20 days in a month during their migration period.

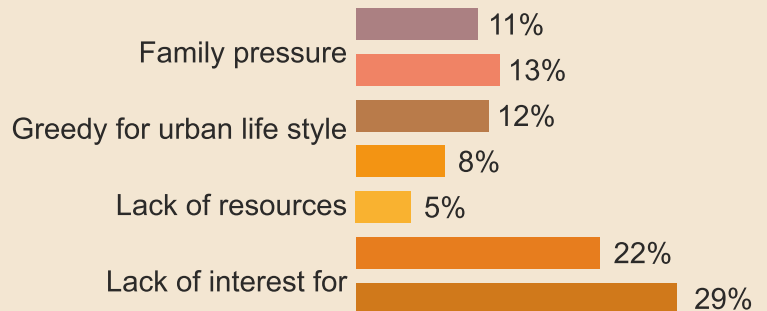
Table 4.10 Reasons for Migration

Reasons for migration	Male	Female	Total
Shift occupation	185	42	227
Low income	116	17	133
Poor utilization of resources	104	17	121
Higher and quality education	114	14	128
Enhancing limited Skill	115	14	129
Peer influence	46	5	51
Greedy for urban life	31	8	39
Aspiration of a good life	57	5	62
Others	1	1	2
Total	769	123	892

4.2.9 Migration and Youth Behaviour

While exploring the behavioural shift from primary to non-primary employment and migration, it was observed that most of the youth, are having a deviant behaviour towards the primary sector employment. 51% of them showed their un-willingness of employing themselves in the primary sector occupation because of certain determining factors like low income from primary occupation, lack of advanced skills, no-interest in traditional practices, lack of market and poor functioning of Government schemes. 25% of youth, out of curiosity and due to peer influence shift their occupation and migrate. Only 5% youth spoke about lack of resources and 19% responded about their shift in occupation because of financial crisis and family pressure.

Fig 4.13 Behavioral aspect - causing migration



During the Key Informant Interview when asked about the perception of the youth towards the primary sector employment, majority of youth responded that, if skilled in primary sector and get employment at their own place they could earn more, have a secure life and support the family. Their helplessness and not-desiring attitude towards working away from home in unhealthy, insecure and a dehumanised living environment were clearly visible during the discussion. Few of the youth who migrates spoke about not getting any chance for social connect and participation in socio-cultural programmes in the place where they stay during the time of migration, whereas the things are quite different during their stay in the village –during the agricultural time. Also, their migration to other cities keep them away from getting their rights and entitlements – because of not having identity and residential proof.

4.2.10 Decline in engagement in Primary sector

It was observed that only 18% of the total sample size is found to be working in the primary sector. Discussing the trend of work participation in the primary sector during the focus group discussion, it was realized that there is a perceptible decline and a major shift of occupation from agriculture to service and manufacturing sectors. This is a major blow to the tribal economy.

Fig 4.14 Reasons for Declination

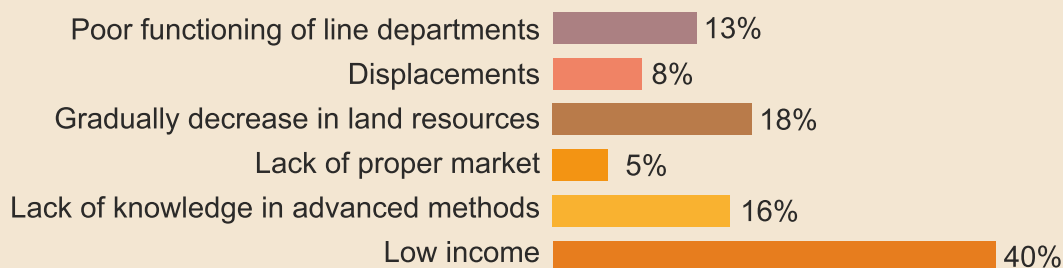


Table 4.12 Declination of engagement in Primary sector

	Low income	Lack of knowledge in advanced methods	Lack of proper market	Gradually decrease in land resources	Displacements of line departments	Poor functioning	Total
Odisha	70	28	9	30	14	23	174
Chhattisgarh	20	8	2	9	4	6	49
Jharkhand	96	38	12	43	19	30	238
Total	186	74	23	82	37	59	461

While asked about the major causes for the decline, 40% of total informants referred to low income from the primary sector, while 16% referred to lack of interest in traditional methods. It was further stated that if skilled in advanced technology then they would prefer to be engaged in primary sector occupation. 18% of the respondent stated that decline from primary sector is caused because of lack of resources and gradually decreasing land. Other causes for decline in agriculture included lack of proper market facility, displacements and poor functioning of the relevant line departments.

4.3 Perception on Youth Employment and Engagement

4.3.1 Employment opportunity in Primary Sector

During the in-depth interviews and focused group sessions with the tribal youth and the community in the sample locations, it was realized that there is scope and opportunity for employment in primary sector and in particular the fact that there is a need in skill enhancement. Out of the total sample coverage 98% (2551) of the key informants reported positively about the availability of employment opportunities in their locality while only 2% (46) denied of having any opportunity of employment in primary sector. Most of the informants spoke of huge opportunities in agriculture, horticulture, NTFP and animal husbandry, while focus on fishery, food processing, collective marketing was low. Some of the youth from sample locations in Odisha and Chhattisgarh spoke about floriculture, farm equipment repair and tractor operator being some potential sectors for employment in primary sector.

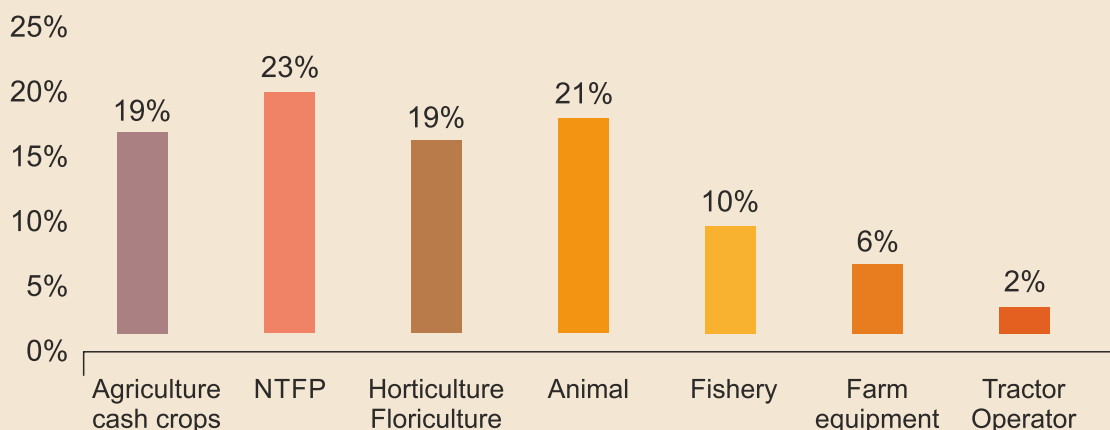
Table 4.13 Employment opportunity in Primary Sector

State	Ag/ Cash crops	NTFP	Horticulture/ floriculture	Animal	Fishery	Farm equipment	Tractor operator	Total
Odisha	74	238	52	194	21	24	21	624
Jharkhand	131	73	125	52	59	30	3	473
Chhattisgarh	290	278	295	280	175	105	31	1454
Total	495	589	472	526	255	159	55	2551

The data also informs that the people continue their occupation with agriculture and aspire to be with it in the future also. They see there are possibilities for that. They seem to be very much attached to it. It is part of their culture and day to day life. In spite of this we see people are migrating to urban areas or depending on the secondary and tertiary sector, which is comparatively non-remunerative. As well, the phenomenon of migration among the tribal are also destroying their culture.

Therefore, if we can focus our skill training programmes in promoting existing practices in primary sector, adding values to the existing practices, diversifying the existing practices and inventing new areas of skill training, we will be able to reduce the distress migration and encourage reverse migration among the tribal. It will also enhance the local economy and make primary sector more remunerative. This will have an impact in preserving the tribal culture and practice. This will be more acceptable and adaptable for the tribal. This doesn't mean that tribal should not be encouraged for employment in other sectors. For that we need to do a lot of motivational efforts. For the time being we need to start with what people are looking for.

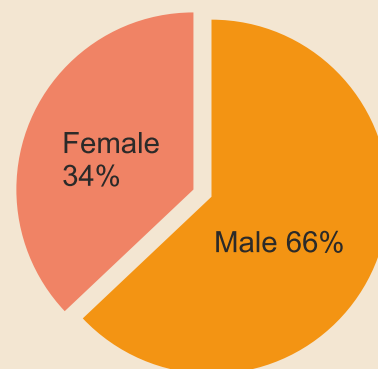
Fig 4.15 Employment opportunity in primary sector



4.4 Skill Training Programmes for Tribals run by different Private and Public Institutions

Out of total tribal youth interviewed, only 15% of the total youth were found to have skill training in various trades. In spite of several continued efforts by both the GO, NGOs and private institutions, the outreach to the tribal pockets is still awaited. It is noticed that very limited thrust is given to the training of women. Only 34% of the respondents are women who are skilled in comparison to 66% of male. This clearly reflects the lower participation of the women in skill enhancement sector.

Fig 4.16 Male and Female Skill Ratio



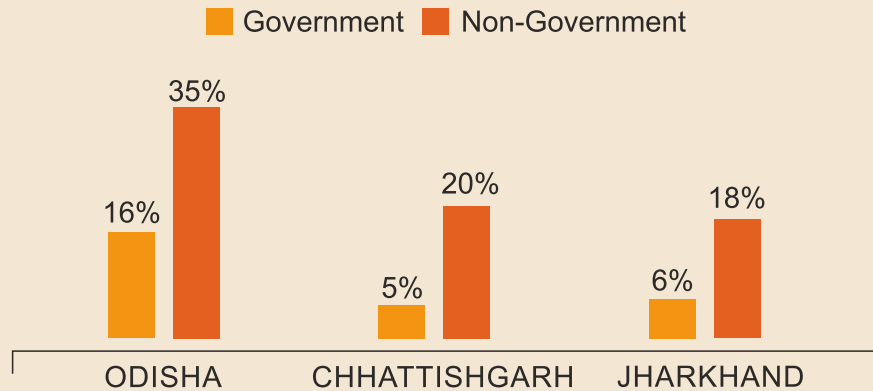
4.4.1 Skill Training Providers

During the study, it was found out that both Government departments and Non-Government agencies are imparting skill training programme to these tribal youth. Out of 415 skilled youth trained, 302 youth- are trained through the Non-government agencies. Only 27% of the youth are found to be trained by the Government agencies (16 % in Odisha, 5% in Chhattisgarh, 6% in Jharkhand) which show a significant role of non-governmental stakeholders in providing training. It shows that the Government effort through Skill India mission has not made significant impact in the rural areas especially in the tribal belts.

Table 4.14 Providers of Skill Training

State	Govt.	Non-Govt.	Total
Odisha	66	144	210
Chhattishgarh	23	83	106
Jharkhand	24	75	99
Total	113	302	415

Fig 4.17 training provider



4.4.2 Types of Skill Trainings

When we looked at the training which has been provided to the youth, there was a clear focus on secondary and tertiary sector. Only 27% have been trained in the primary sector in three States (14 % in Odisha, 6 % in Chhattisgarh, 7 % in Jharkhand). This has to be seen in the context of more than 80% of the people in the study location are directly or indirectly engaged in primary sector and most of the youth are desirous of getting training in primary sector (as observed during the focused group discussion).

Fig 4.18 Skill Training Providers

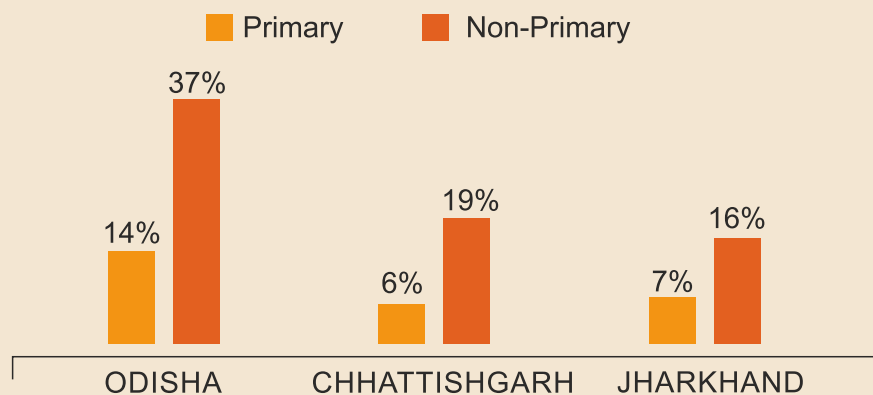


Table 4.15 Types of Skill Training

State	District	Primary	Non-primary	Total
Odisha	Kalahandi	11	71	82
	Koraput	12	76	88
	Keonjhar,Mayurbhanj	6	34	40
Sub-Total		29	181	210
Jharkhand	Girdih	4	68	72
	Dumka	2	25	27
Sub-Total		6	93	99
Chhattisgarh	Bastar	4	70	74
	Kanker	2	30	32
Sub-Total		6	100	106
Total	41	374	415	

4.4.3 Source of information about the skill training programme

Asked about the source of information the youth get for the skill training programme, 71% of the informants told of getting information from Panchayat, and village meetings organized by the training agencies. The graph clearly reflects the access of these unemployed tribal youth to the Panchayat office and awareness meetings organized by the training providers. These can be considered as the platforms for participatory planning for the realistic skill development plan. It was realized that no such visible initiatives are taken by the Block and efforts are not observed to attract the unemployed youth through organizing job fairs, advertisements etc.

Fig 4.19 Sources of information

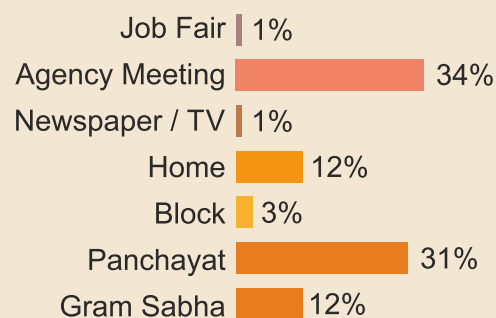


Table 4.16 Sources of information about the skill training programme

State	District	Gram Sabha	GP	Block	Home	Newspaper / TV	Agency meeting	Job Fair	Total
Odisha	Kalahandi	9	31	2	11	1	27	1	82
	Koraput	11	33	3	11	1	28	1	88
	Mayurbhanj	5	15	1	5	0	14	0	40
Jharkhand	Girdih	9	27	2	9	1	24	1	73
	Dumka	3	10	1	3	0	9	0	26
Chhatisgarh	Bastar	9	28	2	9	1	26	1	76
	Kanker	4	10	1	4	0	11	0	30
Total		50	154	12	52	4	139	4	415

4.4.4 Selection of training trades skills

The FGDs indicate that most of the training trades are selected by the agency itself or the tribal youth are motivated by the family and Panchayat. Out of total youth interviewed, 73% of them told of the trade being selected by the training provider, 8% spoke of family and 6% by panchayat recommended for training. Only 12% youth reported positively in favour of choice of the trade by themselves. No such process has been followed by the training providers to make a realistic participatory skill development plan. However, the training programmes adopted the bureaucratic top to down approach. Panchayat, Block, village committee, parents and youth are not involved in the process of trade selection. And the tribal youth, out of no option or by pressure get registered in the training programme. However, most of the trainings imparted by both GO and NGOs seem to have not been addressing their requirements. The result is that the tribal youth neither receive the appropriate skills that are relevant to them, nor are they able to develop the indigenous skills that they already have.

Fig 4.20 Trade Selection

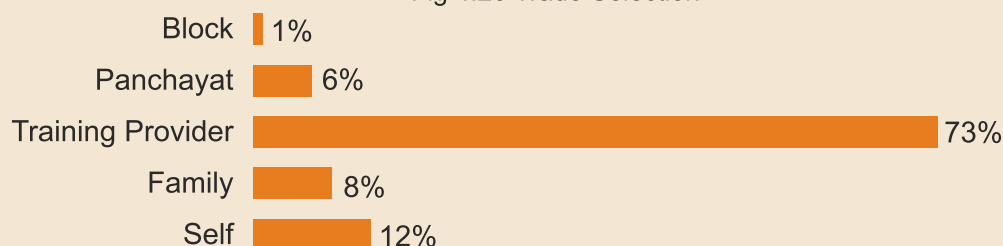


Table 4.17 Selection of training trades

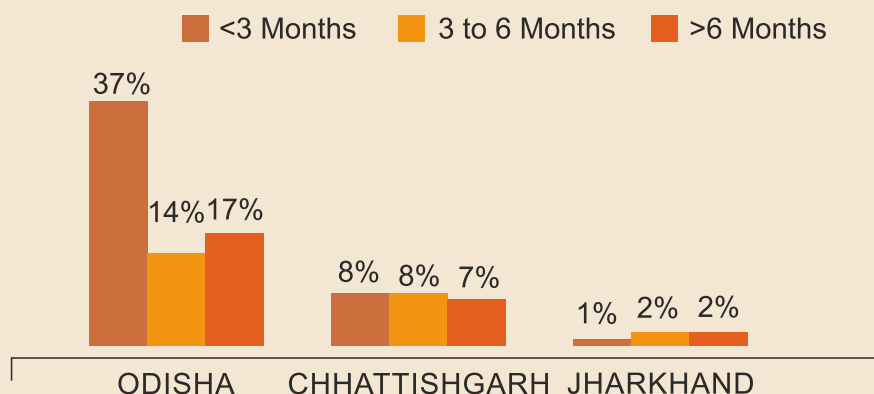
State	District	Self-decision	Family decision	Training provider	Panchayat	Block	Total
Odisha	Kalahandi	9	6	61	5	1	82
	Koraput	11	7	64	5	1	88
	Keonjhar,Mayurbhanj	5	3	30	2	0	40
Jharkhand	Girdih	9	6	53	4	1	73
	Dumka	3	2	19	2	0	26
Chhattisgarh	Bastar	9	6	52	5	1	73
	Kanker	4	3	24	2	0	33
Total	50	33	303	25	4	415	

4.4.5 Training period and fees

Out of total skill trainees interviewed, majority of youth i.e. 66% reported that the training period was 1 month to 3 months, including selection, assessment, exposure and holidays in between. Few of them, i.e. only 20%, reported that their training period ranged between more than 3 months to 6 months and only 14% spoke of more than 6 months.

Almost all the youth spoke of not paying any fees for the training programme, rather few of the youth spoke of getting stipend from the training providing agencies. Very few reported about spending for their food and stay during the training programme.

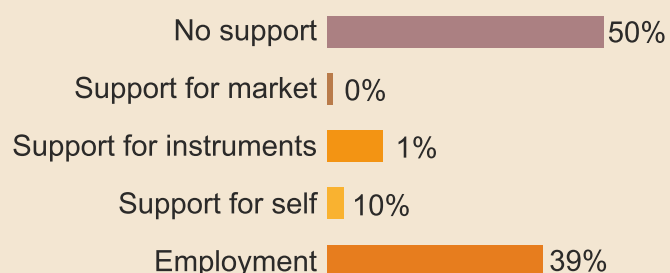
Fig 4.21 Period of training



4.4.6 Post training support from the training agency/ Providers

Analyzing the responses of the tribal youth interviewed, it is revealed that no such efforts have been made for post-training support. Out of total 415 youth interviewed, majority of them i.e. 50% of youth - reported not to have any contact with the training providing agencies after training. Most of the youth during the focused group discussion said that they have been assured of employment and support for self-employment from the training providers – both GO and NGO but no such initiatives have

Fig 4.22 Post-training support



been taken. According to a few respondents (only 1%), the Government agency, after training had given some instruments, but at the later stage the authorities took them back. Few trained youth as para-vet showed their helplessness of purchasing instruments for their work. 39% of youth responded of getting employment and self-employment support from the training providers. But most of the employed youth are not continuing in their employment, as they had to migrate to other States for work against their interest. The trades have no scope of employment in their own area.

4.4.7. Skill training benefits / constraints

According to the skilled youth interviewed about the perception on the training they acquired, most of them spoke of no such significant benefits out of the training programme. Out of total 415 skilled youth interviewed 80% answered that they need to migrate to get employment relevant to the trade they are trained in. It was observed from the discussion that much of the training is based on employment in manufacturing and service industries. And a few have scopes for self-employment. However, some of them responded, even if there are scopes for self-employment, but due to lack of follow-up action and post-training support the linkages with the financial institutions could not be established. 3 % of the trainees responded that the trade is not income oriented, so the training didn't give any benefit to them. On the other hand, 8 % youth responded positively, that the training provided them good income and social standing.

Fig 4.23 Benefits / Constraints

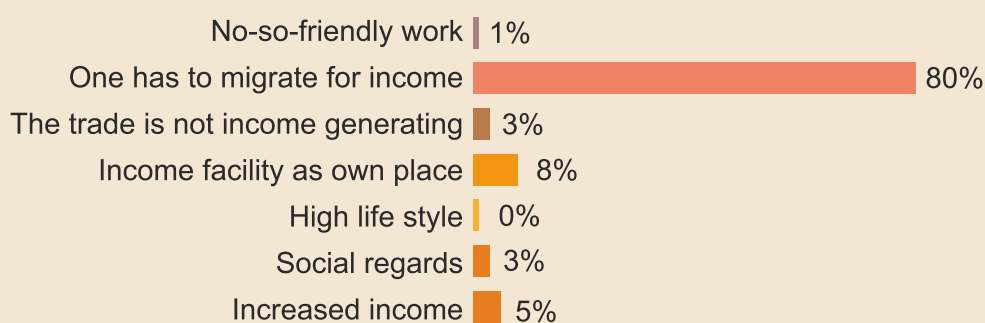


Table 4.18 Benefits and Constraints of Skill training

State	District	Increased income	Social regards	High life style	Income facility at own place	The trade is not income generating	One has to migrate for income	Not-so-friendly work	Total
Odisha	Kalahandi	4	2	0	6	2	67	1	82
	Koraput	5	2	0	7	3	70	1	88
	Mayurbhanj	2	1	0	3	1	33	0	40
Jharkhand	Girdih	4	2	0	6	2	57	1	72
	Dumka	1	1	0	2	1	22	0	27
Chhattishgarh	Bastar	4	2	0	6	2	58	1	73
	Kanker	2	1	0	3	1	26	0	33
Total		22	11	0	33	12	333	4	415

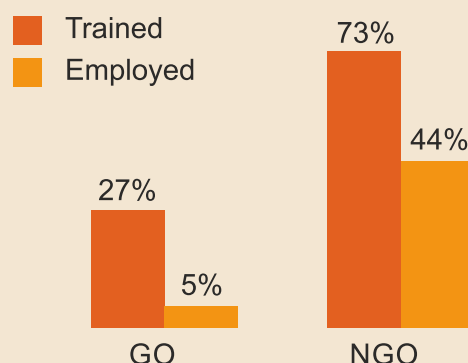
4.4.8 Employment status of skilled youth

The study had within its ambit 415 youth who are trained in different skill training programmes. Out of total 415 skilled youth 273 are male and 142 are female. Out of the youth trained through GO and NGO agencies only 204 were found to be employed in different sectors. Most of the tribal youth are trained in secondary and tertiary sector, which compels these youths to migrate against their option /discretion will. The employment rate among the Government trained youth are less.

Table 4.19 Training and Employment Status of Youth

State	% of Youth Trained		% of Youth Employed	
	GO	NGO	GO	NGO
Odisha	16	35	2	20
Chhattishgarh	5	20	1	13
Jharkhand	6	18	1	11
Total	27	73	5	44

Fig 4.24 Trained / Employed



Out of 113 youth trained through the Government-allied agencies/ schemes only 19 merely 17% are reported to be employed. This shows poor post-training support and poor quality of training. Most of the youth, who are trained are found to be continuing their general education.

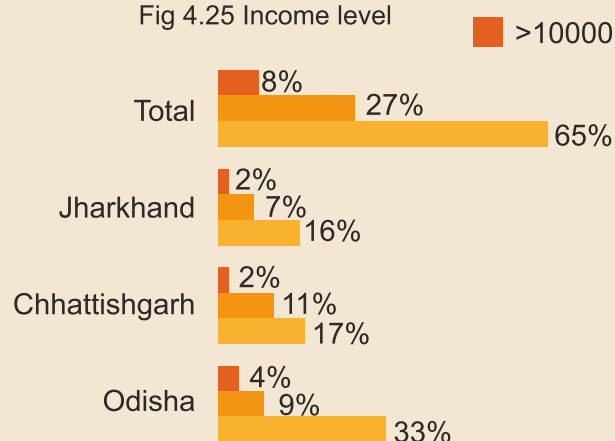
4.4.9 Income of the youth employed after skill training

Out of total youth employed after the skill training from GO and NGO agencies, most of them are found to have a very low income – 65% found to be earning less than INR 5000 per month and 27% within INR 5000 to INR 10000. Very few of them, 8%, are earning more than INR 10000. Majority of these youth are engaged in the un-organised sector in the cities and industries.

Table 3.20 Monthly Income of Youth Employed after Skill Training

State	<5000	5000-10000	>10000	Total
Odisha	67	19	8	94
Chhattishgarh	34	22	4	60
Jharkhand	32	14	4	50
Total	133	55	16	204

Fig 4.25 Income level



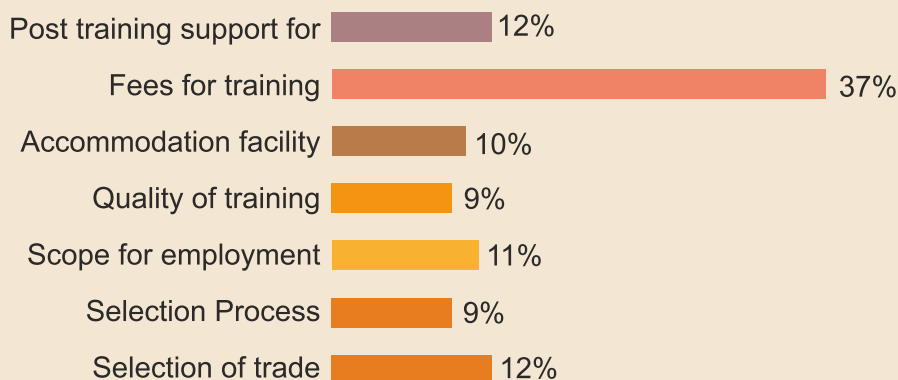
Most of the youth employed after the training programme were engaged for a couple of months, although they managed to get paid average wages. Still their lack of prior experience, hard work, not-so-friendly technology and unhealthy working environment pushed these youths to leave their work. During discussion it was realised that most of the tribal youth from the sample locations in Odisha do migrate on contract

basis to work as 'dadan' – contract labour in the crusher machines, stone work centres, wood industries and mines. They are paid around 200 to 300 rupees per day by the contractor / 'labour sardar'. While in Jharkhand and Chhattisgarh, it was observed that the youth migrating work in bakery units, hotels, mines, stone units, etc. They use to get 15000 rupees per month by working 12 hours daily.

4.4.10 Feedback on training

While asked about the best thing they liked in the training, majority of the youth stated that they were not required to pay any fees during training and this is what they liked most. Out of 415 youth only 9% voted for the selection process, 11% reported about the scope for employment and 9% youth reported good about the training quality. Very few youth i.e. 12%, claimed to have received post training support. This clearly reflects about the poor selection process, low quality teaching, unilateral trade selection, unrelated to the preferences, felt needs and interests of the trainees uncomfortable accommodation facility and poor follow-up action after the training programme.

Fig 4. 26 Training feedback



4.5 Demand and Supply Gap Analysis on Skill Training

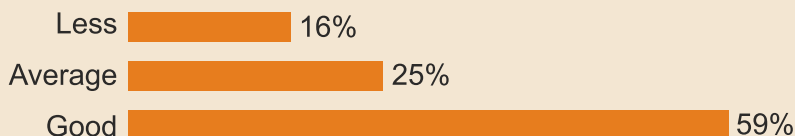
In the course of the key informant interview and focused group discussions related to the existing skill enhancement programme and future demand, it was clearly recognized that the present system is not demand driven and only target oriented. The skill trainings are not fulfilling the basic need i.e. to enhance employability and to promote employment rather compelling the tribal youth to migrate to new settings.

Few Sarpanches and Panchayat executives in the sample study locations in Jharkhand responded that there is a need for skill enhancement in dairy, animal husbandry, scientific agriculture and production of organic manure whereas in Odisha, the need of collective agro-marketing, agriculture equipment repair, floriculture, tractor operator and importantly processing, value addition and marketing of NTFP and agro-allied products. However, in Chhattisgarh sample survey it was observed that advanced agriculture, vegetable cultivation and food processing are the demand sectors of employment.

4.6 Demand and Supply Gap Analysis on Skilled Workforce

The study had focused group in-depth interviews and observatory market study on the demand and supply of labour force in different sectors and tried to analyze the gap. Although, there is a demand in workforce in different sectors still 1300 youth found to be unemployed out of the total sample size of 2597.

Fig 4.27 Demand of workforce



Out of total 61 GP, Block and State level key informants – Sarpanch or Panchayat Executive, Block Programme Manager, Skill development officials, employment mission officers etc- interviewed, most of them are reported to be having a good demand of workforce. Asked about the demand in primary sector, the GP level respondents reported in the positive, but the Block and state level respondents spoke quite differently about demand in mining, industries and other manufacturing and service sectors.

While discussing with the GP level study informants through interview and focused group discussion, most of the informants told that the demand of workforce is not met by the youth and it was observed that the demand of workforce needed to be addressed through skill enhancement of the tribal youth.

According to the GP level informants the demand of workforce is high in primary sector. Asked about the reasons for increased demand in primary sector employment, most of them reported that shifting of occupation, decreased agricultural workers, expansion of Government schemes have led to more and more workers in primary sector; additionally advanced way of collection-processing-value addition-and marketing of primary products needs skilled workers.

As per the Block and State level key informants the demand of the workforce in the study locations are not at par. Asked about, the cause of not having more demand, most of them answered, lack of skill, decline of agriculture, growth of industries, low use of agricultural equipments etc. are the major causes of low demand in primary sector employment.

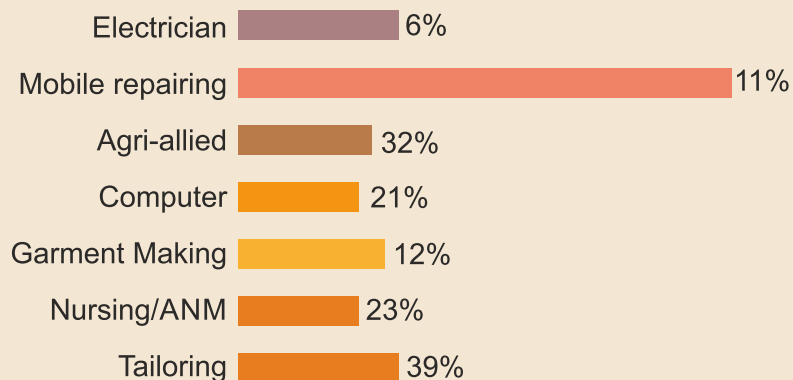
4.7 Women Participation in Skill Development

The study had a focus on women participation in skill initiatives. It was observed that out of the sample youth interviewed 6% female workers were found to have skill training in different trades where as 22% of male respondents are trained in one skill or other. This is a clear indication of low priority given for employment and skilling of women. Most of the youth are trained by the Non-Government agencies. This clearly reflects the lower participation of females in skill initiative and the reach of Government bodies in gender balanced skill building. Asked about the reasons of

low female participation in skill training programme during the focused group discussion, it was realized that, because of unavailability of opportunities of female-friendly skill enhancement programme is the major reason for non-participation or low participation of women in the skill building. Another reason of low female participation is the selection of trade, the trades which the agencies train these tribal youths are not having any scope of employment in the local context, for employment one has to migrate to other cities and States, which compels the tribal women not to participate.

Out of the total female youth participated in the skill enhancement programme 71%, a majority, opted for agri-allied (32%) and tailoring constituting (39%), in which they can keep themselves engaged while staying at home. Those who have opted for the mobile repairing (11%), electrician (6%) and computer repairing (21%) constituting 38% were found to be unemployed, as there is no opportunities for employment in these trades at their locality. Few girls found to migrate for their employment in garment industries, but later on they left. This also explain the attitude of the society towards women employment and skilling.

Fig 4. 28 women participating trades



4.8 Trades Available for Girls Engagement and Employment

Analyzing the focused group discussion points raised on the employability and available opportunities for female employment, it was understood that there are still cultural and social barriers in some communities for female employment. Out of 317 focus group discussions, majority of the discussions emphasized on agri-allied sectors, garment and tailoring (15%), horticulture (12%), food processing units(9%), NTFP collection and value addition(9%). Some of the group discussions spoke about mica collection, wood crafting, jewellery making, fishery, computer and health activities are the possible trades for female employment.

The FGDs also revealed that the society still look for stereotype skills for women encouraging more domestication and limiting their mobility .

4.29 Constraints in Primary Sector

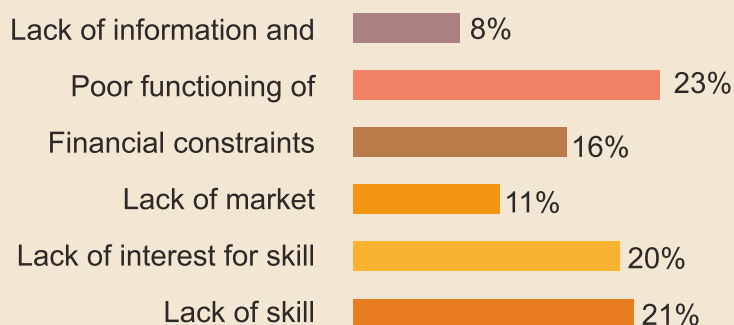
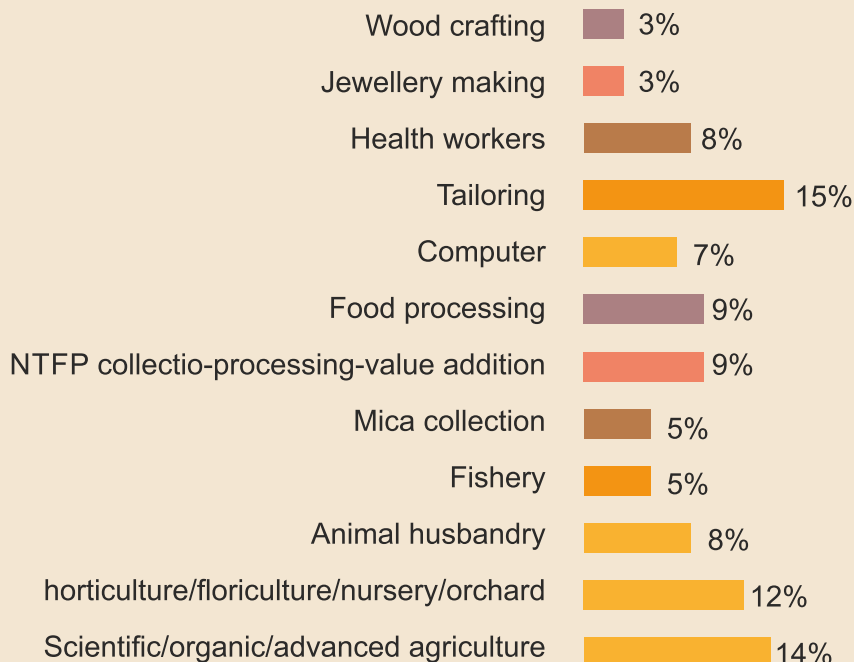


Fig 4.30 Available trades for women



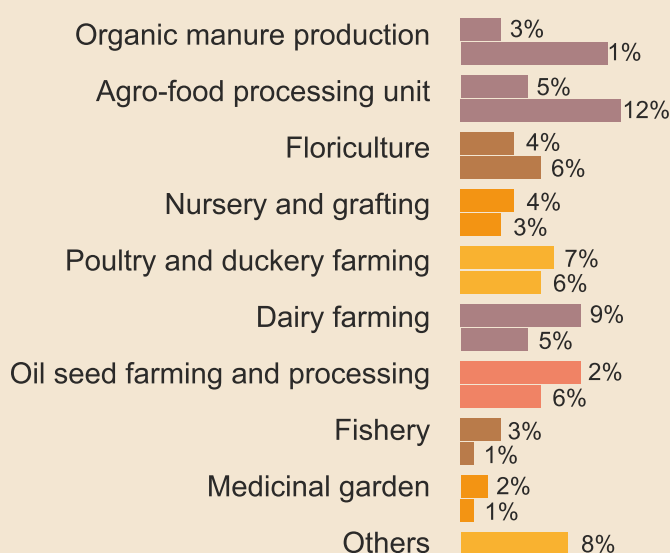
4.9 Challenges, Constraints and Opportunities of Sustainable Skill Development within Primary Sector

The study had a schedule to understand the challenges and constraints for sustainable skill development within the primary sector. The study interviewed 61 GP, Block and district level key informants, and the analysis spoke of various challenges and constraints. 23% reported that the poor functioning of Government sponsored schemes is the major challenge and constraint. People are basically not aware about most of the Government schemes and programmes available for them. They are not able to access them even if they are aware and the political will of the delivery system is also not so encouraging. Besides, the present skilling eco-system run by the agencies are mostly concerned about the completing the activity rather than ensuring the achievement of the objective of the activity. Also, lack of proper skill and skill development agency in primary sector (21%), lack of interest of the tribal youth in primary sector employment (20%), financial constraints (16%) and lack of proper market (11%) contribute largely for non-sustainable skill development within the primary sector.

4.10 Interest in trades within primary sector

The study explored the interest of the key informants on variety of trades within primary sector. Out of 2597 informants interviewed, it was found that a major part of the participants (84%) showed interest in primary sector engagement. 12% showed interest towards skill development in NTFP processing, value addition and marketing, 11% showed specific interest towards advanced agriculture, 9% towards dairy farming. 27% tribal youth also expressed their interest towards acquiring skill to work in poultry farming, goat rearing, tassar cultivation, organic manure production, agro-food processing unit etc. 15% of the youth, especially in the districts of Odisha and Jharkhand expressed their interest in floriculture, farm equipment repair, mushroom cultivation, nursery and grafting. In Koraput and Kanker 3% tribal youth participants show their interest towards fishing and fishery-based livelihood employment. Some of the tribal youth responded as Dhibra Collection, processing and marketing as their interest for skill-training. It was observed that a good number of the tribal youth – 7%, who are into jobs in the cities and other states preferred oil seed and lac cultivation as their interest of trade in skill development.

Fig 4.31 Interests of the Youth in different trades





RECOMMENDATIONS AND CONCLUSION

The findings of the present scoping study on “Skilling and Employability” in central tribal belts of Odisha, Chhattisgarh and Jharkhand show that multi-pronged strategies are required for building, retaining and applying the skills of tribal youth. Major recommendations are given here in three defined sections - in order to improve the situation of employable skills for tribal youth, and thereby improve their employability and livelihoods in primary sector as well as other sectors.

5.1 Recommendations

The study found that the tribal communities are not aware of the importance of employment-friendly vocational education in terms of better employability and actual employment at the workplace. There is need to build awareness among the tribal communities, especially the youth, about the need for proper vocational skills to ensure employability.

1. Orientation and awareness building

Orientation and awareness building of tribal communities in respect of skill and employment does not take place properly. There is need to design a program on mobilization, orientation, information dissemination, career counselling induction about labor market and vocational education. This shall include the tribal youth and their family members to enhance the participation in the skill development programmes. This will help the tribal youth to have an informed choice before going in for vocational education and enable them to select right career path thus preparing themselves for the world of work. A strategy should be planned to mobilise the tribal communities and youth through partner NGOs, CBOs, educational institutions, PRIs, rallies, announcements and talks by primary skill experts.

2. Use and promotion of traditional skill practices in tribal youth employment

Today the tribal youth are interested to engage in their existing occupation and do not want to leave them for various reasons. Therefore, it is important that we need to look for skilling opportunities in primary sector to engage the tribal youth. Promotional activities to enhance engagement of tribal youth in traditional skill practices is requires. This will help to start with the what the youth are interested in. Therefore, skill training, enhancement and diversification can be thought of in the areas of production, productivity, procurement, processing, preservation and promotion in the existing practices in primary sector. Areas like agro-food processing unit, agri-clinics and agri business, agri-equipment operation and repair, NTFP collection, value addition and marketing, animal husbandry, horticulture and other primary sector opportunities should be given priority. This would help in enhancing their employability, eventual employment, better family income and arrest migration.

In Jharkhand, the tribal youth may be imparted skills for quarrying and 'dhibra – gem stone' collection, processing and collective trading. Also, tasar – silk production farming for the women is an opportunity seen during the field level interaction which has tremendous employment potential.

3. Constant accompaniment.

It is found that it is not sufficient to train the tribal youth and employ them. They need constant accompaniment so that they continue to use the skill and remain in the employment. Otherwise they will leave the trade and go back to their former situation.

4. Establish linkages for tribal youth's employment in primary sector

The States Odisha, Chhattisgarh and Jharkhand have immense potential for primary sector employment – endowed with favourable climatic condition for agri-allied occupations. Agro- food processing unit, collective marketing, advanced agriculture, horticulture, fishery, forest-based income generation, dairy farming, farm equipment base, extension services etc are the possible employment opportunities for the tribal youth. Extensive opportunities exist in – Setting up Food Park, Rice and Wheat Flour Mills, Organic Farming of Oilseeds and Pulses, Vegetable Preservation and Processing, Milk and Milk Products, Feed Production Units for Cattle, Piggery, Fish and Poultry, commercialization of agro-forestry products, cashew processing, medicinal plants processing and honey production etc. These opportunities can be linked with agencies and schemes – both GO and NGO for acquiring technical skills and linkage with financial and employable institutions.

5. Skill training in secondary and tertiary sector

At present the tribal are acquainted with the primary sector, however, in the due course of time we need to motivate and train tribal youth so that they will be willing to work in the secondary and tertiary sector and capable of delivering effective services wherever they are. This can be done by constant motivation creating role models, training bridging sectors between the primary and secondary/ tertiary sector etc. Masonry, driving, tailoring, textile industries, computer, electrician and plumbing are the possible sectors of skill enhancement in secondary and tertiary sector having employment opportunities for skilled youth in which they can be employed gainfully in the local region as well as outside their community.

6. Undertake realistic planning and implementation of skill training programmes for tribal run by different private and public institutions

The skill enhancement programmes should be planned realistically as per the need and interest of the tribal youth. A participatory skill development plan is recommended. A community managed skill steering committee would help ensuring proper skill enhancement programme. Community owned skill development plan should be ensured by the local key players before commencement of skill enhancement programme.

A skilled persons federation needs to be formed to ensure post-training placement and linkages with the financial institutions to encourage self-employment and entrepreneurship. The need should be bottom to top approach instead of top-down approach.

7. Undertake actions to reduce the Demand supply gap analysis on skill training:

Before imparting skill training, a need-based participatory plan should be prepared following with various awareness, orientation and employers' discussion sessions. 'Local workforce demand vs youth interest' analysis to be done before selection of the youth and trades for training.

“Rural Skill Centre” - an information hub – a resource-cum-handholding support centre at the Panchayat level supported with a similar Block / district level mechanism may be established for

keeping track of the skill gap and market demand. Also, the hub needs to maintain an inventory of demand & supply of the workforce, identify the gaps and bottlenecks of employability and ensure engagement of the trained youth. Accordingly, the skill development plan can be re-formed to meet the workforce demand. The local NGO / skilled professionals / educated unemployed youth would be primarily responsible for the operation and functioning of the hub – later on the hub will be taken over by the community-based skill steering committee / federation.

8. Ensure Women participation in Skill development based on Trade available for girl's engagement and employment

It is clearly coming out that special focus and attention must be given for the training of women. Given the present social reality and status of women in the society if special care is not given they will remain un-attended as of now. In this process one should make sure that the area of skill training also shall ensure freedom of mobility, right to work, earn independently and have control over the resources that is being generated from their employment. In order to ensure this, we may have to think about additional supports to ensure a women-friendly atmosphere and non-stereotype trades. Specific study on skill needs for women and girls. Women friendly skill sectors should be identified, and training should be imparted based on their interest and market needs instead of enrolling them into not-so-friendly trade which compels them to migrate to other cities and State for employment. Training for the women and girls should be planned in such a way so that their daily work routine should not be hampered.

9. Need for convergence and capacity building of the skill development stakeholders.

Current skill development efforts by the Central Government are spread across more than 20 Ministries/Departments without a robust coordination and monitoring mechanism to oversee them. The same is replicated in most of the States also without any major effort towards convergence. This creates multiplicity of norms, procedures, curricula, certifications which will be mind boggling etc. Further, many of these skill development initiatives often remain un-aligned to demand, thus defeating their basic objective.

Different States in India have varied challenges in relation to demography and skill development. There is need for a shared sense of urgency to address the challenges of the changing demography. While State Skill Development Missions (SSDMs) have been launched in almost all States, there is an imminent need for capacity building and empowerment of the SSDMs in these states in order to upscale quality skill development.

The availability of good quality trainers is a matter of concern. There is a lack of focus on development of trainers with a clear livelihood path which can make this an aspirational career choice and can ensure regular adequate supply of good quality trainers in every sector.

Therefore, it is important for all stakeholders of the skill development eco-system especially the Government to have an effective convergent approach with competent persons having appropriate skills, knowledge and attitude.

10. Time bound planning and developing a consolidated state level plan

- Time bound plans for each State with major outcomes & outputs (along with the activity) should emerged from the panchayat level consolidated at the higher levels. This planning process shall be undertaken with the active participation of the 'Skill steering committees' at the panchayat level, civil society organisations and other relevant stakeholders on a periodic basis. There must be periodic review of the progress in achieving the results also has to be done in a similar way.

- A broad State level skill gap study has already been conducted by NSDC. However, considering the objective of skill delivery and employment opportunities, a more focused and detailed study needs to be conducted at the district level. The study would provide information on the demand and supply conditions of the skilled individuals along with the information on skill delivery mechanism at the district level within primary sector. It would also cover the aspiration and choice of trades of the local trainees. In this context, we would like to mention that the state of Odisha has initiated a similar study.
- Introduce or strengthen State / district/ Block level Labour Database Management System within the Government infrastructure to be updated at various level jointly with the non-government skill training providing institutes and social development agencies to support the GP level skill development mechanism.
- Considering the low development of agri-allied and other primary sector industries, it is suggested that the State departments should work towards promoting the sector in the State in collaboration with the like minded agencies to develop a friendly eco-system taking into consideration the traditional wisdom of the people. Efforts to reach out to the in- accessible areas. On an observation that skill delivery is currently restricted to the accessible areas of the states on a priority basis, it is recommended that expansion of such training into the unreached rural areas be pursued with vigour. The skill delivery system should be able to benefit the poor tribals of the States, with enhancement of basic skills in their occupation.
- The above suggestions shall facilitate the delivery of services to the last mile person in the remote areas.
- **Separate skill development policy for primary sector** There has to be a separate State level policy for skill development within primary sector. Also, policy level strategy should be made to introduce technology and high skill into Agri-sector – animal husbandry, poultry, horticulture, fisheries and other sectors. To take the policy forward there has to be a mechanism also to be established with the participation of representatives from PSUs, NGOs and agri-allied institutions. This will ensure special attention to primary sector in enhancing their productivity.
- Agriculture related education has to be field-based ensuring constant interaction in the field and using their experience for learning. It can be in the form of extension services or being with the community and engaging in farming etc. This is being suggested to create interest and knowledge among the youth about agriculture, it's value in the life of human beings and economy of the country.

11. Decentralised Skill Development Mechanism

- There has to be a decentralised skill development mechanism. Probably there could be a cell in each GP which will monitor the skill development programme on a regular basis. This Cell should be the hub of convergence of all skill development schemes of the State and as well the Central Government. This Cell should be a representative body of the people of the panchayat. Therefore, in the overall development plan of the panchayat, there should be a space for the skill development.
- The Cell should be oriented to build capacity to create aspiration and interest among the youth towards need-based trade-friendly skill development programmes – especially among the girls and women.
- The Cell would ensure community-based approached for the skill development initiatives.
- There should be PRI level coordination in skill development – identification of trades, training organisation, training facilities, post-training support and most importantly change in attitude.

5.2 Conclusion

This report begins with a review of traditional pattern of employment of the tribals living in the central tribal belts of Odisha, Chhattishgarh and Jharkhand. Broadly speaking, the study reflected how traditionally the tribal culture and their livelihood are closely linked with Nature. Due to lack of skill, advanced knowledge and use of modern technology, the decade-old traditional patterns of skill have become less-remunerative – leading to a shift in livelihood pattern. The forced-change in livelihood pattern is a serious blow to the tribal traditions and culture. The dis-interestedness in traditional engagement, low levels of education and not-so-skilled status push the tribal youth in a vicious cycle of unemployment and under-employment in un-organised sector. The situation compels these tribal youth to migrate or to remain unemployed or join left-wing groups. Even if they manage to get marginal income migrating to cities, many times they end up leaving the job in couple of months and back to their village remaining unemployed. Transformation of these unemployed and un-organised tribal youth as skilled and employed in organized way is the need of hour. Primary sector skill-enhancement for the tribal youth for employability without disturbing their traditional practice, culture, values and strengths should be the major focus.

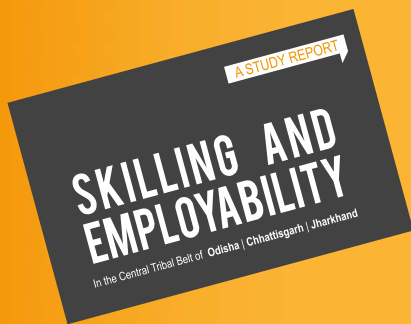
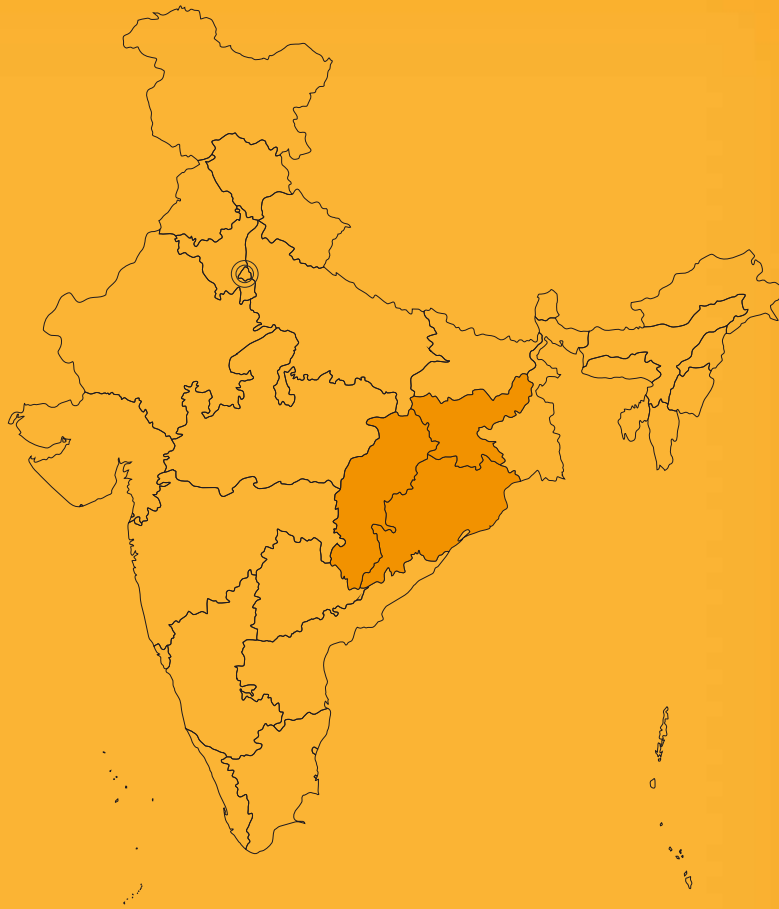
There is a huge gap in the demand and supply of primary sector workforce in the study area. There are possible opportunities and resources for employment in the primary sector. However, steps should be initiated to create aspiration and interest among the tribal youth towards primary sector engagement. The today's skill development programmes are not specifically designed for the tribal youth; so there is a need of skill development programmes to be designed in such a manner that they would be addressing the actual requirements of the youth. Most of the skill development training programmes are designed in top-down approach, so the extent and quality of participation of the beneficiaries is very low. Especially the not-so-friendly training trades results in low participation, mere retention in the jobs and poor income. The skill development training programmes should be planned in a community-based approach to ensure imparting of friendly and local-based trades through which the tribal youth can get employment /self-employment facilities in their areas. The skill centres can also address the issue of low participation of tribal youth in skill development programmes, especially women. This could be ensured with proper coordinated plan development jointly by community, resource agencies, PIA and PRI members. Identification of trades, trainees and monitoring team should be jointly finalized. A State-level policy on primary skill development introducing technology and high skill into Agri-sector, animal husbandry, poultry, horticulture, fisheries and other sectors would ensure increased participation of tribal youth in primary sector skill development.

Community-owned approach for primary sector skill enhancement among the tribal youth through establishing Panchayat level Rural-Skill Centres may ensure the transformation - Skill Training to Skill Development.

In this approach the people will be actively involved in selection of the trade, selection of trainees, monitoring the training and trainees and possibly in employment. The community base skill steering team shall be responsible for this. Once the training is over and they are engaged in corresponding livelihood they need to be organised as groups who will be engaged in internal resource mobilisations and enhancement of the skills and livelihood leading to more job opportunities so that more people can be trained and employed. These structures also can be used as forum for providing life skill and EDP training to the trainees in a continuous basis. These structures have to be supported with block level and district level structure who will support the people with information identifying training needs and training partners and facilitating employment. Thus, skill training will become a continuous process contributing to the larger development agenda of the community and the people.

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