

# **CHAPTER-2**

## **REVIEW OF LITERATURE OF THE STUDY**

## 2.1 Introduction

The increasing need for the skilled workforce and self-reliant through systematic vocational training system is the need of the hour for the development of the country. To address these kinds of issues a various type of training and research activities were done at national and international to address the concern issues and to propose solution. And after reviewing the different books, thesis, articles and papers published at national and international journals, the researcher collected some relevant information for the present research topic entitled *"Impact of Skill Development Programmes on Livelihood of Tribal Youth"*. The current study done on Skill Development Programmes is different research from other studies for which it is an attempt made to examine the different skill development programmes implemented by the various ITI training centres in the Tapi District of South Gujarat for the benefits of the trainees, institutions, and society for the holistic development. A concrete review of available literatures on training, livelihood, education, employment, self-employment, vocational and skill development were necessary and helpful to find the limitation of the previous studies conducted by the researchers. Such a good review and research will give strong indications to future introduction and implementation of skill policies at central and state level to the Ministry of Skill Development. The collected information has been organized and summarized according to the latest year wise.

## 2.2 Review

**Behra B. & Gaur M. (2022)**, The authors in their conceptual paper “Skill Development in India – A Literature Review” tried to elaborate the relation of skill development and their needs. The paper also brings out paradoxical situation wherein the students passing from higher educational institutions finds themselves ultimately unfit for industry. The workforce is under constant stress in the dynamic, disruptive and VUCA world of work. The need of the hour is skill development to bridge the skill gap that exists currently and be future ready. The researchers have made a literature review of skill development in India and identified that skill gap that is pressing and critical. Hence, a need is felt for skill development so that skill gaps could be bridged for sustainable livelihood. So much so, population growth of India could be taken as demographic dividend and, thus, could be capitalized, but the workforce needs to be trained and prepared for sustainable overall development. So, it is significant to focus upon advancement of skills to compete globally.

**Marchang R. (2022)**, The study brought out that forestland in general and shifting cultivation remain the primary resources and means of livelihood for many Scheduled Tribe people. However, in the study “Changing Livelihood Dependence on Forest in Northeast India” The researcher concludes that the practice of shifting cultivation does not seem to be prominent, thus, is under decline stage. So much so, the steady shift, transformation, and withdrawal from the labour-intensive, the shifting cultivation is going under non-agricultural livelihoods.

**Sarmah J. K. & Bhuyan P. (2022)**, In a paper titled “Women’s Livelihood (In)security in Neo-liberal Context; Shifting Welfare Image under DAY-NRLM in Assam” the author states that the construction of India’s welfare image has undergone significant changes in the neo-liberal context, and the livelihood dialogue has reoriented itself in the new politico-economic

perspective. The empirical study is conducted in Biswanath district of Assam with the help of focus group interview and semi-structured interview schedule. The authors have felt the need to investigate the issue of women's livelihood (in)security in an emerging neo-liberal scenario with reference to a significant livelihood programme named Deen Dayal Antyodaya Yojana-National Rural Livelihood Mission. The objectively brings out the potential and role of DAY-NRLM in ensuring women's livelihood security in the neo-liberal context.

**Satish B. (2022),** The study entitled "A Study on Skill Development, Start-ups, and Lifestyle Metamorphosis" focusses that the employment generation are a complex task to provide employment opportunities to the youth in a populous country like India. The Indian youth's cherish dreams is to get job in governmental organization, however, there is a dearth to provide government job in massive number to Indian youth. The limited opportunity highest demand of government jobs leads a tough competitive situation among the youth. Due to this situation, the government make efforts to generate massive jobs in private sector under the policy privatisation, liberalisation and globalization. Consequently, many startup programmes have been launched to generate work opportunities under the idea of self-reliance. On the other hand, due to the process of globalization many youths are migrated to abroad raising their own economic status and foreign remittance to the country as well. This brings economic and social transformation of the society.

**Upadhya C. & Chowdhury S.R. (2022),** The paper entitled "Migration, Skilling, and Employment in Bengaluru's New Service Economy" summarises the key findings of an extensive research. The study was recently conducted in the districts of Bengaluru and Raichur of Karnataka. In contrast to the background of the policy of Skill India, the researcher stressed upon skill development centres responsible for the mobilisation of rural youth to get trainings so that they could enhance their economic status. The findings of the study indicate that such

jobs are not suitable to raise their economy condition or they do not have suitable force for pushing the individual(s) on the higher ladder as the process of social mobility. On the contrary, the low wages, insecure tenure, and economic hardships in the urban settings work as negative force to switch over their respective jobs and return to their respective villages. The unregulated and such nature of work particularly the jobs of unorganised sectors build unstable workforce. The study, thus, raises questions about the hegemonic skills paradigm in the development of Indian trajectory.

**Asher M. Bhandari P. & Kumar P. (2021)**, In the study “Resilience, Sustainability and Equity: COVID-19 and Mountain Livelihoods” observed that in the west Himalayan Mountain state of Himachal Pradesh, 90% of the population is rural, of which close to two thirds is dependent on land-based livelihoods. The impacts of the initial phases of the COVID-19-led lockdown were examined. Experiences of both horticulturalists and subsistence farmers highlight challenges rooted in long-brewing socio-political, economic, and ecological imbalances more particularly during this crisis. The study argue that the livelihood interests of mountain people must be protected along with the local ecology and state policies will have to revolve around the principles of equity, sustainability, and resilience.

**Parulkar A. & Imaan A. (2021)**, discusses about the “Understanding the Skills and Livelihood Aspirations of the Working Homeless Men of Yamuna Pushta”. The daily wages workers of the Delhi homeless migrants work on the basis of daily wage earner. Such kind of workers are provided temporary housing facilities at worksites, but pathetic situation was observed as they were often abused from contractors. Moreover, such workers either receive low wages or sometimes no wages. They were allotted 18 square feet of accommodation which is far below to the National Urban Livelihoods Mission’s Scheme of Shelters for Urban

Homeless guideline. It has been observed that labourers in Yamuna Pushta live in a congested shelters because of jobs which are available in accordance with their skills at nearby places.

**Mitra A., Singh G. P. & Shrivastav P. K. (2021)**, The “How unstable are the Sources of Livelihood? analysis the Periodic Labour Force Survey 2017–18 data”. The article reflects on the lack of sustainable sources of livelihood and the phenomenon of multiple activities pursued simultaneously. The analysis indicates that worker of rural areas was closely dependent on agriculture chorus. In fact, they were forced to shift on to activities other than agriculture particularly during off season. Considerably in urban area the nature of employment is seen in a varying degree. It is found that occupational choice model estimation work as an important indicator of change that may be seen as marginal effect among the workers where caste as well as individual are significant in the attainment of educational. The study concludes that a particular social category, and workers with less education are more impressionable to changing scenario of probability to joining a particular activity with adaptation of various activities.

**Warkharde S. (2021)**, The article “COVID-19 Pandemic and Tribal Women in Nanded District of Maharashtra” is an attempt to critically analyse the impact of COVID-19 on tribal women. The experience of tribal women shows poor access to basic needs. Particularly these needs can be bracketed as education, healthcare, safe and pure water, sanitation, and so on. It is an established fact that they usually face challenges to obtain immediate support from the government at local level. So far as healthcare facilities and emergency services for livelihood and survival are concerned there are hopeless remedies. So much so, the pandemic has created a situation where food insecurity is a massive problem. The loss of their homes and means of livelihood has made their life very risky.

**Chatterjee P., Dey S., & Jain S. (2020)**, On the topic “Lives and Livelihood an Exit Strategy from Lockdown” the researcher tries to map out limited economic activities taking into account the precautions followed in certain industries, that may minimise economic burden. Given to the existing condition, the study identifies industries and districts that can commence their functioning in a minimal manner with the help of geographical, occupational, and other industrial-specific available data.

**Chinchwadkar R. & Kathuri V. (2020)**, In their research paper entitled “post-COVID-19 Challenges in the Indian IT Industry”. According to researcher, the IT industry has been the hallmark of the Indian growth story in the decade of 1980s. Heavily, the Indian IT sector relied on non-home markets for demand and resources. Hence, built strong global networks connecting co-location with clients. This condition has enabled international travellers leading to temporary on-site migration. This is to show that this mechanism works as developing “cognitive proximity.” But, the COVID-19 pandemic was thought that it will restrict and make travel costlier to international migrants that may be for a long time. The shifting paradigm creates a meaningful hindrance for particularly IT firms to maintain cognitive proximity with its clients in accordance with global competitiveness.

**Goswami R., Bedia S. & Pandit N. (2020)**, In the study “Restoring Employment and Rural Landscapes”. The findings of the study narrated that the during the lockdown an adverse economic crisis affected millions of people belonging to the urban migrants as they had lost their source of livelihood and in turn, they were compelled to migrate reversely at their respective native places situated in rural areas. Non availability of transport facilities due to lockdown forced them to complete their journey on their foot even to the distance places. Consequently, the rural area (places of their origin) was found under severe and rapid economic

and ecological degradation due to reverse migration. The infrastructure of the rural areas was found insufficient to tackle with sudden heavy demand of livelihood opportunities. The study raises an important question to the researchers, can ecological restoration under rural economic revival in the post pandemic period?

**Mishra S. K. (2020)**, In his researcher paper “Beach Livelihoods of Odisha” conducted in Puri, Odisha. The study takes notes about the gravity of competitive market situated at the coastal towns is prone to low economy and climatic adversities. This socio-economic condition work as push factor particularly to the low-skilled vendors to work in low-risk areas even in low earning situation. Market has ability to provide easy access, however, the economic compulsion makes a favourable condition to exit one market and go to other market in search of better earning. It is seen that bargaining with their own place market for the search of alternative works show a bit costly affair. However, they can earn relatively having low risk, at their own places provided the opportunities at their own nearby beach market. Thus, the constraints on expansion of the beach market and weak bargaining power, compel them to continue in the same market for their livelihoods.

**Patel V., Chaudhary A. & Mishra N. (2020)**, A study was conducted on “Reverse Migration of Labourers amidst COVID-19”. According to the study, during the covid period, reverse migration of the workers is seen. Consequently, the small villages have become over populated during the period. This situation led in increasing demand supply needs; an anomic situation has been observed. Moreover, the districts which were prone to infection of COVID-19 cases from 1 May to 31 May 2020, this situation has led to map the skills of the migrant workers to creating social security among them by launching schemes to secure their life in the



emergence of emergency to the people of any socio-economic category, as well as to any health emergency.

**Jatav M. & Chakraborty S. (2019),** The author had made an attempt in this article “Uncertain Climate, Vulnerable Livelihoods” to understand the role of MGNREGS in Risk Reduction among Rural Households in Telangana where frequent climatic uncertainties and droughts were observed. The lesser degree of development of multiple options of livelihood in the non-farm sector. Hence, a lack of skill in the prevailing condition has obviously compelled the households to seek multiple low-income livelihood options to sustain their life in the years. In such crisis, the scheme has provided the hope of livelihood as a mechanism coping with in such situation to those who hail from poorest and most backward sections. It is worth noting that the scheme works as a prominent drought risk reduction policy. However, challenges were observed during the implementation of the scheme on the field. Experiences are seen about the weaknesses and outcome of the scheme.

**Arora R. & Chhadwani M. (2018),** The study “Analysing the impact of skill India as a tool for reshaping Indian economy”, the researcher draws insights in the context of economic aspects to understand the impact of skills. Skills and comprehension in any country shows intensity of economic growth and social development. Countries with elevated and superior levels of skills have efficacy to adjust more effectively to the provocation and golden opportunities at global level. As the advancement of India towards a ‘knowledge economy’ it is obvious that the country must pay attention on advancement of skills increasingly in accordance with the emerging economic environment for the reshaping economy towards global needs. To be a manufacturing-hub and looking the requirement for employment generation and harvest the demographic edge; India must be focused on skill enlargement along

with the present educational patterns. In accordance with the emerging needs, Indian government had adopted skill development as a priority of nation. The paper is based on conceptual study of the secondary data. The study interprets that although, the government has set policy framework yet, the industry should also come subsequently to the public private partnership mode. Hence, the need in strengthening the economy could be achieved if current educational mechanism focusing on academic skills, shifts, generating employable skills are provided to the students.

**Mathews M. (2018)**, Investigated the effect of “Language Skills and Secondary Education in India”. He views that English is the primary “link language” in India. Looking the process of globalization, various Indian boards of education including the Central Board, have adapted English language in their pedagogy as task-based language teaching. However, there was not much attention to make the process of assessment. So much so, a little effort was made to assess only listening and speaking skills of the students. Interestingly, English is a second language to most of the Indians, and first language to a few of Indian population. The popularity of English could be seen in teaching and learning at every span of life in various professional education. Looking the gravity of English language, its role is determined in the National Council of Educational Research and Training. NCERT in its position paper on teaching of English says: “The level of introduction of English is now a matter of political response to people’s aspirations rather than an academic or feasibility issue”.

**Mittal P., Radkar A., Kurup A., Kharola A., Patwardhan B. (2018)**, The article “Measuring Access, Quality and Relevance in Higher Education” talks about the Gross enrolment ratio as a widely acceptable indicator to map out the degree of participation in education. Instead of this, it is suggested that the eligible enrolment ratio could be a far better

indicator to map out the degree of education. A study conducted in 10 different countries consisting of five-year data highlights its importance. It seems to be critical to reimagine higher education as beyond university degree. Therefore, a complementary vertical of equal status of skill and vocational education are needed to equate it with the university system. If it could be done, employment opportunities will be enhanced.

**Suresh A, Sajesh V K., Mohanty A K., Baiju M. V. (2018),** In the paper entitled “Safety of Fisherfolk at Seas Points for Critical Intervention” explains the concept of over 240 missing fisherfolk after Ockhi cyclone affected south-western coasts of India as there were a lack of safety measures, lack of adoption points to gross negligence of safety at sea. Also, the mandatory suggestions and guidelines of various national and international agencies had been neglected. In this regard, required action between policymakers, implementing agencies and fisherfolk was to be taken to translate policies into actions. Here, awareness and mandatory trainings were suggested to make effective fisherfolk safety.

**Sengupta K. M. (2018),** The article “Education, Training and Refugee Rehabilitation in Post-partition West Bengal” studies the role of education and training in the rehabilitation of Hindu refugees in post-partition in West Bengal. The study shows up to what extent caste, class, and gender affect the schemes of school education and training, government proposals and the belief of the bhadraloks, a caste based social structure of West Bengal. Schools had played an important role during the early refugee migration period in their respective colonies. On the other hand, for the subaltern refugees who were fully dependent on government help and welfare such as schemes of agricultural and vocational training were found deemed to be fitter in economic rehabilitation quicker. On the other, the state needed the refugees to contribute their participation in the larger developmental projects as labouring contributors to the society.

Such experiences suggest the ways by which social and cultural goals could be reproduced during extreme moments of crises even.

**Vineetha S. & Raghavan V. (2018)**, The study done on the topic “Vocational Training in Indian Prisons” explores about the vocational training programmes offered in Indian prisons with the objectives of rehabilitation as offenders are not considered only to train prisoners in vocational knowledge and skills, but also strengthen their will to work enthusiastically and also develop among them a sense of self-help, and cooperative spirit so that they could work with each other in a given environment. However, adverse situation is seen as the criminal justice system which lays undue emphasis on the criminals alone, hence, there are chances of reformation and rehabilitation of lawbreakers getting undermined.

**Ramamurthy S., Pandiyan K (2017)**, In the study about the policies of national education, it elucidates about the “National Policy on Education 2016. A Comparative Critique with NPE 1986”. They view that any contemporary education policy there is a need to address the democratic and economic aspirations of the youngers and must be underlined the concrete steps that would justify the realisation of its objectives and aims and their ways to achieve them. However, it does not visible so far as the case of the National Policy on Education 2016 is concerned. In the proposed new education policy does not address the fundamental issues pertaining to the education system. On the contrary, it propagates a complete amalgamation of corporate, global, market-oriented, neo-liberal, neo-cultural, and a Sanskritised education system which is to be controlled and governed by a separate and centralised bureaucracy.

**Dutta M. (2016)**, In the study conducted on the topic “The Nokia SEZ Story Economy of Disappearances” The closure of Nokia's mobile phone assembly plant in Sriperumbudur,

near Chennai, just eight years after it commenced production, illustrates that there was no accountability or labour-centred exit policies factored into the state's industrial policies when state governments welcomed private investments. With the closure of Nokia, not only have promises been broken, but its workers and supply companies have lost their livelihoods and future possibilities of work. The study suggests that corporations easily quit their operations when it is no longer profitable to continue without looking the interests of their employees. The bearings of such closures on their workers are pathetic and against social justice. Even the policy of special economic zones in which state is bound to promote corporate-led industrialisation, promoting employability and among young workers.

**Saraf R. (2016)**, In the given article “Skill Training or Nipping Potential in the Bud” explained the introduction of skilling programmes in government schools at the secondary level of education as an important component of the Indian government's ambition to make India, as a "Skill Capital of the World" that will include young people, largely from socially underprivileged backgrounds and low-productivity blue-collar in the informal sector. Nevertheless, here what is needed is not truncated education in the form of vocational training and quality of basic education, that situation will enable young people to compete for employment in the formal sector.

**Sadgopal A. (2016)**, The study was conducted with a view to know the outcome of skill India Mission. The paper “Skill India' or Deskilling India an Agenda of Exclusion” elucidated that "Skill India" mission will lead a situation where deskilling of India will move on a massive scale, that will compel crores of skilled workers to work in the unorganised sector even at lower wages. The proposed Policy on National Education 2016, is linked with Make in India through Skill India. However, the insidious design of exclusion with the view of Dronacharya that will

be an appropriation of skills and knowledge, acquired by crores of Eklavyas, to fulfil the interests of the ruling classes and castes. India is one of the youngest nations in the world with more than 54% of its total population below 25 years of age. This demands that the youth in the country could be equipped with the skills and knowledge as a workforce by getting education and training.

**Sharma M. (2016),** In the study “Monetary Reward in Skill Programmes” it is observed that with the objective to achieve benefit to the millions of youths in a year, a Standard Training Assessment and Reward scheme was launched. Also, in the scheme monetary rewards to incentivise skill training was introduced. It is worth noting that the scheme was reintroduced in 2015 in a different head ‘Pradhan Mantri Kaushal Vikas Yojana’ which has an ambitious programme to skill 2.4 million youth a year.

**Gandhi A. (2015),** Conducted a study on “Conceptualising and Developing an Efficient Skills System; Skills and Skilled Work: An Economic and Social Analysis”. After realising population growth, the countries have started to pay their serious attention on demographic dividends, and also grappling with ageing populations. Hence, needs were felt to skill development so that workforce participation rates could be raised. At initial stage, the concepts of skills and skill development was discussed in the process of policy making. However, the understanding and use of the terms were quite narrow. For strategic manpower planning of potential workforce, it is very important to develop deeper understanding of the needs as well as the deficiencies of the existing system, with applied concepts and implications beyond economic priorities.

**Gandhi A., Sahoo B., Mehrotra S. (2013),** The observation made in the study “Estimating India's Skill Gap on a Realistic Basis for 2022”, the existing opportunities of demographic dividend till 2040 in India must be dealt tactically. Looking to the demographic dividend which brings to the forefront it may turn a serious challenge to skilling labour force in India. Nevertheless, magnitude of challenge and assessment of the gap in skills are to estimate before devising the strategy of skill development in the years to come after 2013. The study highlights the estimation of skilling requirements, sector-wise, under different scenarios to demonstrate a factual and fixed target. It is not significant that which scenario ends up, but believing the challenge of skill development is off course, significant in quantitative as well as in qualitative terms which requires greater careful policy stance.

**Kamaladevi A., Gandhi A., Mehrotra S. (2015),** It seems that the “China's Skill Development System Lessons for India”, that the China's economic and industrial growth sustainable rates, in consonance with the ability of country to be the world's factory, can be attributed partly to India’s educational reformation. While China realised its potential benefits of existing demographic dividend through prudent reformation in the field of technology, vocational education and training programmes. In the case of India, policymakers are facing almost similar constraints, the existing situation suggests its complexity to undertake such critical reformations in the skill development ecosystem till 2040. Moreover, the similarities and distinctions between the Indian and Chinese systems are key lessons to be incorporated for reaping the India’s demographic dividend.

## 2.3 Summary

Minute review of existing literature available on the theme suggest for further assessment of skill development programme launched by various agencies time to time. It is also important to note that how does employment impact on sustainable livelihood. It seems to be meaningful to understand sustainability as the spirit of employment is changing drastically in the wake of liberalization, privatisation, and globalization. The existing situation warrants to evaluate and to understand the nature of employment in consonance with the degree of sustainability in the context of livelihood. It becomes more significant in the society where development is in transitional phase. Hence, in the present study, tribal situation has been taken to evaluate sustainability and employment. Along with this, the above review indicates that there is a need to understand occupational aspirations of the people living in traditional bound society. Because the degree of modernity of outer world and traditional setting of respondents might be leading to dichotomy that needs to be clarified. In the present study, the investigator tries to clarify this.

The above review also suggest that the sustainability is dependent on the sources of alternative means of livelihood as single occupation does not fulfil the basic needs of the family in the competitive era. Therefore, in the present study, an effort is made to explore alternative sources of income among the respondents who are under study. although the study is conducted in the second decade of 21<sup>st</sup> century, but its linkages with generations old occupations are meaningful to analyse the nature of aspiration as most of the respondents along with their jobs still retain agriculture as primary/subsidiary source of livelihood.