

# **CHAPTER-5**

## **MAJOR FINDINGS**

## **Major Findings**

### **5.1 Basic Profile of Respondents**

#### **Enrolment of Trainees and ITI Centres.**

It can be inferred from the findings that majority of the passed-out trainees comprising of 44% have enrolled in ITI-Indu, Vyara which is the headquarters of the Tapi district. Followed by 17% of the respondents have enrolled in Nizar, 15% of the respondents have enrolled in Uchchhal. It shows that ITI centre located in district headquarters attract majority of the trainees because of various facilities accessible to the local tribal youth like transportation, communication, training facilities, and access to urban utilities.

On the contrary of the location of the institution, rural areas occupy the majority (54%) while semi-urban area (46%) ITI establishments for catering the needs of respective population. It also observed that despite of the majority ITI centres located in rural areas, the maximum enrolment of the students is seen in urban training centres.

#### **Gender Wise Distribution of Trade/Course**

If we look into the preference for skilled based training programmes by the passed-out trainees, the Male outnumber the female constituting of 62% while the female constitutes of 38%. This clearly indicates that on the basis of gender, majority are of the male candidate prefer the skill-based training programmes since it is directly related to their livelihood and source of income.

The above analysis indicates that there are some skills which do not have gender divide. Like Computer Operator and Programming Assistant (COPA) is such a trade which attracts both male and female candidates. While looking the data relating to selection of trade, the

COPA (course related with computer programming) have attracted both younger and matured trainees. It indicates that computer knowledge and in day-to-day life are very attractive and have wider scope for getting wider opportunity to earn money either through employment or self-employment. That's why, this skill programme has attracted the trainees cutting across the age boundaries.

### **Age Wise Distribution of Trade**

The distribution of population as per the age group indicates that majority of students i.e., 55% age group, between 18 to 25 years occupy highest percent in the category. While the age group of the respondents between 26 to 30 years from 34% in the category. The distribution of age group clearly indicates that majority of the respondents opting for the skilled base training programmes are of early young age group. 18-25 age group is also understood as the age of settling down in a career by learning skills of a livelihood. It is also a fact that with Liberalization and Privatisation have opened up many opportunities for youth across sectors.

### **Education and its Reflections**

It is revealed from the findings that the various trainees who have joined for the training have completed the basic education. Majority of the respondents have completed 12<sup>th</sup> standard comprising of 57%, which is followed by graduates who have completed their bachelor's degree comprising of 33%. Hence, majority of the tribal youth from the Tapi district join ITI after completing 12<sup>th</sup> std. Further, it has been observed that most of the trainees have less percentage in their 12<sup>th</sup> standard examinations are unable to get admission in higher education. This situation has also pushed them to take admission in vocational institutes.

## **5.2 Effect of Skill Development Programme Imparted by the Govt Agencies Merged with PPP**

### **Perception of Passed-out Trainees for the Course Content at ITI Centres.**

When the passed-out trainees were asked about their personal experience on course content at the ITIs, 82% of the passed-out trainees rated good for course content. While 9% of them rated average for course content while others rated excellent. However, it is also a fact that the course curricular is not updated, which needs to be done looking into the industry and marker demands.

### **Perception of Passed-out Trainees on Teaching and Training at ITI Centres.**

Majority of the respondents (48%) feel that the teaching and training instructions delivered are good. While 38% feel that the teaching and training instructions delivered is average in the institutions. From the observation, the passed-out trainees were not completely satisfied with the quality of teaching delivery because only local trainers are available, due to frequent change of teachers within 3 to 6 months and no regular lectures are arranged. Hence, the passed-out trainees believe that it affects both student and teacher from learning point of view as well as in imparting knowledge.

### **Perception of Passed-out Trainees on Practical's at ITI Centres.**

The findings indicates that the majority (81%) of the passed-out trainees feel that the practical instructions are good. While 17% respondents felt that the practical instructions at the training centre is excellent. However, few of the trainees feel that there is need in the improvement of training instructions. The respondents reasoned that research facilities should be encouraged, and duration of practical session should be increased. Hence, majority (94%)

of the respondents believe that additional hours of practical sessions are required because it orients them the real work life experiences and prepares them for the job.

### **Benefit of Counselling**

The findings indicates that the majority (67%) of the respondents got the benefit of counselling while 33% of the respondents did not attend the counselling session at the training centre. And majority (42%) of respondents attended the academic counselling for selecting the course. While 11% of the respondents attended the academic counselling for selecting the job. The study also brought out the benefit of academic counselling which helps in various stages in decision making process. Hence, the analysis of the data shows that counselling has positive relation between course and job.

### **Training and Placement Outcome**

The findings shows that majority (41%) of the passed-out students got job by themselves. 23% of the passed-out trainees got the job through references. 8% of the passed-out trainees got job through the campus interview. Since the least percentage of trainees got job through campus interview, hence, the majority of the trainees didn't prefer to attend the campus interview rather they relied on themselves and others to get the job. Thus, the trainees were of the opinion that training should be organised at the district and state level in order to create a wider placement opportunity in terms of getting the job and increase the duration of apprentice for the courses to create opportunity for training and placement.

### **5.3 The Impact of Employment on Sustainable Livelihood.**

#### **Nature of Employment**

From the findings, it is observed that majority of the passed-out trainees (55%) are engaged in different types of job. While 17% passed out trainees are engaged in running their own business or trade or self-employment. On the basis of above facts, it can be said that the skilled programmes are very effective and have potentiality either in getting jobs or setting up their own business.

#### **Earning and Job Satisfaction**

Majority (45%) of the passed-out trainees said that the income earned is sufficient at the end of the month. 16% of the passed-out trainees said that the income earned is insufficient at the end of the month. Majority 53% of the passed-out trainees said that they were satisfied with the present job which they are doing. While 15% of the passed-out trainees have said that they were moderately satisfied with the present job.

As it is known, that job satisfaction is related to earning. While self-employment provides ample opportunity to work at own pace and to earn much money depending on their skills and working hours. Hence, it provides a favourable condition to be self-employment rather than working in some organised sectors. So much so, it has been observed that self-employment can be turned up towards the local demands.

#### **Relation and Impact of Courses on their Career**

If we analyse between the course selected and its benefit in their present job, it is known that majority 35% of the passed-out trainees have opted for COPA course while 14% of the

passed-out trainees have opted for beauty parlor course. 10% of the passed-out trainees have opted for electric mechanic. 10% of the passed-out trainees have opted for mechanic motor vehicle course. It has been observed that among youngsters that learning of computer is their cherished dream because knowledge of computer has much attraction in digital world with better scope for employment. And beauty parlour course with its demand has good scope for self-employment.

### **Changes Lifestyle**

Almost equal percentage of the total respondents own kachcha and pakka houses (respective percentage; 46% and 47%). while 7% of the passed-out trainees responded that they live in two storey houses. It is found out that with increase in income, permanent structure residences will be built. It indicates the process of development is going on. Over a period of time the changes will have momentum and quality of lifestyle will be enhanced.

### **5.4 Alternative Livelihood Pursued by these Tribal Youth.**

#### **Diversification and Alternative Sources of Income**

Majority 64% of the passed-out trainees' primary source of income is agriculture. 13% of the passed-out trainees' primary source of income is self-employment based on their skills. 14% of the passed-out trainees' primary source of income is job. While 10% of the passed-out trainees' primary source of income is family business. The reason is in some cases family members are available for agriculture and some did not develop skills in agriculture. Along with agriculture, most of the family members opt for skilled occupation such as electrical, carpentry, sewing, beauty parlour, welding, etc. these skills help in adding supplementary income to the family.

## **Gender and Employment**

Data on the basis of gender and form of job (employment and self-employment) indicate that 39% male are engaged in job in the different organizations, whereas 9% male have shown their interest in self-employment. So far as the case of female trainees are concerned, 15% female have shown their interest in working with different organizations, and only 7% female are looking for self-employment. In the present study, it is visible that there is a bit a gap between men and women, that more women prefer self-employment as it facilitates income generation as well as looking after the household chores.

## **Aspirations of the youth**

The findings shows that majority (57%) of the respondents prefer to continue with the job. While 28% respondents wanted to pursue bachelor's degree. 15% of the respondents prefer to pursue master's degree. The reason for majority of the respondents preferring to continue with the job is to maintain the social status because the position of an individual in a given society is measured by the occupation which individual opt for and the position of an individual in occupational structure provides power, prestige and reward in a given situation.

Majority 35% of the respondents aspire to prefer for COPA course as it interests them because it has wider scope in the present era of digitalisation. It is learnt that 14% of the women respondents aspire to work in beauty parlour because of the need of market and its scope in both employment and self-employment.

## **5.5 Impact Analysis Through Pareto Testing**

### **Trades that have Positive Impact on Employment**

It is known that 80% employment is available to respondents who have pursued COPA trade. As per the 80:20 ratio of Pareto test, the vital few affecting trades are COPA, Motor Mechanic, Wireman, Mechanical Diesel Engineer, and Sanitary inspector among the employed respondents.

### **Trades that have Positive Impact on Self-Employment**

Four trades include beauty parlour, COPA, electric mechanic, and wireman out of total trades have 80% impact on self-employment. As per the 80:20 ratio of Pareto test, the vital few impacting 80% of the self-employment trades are beauty parlour, COPA, electric mechanic, and wireman.

### **Kind of House of the Employed and Self-employed Respondents**

Over 80 percent of the respondents who are employed and self-employed have either pakka house or kachcha house. According to the 80:20 ratio of Pareto test, the vital few affecting the types of houses are pakka and kachcha houses among the employed and self-employed respondents.

### **Extent of the Employed and Self-employed Job Satisfaction**

Over 80 percent of the respondents who are employed and self-employed are satisfied with their job. According to the 80:20 ratio of Pareto test, the vital few affecting the respondents who are employed and self-employed are satisfied with their jobs.

### **Status of Income Distribution at the End of the Month of the Employed and Self-employed Respondents**

It is found out that over 80 percent of the respondent's income those employed and self-employed is sufficient for meeting their monthly requirement. According to the 80:20 ratio of pareto test, the vital few affecting the respondent's income, those employed and self-employed is sufficient at the end of the month.

### **Employed Salary Received for the Present Job.**

It is also known that over 80 percent of the respondents employed' s and self-employed earning is above 9,000 per month. According to the 80:20 ratio of pareto test, the vital few affecting the respondent's income those employed and self-employed is 9,000 and above per month.

## 5.7 Conclusion

Due to the process of the increased opportunities as a result of liberalisation, privatisation and globalisation, initiated from 1991, the job opportunity is gradually increasing across sectors. The private sector is growing accordingly hence, aspirants looking for job either in private sectors or for being self-employment. During the study, it was found out that the district of Tapi has a smaller number of public sector industrial organization. Thus, younger generation look for various skill programmes to choose their employment in private sectors. The government has initiated skill India programmes to promote employment in private sector, PPP model and self-employment model by launching of start-up programmes. It has been observed that large number of youths residing in the villages motivated by the government programmes and started to avail the trainings according to their field of choice. Over a period of time private sectors, PPP model and self-employment are looked as alternative source of skilling employment and livelihood.

The study also brings out that there is increasing need of skilling across sectors for youth. Skill enhancement leads to increasing employability and self-employment. The research leads to the conclusion that in Tapi district, where majority of the population constitute tribal youth, the youth are looking for opportunities for skilling, so that they have alternative opportunities of employment and are able to add supplementary income to families. The Government of India, Skill India and National Skill Development Corporations initiative in this direction aims to skill the youth and leverage the demographic dividend. The Industrial Training Institutes and Kaushalya Vardan Kendra have a variety of courses to suit the skills requirements of the nearby upcoming sectors. The Public Private Partnership (PPP) model has also been able to provide best of the opportunities through updated technology and know-how so that the training institutes can provide the relevant skills needed for the market needs.

