

## Strength and weakness of skill development programme in unorganized sector of NCR Delhi

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### Abstract

The present study is to find out the strength and barriers on giving skill development among labour in unorganized sector of NCR Delhi. The sample size of the research were consisted 300 in terms of numbers. The data for the present study was collected through information blank, questionnaire for skill enhancement labour and interview schedule for experts and heads of the various skill providing centers. The finding of the study revealed that Cent percent females were Scheduled Castes were enrolled in JSS and fewer males females were Scheduled Castes in the NGO's. Females respondents of Scheduled Tribes in Gender resource centre (GRC) have high in enrolment and OBC's in Gender resource centre (GRC). Majority of the respondents of GRC, JSS and NGO's does not want to start own business after completing the skill enhancement training. Few skill enhancement labours visit to start their own business after completing the training programme. The study revealed that most of the respondents want to seek a job after completing the training programme.

**Keywords:** skill enhancement, adult education, unorganized sector, labour, gender

### Introduction

Adult education is a practice in which adults engage in systematic and sustained learning activities in order to gain new forms of knowledge, skills, attitudes, or values. It can mean any form of learning adults engage in beyond traditional schooling, encompassing basic literacy to personal fulfillment as a lifelong learner. In particular, adult education reflects a specific philosophy about learning and teaching based on the assumption that adults can and want to learn, that they are able and willing to take responsibility for that learning, and that the learning itself should respond to their needs.

*"No nation can leave its security only to the police and the army, to a large extent national security depends upon the education of citizens, their knowledge of affairs, their character and sense of discipline and their ability to participate effectively in security measure."* —Kothari Commission.

### Unorganized Sector

Informal/unorganized sector has a predominant place in the Indian economy in terms of its contribution to the GDP and employment. The predominant role of this sector can hardly be ignored as the NSS survey report on "Informal Sector and Conditions of Employment in India, 2004-05" shows that out of the total workers, nearly 82 per cent in the rural areas and 72 per cent in the urban areas were engaged in the informal sector. The Government realizing criticality of the development of this sector established the National Commission for Enterprises in the Unorganized Sector (NCEUS) in 2004 as an advisory body.

### The International Labour Organization (ILO)

The International Labour Organization (ILO) is a United

Nations agency dealing with labour problems, particularly international labour standards, social protection, and work opportunities for all. The ILO organizes the International Labour Conference in Geneva every year in June, where conventions and recommendations are crafted and adopted. Also known as the "parliament of labour", the conference also makes decisions about the ILO's general policy, work programme and budget. Each member state has four representatives at the conference: two government delegates, an employer delegate, and a worker delegate. All of them have individual voting rights, and all votes are equal, regardless of the population of the delegate's member state.

### Schemes by GoI for Informal Sector

- Atal Pension Yojana:** APY provides a minimum guaranteed pension of Rs.1000 per month or Rs. 2000 per month or Rs. 3000 per month or Rs. 4000 per month or Rs. 5000 per month, at the age group of 18-40 years.
- Pradhan Mantri Suraksha Bima Yojana (PMSBY):** for accident and disability cover of up to Rs. 2 Lakh at an annual premium of Rs. 12
- Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY):** for a term life cover of Rs. 2 Lakh at an annual premium of Rs. 330
- MUDRA Bank:** Though corporate and business entities have a role to play; this has to be complemented by informal sector enterprises which generate maximum employment. Towards this direction a major initiative has been announced in the recent budget in the name MUDRA Bank.

### National Policy on Skill Development

The aim of skill development in the country is to support

achieving rapid and inclusive growth through:

- Enhancing individuals' employability (wage/ self-employment) and ability to adapt to changing technologies and labour market demands.
- Improving productivity and living standards of the people.
- Strengthening competitiveness of the country.
- Attracting investment in skill development.
- The objectives of the national policy on skill development are to:

### National Level Policies and Developments

There are several challenges that are faced by the government in imparting quality skill training to the youth of the country. These challenges include:

- Increasing capacity and capability of the existing system to ensure equitable access for all Maintaining quality and relevance
- Creating effective convergence between school education and the government's skill development efforts
- Creating institutional mechanism for research development quality assurance, examinations and certification, affiliations and accreditation
- Mobilizing adequate investment for financing skill development
- In order to provide adequate training to the youth and develop necessary skills, the Government of India took steps to improve the skill training scenario in the country.

### Social Security and Unorganized Sector

Unorganized sector, also known as informal sectors, can be broadly characterized as consisting of units employment engaged in the production of goods or services operating on a small scale and at a low level of organization without distinguishable division between labour and capital as factors of production. The necessity of Social Security by the government is of greater significance in the case of people in unorganized sector. For the first time in India a comprehensive Social Security scheme for the unorganized sector has been proposed. The proposal by the National Commission for Enterprises in the Unorganized Sector seeks to develop a healthy workforce that in turn will have a positive impact on national income and economic growth. The scheme aims to cover sickness, maternity, old age and death and proposes a participatory system with some contributions from the workers.

### Objectives of the Study

1. Caste-wise comparison of male and female skill enhancement labours in unorganized sectors
2. To access the strength and weakness on skill development in unorganized sector of NCR Delhi

### Sample for the Present Study

The sample size of the research were consists 300 in terms of numbers. The sample size is an important feature of any study

in which the goal is to make inferences about a population from a sample.

The primary data was collected from different skill providing centers in which data was collected from Gender Resource Centre (GRC), Jan Shikshan Sansthan (JSS) and Non-Government Organization (NGO's) the total enrolled in these skill providing centres were follows as:

**Table 1**

Year	Name of the Skill Centre	Total Enrolled	Males	Females
2008-2015	Gender Resource Centre (GRC)	3061	-	3061
2011-2015	Jan Shikshan Sansthan (JSS)	8603	460	8143
2010-2015	Non-Government Organization's (NGO's)	13786	836	12950

The investigator collected the data from 300 respondents in which 100 each selected from Gender Resource Centre (GRC), Jan Shikshan Sansthan (JSS) and Non-Government Organization (NGO's).

The breakup of the sample list:

**Table 2**

Name of the Skill Centre	Male	Female	Total
Gender Resource Centre (GRC)	0	100	100
Jan Shikshan Sansthan (JSS)	8	92	100
Non-Government Organization's (NGO's)	32	68	100
Total Sample			300

### Tools and Techniques

The data for the present study was collected through information blank, questionnaire for skill enhancement labour and interview schedule for experts and heads of the various skill providing centers. Following tools and techniques were employed for the present investigation:

#### 1. Information blank

Information blank was used to collect the data from Gender Resource Center (G.R.C) Delhi, Jan Shikshan Sansthan/ (J.S.S) Delhi and Non-Governmental Organizations of NCR Delhi.

#### 2. Questionnaire

A questionnaire was developed by the investigator to collect the data from skill enhancement labour, which were taken skill training programmes in difference adult education centers/institutions on NCR, Delhi.

#### 3. Interview Schedule

An interview schedule was structured by the investigator for interviewed experts who are engaged in providing skill enhancement programmes among adults in NCR, Delhi.

## Analysis and Discussion

**Table 3:** Caste-wise comparison of male and female skill enhancement labours in unorganized sectors

Gender	Caste							
	Schedule Caste		Schedule Tribe		OBC		Others	
	N	%age	N	%age	N	%age	N	%age
Gender Resource Centre (GRC)								
Male	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Female	57	100.0%	18	100.0%	14	100.0%	11	100.0%
Total	57	100.0%	18	100.0%	14	100.0%	11	100.0%
Jan Shikshan Sansthan (JSS)								
Male	0	0.0%	3	9.7%	5	100.0%	0	0.0%
Female	40	100.0%	28	90.3%	0	0.0%	24	100.0%
Total	40	100.0%	31	100.0%	5	100.0%	24	100.0%
Non- Government Organization (NGO)								
Male	6	18.2%	20	44.4%	3	42.9%	3	20.0%
Female	27	81.8%	25	55.6%	4	57.1%	12	80.0%
Total	33	100.0%	45	100.0%	7	100.0%	15	100.0%

*Source:* Field Survey

The above table depicts the Caste-wise skill enhancement labours in unorganised sector through GRC, JSS and NGOs.

The analysis of the above table depicts that the total number of respondents were 57 among them all 57 were found females of Scheduled Castes in Gender resource centre (GRC), the total number of respondents were 40 among them 0.00(0.00%) males and 40 (100%) females were Scheduled Castes in JSS and 6 (18.2%) males and the total number of respondents were 33 among them 27(81.8%) females were Scheduled Castes in the NGO`s

The analysis of the above table the total number of respondents were 18 among them depicts that 100% were found females of Scheduled Tribes in Gender resource centre (GRC), the total number of respondents were 31 among them 3(9.7%) males and 28(90.3%) females were Scheduled Tribes in JSS and the total number of respondents were 45 among them 20(44.4%) males and 25(55.6%) females were Scheduled Tribes in the NGO`s.

The analysis of the above table depicts that the total number of respondents were 14 among them 100% were found females of OBC`s in Gender resource centre (GRC), the total number of respondents were 5 among them 5(100%) males and 0.00(0.00%) females were OBC`s in JSS and the total number of respondents were 7 among them 3(42.9%) males and 4(57.1%) females were OBC`s in the NGO`s.

The analysis of the above table depicts that the total number of respondents were 11 among them all 11 were found females belong to other castes in Gender resource centre (GRC), the total number of respondents were 24 among them 0.00(00%) males and 24(1.00%) females were belong to other castes in JSS and the total number of respondents were 15 among them 3(20%) males and 12(80%) females were belong to other castes in the NGO`s.

The detailed description of the data collected from the respondents with the help of Interview Schedule related with Gender Resource Centre (GRC) Jan Shikshan Sansthan (JSS) and Non- Government Organization`s (NGO`s).

The interview method of collecting data involves presentation of oral-verbal stimuli and reply in terms of oral-verbal responses. The interviewer collect supplementary information

about the respondent`s personal characteristics and the environment which is of great value in interpreting the results. Interviewing is an art governed by certain scientific principles. The results of the study revealed that majority of the respondents of GRC, JSS and NGO`s does not want to start own business after completing the skill enhancement training. Few skill enhancement labours want to start their own business after completing the training programme. The study revealed that most of the respondents want to seek a job after completing the training programme.

In case of their opinion about the use of indigenous resources technology in skill enhancement programme most of the respondents have no idea about it.

While questioning about the problems while facing undergoing the skill enhancement training programme the majority of the respondents have family, study problems, job problem and transportation problem.

The most important weakness of this training programme is poor placement and in adequate study material and the most weakness is that the skill enhancement centre is not updated.

### **Response of Interviewing with the Heads of Gender Resource Centre (GRC), Jan Shikshan Sansthan (JSS) and Non- Government Organization (NGO) Did You Provide Skill Based Education?**

The majority of the adult educations centres provide skill based education like cutting, computer skill, beautician, mehandi, stitching, fashion designing etc.

### **Do You Want to Admit More and More People for Skill Enhancement in Your Institute? If Yes, Please Specify**

Yes, we want to admit more and more peoples for skill enhancement programme in our institute, our institute provide different skill enhancement programmes and we offer to come and admit in our institute.

### **Reasons behind the admission in this institute?**

The reason to admit the adults in our institute because they feel to depend on his/herself with education of the courses and the institute provide Govt. Certificates and free admission in

any course. Holistic approach to impart training and assistance in entry level employment.

#### **Reasons for the decline / increase in the enrolment?**

The reason which increase the enrolment because we introduce new courses from time to time, no charges for admission and less charges on related things like cutting, mehendi etc.

#### **Position / Nature of people before joining the institute / course?**

The majority of the adults before joining the institute in females they are almost household and disadvantage group of society who were not able to do something because of less skill in them.

#### **Question: Reasons for closure / growth of such institutions**

These institutes mostly introduce new courses from time to time in which they ensure to provide useful and upto date training to their students. The reasons for growth of such institutions is that they fulfil to provide all the skill enhancement programmes especially through adult education programme. These vocational training institutes should be open in each corner of India so that every citizen of the country shall benefit to it.

#### **Are these institutions functioning to the satisfaction of the authorities?**

Almost these institutes like GRC, JSS and NGO's functioning satisfactory with their authorities. They work as per the guidelines laid down by their authorities. Always care compliances and follow every notification regularly and all the certificates given by government – HRD Ministry by passing the course

The institute has governing board and professional staff to maintain the organization. Monthly reporting, monthly meetings also done in our institute.

#### **Is there any problem faced in teaching learning process, if yes, please specify**

The problems which mostly faced these institutions instructors to pass on instruction to illiterate students follow of syllabus to impart classes and some problem in teaching learning process.

#### **What steps should be taken to improve the functioning of these Institutions**

The steps which should be taken to improve the functioning of these institutions are:

1. Education workshops for instructions
2. Outdoor activities for students
3. Grant in aid for fulfil all the gaps between student and there institutions
4. Best skill training programme
5. Focus on practical and modern skills

These institutions should be develop the skill training participatory and learner centric, designing the syllabus as per learner's strength and understandable language.

#### **Conclusion**

- Total number of respondents were 61 among them all were females Strongly Agree with respect to Helpful in total quality management of self-employed centres in Gender resource centre (GRC), whereas the total number of respondents were 34 among them 2(5.90%) males and 32(94.10%) females Strongly Agree with respect to Helpful in total quality management of self-employed centres in JSS and the total number of respondents were 23 among them 7(30.40%) males and 16(69.60%) females Strongly Agree with respect to Helpful in total quality management of self-employed centres in NGO's
  - Total number of respondents were 5 among them all 5 were females Agree with respect to Helpful in total quality management of self-employed centres in gender resource centre (GRC), whereas none of the respondents were found agree with respect to Helpful in total quality management of self-employed centres in JSS and the total number of respondents were 21 among them 7(33.30%) males and 14(66.70%) females Agree with respect to Helpful in total quality management of self-employed centres in NGO's
  - Total number of respondent was 1 among them none of the males and 1(100%) females Moderately Agree with respect to Helpful in total quality management of self-employed centres in gender resource centre (GRC), whereas the total number of respondents were 62 among them 17(27.40%) males and 45(72.60%) females Moderately Agree with respect to Helpful in total quality management of self-employed centres in JSS and the total number of respondents were 56 among them 12(21.40%) males and 44(68.60%) females Moderately Agree with respect to Helpful in total quality management of self-employed centres in NGO's
- Total number of respondents were 33 among them all 33 were females Little Agree with respect to Helpful in total quality management of self-employed centres in Gender resource centre (GRC), whereas the total number of respondents were 4 among them 1(25%) males and 3(75%) females Helpful in total quality management of self-employed centres in JSS and none of the respondents were found Little Agree with respect to Helpful in total quality management of self-employed centres in NGO's

#### **Suggestions**

1. Further research may address how various social aspects of adult learners get effected by different skill enhancement programmes.
2. Specially designed and need based skill enhancement programmes may devised according to the capacity and ability of the adult learners.
3. The further research may focus on the possible reasons responsible for perspectives and attitude of adult learners towards different skill enhancement programmes.

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