

A Review of Skill Development Programmes by Government for Tribal Communities

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Abstract - The world's largest tribal population, found in around 15% of India's land area, inhabits a variety of ecological and geoclimatic settings, from plains to hills & remote regions. This paper undertakes a critical examination of skill development programs implemented by governments for tribal communities. Recognizing the imperative to bridge socio-economic disparities and empower marginalized groups, governments worldwide have initiated various skill development schemes aimed at uplifting tribal populations. The history of tribal development administration is extensive. Even though India was a colony at the time, it all began then. The administration of tribal development has evolved throughout time in response to changes in the Scheduled Areas & people that inhabit them. Many skill-building programmes specifically target tribal communities, and most broad-based efforts prioritise serving tribal people.

Keywords - Skill Development, Government, Tribal Population, India

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INTRODUCTION

Tribal communities participate in skill development projects with the hopes of enhancing their economic status, boosting their employability, and fostering greater self-sufficiency. These programmes are designed to meet the unique needs & goals of each community, offering a diverse range of skills & training. The largest population of people who identify as tribal is found in India. The indigenous peoples' way of existence is shaped by the natural world, since they are the natural world's progeny. India is home to a wide variety of tribal communities due to the country's diverse ecosystems. The vast indigenous population of this nation occupies almost fifteen percent of the total land area. There are tribal communities in every state & union territory in India, while the bulk of the tribal population is in the central and northeastern regions. The country was home to 84.51 million people in 2001, making up 8.14 percent of the world's population. The federal government of India has formally acknowledged 697 distinct tribal groups; in fact, several of these communities have received official recognition from more than one state, as stated in Article 342 of the Indian Constitution. Over half of India's Scheduled Tribe population resides in the states of Madhya Pradesh, Chhattisgarh, Maharashtra, Orissa, Jharkhand, & Gujarat. In contrast, Haryana, Punjab, Delhi, Pondicherry, and Chandigarh have chosen not to recognise any populations as Scheduled Tribes.

The Skill Development Initiatives by Government

The Indian state of Maharashtra is among many that have launched initiatives to improve the employability of its indigenous people. The skill development agenda includes time- and money-intensive training programmes in both conventional & non-traditional areas. Organisations with extensive experience in the relevant fields, such as NGOs, should be entrusted with the task of delivering these training sessions. Our top priority is providing training to the senior members of our tribe, particularly the women, so that they can live dignified and self-sufficient lives. Depression affects all demographics equally, even older women, regardless of their tribal affiliation. The primary goal of the Tribal Welfare Association is to empower tribal women & teenagers by teaching them marketable skills that can help them satisfy the needs of their communities with resources that are close at hand, such as human and raw materials. Training programmes for tribal youth and women teach a wide range of essential skills, including tailoring, stitching, snack preparation, pottery painting, and many more. The great majority of skill-building programmes in Maharashtra have been unsuccessful.

Central Government-initiated Skill Development Schemes

One of MSDE's major schemes is Pradhan Mantri Kaushal Vikas Yojana (PMKVY), which aims to help

10 million young people over the course of four years, from 2016 to 2020.

- **UDAAN** – In collaboration with business & Ministry of Home Affairs, NSDC launched UDAAN, a unique program for the Indian state of Jammu & Kashmir. The program's goal is to help young people in J&K acquire marketable skills and advance their careers; it will target engineering graduates, postgraduates, and those with a three-year diploma.
- **Aajeevika Skill Development Programme (ASDP)** – The Aajeevika - National Rural Livelihood Mission (NRLM) was established by the Ministry of Rural Development (MoRD) with the aim of educating and empowering young people from rural areas and providing them with opportunities to earn a variety of incomes. As a result of NRLM, governments can establish timelines for their own livelihood-based poverty reduction initiatives. Various community, non-profit, & government groups work together to manage ASDP. The program provides trade-specific, IT & soft skill training in both residential and non-residential settings, including transportation & food subsidies.
- **Deen Dayal Upadhyaya Grameen Kaushalya Yojana-** The Swarnajayanti Gramme Swarozgar Yojana (SGSY), which began in 2004, aimed to teach and skill individuals from Below Poverty Line (BPL) families. It was succeeded by the DDU-GKY, another plan under the NRLM by the MoRD. The program's goal is to meet the hopes and dreams of rural children while diversifying rural earnings.

Tribal Development Department

The state's Tribal Development Department (TDD), established in 1983, is responsible for promoting the well-being and advancement of the state's indigenous peoples. There is a Tribal Commissioner based in Nashik, with Thane, Amravati, and Nagpur serving as additional commissioners, as a result of a 1992 reorganisation that sought to establish a unitary authority. A Tribes Advisory Council (TAC) was established in accordance with the provisions of Schedule V of the constitution. The Chief Minister serves as Chairman, while the Tribal Development Minister is appointed as Vice Chairman. This council is responsible for providing macro level direction and steering. An appointed official from the Tribal Development Department serves as the Council's ex-officio secretary. Advising the Governor on critical issues concerning the welfare & advancement of ST in the state is the primary responsibility of the Council. Additionally, the state's Tribal Sub-Plan Cabinet Subcommittee is headed by the Chief Minister. The creation of the Tribal sub-plan and its subsequent execution are both overseen and approved by this committee.

Administrative arrangements at the district level. The district is seen as a fundamental unit when plans are developed, such as the five-year plans. A Minister known as the "District / Guardian Minister" heads the District Planning & Development Councils (DPDC), which are responsible for developing plans, putting them into action, and keeping tabs on their progress at the district level. For the purpose of public engagement in the formulation, execution, and evaluation of tribal development programmes, the DPDC has established Special Executive Committees in each of Maharashtra's fourteen tribal districts. The Committee is co-chaired by representatives from district level government machinery and includes the ITDP Project Officer as an ex-officio member. Additional Tribal Commissioners (ATCs) are appointed by default by the district collectors and the Zilla Parishad chief executive officer. For district-level implementation, monitoring, and coordination, the ITDPs' Project Officers report to the ATCs.

A crucial stakeholder is the Water Supply and Sanitation Department (WSSD) of the Government of Maharashtra, which is actively involved in the project's preparation. Implementation, monitoring, & evaluation will then fall on its shoulders. Having always excelled in technical areas (engineering, contract issues), the department will now need to strengthen its social & institutional capacities.

Indian Tribal Mapping

Tribal communities (also known as "Adivasis") are one significant group on the margins of economic and social development. The constitution has designated these groups as "scheduled tribes" (ST). Approximately eight percent, or 84 million, of India's 1.2 billion people identify as tribal. A smaller proportion of the population identifies as indigenous in certain regions of the nation compared to others. While numbers can vary greatly between and even between STs, the most reliable information suggests the following. When looking at the overall trends in poverty and development in India, STs show the slowest pace of improvement across the board. The rural poor have an abnormally high percentage of STs. It's somewhere around 15%, or over twice their percentage of India's entire population. Human development metrics, including health and education, show that tribal people also fare poorly. Tribal peoples have lower levels of education and health because of their poverty, which stems from their geographical isolation, concentration in inaccessible hilly and forested areas, and reliance on forest produce for their subsistence agriculture.

The Constitution of India acknowledges the many different STs that live in India, each with their own unique history, culture, language, socioeconomic status, infrastructure needs, religious beliefs, and histories of oppression. In retaliation, five major types of protections are provided: There are four types of reservations: (i) on the social side, dealing with issues like ending untouchability; (ii) on the

economic side, with issues like allocating Fifth and Sixth Schedule areas; (iii) on the educational or cultural front, with issues like educational institution reservations; (iv) on the political side, with issues like legislative seat reservations; and (v) on the services front, with issues like public employment appointments and reservations. As a result, tribal people in India have access to protections from prejudice as well as opportunity to improve their economic standing & educational attainment.

MCDC (Maharashtra Cooperative Development Corporation Limited) Participation in Various Project

In accordance with the Companies Act, 1956, the Maharashtra Cooperative Development Corporation Limited was officially established in 2000 by the State Government of Maharashtra. It was founded & headquartered in the Indian city of Pune. They chose to establish as a loan company, making them a non-bank financial institution. With an authorised share capital of Rs. 100 Cr., GOM owns 100% of the company. The corpus fund of MCDC is currently worth 9.45 crore rupees. The company's mission includes supporting cooperatives, farmer-producer organisations, and self-help groups.

State of Maharashtra's Agri-business and Rural Transformation Program Project (SMART) -

Principal collaborator on the recently authorised government initiative known as SMART. World Bank is arranging for MCDC to receive a sum of 700 million rupees (Rs.) to fund the project's execution. Activities such as a) collaborative partnerships b) plans for cluster development c) plans for market access d) partnerships that foster innovation e) plans for the development of enterprises and technical support for business operations f) plans for access to financing g) plans for capacity building, etc., of the PACs/cooperatives will be recognised under the project by MCDC's independent project implementation unit.

Training - According to the Pune Training Division of the MCDC Limited, if farmers want to see a doubling of their income by 2022, they need a stable market to sell their produce, higher prices for their commodities, and an expanding agro-processing sector. Thus, the Co-operative Development Corporation has effectively organised a residential training programme of five days for the members/individual farmers of different executive bodies/farmer production companies/women self-help groups throughout the state.

Training Division MCDC Awards and Achievements -

1. The POPI project has been nominated as a registered training institute under NABARD.

2. The Agriculture Skill Council of India has been acknowledged as a training partner institute by the Government of India.
3. Recognised as a Resource Support Agency (RSA) for the NABARD-POPI project
4. Selected to participate in various government training programmes

Objectives of Training Programs: -

1. To boost farmers' incomes by increasing the value of their agricultural products.
2. Facilitating rural communities' access to possibilities for skill development & entrepreneurship.
3. Increasing funding for cooperative societies, farmer-producing businesses, self-help organisations, and new employment opportunities.
4. To provide direction to cooperative processing enterprises about investment & loan financing.
5. In order to offer direction on how to boost agricultural commodity exports.

Training Duration: -

Residential Training: - 3 to 5 days

Online Webinar: - 1 to 3 days

Training Batch Size: - 25 to 30 Participants/Batch

Supply of Agricultural Input Management

Activities - It has been decided to supply agricultural supplies and services to different rural executive service societies/farmer production firms through the MCDC, Pune. The State of Maharashtra Commissionerate of Agriculture issued the Wholesale Fertiliser Sales Licence (LCFD 100169) to the Corporation. For the first year of 2020–2021, the corporation will pay the farmer production businesses and executive service societies in cash for the agricultural inputs they offer. This service is given on a no-profit, no-loss basis.

Earth mover supply scheme or Jalsamruddhi

yojana - A scheme known as the Earth mover supply scheme was successfully implemented. Currently, this programme is being revamped with new economic models for PACS and rechristened as Jalsamruddhi Yojana. With a physical target of 1000, this plan has a budget of Rs.125Cr.

Coop Shop - In the Indian state of Maharashtra, the Coop Shop Scheme was launched as part of the Atal Mahapan Vikas Abhiyan on October 4, 2018.

Agricultural commodities, dairy products, & processed goods are supplied by a wide variety of co-operative organisations throughout the state's rural areas.

The government has authorised buying and selling groups, VKK organisations, farmers, farmer-producing firms, & women's self-help groups to establish a system that will provide urban co-operative housing society clients with clean, fresh, & modern agricultural commodities and produce.

In urban & metropolitan cooperative housing communities, these police stations are accessible to the general public. The objectives cover a wide range of topics, including but not limited to: improving farmers' quality of life, increasing farmers' incomes, and creating a distribution system for agricultural goods. Affordable, high-quality agricultural products should be readily available to city dwellers.

The founding principles of the Atal Arthsahay plan were a desire to help the agricultural community, who are members and shareholders of cooperative societies, gain access to markets and to build sustainable business models. For the duration of the programme, Rs. 500 Cr. would be provided as a grant.

Nabard POPI- MCDC has been encouraged to establish up 05 agriculturalists producing firms in 05 districts on 02 January 2019 under POPI Phase 01 under the Producer Organization Promoting Institutions (POPI) scheme under NABARD. On July 12, 2019, as part of POPI Phase 02., the goal is to establish 25 farmers' producing firms. The term "farmers' productive societies" can refer to a variety of groups formed with the express goal of serving farmers' interests, including associations, organisations, co-ops, and even businesses. Farmers Manufacturers Company's primary objective is to link small-scale weed growers to the market by providing them with supplementary services that aid in production and post-harvest operations. In order for small & smallholder farmers to be able to successfully engage in local, national, & global supply chains, there are groups or societies that work to do just that. This project encompasses a wide range of activities, such as conducting baseline surveys, developing a study board of directors, creating awareness programmes, training executive officers, developing business proposals, acquiring government licences, and cluster selection of farmer-produced firms. A mountain of labour awaits. Phase 1 of POPI: 05 The Farmer Manufacturers Establishment is now home to all of the Farmer Producer Companies. The task was finished in six months and the organisation received the claim amount according to the deliverables defined by NABARD. In the second phase of POPI, ten enterprises run by farmers have been established in twenty-five different farms. We are currently working on the remaining steps for company registration. 16 districts have completed their first quarter work according to the goals set by NABARD, while the other districts are continuing as scheduled. Plan for what lies ahead: - The corporation has the opportunity to work

with NABARD on the Poppy Phase 03, where they can submit proposals for the creation of around 50 farmer-producing firms.

Mahafarm - Producing a wide range of agricultural goods, Maharashtra is home to numerous farmer producer companies, primary agriculture cooperative societies, community managed resource centres, & self-help groups for women. However, they were unable to maintain product viability in the market for a number of reasons, one of which being the intense competition from national & multinational corporations. To manage the branding and marketing of agro-products & produce made by several co-ops, MCDC developed a new label. For this reason, MCDC has created its own line of FMCG products called "Maha Farms" to aid in the development of all of these cooperative societies participating in the Atal Mahapanan Vikas Abhiyan. Distribution of agricultural products under the "Mahafarm" label to the market, including PAC, FPC, SHG, CMRC, & CLF. Several CBOs have provided feedback, and MCDC has started working to increase sales of these items. From PACS, FPC, & SHGs all throughout Maharashtra, MCDC has identified over a hundred agro-products. We will be launching the Maha Farms brand and selling 8 products with 15 SKUs that are known for their unique flavour and high quality. Organisation in charge of executing the Pandit Dindayal Upadhyay Patsanstha thev Sanrakshan Yojana. The fundamental reason for creating this programme was to safeguard the investments made by farmers and other individuals who deposited funds into cooperative organisations. Investors who are comfortable putting out more than Rs.57000 Cr. can do so under this arrangement.

Training in Agri-Tourism:

1. Agri-Tourism Centre Economic Development
2. Developing skills & entrepreneurship in remote areas
3. To use agro-tourism as a means to generate employment possibilities in rural areas
4. Increasing funding for cooperative societies, farmer-producing businesses, self-help groups, and new employment opportunities.
5. To direct investment and loan funding for the agri-tourism & agri-supplement processing sectors

LITERATURE REVIEW

Bornali Das (2017). It is interesting to note that NGO are making a significant contribution by providing training & development in various economic sectors, with a focus on the tribal population of the states. Many NGOs in the United States and India have conducted studies to learn more about the ways in which residents of rural tribal communities, especially women, can improve their access to the education & training they need to support themselves and their families. In this study, we explore the topic of education and skill

development among the indigenous women of Maharashtra, India. Farm forestry, beekeeping, sewing, cooking, weaving, bamboo productions, cane works, and other related fields would be the primary focus of training & skill development for women. In addition to the state's traditional matriarchal structure, women in Maharashtra experience a wide range of forms of abuse, including physical and mental torture, sexual assault, and even domestic violence. It's also recognized that the division of labor at home can create barriers for rural women to join training programs. As a result of widespread prejudice and discrimination, they also have difficulties. Women are being encouraged to form self-help groups by the government & NGO so that they can find solutions to their own issues. Women from underrepresented groups in Maharashtra's tribal communities who have benefited from vocational & skill-based training are highlighted in this study.

Mahesha, S. J. (2014). Every facet of human existence in every country is being profoundly altered by globalization. It's crucial to learn about the dynamics of this process and how it affects different groups of people. Its effects can be felt even in wealthy nations. There will be repercussions on many levels of society, including economics, politics, culture, & ethics. India's reform effort kicked off in 1991. As Streeten observes, this widens the chasm between socioeconomic groups and nations. For the well-off & advanced nations that have amassed resources and knowledge, globalization is beneficial. However, the impoverished & those living in emerging nations, such as the Tribals and the Dalits, suffer the most. Included are reports on the Hill Tribes of the Chamarajanagara District & Nayaka Community in the H.D. Kote Division of the Mysore Division. The research relies solely on previously collected data. The researchers decided to use a descriptive-cum-diagnostic methodology. The research confirms that indigenous people are uniquely impacted by Globalization. Opportunities for employment are likely to improve, particularly for urban and college-educated tribal members. This group of indigenous people may have access to the modern conveniences that have come to define our day. The poor, the weak, & vulnerable fare poorly in markets both at home and abroad. The Jenu Kurubas & Kadu kurub of the hill tribes are found to have literacy rates & incomes well below the BPL. A lack of knowledge and the inability to access government institutions were identified as the two most pressing issues. And the Nayaka of H.D. Kote taluk, who rely only on collecting fuel wood and selling it to the general public, hotels, bakeries, etc. It is also indicative of their socioeconomic status. In conclusion, the tribals are distinct from the rest of Indian society while still being an integral part of it. In the context of globalization, these disparities demand targeted policy and programming. Outsiders, if they so choose, can play exclusively the role of facilitator in the development of tribals. Development programs should be reshaped to meet their actual requirements. Only by being treated as equals and having their individual identities

recognized can indigenous people take part in these development programs.

Pareesh K. Patel et al. (2014) The Indian Constitution includes the Welfare State as a means of guaranteeing social justice to the most marginalized members of society, particularly the Scheduled tribes. Since the implementation of the fifth five-year plan, tribal administration has grown in popularity. In Gujarat, the Tribal Sub-plan Area Approach, an area development strategy, has been adopted to guarantee a coordinated & integrated approach for the improvement of the tribal people. An impact of the tribal sub-plan scheme on the tribal community—a sociological study—is the subject of the current article, which is a case study of Gujarat, specifically the Dang District. It is a significant organization in the region of the Tribal Sub-plan. This is a groundbreaking study in the field, with a strong empirical foundation. Several general conclusions & recommendations have been made, and if followed through on, they might significantly enhance the administrative & management of tribal development. Policy makers, sociologists, social anthropologists, development planners, and knowledgeable laypeople who are concerned with developmental issues are likely to find the article interesting. The Dang is one of nine ITDP areas in Gujarat, comprising forty-three blocks, seventeen pockets, and four clusters. The TSP now includes the formerly dispersed tribes as well. Plans are also produced separately for five prehistoric tribes. TSP is the acronym for plans for scattered tribes plus TASP. Given this, it would be more fascinating to investigate the phenomenon of social change within tribal communities using schemes for tribal sub-plans. Sociological analysis could address the following problems: What will be the influence of Tribal Sub Plan Schemes on the tribal community? Social Change among Tribal Community through Tribal Sub Plan Schemes poses these kinds of questions. Social scientists will find it vital to investigate issues such as how Tribal Sub Plan Schemes would alter tribal society. Investigating the effects of the tribal sub-plan scheme on the tribal community from a sociological perspective is crucial. A sociological study on the "Impact of Tribal SubPlan Scheme on Tribal Community" has been conducted in this context, with a focus on the district of Dang in the state of Gujarat.

Sanghamitra Pati et al. (2014) Different tribal tribes have been found to have different approaches for neonatal care. In order to quantify perinatal & prenatal behaviors, a cross-sectional study was carried out in a tribal block in the Nabarangpur region of Odisha, India. The study involved asking 55 mothers who had kids younger than 60 days old and 11 traditional delivery attendants qualitative questions. Family preferences & ease of access to traditional birth attendants were mentioned as reasons for home deliveries. The use of locally produced products on the baby's skin & umbilical

stump, bathing the infant as soon as possible after delivery, delaying the start of breastfeeding, and "Budu practices" were all prevalent. Traditional beliefs, family decisions, and cultural considerations continue to be major influences on how newborn care is provided in indigenous communities. Improving the health of mothers & newborns in tribal populations can be facilitated by raising community awareness of child care, developing an anthropological understanding of the health-seeking behavior of the tribe, and mobilizing the community through health worker engagement.

Julie Koppel Maldonado et al. (2013) The United States' coastal tribes are being forced to evacuate as a result of the rapid rise in sea level, land erosion, and/or thawing of permafrost brought on by climate change. The loss of community & culture, negative effects on health, and economic downturn may result from forced migration & insufficient governance structures and funding to address climate change & support adaptation options. These factors will exacerbate tribal injustice & poverty. However, sovereign tribal communities across the United States are coming up with innovative ways to offset these losses. Using a human rights perspective, this article examines the advocacy initiatives & approaches used by local communities to address climate change, relocation, & displacement. To examine how communities are reshaping their own relocation attempts in accordance with their cultural customs & values, case studies from coastal Louisiana and Alaska are featured. The article ends with suggestions for how to proceed with government-backed and community-led resettlement initiatives.

Anne Grob et al. (2012) The essay investigates Tribal Colleges, a relatively recent development in American education. Being special universities created to meet the educational & cultural needs of American Indians, they are essential to the empowerment of both the individual student and the tribe. A detailed explanation of how Salish Kootenai College, one specific tribal college, influences & makes a significant contribution to the economic growth of its tribal community will be provided.

CONCLUSION

In terms of society, economy, & culture, tribal communities are on the margins. Developing the tribal community's skills is more important than ever before in the current situation. In order for indigenous communities to achieve economic independence, self-assurance, and a higher quality of life, it is crucial to invest in both education & skill development. The indigenous people of the area will be able to reclaim their dignity and live fulfilling lives if they have access to education and training. In addition to this, children of the tribe want to work in a skilled occupation where they may earn a good living income and have appropriate working circumstances. Researchers have examined the impact of skill development programmes on the social & economic standing of tribal members following training.

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