



IMPACT OF UNEMPLOYMENT AND EDUCATION ON TRIBAL FAMILIES AND YOUTH - POLICIES AND ISSUES ON INDIAN GOVERNMENT

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Abstract:

The present study intends to highlight the issues and policies of government and its impact on tribal youth in particular and their families in general to develop their educational as well as their economic status. At the same time the study, also focus on the factors responsible for their unemployment along with the suggestions for improvement in the present status. To explore all these ideas four objectives are framed along with same number of research questions. After a critical analysis we find that the present policies and issues made by the government are praise worthy but the implementation level is not at all fruitful in the grass root level. For that we have made some suggestions for up-gradation of the present situation for tribals like: strict implementation of reservation of seats in public sector employment, proper looking into reservation of seats in institutions of higher learning, formulation of proper welfare schemes for prosperity of tribals based on fact data, in private sector also these should be reservations for schedule tribes. The present 7.5% of reservation for government services should be increased whenever necessary.

Keywords: unemployment, tribal education, family education, government policies

Introduction

India enjoys a demographic dividend where more than 50 per cent of its population is in the working age group of 15 to 59 and 28 per cent in age group 15-29. It is expected that by the year 2020, more than 65 per cent of the Indian population would be in the

working age group and India would enjoy the demographic dividend. The table provides details of youth population in India:

Numbers in millions	372.4	492.9	333.3
Share	31%	41 %	28%

The demographic dividend offers an economic opportunity to India to be utilized for fast tracking its growth, particularly in the manufacturing sector. This 12th becomes all the more important when 12 Plan envisions creation of 50 million non-farm employment opportunities. However, creating jobs for the youth is a biggest challenge faced both by developed and developing economies around the world.

The issues of exclusion and discrimination assume special importance in the Indian context wherein SCs and STs, which together constitute nearly one-fourth of the Indian population, have traditionally suffered from social exclusion like education and employment if we see the trend. While these population groups are numerically important, they continuously lag behind the other social groups in various social, economic and political indicators of development. In India, more equality of educational opportunity began to be emphasized in the decades following Independence in 1947. Policies of protective discrimination for the scheduled groups emerged as an effort to promote greater minority group access to education and employment (Kumar 1988). Higher rates of employment reflect greater opportunities to participate in the economy. It would, however, be misleading to assume that work participation is voluntary for the bulk of the population of India. But the low standard of living of the scheduled group's results in employment being required in order to meet basic needs, thus, for the purpose of this analysis, higher work participation rates are interpreted as an indication of a higher standard of living, or a higher degree of socioeconomic development. Present caste-based reservation system of Union Government.

Category as per <u>Government of India</u>	Reservation Percentage as per <u>Government of India</u>
<u>Scheduled Castes (SC)</u>	15%
<u>Scheduled Tribes (ST)</u>	7.5%
<u>Other Backward Classes (OBC)</u>	27%
Total constitutional reservation percentage	49.5%
General (Open to all including SC/ST and OBC)	50.5%

This article focuses on issues of youth employment and unemployment in India wherein the youth is defined to include the population in the age group 15 to 29. The

available data shows that poverty and low levels of education are the biggest barriers for the decent employment opportunities for the youth. Being employable in the labour market remains a distant dream. According to the recent data, youth is one of the hardest hit segments of the world's population with high unemployment rates across the globe. Youth unemployment in US is more than 17 per cent where youth constitute age group 15 to 24. The situation is worse in Europe where youth unemployment in Greece is approaching 60 per cent followed by Spain 55 per cent, Italy 35 per cent and France 25 per cent. In the Indian context, as per Census 2011, youth accounts for 28 per cent of population. Although, the dependency ratio in India is declining, the youth unemployment remains high. As per the World Bank Report, in India youth unemployment as a percentage of youth population is 10 per cent for males and 11 per cent for females. The lack of decent employment opportunities forces youth to take up self-employment and low paid contractual jobs with deplorable working conditions. This is evident from the fact that more than 93 per cent of the workforce is employed in the informal sector. The youth employment has been recognized as a priority agenda of the government and policies are being framed for enhancing their employability.

Challenges of Youth Employment

India faces a paradoxical situation where, on the one hand, youth is looking for job and on the other hand, industry is suffering from availability of skilled workers. This skill mismatch makes youth unemployable. This is a result of supply driven and not demand driven education system due to lack of interface among different stakeholders viz. policy makers, industry, training providers and educational institutions. The training institutes need to educate as per industry's requirements so that demographic dividend can be tapped fruitfully. It is expected that in a decade, 40 percent of the 15-29 age group will enter the labour force, which needs to be provided with decent employment opportunities. Further, the manufacturing employment in India has not increased to the extent desired. In rural areas, majority of the labour force is engaged in the agriculture sector, indicating almost negligible presence of employment opportunities outside of agriculture. Any movement of labour force to non-farm sector, as is envisaged in the 12th Plan, implies either no job or low-productivity-low paid jobs due to mismatch of skills. There is also a need to increase formal employment, which presently constitutes about 8 percent of the labour force to circumvent more youth joining low paid sector and remaining working poor. This poses the question: Is India ready for this challenge?

Review of literature

World Bank (2010) India's labour force makes up about 39 per cent of the total population. According to the World Bank, the Indian labour market in the 1990s was better, despite acceleration in job growth in subsequent years. These conclusions are based on three main facts: (i) a comparison of job growth over two decades – that is, 1983–1994 and 1994–2005 – suggests that job growth was flat at 2 per cent over the long term; (ii) the spurt in employment since 2000 has been accompanied by a marked deceleration in real wage growth and even a decline for many workers, implying that the number of working poor has increased in the past five years; and (iii) low-paying, relatively unproductive, informal sector jobs continue to dominate the labour market.

The Planning Commission of the Government of India (GOI), in its 11th Five Year Plan (2007–2012), also concludes that the Indian economy has failed to create sufficient volume of additional high-quality employment to absorb the new entrants into the labour market. It has also failed to facilitate the absorption of existing surplus labour into the agriculture sector, as also into higher wage or non-agriculture employment (Planning Commission 2008). Ghandially (1988) the most extreme deprivation exists among women in the scheduled caste and tribe populations, groups designated as particularly disadvantaged in the Indian Constitution. The minority group status of these women interacts with India's patriarchal culture to produce deplorable living conditions. Bhai (1986); Mitra (1979). The government of India views basic literacy as well as more advanced educational credentials as the necessary first steps toward the attainment of rewarding positions in the economy and a higher standard of living for disadvantaged segments of the population.

Rationale of the study

The unemployment of young people in the labour market is high, due to their lack of marketable education and skills. The unemployment rate for the youth labour force in India was as high as 8 per cent, according to usual status, in 2004–2005 and it shows an increasing trend. According to the literacy status of the youth labour force, the distinction in terms of unemployment rate between literates and illiterates was significant where the unemployment rate was higher among the literates than that of the illiterates. In terms of the level of education, the unemployment rate was highest among young graduates at 35.5 per cent according to the usual status in 2004–2005. Although the unemployment rate varies with the concepts of unemployment and the level of education of the youth labour force, the difference in the unemployment rate

between three alternative concepts seems to be declining from the lower to the higher level of education.

Objectives

To study the impact of unemployment on the tribal youth and families;
To highlight the policy issues on education and employment to empower tribal;
To study the highlighted factors obstructing unemployment of tribal youth;
To made some suggestion with regard to tribal education and employment.

Research Questions

Whether unemployment of tribal youth has any impact on their families?
What are the different policies made by govt. on education and employment to empower tribal's?
What are the emerging factors for unemployment of tribal people in India?
How these policies can have any impact on tribal education and employment?

Methodology

Descriptive survey method used in the study as the investigators tried to get information about more than one variable also with better understanding of perceptions of stakeholders (Hittleman and Simon, 1997). Through this method information about conditions, situations and events that occur in the present can be obtained (UNESCO, 2005).

Therefore, in the present study, the investigator used this method to explore all possibilities to measure the impact and effectiveness of government implemented policies and issues with regarding to the tribal employment and education, Also the problems and its eradication from the root.

Secondary data collection

The sources of secondary data are the published and unpublished reports. Data from secondary sources were gathered from books, articles, journals, published reports, and Government documents. Quantitative information with regard to current impact, issues on integrated policies and issues on tribal employment.

Discussion

To study the impact of unemployment on the tribal youth and families

The Ministry of Statistics and Programme Implementation, Government of India, has brought out the 'Millennium Development Goals—India Country Report 2011', which shows India's performance with regard to the MDGs, and projects the likely achievement rates by 2015. Due to the serious disparity in the education and employment sector MDGs are now miles long gap to achieve for tribal youth. This unemployment and lack of education have negative impact on their families in particular and they are miles to go to achieve MDGs in general.

Inadequate Poverty Reduction

How far have the SCs and STs progressed towards attaining the MDGs? The available official statistics show a gradual progress towards the attainment of many MDGs including in the case of SCs and STs. However, there is a big gap in the levels of development between the SCs–STs and other social groups. The STs have the highest incidence of poverty at 32.5 per cent, in 2009–10.

Increase in Inequality

What is the implication of these rising inequalities for SCs and STs? A large proportion of the SCs and STs are not able to partake of their share in the 'shining' sectors—those characterized by high growth—of India, which employ about 31 per cent of all workers. Only 5.2 per cent of the total SC–ST workers are benefitting from this 'shining' part of India. Similarly, the enrollment ratio is the lowest and the dropout rate highest in the lowest quintile groups. Both the SCs and STs together form a large percentage of the population belonging to the lower quintile groups.

Malnutrition

Despite significant progress in economic growth, India has a widespread incidence of malnutrition among children below the age of five years—about 42 per cent among them are underweight and nearly 59 per cent are stunted.²⁷ The incidence of malnutrition is the highest among STs (54.5 per cent), followed by SCs (47.9 per cent), and other social groups (36.3 per cent).²⁸ The likelihood of SC children being malnourished is about 1.4 times higher than that of children belonging to other social groups even after controlling for education and the health of mothers.²⁹ The average annual rate of reduction in malnutrition was the lowest for STs (0.37 per cent), followed by SCs (1.67

per cent), and the highest (3.14 per cent) for others during the period 1998–99 to 2005–06.

Lack of Universal Primary Education

However, these encouraging developments in enrolment have also been accompanied by a huge drop-out rate among children due to various reasons. The reasons for drop-out among the marginalized students largely include the poor financial conditions of their parents and their disinterest in studies. Discriminatory practices in schools by both teachers and peers make studies less attractive for some SC children.³⁸ For STs, the school infrastructure and language also become major bottlenecks in the continuance of education. There are few residential schools to cater to the demands of the tribal students. Lack of infrastructure such as adequate classrooms and separate toilets for girl students, along with poor teaching resources are the other problems that lead to higher drop-out rates. It has been found that as many as 50 per cent of the schools do not have separate toilets for girls. Only 36.5 per cent of the teachers in schools in rural areas are female, which further discourages the enrolment of the girl child.

The challenge, therefore, is to provide quality education to large masses under the Right of Children to Free and Compulsory Education Act, 2009. This goal is yet to be realized fully, as nearly 28 per cent of the children in the age group of 6–11 years and 32 per cent in the age group of 11–14 years are still out of school.

Literacy among Youth

The future progress of any society depends on the quality of its youth population. The proportion of literates among youth in India has considerably improved over the years and reached 88.2 per cent in 2009–10. The percentage, however, is lower among STs and SCs with 80.46 per cent this often discourages SC–ST parents from sending their children for higher education by foregoing their current income. This general apathy has also been noticed among Muslim parents and students. The development paradigm thus needs to outline strategies for the creation of productive decent employment while ensuring the larger participation of marginalized groups.

Gender Parity

While the SCs and STs are very close to others in attaining gender parity in terms of net attendance in primary education, the issue still remains worrisome at the secondary level of education. Among SCs, there are 711 girls per 1000 boys attending secondary education, with this figure being higher than that for STs at 623 and very close to the national average of 732. In the sphere of tertiary education, the gender parity is very

close with 964 girls per 1000 boys attending. More interestingly, the ratio of SC girls enrolled in higher education is higher than that of boys at 1114 girls per 1000 boys. This could be partly attributed to the scholarship scheme of the government. In the case of STs, however, the ratio is the lowest at 623. This could be because for them the distance to the education facility from their places of residence poses a major hindrance, which discourages girls from continuing their higher education. Thus, the major concern for the new development paradigm is he needs to universalize secondary education and improve its quality in order to ensure gender parity.

Infant Mortality

With an infant mortality rate (IMR) of 47 per 1000 live births in 2010, India is unlikely to attain its target of 26.7 by 2015, despite achieving a significant improvement in the IMR over the period 2000–10. The high IMR among SCs and STs is generally attributed to various factors including their poverty, high incidence of malnutrition, lack of health facilities in the SC–ST-dominated areas and poor public health service delivery. Moreover, the available evidence suggests the persistence of discrimination in the delivery of nutrition support services to the marginalized groups.

Child Immunization

With 74 per cent of the children in the age group of 12–23 months in 2009 having been immunized against measles, India has made remarkable progress in the area of child immunization. However, the country is still likely to miss the MDG target of 100 per cent immunization by 2015 the ratio was less than the national average by 4 percentage points. There is also a huge inter-state variability, with less than one-third of the children having been vaccinated in Orissa as compared to 70 per cent in Uttarakhand during 2011.

Use of Telephony

There has been a rapid increase in the use of mobiles and landline telephones in India. About 63.2 per cent of households in India were seen to own mobile–telephone in 2011. The percentage of access to telephones is the lowest at 34.8 for STs,

Access to Safe Drinking Water and Sanitation

Access to safe drinking water is crucial as it prevents water-borne diseases and consequently high morbidity. While there has been a considerable improvement in access to safe drinking water, still over one-third of the ST households and nearly one-fourth of the SC and Other households do not have such access as per the 2011

Population Census. Thus, the situation of STs with regard to this indicator is far worse than the national average. There is also evidence of discriminatory access to safe drinking water for SCs, particularly in the rural areas, as they may be allowed to fetch water only after the Other caste households have enjoyed their turn.⁴⁶ The location of such facilities in upper caste localities also affects the overall access to such facilities by the SC households.⁴⁷

What are the different policies made by govt. on education and employment to empower tribal's?

Policy issues on Education of tribal

National Policy of Education (1986 and revised Policy in 1992) suggested the following programmes for education of tribal people.

- 1) Opening primary schools in Tribal Areas
- 2) Need to develop curricula of their language
- 3) Promoting schedule tribes youth to work as teachers
- 4) Ashram schools, Residential schools should be established in large scale in Tribal areas.
- 5) Incentives to encourage their life style through education.

Policy Initiatives for Generating Employment for Young People

The concerns of young people have always been at the centre of India's policy formation. The Planning Commission of the GOI has stated that the recognition of youth is vital for the community. However, youth unemployment has not received the necessary attention (Visaria 1998). India's first National Youth Policy, formulated in 1988, recognised that the most important component of a youth programme has to be the elimination of unemployment. Considering the limited achievement of the objective of the 1988 Youth Policy, a new National Youth Policy was announced in 2003 that was aimed at »galvanizing young people to rise up to new challenges«. The 2005 National Council for Skill Development (NCSD) targeted skills development as a major national policy. The GOI, through planned investment in skills development, hopes to realise a demographic dividend.

Right to Work

The Constitution of India, under Article 41, provides that »the State shall within the limits of its economic capacity and development, make effective provision for securing the right to work, to education and to public assistance in cases of unemployment, old

age, sickness and disablement, and in other cases of undeserved want». Article 38 states that the state shall strive to promote the welfare of the people; Article 43 states it shall endeavor to secure a living wage and a decent standard of living to all workers. These promises are part of the Directive Principles of state policy of the Constitution of India.

Employment Exchange

The Employment Exchange organization, operated by the Federal Ministry of Labour, runs more than 900 individual employment exchanges in order to better match demand and supply with regard to work opportunities. Job seekers register with these employment exchanges and are notified as soon as any vacancy in the government sector matches their profile. According to the Employment Exchanges (Compulsory Notification of Vacancies) Act of 1959, in any State or area thereof, the employer in every establishment in the public sector in that State or area shall – before filling any vacancy in any employment in that establishment – notify that vacancy to such employment exchanges as may be prescribed. Employment exchanges play a significant role in assisting young people in finding employment. They also assist them in starting self-employment ventures through vocational guidance activities. Registering the applications of job seekers and notifying them about vacancies, collection and dissemination of employment market information, vocational guidance for students and young people are the major functions of employment exchanges.

Vocational Training

India needs to train 70 million people in vocational skills over the next five years. In addition, there is a need to retrain another 360 million workers. The government's target is to train 500 million people by 2022, also by encouraging the participation of entrepreneurs and private organizations. The target is high. The workability of the structure that India has developed would depend on the capacity of the people who are responsible for reaching the objectives. Efforts over the past few years have not yielded satisfactory results with regard to the achievement of the objective in a defined period. Against the background of a huge gap between skills demand and supply, India has taken the initiative to develop a system of vocational training. Under the system, young people are provided with skills-related training. The Directorate General of Employment and Training under the Ministry of Labour of the GOI formulates policies, laying down norms and standards and conducting trade tests and certification of vocational training under the aegis of the training advisory body, the National Council of Vocational Training. The main objective of the scheme is to provide employable skills to school leavers, existing workers and IT graduates. Youth employability must be

increased through skill development and vocational training. The GOI has realised the importance of skills. A Coordinated Action Plan for skill development has been approved by the Cabinet to have a target of 500 million skilled persons by 2022. »A three-tier institutional structure consisting of: (i) the Prime Minister's National Council on Skill Development, (ii) the National Skill Development Coordination Board and (iii) the National Skill Development Corporation, has been set up to take forward the Skill Development Mission (GOI 2010: 205). This is an important initiative (S. Manhendra Dev 2011).

Employment Generation Programmes

In recent years, Employment Generation Programmes (EGP) have emerged as an important employment policy tool, particularly in developing countries such as India. This policy package includes a wide range of activities intended to increase labour demand (for example, direct job creation); to increase the quality of labour supply (training and retraining); or to improve the matching of workers and jobs (job search assistance). Significant economic and social benefits are expected to accrue from these measures. More recently, the case for EGPs has also emphasised the potential social benefits in the form of inclusion and participation that comes from productive employment. EGPs can serve equity objectives as well, most obviously, when programmes are targeted at vulnerable and disadvantaged groups. The major programmes that are currently in operation in India are: Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), Swarnajayanti Gram Swarozgar Yojana (SGSY), Swarna Jayanti Shahari Rozgar Yojana (SJSRY) and the Prime Minister's Employment Generation Programme (PMEGP). The MGNREGA provides for 100 days of unskilled manual labour per year on public works projects for any rural household member who wants such work at the stipulated minimum wage rate. The aim is to dramatically reduce poverty by providing extra earnings for poor families, as well as empowerment and insurance. If the programme had worked the way it was designed to, then anyone who wanted work would get it. However, an analysis of data from India's National Sample Survey for 2009–2010 reveals considerable unmet demand for work in all States. The extent of the unmet demand is greater in the poorest States – ironically, where the scheme is needed most. Labour-market responses to the scheme are weak. The scheme is attracting poor women into the workforce, although the local-level rationing processes favour men.

What are the emerging factors for unemployment of tribal people in India?

Reasons for Youth Unemployment

The economic survey in 2012 stresses that in order to achieve inclusive growth, India must create adequate employment opportunities: the number of unemployed is large and there are more youth entering the job market. In the absence of detailed data on youth and employment, it is very difficult to pinpoint factors that impede the availability of employment opportunities for them. However, as in other countries, unemployment among young people in India is the highest compared to other age groups. The reasons include:

Shortage of Jobs

Agriculture has been the dominant sector of labour concentration. Since 1991, the shares of the manufacturing and service sectors have grown faster with regard to GDP and much slower with regard to employment, as working methods became more capital-intensive. According to various estimates, productivity during the period from 2004 to 2010 grew 34 per cent. India's economic growth was thus more due to productivity than employment.

` In the wake of the limited creation of additional jobs, workers – especially youth – found themselves without jobs. The prevailing situation forced them either to opt for unskilled or casual work in the informal sector or to enroll for further studies. Many who could not afford to go for further education opted for self-employment with extremely low returns. The large number of self-employed or, for that matter, casual workers is an instance of self-exploitation since such workers are without any effective protection.

Employability

In order to take full advantage of the »demographic dividend«, it is imperative for India to transform its labour force into an asset. As of now, only 5 per cent of the work force has undergone any kind of vocational training, but even many of those are not employable, since the skills acquired have limited market application (Chandrasekhar et al. 2006).

Furthermore, India's education system is primarily of a generalist nature and is not connected to the labour market. According to NASSCOM,² almost 40 per cent of the skilled workforce is not employable because the acquired education and training are of substandard quality. The GOI recently initiated major work in skills up-grading.

Skills Mismatch

India is generally seen as a labour surplus economy with a majority of workers having limited or negligible marketable skills. Furthermore, on examining the situation more closely one finds that India has a lopsided skills stock. On the one hand, a large section of the workforce are not able to get even minimum wages, as made mandatory by the government; on the other hand, there are a few people with marketable skills who are able to demand higher rewards. Recently, there has been increased activity in the acquiring of skills. Young people are attending various technical institutes in large numbers. This can be seen in the information and communication technology sector, which has experienced a huge inflow of IT-skilled workers. In addition, it has caused problems due to the unregulated growth of technical institutions in the private sector and a lack of guidance for youth in choosing areas of training. As a result, an imbalance in the Indian labour market has created a surplus in some skills and shortages in others.

Women – Security and Social Restrictions

The opening up of the Indian economy has created increased employment opportunities for female workers, particularly in IT, retail, travel and tourism. Their full engagement, however, remains restricted due to problems of personal security, biased attitudes of co-workers and social customs. Faced with ineffective protection, young female workers either select jobs for security considerations or prolong their education. Various studies have indicated marriage as a major cause of women workers withdrawing from the labour market.

Decent Work Deficit

India has some of the most developed labour legislation granting comprehensive protection to its workforce. The enforcement of these laws is, however, lacking, resulting in unabated exploitation, especially of those employed in the informal sector. In addition, most of the new jobs are created in private – small and medium-sized – enterprises. Consequently, young workers are deprived of rights that are guaranteed under the Indian Constitution, national/state laws and international conventions. The worst affected are contract and casual workers, who, despite undertaking identical work, are confronted with inhumane employment conditions, including long hours, lower wages, no social security and no right to organize. The absence of a formal social security system also gets in the way of securing effective enforcement of labour laws and rights, including trade unions.

Challenges with regard to Tribal Youth Employment

In an environment of ever-increasing costs of living and non-existent social protection, a young worker is condemned to fend for him- or herself and also to provide for dependents. In desperation, they accept any job with any conditions that are offered to them. Most of these jobs are without any rights. They are made to work for longer hours, paid much less and can be terminated without any notice. As a result, India is faced with increasing numbers of working poor. The other challenge that young people are facing is insecurity at the workplace. Regular and continuous forms of employment have been replaced with non-permanent job contracts that involve a specific project or activity for a defined period of time. In the process, workers not only lack employment-related benefits but also the capacity to plan their own life. As already mentioned, the majority of young people have either limited or no skills. Furthermore, the existing education system does not equip them for employment as it is far from meeting market needs. The avenues of good education and training are few and extremely expensive.

Technical institutions in the private sector have been drawing undue benefits from the imbalance by exploiting young people and their parents. Finally, the flow of information on the availability of training and/or job opportunities is tardy. There is inefficiency in the working of employment exchange, primarily due to the negligible attention paid to updating and sharing information. The functioning of Industrial Training Institutes has also been repeatedly questioned as they have been imparting training that has no market.

As a result, young people in India face an environment that is not rendering the desired support. It provides neither affordable opportunities to acquire and/or upgrade skills nor sufficient information on suitable employment opportunities. In the absence of such support and any form of social security, young people, in desperation, accept exploitative employment conditions.

Way Forward

The challenge of improving the employability of youth and their accessing decent jobs requires improvement in quality of education, job training, up gradation of skills, and interface between industry, policy makers and training institutions. However, this also requires creation of adequate decent jobs in the non-farm sector 12th mainly manufacturing as is envisaged in the 12 Plan. In the Indian context, to make the youth employable, the government of India is laying emphasis on skill development and has set a target of skilling 500 million by 2022 and 50 million in the 12th plan. To achieve this target, National Policy on Skill Development focuses on improving quality,

quantity, access and outreach of training. Different innovative measures have been followed to reach the difficult areas. Some of the good examples are in terms of virtual classrooms, mobile vans, simulation based etc. There are 23 Central Ministries, which are engaged in skill development. In order to recognize the prior learning, workers are tested and given certificates of trained manpower. There are general programmes, group-specific and region specific, for enhancing the employability of the youth.

The National Skill Development Agency has been mandated to monitor the progress of skilling in the country, operationalize the National Skill Qualification Framework, which facilitates both horizontal and vertical mobility and makes skill aspirational among the prospective trainees. To incentivize the students and help the disadvantaged, the government has started Standard Training & Assessment Reward (STAR)

Scheme, wherein the passed trainee is provided an incentive of Rs 10,000. Besides this, students are provided scholarship and other facilities, particularly in the remote areas. Further, through sector skill councils an attempt is made to link training with the industry requirement.

The Government is also working to expand access to education and vocational training for workers in the country side, including rural broadband networks to connect remote areas with educational opportunities as also using Common Service Centres at the Panchayat level for training. The role of advocacy to promote awareness among the youth about various plan schemes / vocational institutions needs to be initiated. In addition, there is an urgent need to speed up the setting up of the Sector Skills Councils and putting in place the National Occupational Standards to make National Skill Qualification System operational. This would facilitate modification of curriculum in tune with the industry's requirement.

At present, there is no organized and scientific system in place to provide labour market information in terms of supply-demand position in the labour market to guide the labour and training policies, training providers, prospective labour force and the employers. There is an urgent need to put in place the same. To make manufacturing an engine of growth and to generate employment opportunities, the government has announced new policies as part of the 12th Five year Plan, aiming to create 100 million work opportunities by 2022, mainly in labour intensive manufacturing sectors such as textiles, gems & jewelry, and leather industry. For those who are engaged in self-employment, hand holding in terms of credit availability as also market and technical assistance is provided in the industrial policy and the 12th Plan focuses on strengthening this further. To conclude, there should be an integrated policy focus in the coming years on promoting growth that supports livelihood.

Findings

KISS as a role model for tribal people in special reference to their education and unemployment

Measure To Be Taken For Prosperity of Schedule Tribes

Many programmes helped tribal to improve their conditions. The following are important for further improvement.

1. Strict implementation of reservation of seats in public sector employment
2. Proper looking into reservation of seats in institutions of higher learnings.
3. Formulation of proper welfare schemes for prosperity of Tribals based on fact data.
4. In private sector also these should be reservations for schedule tribes.
5. The present 7.5% of reservation for government services should be increased whenever necessary.
6. Destroy of their habitations should be reduced because, major projects, SEZs and other projects are causing for migration of ST's
7. Their habitation (Thandas) should be converted into gram panchayaths.
8. Development of forest villages is needed for Tribal prosperity
9. Empowering Tribals in governance is the most needed one.
10. During every plan review and revision is must to alter policies.
11. Stopping of corruption and ineffective work progress in the implementation of schemes be-longing to schedule Tribes.

Creation of Productive Employment Opportunities for SCs and STs

Access to productive and decent employment is the most important source of income security, and reduction in poverty and inequality. Much of the success of poverty reduction strategies would depend on the type of employment opportunities being generated for the poor and marginalized social groups. Since most of the SCs and STs are working as casual wage labourers or as self-employed workers in low-paying occupations under poor working conditions, discrimination in hiring practices and wage payments add to their woes. It is imperative for the proposed policies to break this vicious circle of poverty and low earning levels. The existing policies also need to be evaluated to determine their success in improving employment and income generation for the marginalized groups.

Absolute Reduction in Poverty

Since poverty is multidimensional in nature, multi-pronged measures need to be implemented and intensified for poverty eradication. The development strategy, therefore, has to create productive employment opportunities while enabling the SCs and STs, including women belonging to these communities, to avail of such opportunities. The enabling process involves their increased access to quality education at the secondary and tertiary levels, particularly in job-oriented vocational and technical education programs. The increasing healthcare costs of the poor and the marginalized, and their impoverishments need to be reversed by providing them non-discriminatory access to quality healthcare facilities free of cost.

Development of Equity Weighing Indicators

National averages have an inherent capacity to conceal inequalities. The huge disparities in various indicators for SCs and STs testify this fact. It has been seen how the current value of the national averages changes by 8 to 17 percentage points after weighing group inequalities.⁵⁵ It would be useful to measure the progress in development by weighing various types of inequities by giving the highest weights to those in the lowest quintiles or income groups and vice versa. Alternatively, separate targets can be set for ensuring progress among the poorest or amongst social groups such as the SCs and STs at the lowest levels of development, which are then measured and reported separately to ensure that they benefit from the overall progress. The MDG target of promoting girls' education provides an example of such a precedent for adoption of this approach.

Governance, Institutions, Accountability and Effectiveness

The post-2015 development paradigm should be based on sound participatory and effective governance principles. It must ensure that the institutions which have been created for governance effectively reach out to the most marginalized and deprived population groups, and urgently act upon their voices and concerns.

The rise in inequalities among various social groups is also the result of a number of extraneous factors such as the withdrawal of the State from public services, inadequate provision, deteriorating quality of service delivery, and its pro-market policies favouring a tiny section of well-off people. The weakening of public institutions catering to education, healthcare and basic amenities under the new liberalized model of development is forcing the poor to depend on private services that have no social protection component. These developments thus prevent many people belonging to the

marginalized communities from seeking the concerned service, as a sizeable proportion of them have been pushed into poverty while availing of such unaffordable services.

Proper Planning and Monitoring

The commitments of governments to take various initiatives for meeting the MDGs in a time-bound framework have made them accountable to multilateral donor agencies, civil society organizations (CSOs), and citizens of the country. The CSOs have been encouraged by this development, which has led to their launching of intensified movements demanding the development of marginalized and vulnerable population groups within a 'rights framework' as enshrined in the Indian Constitution. The enactment of NREGA, the RTI Act, RTE, Right to Food, Right to Health (in making) and the use of social audits to evaluate the Government's programs are largely attributed to the relentless efforts of CSOs and a favourable judiciary in the country that have successfully mainstreamed the demand for the dignified development of the citizens of India.

Improving Data and Information Base

The availability of data and its periodicity is critical for facilitating informed policy planning, assessment, advocacy and public debate. Rising group inequalities have led to a growing demand for group-specific development interventions. The lack of such information is seriously jeopardizing group-specific policy planning and interventions. Although the Government of India has a comprehensive statistical system spread across the country, it suffers from serious information gaps on various social, economic, political and cultural issues of development targeted at different social and religious groups as also at regional levels. Information on the issues of exclusion and discrimination do not feature in any official surveys. Moreover, the small sample size makes it rather impossible to use information for district level planning. There is also a significant data gap with regard to the nomadic and denotified tribal populations. All this has led to an increasing demand for group-specific policy interventions, which are generally hampered due to the lack of comprehensive statistics.

Conclusion

We live in an increasingly interdependent world. There is growing awareness of this following the global financial crisis from 2008 on. The ever-increasing size of the youth workforce, both skilled and unskilled, in an environment of job scarcity means more young people are faced with limited employment opportunities, causing them to be

either underemployed or unemployed. Indian youth, in the absence of any formal social security, is thus faced with the challenge of survival and limited growth prospects. To check unemployment among the tribal youth in India, various measures have been initiated. India has introduced a number of employment-generating schemes, including those under MNREGA. Similar policy initiatives have been taken for skilled workers. India has created measures to impart skills as part of a major effort and is receiving assistance from various countries, including Germany, with regard to vocational training. However, these initiatives have had limited impact. There is a need to learn about others' experiences, their employment guarantee programmes and also their social security programmes. In an increasingly integrated world where the causes of unemployment are of a global nature, national measures may prove insufficient in overcoming the challenges. There is a need for a global understanding of youth unemployment. Global organisations need to put special emphasis on the problem of youth unemployment to enhance employability and employment opportunities.

The directive principles of Indian constitution referred the development of Schedule Tribes in the society. Though policies are vast implementation is not proper so both state and central govt have to take proper steps. Since 1951 governments are implementing number of programmes and schemes for the development of Schedule Tribes. But the implementation is not effective. Besides this, lack of awareness about the programmes is also strong factor due to illiteracy among tribes. Therefore, there is need for extension of contribution from government side and other voluntary organizations and likeminded NGOs for effective implementation of programmes and bringing awareness among Tribes. Then only the future of the Schedule Tribes will be in good prosperity.

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