

Position of Gender Resource Centre (GRC) Jan Shikshan Sansthan (JSS) and Non- Government Organization's (NGO's) in Disseminating Skill Training among Adults; A Study on NCR (Delhi)

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ABSTRACT

The existing study is to trace out the Position of Gender Resource Centre (GRC) Jan Shikshan Sansthan (JSS) and Non- Government Organization's (NGO's) in Disseminating Skill Training among Adults in NCR (Delhi). The sample size of the research were consists 300 in terms of numbers. Information blank and questionnaire were used to collect the data for the present study in order to fulfil the objectives of the study. The finding 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.

Keywords: Skill Training, Adults, NCR-Delhi.

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1. Introduction

Education, training and skill based instructions are important instrument of human development; it gives desirable and definite retrieve to the individual ways of conduct, temperament and character. National development, social reconstruction and overall progress and prosperity have even been quite convincingly recognized to be closely linked with the system of education and training of the land. Adult education and training is instructional and related support services for adults who are not enrolled in secondary school, who lack the educational foundation expected of a high school graduate; and whose inability to speak, read, and write the English language, and compute and solve problems constitutes a substantial impairment of their ability to obtain, retain and/or function on the job, in their family and in society commensurate with their real ability, to achieve their goals, and develop their knowledge and potential, and thus are in need of programs to help eliminate such inability and raise their level of education and self-sufficiency.

"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*.

Thus, in view of its tremendous importance there is a need to focus efforts and attention to develop a comprehensive understanding about the problems, needs, issues, and changes that are taking place in this sector. It has been recognized by all sections of researchers and writers that the working and the labour conditions in the unorganized sector are deplorable and in fact, the unorganized sector is at a disadvantageous position deserving supportive policy measures. This, however, in no way reduces its

significance in populous country like ours. Unorganized sector has become a perennial source of employment generation. It is surprising to note that this sector absorbs more than 90 per cent of the total work force in our country. The size of the unorganized sector has been substantial although it shows a declining trend. The majority of Indian workers being employed in the unorganized sector also produce useful products and many organized sector industries depend on informal sector for the supply of raw materials. Thus, the unorganized sector not only provides income earning opportunity to the poorer group of population but also feeds the industries of the country. Unorganized sector has established itself to be the only source of survival of a large segment of female work force in particular. An increasingly large portion of women has been absorbed by this sector and importance of unorganized sector for its role in absorbing the women workers is undeniable. Furthermore, due to the availability of cheap labour in this sector, there is chance of more and more activities directed to this sector. Thus, it can be concluded, that the unorganized sector has a place of its own and plays a significant role in the process of economic development. It provides substantial employment opportunities to those who otherwise would have been openly unemployed. Its products and services are low priced and so they help to keep the cost of production of formal units and cost of living of the urban population low. If properly nurtured it can expand and develop optimally and can play an important role in the process of economic development. Due to the important role of unorganized manufacturing sector, various studies have been conducted on unorganized sector in general and manufacturing sector in particular. The main risks or insecurity to which human life is exposed and in relation to which an organized society can afford relief to the helpless, individuals are the incidents occurring right from childhood up to old age and death, which includes mainly sickness, invalidity due to maternity, accident and occupational disease, unemployment, old age etc.

2. Significance of the Study

The scope of skill education and training is very comprehensive. Social education covers all those topics that are not touched by education in general at school. Topics like religion, politics and family planning can now be discussed with adults who have a mature understanding. Moreover, it aims at giving a new orientation to the outlook of adults to suit the dynamic world. Then, the growth grooves of each individual are different from those of others. Social and skill education harmonizes differences in growth and it also provides an opportunity for growth to those who have not been able to grow properly or completely earlier.

The investigator has analysed the skill based training in unorganized sector through adult education in the NCR. The research is confined to NCR which is one of the most favoured destinations and important transit point for the migrants, as per available information. Though the geographical scope of the study is limited to the NCR, but the overall findings of this study shall provide useful insights to understand the changing situation of this sector with the help of GRC, JSS and NGO's in relation to adults.

3. Rationale of the Study

Skill based 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 fulfilment as a lifelong learner. In particular, adults skill based 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. National development, social reconstruction and overall progress and prosperity have even been quite convincingly recognized to be closely linked with the system of education of the land. Skill based education among adults is a key requirement in developing countries that still struggle with issues such as poverty, burgeoning populations, and poor infrastructure. The scope of Adult education is very comprehensive keeping in view the present challenges and demands of NCR Delhi due to massive urbanization. Social education covers all those topics that are not touched by education in general at school. Topics like religion, politics, and family planning can now be discussed with adults who have a mature understanding. Moreover, it aims at giving a new orientation to the outlook of adults to suit the dynamic world. Then, the growth grooves of each individual are different from those of others. Social education harmonizes differences in growth and it also provides an opportunity for growth to those who have not been able to grow properly or completely earlier. Skills and knowledge are the driving forces of economic growth and social development for any country particularly in metro Politian cities in general and NCR Delhi in particular. Countries with higher and better levels of skills adjust more effectively to the challenges and opportunities of world of work. It is a unique investment for harnessing the country's demographic dividend. In India, there is a great demand supply mismatch and it needs more skilled workforce for the expanding economy. The contemporary focus on skill building or skill development in India is derived from the changing demographic profiles in India.

4. Statement of the Problem

In view of the above mentioned environment the presented situation needs a thorough attention from the people concerned. So, the investigator has selected the topic entitled as: *“Position of Gender Resource Centre (GRC) Jan Shikshan Sansthan (JSS) and Non- Government Organization’s (NGO’s) in Disseminating Skill Training among Adults; A Study on NCR (Delhi)”*

5. Aims and Objectives of the Study

The objective of the present study is mentioned below:

“To study the Gender Resource Centre (GRC) Jan Shikshan Sansthan (JSS) and Non- Government Organization’s (NGO’s) in Disseminating Skill Training among Adults”

6. Research Design

The study should be viewed as exploratory in nature. The methods adopted for the present study is a combination of exploration and description. The exploratory design was selected because of the fulfilment of research needs as per the objectives.

Primary Data

Primary data was collected in almost all the Gender Resource Center /G.R.C, Delhi, Jan Shikshan Sansthan/ J.S.S Delhi and Non-Governmental Organizations Delhi and other training institutions with the use of designed Information Blank, Questionnaire, and Structured Interview Schedule.

Secondary Data

Secondary data was collected from various books, journals, newspapers, magazines and other relevant sources. Websites which contain lot of material on educational development of India as well as Delhi.

Sample for the Present Study

The study area of the research topic is Delhi NCR Basically it denotes the collection of information outside a laboratory or workplace setting. It is the place which involves a range of well defined, though variable methods, informal interviews, direct observation, participations in the life of the group, collective discussions, analysis of personal documents produced within the group, self-analysis results from activities undertaken off or online and life history. 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.

Tools

- ❖ 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 NonGovernmental Organizations of NCR Delhi.
- ❖ 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.
- ❖ 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.

7. Analysis

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 interview-recollect 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, mehandi 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.

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:

- i. Education workshops for instructions.
- ii. Outdoor activities for students`
- iii. Grant in aid for fulfil all the gaps between student and their institutions
- iv. Best skill training programme
- v. Focus on practical and modern skills

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

8. Suggestions

To understand the phenomena as closely as possible, research constantly endeavours and strives to find more and more facts. The present study is also not an exception and opens up certain avenues for further research which are briefly mentioned below:

1. The present study was confined to the National Capital Region Delhi, Some more adjacent areas of NCR should be taken for further research.
2. A comparative study may be undertaken to compare the effectiveness of different skill enhancement programmes in unorganised sector offered in different areas.
3. The present may be replicated on a large sample to be drawn from across the Union Territory of Delhi.
4. An evaluative study of all the skill enhancement programmes may be conducted at National level.
5. Further research may address how various social aspects of adult learners get effected by different skill enhancement programmes.

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