CHAPTER – VII

TRAINING OF RURAL YOUTH FOR SELF-EMPLOYMENT (TRYSEM)
Another Centrally sponsored scheme, "Training of Rural Youth for Self-Employment" was launched by the Government of India in the Department of Rural Development on 15th August 1979. TRYSEM is a facilitating component of the Integrated Rural Development Programme (IRDP). Covering whole of the country with an attempt to improve the quality of manpower in the rural areas by imparting skills in Agricultural and allied activities as well as rural industries. In the words of the Planning Commission the objective of TRYSEM was to provide technical skills and to upgrade the traditional skills of rural youth belonging to families below the poverty line. Its aim was to enable the rural youth to take up self-employment venture in different spheres across sectors by giving them assistance under IRDP. Later in 1987 the scope of the programme was enlarged to include wage-employment also for the trained beneficiaries.

TRYSEM and agricultural activities are not delinked because they are conducive for economic transformation in the rural areas. This point is underlined by Lachislar Carych. In his words, "For many years to come rural education will have to prepare, not exclusively but to a large extent, young people who will remain in the traditional sector so that they can contribute to its progressive transformation instead of swelling the armies of graduate unemployed."

1. "IRDP and Allied Programme : A manual." Published by Department of Rural Development, Ministry of Agriculture, Government of India, New-Delhi 1987 page.25
2. VIII Five Year Plan (Draft), Planning Commission, Government of India, New-Delhi.
3. Lachislar Carych. "Rural Youth in Agricultural and Rural Development German Foundation for Developing Countries. W.Germany Page.10
The board trends of the growth of rural labour force and characteristics of the unemployment have been examined so also employment approach to economic planning has been discussed at some length. The basic objective of all this is to draw out programmes which would create employment potentials to meet the need of unemployed and under-employed placed under various socio-economic situations. It is important that employment component of these programme should not be reduced. Deliberate efforts will have to be made to chalk out individual plans and programmes in such a way that growth possibilities and employment opportunities are optimised further in view of the magnitude of the problem and the scarce resource available. Investment in an employment oriented plan of development will have to be directed to areas where investment would yield maximum results in terms of job opportunities.

While the agricultural sector attempts to reduce the pressure on the land by encouraging the movement away from agriculture the non-availability of suitable jobs in the urban areas enhances the problem.

The Central Government also feels the need for a shift of man power from agricultural land to allied activities not only to reduce pressure on the land but also to provide employment opportunities to the rural poor, especially the youth, because the absorbing capacity of the farm sector has reached almost a saturation point and there is no choice except to go to the secondary and tertiary sector for providing employment opportunities in the rural areas. This underlines the needs for a concerted attempt on the part of all the organisations in the field. Non-farm skill acquisition at village level generally occurs through two channels.

1. R.C. Arora "IRD". S.Chand & Co. New Delhi. Page 93
Castes are coterminous with occupations. Thus one source of skill acquisition is through hereditary occupations. The existing training facilities for craft training under the governmental auspices are the second source of training. A third possibility also exists. It is through on-job training of apprenticeship in existing rural enterprises.

Formal and non-formal training would be needed on a continuing basis for improving the technical skill through government and non-government organisations.

Technology should be labour intensive and should be progressively upgraded through innovations and adoptions.

The Integrated Rural Development Programme, an attempt to launch a frontal attack on the problems of poverty and unemployment in the rural areas, took into its orbit certain training programmes with the objective of enabling the rural people to get maximum benefit out of the various schemes being implemented under IRDP.

H.C. Upadhayay asserts, "Beside the IRDP, there are other programmes for providing encouragement and incentive for self-employment. TRYSEM is one such programme that provides know-how and incentives for self-employment. Intensive Cattle Development Project, Project for small and Marginal Farmers for Increased Agricultural Production(PASMFLAP), The Rural Landless Employment Guarantee Programme(RLEGP) are certain other programmes all landed with an aim to provide some sort of engagement to the needy persons and thereby ensuring rural development."


During the Seventh Plan about 10 lakh youth trained under TRYSEM of which 47 percent took up self-employment and 12 percent wage employment. The remaining 41 percent could not avail of either. On the other hand, a sizable proportion of IRDP beneficiaries who needed training could not receive it. In fact, only 6 to 7 percent of IRDP beneficiaries were trained under TRYSEM. During 1990-91 the number of youth trained were 2.6 lakhs, of which 70 percent got employed.\(^1\)

TRYSEM is meant for providing technical skills to rural youth from families below the poverty-line to enable them to take up self-employment in the broad-fields of agriculture and allied activities.\(^2\) The process of skill endowment under TRYSEM had initially separate targets at the macro-levels unlike the modified system of TRYSEM, in which programmes, the training is being provided on the basis of actual need and requirement. Prof. Mukkavelli Seetharam of National Institute of Rural Development, Hyderabad brought forth the case of the two villages studied under the project. "Three points about training are in the beneficiary villages was less than the non-beneficiary village. The ratio between skills acquired through traditional sources and non-traditional sources is the same in both villages. Inspite of its significance, skill development did not form a part of the package of subsidy and loan provided for non-form activities in beneficiary villages. The diversification into non-traditional activities was more among the service in comparison with manufacturing sector in both villages".\(^3\)

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1. Fifth Five Year Plan, Planning Commission, Government of India, New Delhi.


3. M. Seetharam "Non-Farm Employment and Income Generating Activities of the Rural Poor Including Landless Labourers". CIRDAP publication NIED, HYD.

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Upgradation of skills and technology need to be given special thrust with the aim of generating employment in new areas where demand is expanding. The target for TRYSEM trainee has been doubled from about 20 to 40 lakhs per annum. However in order that those trained could find employment it is necessary that (a) training needs are assessed in terms of activities which can be either started under IRDP of in such fields where there is likely to be an increase of wage employment opportunities. (b) the quality of training should be such as to bring about improvement in the skill endowment of the trainees. (c) groups of persons can be organised in a particular trade productive venture and these can be brought together for training.1

Besides, the achievement of social justice demands cooperative and concerted effort on the part of the state and of the people. Social inputs play a vital role in development of the economy of the rural poor. Hence strategies of social inputs need to be carefully worked out to meet the requirement of the social situation prevailing in the rural areas of the country. A second strategy for social inputs has to be based on the recognition of social complexities, class structure, on the anticipation of cultural barriers and on the understanding of the dynamics of change in rural communities2

1. VIII Five Year Plan (Draft) Para 2.14 Page 39
A comprehensive concept of inputs will also include normal satisfaction of family life, enjoyment of physical and mental health adequate opportunities for the free expression of skills and recreational abilities and active social participation in the country. Therefore investment in human resources development assumes importance in delivery of social inputs.

The programme of social inputs in rural areas should focus on the resources and skill development to upgrade their quality of life. Thus require systematic formulation of viable schemes through need based priorities and realistic target setting.

OBJECTIVES OF TRYSEM:

The basic objective of TRYSEM scheme has been enlarged to include wage-employment. In case of project linkage, such projects, to be cleared by the State Level Coordination Committee (SLCC) should fulfill the following:

1. The entire project should be an integrated one.
2. All the beneficiaries should be from the IRD target groups.
3. Atleast 50% of the youth should be trained for self-employment either for secondary of tertiary sector activity.
4. The Wage-employment training should be in the secondary and tertiary sector only.

But the progress could not include wage-employment after training to the beneficiary youth. But the beneficiaries who require skill development are trained.

The target group comprises of rural youth between the ages 18-35 from families living below the poverty line. A minimum of 30% of the trained youth should belong to the Scheduled Caste and Scheduled Tribe communities and a minimum of 33 1/2 percent of youth trained should be women as per the Central directive. This has further been emphasised, "While identifying the beneficiaries under the TRYSEM full-weightage should be given to the rural youth belonging to Sc & ST so that benefits of the scheme flow sufficient and effectively towards them.

STRATEGY ADOPTED BY THE GOVERNMENT:

The identified youth are to be put through period training either with a training institution or a master craftsmen to provide necessary technical and entrepreneurial skills. On the successful completion of training, he is to receive a combination of subsidy and institutional credit under IRDP for the acquisition of an income-generating asset.

2. IRDP and Allied Programmes: A Manual Published by Department of Rural Department Min. of Agriculture. Government of India. New Delhi Page. 25
Training is imparted in ITIs, Polytechnics, Training Schools run by the Khadi & Village Industries Centre.

In Andhra Pradesh, Khadi & Village Industries Board has been conducting training courses under TRYSEM in the trades like Oil Ghani, soap cluster etc. The District Rural Development Agencies are to utilise full capacity by selection all the candidates required in a year in advance and send them in batches as per the Center's guidelines. Training in Hybrid Seed Production, PP Equipment, Soil Testing and Fertilizer Testing, Training in Tobacco Growing & Curing is being provided in addition to which training is also being imparted in Government Polytechnic's, Industrial Training Institutes and other institutes which are detailed in appropriate places.

The Minister expressed no objection in imparting training to 10 candidates by a master craftsmen at a time, provided effective supervision could be ensured and the quality of training does not deteriorate as a result.

Training may be organised at the existing institutions listed in the TRYSEM scheme especially Grama Sevika Training Institutions and Home Sciences Colleges and Agricultural University Training with industrial and service units. Master craftsmen and skilled workers are also a great source as is less expensive and offers training facilities at their homes. A considerable effort will have to be made to promote to specialities for mobile training in villages identified as rural growth centers. Proposals for strong thinking of infrastructure for women's training programmes will be given priority by the Ministry.

The secretary, Ministry of Rural Reconstruction, Govt. of India directed Mahila Mandals and other voluntary organisations working for women's development should be actively involved in the training and other components of the programme.

DRDA is required to build up rural training infrastructure specially in rural areas where it is weak or non-existent.

Syllabus: Syllabus for each trade must be approved by the DRDA. The syllabus shall include training in jobs, skills as well as managerial skills. The latter may include:

1. Elements of book keeping
2. Acquaintance with product costing
3. Simple knowledge of marketing
4. Familiarisation with enterprenurial assistance agencies
5. Familiarisation with project financing by banks.

It is desirable to associate successful trainees who have set up ventures of self-employment with the training of a new batch of trainees.

Identification of Vocations: The District Rural Development Agency (DRDA) will identify the necessary vocations in consultations with the District-level officers of different departments, keeping in mind their sectoral plans. As far as possible, emphasis should be on productive activities. Marketing of products is of prime importance. Therefore, the final selection of vocations must be done keeping in mind the demand for the goods or services ultimately to be provided.

1. LR.No. M-11018/20/79 PR&T (TRG) Dt: 12-12-79, Joint Secretary, Ministry of Rural Reconstruction Govt. of India, New Delhi.
3. Ibid. Page. 26(b).
IDENTIFICATION OF TRAINING FACILITIES:

Once vocations have been short-listed, the DRDA will prepare a resource inventory of training facilities. This should be available at all Block head-quarters. The facilities may include institutions such as ITIs, Polytechnics, Krishi Vignan Kendras, Nehru Yuvak Kendras, Khadi & Village Industries, Training Institutions, reputed voluntary organisation and any departmental facilities available in that area. In addition, reputed master craftsmen at the village may also be utilised for training on a limited scale (not more than three trainees per master craftsman at any point of time) After adequately ascertaining the quality of instructions they are capable of imparting. While selecting training institutions or master craftsmen, it should be ensured that they have adequate facilities in terms of faculty, buildings, etc. An illustrative list of activities identified is given below:

1. Primary Sector:
   [1] Seed production marketing
   [3] Training and pruning of fruit trees
   [5] Production of mushrooms
   [6] Fish culture in fresh water ponds and lakes
   [7] Fish seed production and rearing
   [8] Fish and prawn culture in brackish water areas
   [9] Fish and prawn seed collection
   [10] Honey processing
   [13] Piggery
   [14] Sheep and goat rearing
   [15] Agriculture
   [16] Minor irrigation Schemes

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1. Manual of IRDP & Allied Programmes, Page. 26 Para(C)
2. Ibid Page. 61 Para
II SECONDARY SECTOR:

1. Cottage Match
2. Manufacture of Fireworks
3. Manufacture of Agarbatti
4. Non-Edible oils and soap industry.
5. Leather products industry
6. Handmade paper
7. Ghani oil Industry
8. Handmadepaper
10. Palm gur making and other palm based products.
11. Manufacture of Katha, gum resin and other products from forest products.
12. Processing of cereals and pulses.
13. Post-harvest handling of primary products.
14. Processing, preservation and canning of fruits and vegetables.
15. Bakery and confectionery.
17. Handlooms
18. Handicrafts
19. Khadi (Cotton, Woollen and Silk)
20. Coir products
21. Playing, curing and tanning of hides and skins
22. Silk spinning & weaving
23. Lime Stone, Lime Shell and other Lime Product Industry
24. Manufacture of household utensils in Aluminium
25. Manufacture of household articles made of wood and iron.
27. Manufacture of Lokvastra cloth.
28. Manufacture of Polyvastra
30. Sericulture.

III. TERTIARY ACTIVITIES SUPPORTIVE OF:

AGRICULTURE:

1. Supply of inputs like seed, fertilizers, pesticides etc.
2. Supply, repair and maintenance of agricultural & irrigation equipment.
3. Digging of wells and boring of tube wells.
4. Integrated pest control management on customer service basis.
5. Laying and lining of irrigation channels & laying of irrigation pipes.
6. Water management
7. Collection, storage and marketing of agricultural and horticultural produce.
If farmer engages himself in an activity for his own sake it will not be termed as a tertiary activity. It would be a primary activity.

[B] ANIMAL HUSBANDRY:

1. Artificial insemination and veterinary service
2. Supply of fodder and feed
3. Supply of animals of improved breeds.
5. Collection, storage and marketing of eggs.

[C] SERICULTURE:

1. Supply of silk worm eggs.
2. Collection, storage are marketing of coconuts.

[D] PLANTATION AND FORESTRY:

1. Supply of seeds, seedlings, plants and sapling.
2. Collection, storage and marketing of forest products

[E] TERTIARY ACTIVITIES IN FISHERIES:

1. Supply of fingerlings, feed etc.,
2. Collection, storage marketing of fishes and fish products etc.,
3. Repairing and making of fishing nets.

[F] VILLAGE INDUSTRIES:

1. Supply of inputs for village industries.
2. Collection, storage and marketing of finished products.
3. Repair and maintenance of household machinery and gadgets, like radio, watches, electric appliance, cycle, motorised vehicles, stoves, sewing machines etc.
4. Repairs and maintenance or service relating to carpentry, blacksmithy etc.
5. Installation, repair and maintenance of biogas plants.

[G] CONSTRUCTION:
1. Construction, repair and maintenance of building.
2. Mason, plumbers, carpenters, blacksmiths, electricians.

[H] TRANSPORT:
1. Animal-driven carts.
2. Cycle-rickshaw.
3. Handi Crafts
4. Auto-Rickshaws
5. Matador Vans and tempos (on cooperative basis only)
6. Boats
7. Mechanised boats (on cooperative basis only)
8. Drivers, conductors, cleaners and auto-mechanics

[I] RETAIL TRADE:
1. Any retail trade which involves annual turn-over not exceeding Rs. 50,000/-
2. Small business with investment not more than Rs. 10,000/-
3. Fair-price shops
4. Marketing enterprises which take up agency work on behalf of producers and artisans.

[J] BANKING & INSURANCE:
1. Collection agents for bank
2. Rural carrier agents for life and general insurance
[K] ENTERTAINMENTS & MISCELLANEOUS:

1. Band Players
2. Circulating libraries
3. Loud speakers
4. Gas bathi wallahs

This list is only illustrative not an exhaustive one.

SELECTION OF TRAINEES:

For TRYSEM, the identification of trainees should be done as a part of the block level planning, effort for the betterment of the vulnerable groups Selection has, therefore to be restricted to the target groups, small and marginal farmers, landless agricultural labourers, artisans and craftsmen and people below poverty line.

Once an exhaustive list of potential beneficiaries is available a committee, presided over by the BDO, and with members from training institutions of the area, banks, KVIs, Panchayat Raj Institutions, and any other person which it may wish to co-opt will finalise selection on the basis of following criteria.

1. an attempt should be made to select the members of the poorest families first.

2. at least one-third of the candidates should be women. Priority should be given to members of schedule castes and tribes.

Some consideration of the candidates should be given to persons who have completed twelve month courses under the National Adult Education Programme.

There are no educational qualifications prescribed for selection of trainees. Special classes are advisable to facilitate supply of raw-materials, marketing.  

Persons selected for training are expected to complete 18 years. In addition to the categories specified above, ex-servicemen should also be considered for selection if they belong to the target groups and are below the poverty-line.

The members are also capable of taking self-employment avocation, but the general experience is that women are shy of taking advantage of the development programme due to various factors. A conscious attempt has, therefore to be made to identify suitable young women and encourage them to participate in this programme.

The Mandal Development Officer (MDO) will invite applications from youth belonging to the target group in his area. A preliminary scrutiny will be done to find out who can be provided assistance as part of TRYSEM. Such an assessment can be done at the time of household survey, so that a wide base of potential beneficiaries is available. Application by the youth may not be necessary condition for inclusion in the list.

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1. Lr.No. M-11018/20/79 PR&T Dt. 26-11-79 Jt. Secretary Minister for Rural Reconstruction, Govt. of India, New-Delhi.
2. Lr.No. M11018/20/79 PR&T Dt.12-12-79 Jt. Secretary Minister for Rural Reconstruction, Govt. of India, New-Delhi.
DURATION:

Course duration should not normally exceed six months. The SLCC can change the duration and prescribe duration for new trades. Training module for each physical skill should be formulated and maximum emphasis should be on learning by doing. The period of training range from 3 to 6 months depending on nature of the industry or activity chosen. On completion of the training, the trainee may be given assistance up to a maximum of Rs. 5000 by way of loan assistance from a Bank and may be subsidy to a tune of 33 1/2 percent subject to a maximum of 1500 rupees. These norms were modified later.

If there is any specific trade or vocation for which a longer period is called for, it should be identified and approved at the state level for the sake of uniformity. In no case should training exceed a year. Duration of training can be fixed by the State Level Committee for all trades. There will be no upper limit to the amount of loan or the total amount of assistance, only the subsidy amount shall be subject to a ceiling as indicated above. The portion of subsidy can, under the present instruction, be used for margin money, purchase of tools and equipment, share capital and promotion of common service and organisation.

ATTENDANCE:

It is necessary to insist on 90% attendance for payment of stipend in full. If the attendance falls short by 50% in any month, the concerned training institutions may be advised to discharge the candidate immediately and stop payment of stipend. If the attendance falls between 51 to 90 percent proportion stipend is to be deducted.

STIPEND AND HONORARIUM:

Stipend to the trainee under TRYSEM is available as under:

1. Up to Rs.100/- per trainee per month if the training is conducted in the village of the trainee.

2. Up to Rs. 200 per month if training is conducted in a place other than the trainees' village and arrangements for free accommodation are to be made. In case the period of training is less than one month, daily stipend of Rs.8/- may be given subject to a maximum of Rs. 125/-

3. Up to 250/- per month if the training is in a place other than training college and no arrangements for free accommodation have been made. In case the period of training is less than a month, daily stipend of Rs.9/- may be given subject to a maximum of Rs. 25/-. All these amounts are upper limits. Lower amounts may be fixed by the state Government. A sliding scale of stipends based on the distance of the trainees' village and the place of training is also permitted and may be locally devised. It is proposed to cover under the item, cost of stipend, not exceeding Rs. 250/- per month and remuneration up to 50 per trainee for one month payable to the institutions or the instructors.

A lumpsum upto 100 per trainee could be utilised towards raw material and tools and for incidental expenses for the trainee who is under a master craftsman.¹

¹ Lr.No.11012 / 37 / 80-TRG, Joint Commissioner Ministry for Rural Reconstruction, New-Delhi.
Instructions were already issued that the District Rural development Agencies can place the amount of stipend in favour of the candidate sponsored even before the commencement of the training courses and kept at the disposal of the principal of the training institution subject to the condition that account should be rendered after the training is completed and positively before commencement of the training for the next batch candidates.¹

SUPPLY OF A FREE TOOL-KIT TO TRAINEE:

A free tool-kit costing not more than Rs.500/- may be given in kind to the trainees during the course of the training itself. It should be provided to trainee who is showing due interest, after he has acquired some proficiency, so that they gain experience in the use of their own tool-kits. In case the tool-kit costs more than 500/- the balance is met from the amount of stipend or by the trainee himself. Free tool-kit to youth being trained for wage employment is also admissible subject to conditions governing provision of tool kits for self-employment.

There is a provision for grant of subsidy with a maximum limit of Rs. 300/- per individual. This can be used among other purpose for purchasing of tools and equipment.²


The subsidy is however, linked with the loans to be advanced by Bank to the extent of 2/3 of cost of tools and equipment. The subsidy and tools and equipment could not be linked to the institutional finance in case where the total cost of such tools and equipment does not exceed Rs.500. In each case, the subsidy may be paid to approved suppliers and the artisans may be asked to pay the remaining amount from their own resources.

Only the trainees who are taking keen interest in the training and are likely to settle down in vocation of self-employment should be provided with tool kit. Trainees are permitted to purchase raw material worth Rs.100/- But in order to rationalise this provision it has been decided that instead of the above, an amount of Rs. 25/- per trainee per month be given for raw material subject to an upper limit of Rs. 200/- per trainee per course depending on the nature of the course.

A necessity may arise for supply of the Tool-Kit in advance if the training can be imparted on their own tools. In such cases, if the District Rural Development Agency has confidence on the candidates selected that they are interested to learn the skill there should not be any objection for supplying the tools in advance. In case any candidate drops out in the middle of the course, the kit shall be seized until the training is completed. The toolkit supplied to the trainees shall be the property of the training institutions.

On completion of training the trainee may be subjected to a performance test to see whether he has acquired the skills and is proficient in them. There is no financial provision in the scheme for the period of apprenticeship. State Government may however, like to find ways and means for providing the same in case it is considered necessary for the proficiency of the trainee.  

FINANCING PROJECT FOR SELF EMPLOYMENT:

Loan application of TRYSEM trainee must be completed and processed while training is still in progress, so that loan is disbursed immediately upon completion of the course. Delay in processing can lead to trainee losing interest in the proposition and the benefit of training being lost or at least reduced.

After completion of training, while the KVIB will take action for arranging the loans, the District Rural Development Agency should in consultation with the Khadi and Village Industries Board arrange for the subsidy component in favour of the beneficiaries.

2. Ibid page .31
Activity is to be chosen on completion of the training and the trainee may be given assistance up to a maximum of Rs. 500/- by way of loan from a bank and this may be subsidised to a tune of 33 1/2 percent subject to a maximum of Rs 1500<sup>1</sup>.

The limit of subsidy is minimum up to Rs. 3000/- per trainee<sup>2</sup>.

Such subsidy for individual will be limited to Rs. 3000 only except in DPAP areas where it is Rs. 4000, for Tribal areas the percentage of subsidy will be 50 and the ceiling of subsidy for individual will be Rs. 5000<sup>3</sup>.

**BACKWARD AND FORWARD LINKAGES:**

A major problem faced under TRYSEM, and subsequently when the trained goes for self-employment, is the absence of infrastructural support and back-ward and forward linkages. Largely this has to come from sectorial department in the form of development of appropriate technology, production and supply of good quality assets and provision of other inputs and services.

Each state or Union Territory has a number of functional public undertakings. (Corporation, Federations, or Co-operative Bodies) the state Government should identify for such district one such body as nodal agency looking to its infrastructure base in the area. Such body should then be made responsible for providing backward and forward linkages to a majority of self-employed beneficiary families.

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2. lr.No. M-11014/3/79 PPT Dt. 5-10-79, Secretary, Ministry for Rural Reconstruction, Govt. of India, New-Delhi

In such a district where no such institution can be identified the state Government may consider developing an institution such as District Supply and Marketing Societies (DSMS) to take care of the raw material/input requirement. Funds earmarked for infrastructure development under IRDP can be utilised for developing such assistance. These funds may also be drawn upon for providing working capital revolving funds to state-undertakings, DSMS, District Co-operative Marketing Societies etc., which are engaged directly in promoting marketing for IRDP goods.

So far as trainees are concerned the DRDA is responsible for coordination/providing backward and forward linkages. In order to perform this function the DRDA must maintain contact with all the institutions mentioned above.

**BUDGET AND OTHER ALLOCATION:**

Stipend and honoraria costs under TRYSEM are to be met from within the IRDP allocations and no separate provision is required for that purpose. The scheme of strengthening training infrastructure is, however, direct from IRDP and separate budget provision should be made for this central releases under the sub-sector are also made to the state Government. And hence central share also should be taken on the state budget before transmission to approved institutions through concerned DRDA.

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SUPPORT TO TRAINING INFRASTRUCTURE:

The Government of India has a scheme of Providing central assistance to training institutions belonging to Central and State Governments and voluntary organisations which provide training under TRYSEM. Central institutions get a 100 percent grant while other institutions require matching assistance from the Central and State Governments.

ITEMS FOR WHICH CENTRAL ASSISTANCE IS ADMISSIBLE ARE:

1. Buildings – particularly class rooms and dormitories.
2. Workshops.
3. Equipment and training aids.
4. Transport Vehicle – only if they are part of mobile training wing and
5. Lodging and Equipment

NORMS FOR ASSISTANCE:

1. The norms for such assistance are (including dormitory, kitchen, dinning hall, toilets, Varandas, Store etc.,)
2. Work shed/class room per trainee – upto 70 Sq.ft
3. Lodging/Equipment per trainee – upto 900.
4. Cost of construction. –

[a] In plain areas – upto Rs. 120/- per Sq.ft.
[b] In hilly difficult/desserts inaccessible areas upto 150 per Sq.ft.

5. Furnishing of class rooms/work shed upto Rs. 400/- per room shed and
6. Library books Rs. 1250/-

1. Manual IRDP page. 29. para 11.9
The matter of payment of remuneration to training institutions has been examined by the Government and it is clarified that an instructor per 40 candidates will not be able to do justice considering the level of general education of the trainees. But one Instructor should be entrusted with not more than 20 candidates. This is on the lines of the Industrial Training Institutions. The amount of Rs. 50/- per candidate per month is not only towards honorarium of the trainee but also incidental expenditure such as water, electricity and other maintenance charges. Therefore the entire amount of Rs. 50/- per candidates per month does not go to the instructor. Additional workload due to TRYSEM may, suitably be compensated on the lines being done by depending upon his educational scales applicable to similar category of instructors, the institutions should negotiate and fix up the salary. Moreover the institutions will loose on some courses and gain on others. In view of the operational aspects Rs.50/- per candidate per month to the institutions and not to the instructor. This is paid as per Lr.No. 71530/EDV/80-1 Dt. 2-12-1980 Dy. Secretary, Forest & Rural Development Govt. of Andhra Pradesh.

TRAINING FOR BENEFICIARIES:

The Central Government felt the need to acquaint the beneficiaries with the latest technology in the relevant field by evolving suitable training programmes with this objective to those beneficiaries who are interested in new schemes, new occupations and schemes with modern technology.
The training in the agriculture and allied activities was launched in certain centres such as GRAM SEVAK TRAINING CENTRES, FARMERS TRAINING CENTRES, KRISHI VIDYA KENDRA CENTRES AND AGRICULTURAL UNIVERSITES. Training for setting up of rural industries or artisans activities etc., were imparted in the ITIs, Polytechnics, training Schools run by the K.V.I.C. Handicrafts Board or certain other institutions recognised by the Government of India.

PROJECT LINKAGES:

Unlike the previous system, the present TRYSEM programme provided project linkage during training hence the monetary benefit derived through this new system by trainee improves financial conditions and evokes interest in the rural youth and also provides experience in scheme-handling while on the job training helps gain first hand knowledge of the availability of raw materials and the market situation, which was in no way provided in the initial stages by the TRYSEM scheme.

TRAINING FOR FUNCTIONARIES:

The Central Government felt it necessary to provide training for functionaries at all levels who are entrusted with the implementation of IRDP. The state Government felt it equally important while providing training to the beneficiaries and the youth under the above two schemes. This programme has been designed to make acquainted the officers at the State, District and Block level with functional and operational details of the IRDP to enable them discharge their responsibilities effectively.

The ministry has repeatedly emphasised the need to associate bank officials and senior officials of co-operatives and Nationalised Banks in this training programme. Those co-ordinating the implementation of IRDP would have to provide suitable training programme for officials at all levels dealing with IRDP NIRD and certain other institutions were made to undertake training programmes. They were assigned with organisation of seminars and work-shops for the field officers periodically.

IMPLEMENTATION OF TRYSEM SCHEME:

The District Rural Development Agency, Nizamabad has been playing its part to train the rural youth of the district in skilled and semi-skilled jobs with an intention to develop human resource to the income generating level so as to solve the rural unemployment problem through self-employment. It has been a regular feature on the part of the D.R.D.A to sponsor certain number of candidates to two technical institutions and specialised training centres. These institutions have been undertaking training programme ever since the inception of the TRYSEM schemes. Though keen attention is paid by the DRDA in the selection of candidates, sponsoring them to the appropriate institutions and the stipend amount is granted from time to time, the scheme does not look to be a complete success. Institution-wise study reveals the fact that there are various reasons that have been coming in the way of the success of the schemes.

The working of the institutions in relation to the scheme is presented separately. Government Polytechnic, Nizamabad, Industrial Training Institute, Nizamabad, Government silk Farm, Biknoor, and Bala Mahila Pragathi Pranganam Perkit, impart technical training in various trades to the candidates selected by the common entrance examination as well as merit-cum-reservation basis. TRYSEM scheme is also implemented by the the institutions under the auspices of DRDA Nizamabad. DRDA adopts the procedure prescribed by the Central Government The selected candidates are sponsored to these institutions and the stipend money as well as necessary support is provided by the agency. The stipend amount is paid to the trainees through the respective institutions.
THE INDUSTRIAL TRAINING INSTITUTE, NIZAMABAD HAS BEEN IMPARTING TRAINING IN:

1. Tailoring and Dress Making for 6 months
2. Black Smith — do —
3. Electric Motor Re-winding for 8 months
4. Motor Wiring for 7 months
5. Type-writing & Shorthand for 6 months
6. Welding for 6 months
7. Carpentry for 6 months

THE GOVERNMENT POLYTECHNIC, NIZAMABAD HAS BEEN IMPARTING TRAINING IN THE FOLLOWING TRADES:

1. Radio for 6 months
2. House-wiring for 6 months
3. Welding for 6 months
4. Plumbing for 6 months
5. Carpentry for 6 months
6. Electric Motor-Rewinding for 6 months
7. Rural Electrification for 6 months

Different batches are selected and allocated to these institutions by the Project Director, DRDA Nizamabad. The personnel in these institutions are facing certain practical difficulties which are beyond their control. Additional allotment calls for additional provision of staff and infrastructure. The institutions have personnel and equipment sufficient only to meet their usual needs. The number of students expected to be taught by them are filled in by the Technical Education Board. Unless and otherwise additional staff and equipment are provided to these institutions it will be difficult for them to properly train candidates under TRYSEM. The time available to the present staff is quite inadequate that they may spare for the TRYSEM batches regularly.
In the light of the above less attention is normally paid to the trainees under TRYSEM by the concerned teaching and non-teaching staff.

The duration of the training is also another point of consideration because of the fact that it is quite insufficient to develop required skills among the youth to independently launch self-employment activities. The beneficiaries, when interviewed, brought forth some facts. The training period lasts for six or more months but the duration for certain courses is quite inadequate. Candidates wanted that the training period for typing course shall be at least 1 year instead of the allotted 6 months. No candidate is able to obtain a lower grade certificate within 6 months of learning. As such, how about the higher grade certificate which helps employment.¹

The fact of the inadequacy of the training was also asserted by many observes. It was so noticed that the training imparted to TRYSEM beneficiaries was utterly inadequate and not of the required standards in certain cases.²

Nevertheless, the medium of instruction also poses a problem to the trainees. Their academic background doesn't help them comprehend the teaching correctly and ultimately results in disinterest. Despite this, absconding and irregular attendance by the student is noticed. Moreover, due to lack of boarding facilities the youth are not able to meet their needs such as food and room rent from the allowances paid through the scheme.

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1. The Eenadu, District Social Dt. 24.01.93 Page. 5
2. R.N.Tripathy, O.N.Srivastava and others, "IRDP in south India". National Institute of Rural Development, Hyderabad.
Certain of the trainees are found to be on enrollment in other academic institutions or are engaged in certain other house-hold or job-oriented activities and their enrollment in these schemes appear to be undesirable since devoid of commitment on the part of the beneficiaries. The selection is to be made a fool-proof one that it avoids such candidates who are not so keen on availing the benefits provided by the training. "The beneficiaries were not identified by adopting right criteria and some ineligible house-holds got the assistance".

From cluster areas youth were selected for training in Type Writing & Shorthand. They were allotted to various Type institutions in the town. Complaints are received about the selection of candidates. It is further reported that the stipend amount was mis-appropriated by allocating the amount to fictitious names. The collector took necessary measures to correct the situation after conducting a departmental enquiry.

TRYSEM:

Comprises the following aspects for study in addition to the trade assigned to the candidates.

1. Book-Keeping
2. Organisation of Village Marketing
3. Price Fixation of goods produced.
4. Village Industry and aspects related to its establishment, and
5. Marketing.

1. R.N. Tripathy, O.N. Srivastava and others "IRDP in South India" NIRD, Hyderabad.
2. The Eenadu District Special, NZB, Dt:1-07-1990, Page-1
It should be appreciated that of the 97.4 percent of the total beneficiaries who indicated their Preference, about 96.5 percent got schemes of their preferred choice. It is interesting to note that 28 percent of total beneficiaries exercised their choice for schemes based on their past experience/family occupation, 25 percent guided by the amount of subsidy available, 17 percent because of good marketing opportunities and 10 percent on the suggestion of friends and relatives and the remaining 12 percent could not mention as to what was the motivating factor behind the choice of schemes. Since their option is restricted only to very few courses available, they, to most extent are less apt to generate income to the beneficiary after training. The beneficiary is not able to avail the course to his benefit since he is unable to change his way of life. The curriculum of formal training offered by State agencies usually bears little relevance to the needs of villagers. Consequently, the training has trades akin to urban areas. The commonly offered trades in institutions are embroidery, tailoring, turner, fitter, draughtmanship, etc., which have little scope for employment in rural areas. Training in simple trades which can be pursued by non-matriculates is needed for promotion of non-farm activities in villages. Otherwise, those trained in mechanical trades with little job potential in rural areas are bound to emigrate to cities, causing urbanisation. A crisis of confidence seems to grip the villagers restraining them from taking risk as entrepreneurs in non-traditional non-farm activities.

1. R.N.Tripathy O.N. Srivastva" IRDP in South India" NIRD, Hyderabad, Page, 359.

One of the defects of the training is that tools are not adequately supplied during training. The trainee beneficiaries complain that proper implements are not available during the tenure of the course. They express their inability to acquaint themselves with the names of tools and implements useful in the trade. Skill can't be properly developed by individuals when they remain passive spectators during training period.

The Project Director from time to time seems to have issued certain instructions to the personnel and to the heads of the institutions undertaking programmes, in regarding to the attendance of the trainees. No desirable effect looks to have been realised in relation to the objective of the schemes. Thus the scheme especially in these technical institutions has been proving itself to be less effective rotational type of activity, and in view of the objective of the scheme, training in these institutions to the TRYSEM youth doesn't appear to be a fruitful one. Certain of the observers brought forth the opinion that these programmes yield good results when only these are delinked with the above institutions and are conducted in a separate objective-oriented training schools.

1. The Eenadu District Special Dt: 26-3-93. Page.1
The fact is also asserted elsewhere. "Most countries in the Asia and Pacific region had embarked on various youth self-employment initiatives as alternative to wage-employment for the youth. However, those initiatives had met with limited success. Several factors had been recognised as constraints to the success of on going youth self employment programmes. Many youth self-employment initiatives relied mainly on traditional youth institutions and networks and did not integrate the inputs of non-government organisation".¹

The students themselves look to be interested in receiving amounts from time to time rather than developing their knowledge and skill in the trade. To some of them it looks to be a stop-gap arrangement with monetary benefits rather than a source of livelihood, yet there are certain facts brought forth in regard to the payments of stipend. The one among them is also brought to lime light by the press.²

The stipend is paid initially at the end of the third month. All the instalments could not be received even after six months i.e. on the completion of the training. Those who conduct the training unduly claim a part of the stipend and the rest can be received by the beneficiary only after such clearances². It is the reason why the beneficiaries failed to adopt positive approach to the training.

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A certificate is received from the Head of institution on completion of the training. It is not enough if a certificate is given. The Govt. has been ignoring its responsibility to provide self-employment to the beneficiaries. Most of the beneficiaries are being left un-employed even after training. The training is being restrained only for learning and for receiving pocket money rather than self-employment.

The reporter of the news paper has gone to the extent of criticising the policy of the Government. It has introduced various schemes of self-employment to solve the problems of educated youth. The training, he says is useful to divert the attention of the educated un-employees.

In many states, the Comptroller and Auditor General of India in his report to the Parliament criticised the central Govt. on the grounds that those who were trained for self-employment are deprived of employment.

The training courses, mostly being non-rural oriented don't favour self-employment in villages. Most of the training courses offered by these bodies are designed and carved to prepare people not so much for starting something of their own but for serving and assisting the enterprises already in existance. As such enterprises seldom exist in villages, the trained persons either migrate to urban areas in search of employment remain unemployed in their own villages. The content of courses and the attitudes of trainees at the existing training institutions shows that most of them are adopting skills and capacities desirable to self-employment among them resulting in debacle of the basic objective of training.

1. The Eenadu Dist. Special Dt. 26-3-93, Page.1
2. The Eenadu Dt: 24-1-93, Page 5
3. The Eenadu Dt: 30-5-94 Page 7
The beneficiaries who want a living rather than a certificate are very much dissatisfied with the post training facilities offered to them. The DRDA issued a certificate after the completion of the training. The beneficiaries complain that their ambition is to make a living with the help of training are left unfulfilled because the agency is least worried of their future. The schemes relating to TRYSEM, which have two phases, the first being training and the second, starting of an avocation for self-employment, generally ended up in frustration on the part of the beneficiaries because after training, no specific care was taken for post training credit support and follow up. In Tamilnadu particularly, some attempts have been made to overcome these problems, in case of the women beneficiaries of TRYSEM by establishing training-cum-production centres to bring about harmony between the two phases. Similar attempts were afoot in Andhra Pradesh to overcome the difficulty. It is deplorable to note that the Nizamabad district is still devoid of such blessed state of affairs.

THE GOVERNMENT SILK FARM, BIKNOOR:

It is situated on the National High Way No.7 which is 80 K.Ms. far from the DRDA Head Quarters. The distance itself shows, no frequent visits can be taken up by the Project director Nizamabad so as to guide, inspect and review the training programme being undertaken by this farm.

1. The Eenadu Dist Special, Dt. 24-1-93. Page.5
2. R.N. Tripathy, O.N. Srivastva and other "IRDP in South India" NIRD, Hyderabad.
The Farm engages in Silk Production. The farm mostly uses the services of daily wage labours whose services have not been regularised even after 15 years of continuous service despite many representations to the concerned authorities.

The training in farm lasts for three months and the trainees are not able to digest the pros and cons of silk production. Though residential accommodation is provided, stipend doesn't seem to be paid properly. The attitude of individual trainees to a major extent, is not a positive one and the instructors also appear to be reluctant towards the candidates. In toto, silk training in this farm doesn't prove itself to be a fruitful one so far as the Government's objective of the TRYSEM is concerned.

**BALA MAHILA PRAGATHI PRAGANAM, PERKIT:**

Credit goes to the women and Child Welfare Department and to the Women Welfare Finance Corporation of the Government of Andhra Pradesh for the establishment of such a gigantic organisation with permanent buildings, well-paid staff, infrastructure, committed responsible authorities, cooperative staff and hard-working inmates. Homely atmosphere with girls and ladies engaged in their respective tasks made their objective realised with ease for which the institution is established.

Bala Mahila Pranganam was inaugurated on 1st March, 1988 and is a residential institution imparting training in such trades like Bakery, Pickls, Jam & Juice Making, Book-Binding & Printing, Secretarial Practice, Auxiliary Nurse and Mid-wifery courses only to female youth.
This institution is working under the guidelines of women and child welfare Department of the Andhra Pradesh State Government in close association with the District Administration as well as DRDA Nizamabad.

Book-Binding & Printing, Tailoring, Auxillary Nurse & Midwifery are the courses to which DRDA sponsors candidates whose selection process is articulated through the surrounding Mandal Praja Parishads and finalised by the DRDA. TRYSEM candidate are paid a stipend of Rs. 200/- per month. After meeting these needs of these girls inmates petty amounts are also being deposited in their savings accounts. The training lasts for quite a sufficient period which helped the inmates develop necessary skills to work at their own and earn for their living. Attendance doesn't pose problem since all have to live within the campus and adhere themselves to a dawn to dusk schedule.

The instructors don't show any difference between the parent institution candidates and the DRDA sponsored trainees which makes their learning and living happier. Cordial atmosphere reigns the Campus.

Some trained candidates started their self-employment enterprises in certain trades like Bakery, Pickle and Juice Making. Some are also working in private printing presses. Married and unmarried girls are admitted to the institution. The Head of the institution claims to have been pursuing the post training aspect of self-employment and even their placement. Because, a negligible number of candidates, not even 5% are able to adopt self-employment every year.
Though training looks to be a satisfactory one, success of TRYSEM depends on the attitude of the youth on completion of their training here in this Campus.

Back to academic studies, lack of encouragement from parents, relatives and neighbours, marriages, non-entreprising nature among most of the girls, reluctance to start a venture, socio-economic background are coming in the way of actually boosting up the economic status of individual trainees after training and despite successful training in the Bala Mahila Pranganam the TRYSEM objectives couldn't be fully realised.
ANALYSIS OF THE PERFORMANCE OF D.R.D.A. [TRYSEM]

The TRYSEM component of DRDA, so far as its achievement is concerned touches a maximum of 11.76% during 1989-90 which has been the highest during the past decade, the year 1986-87 shows a minimum of 4.07% It is to be pointed out that the physical achievement of D.R.D.A. in case of TRYSEM is of fluctuating nature though there is no commendable achievement on the part of DRDA.

So far as the financial achievement is concerned the year 1984-85 shows a minimum of 33%. It is to be noted that there claim of expenditure of 19 thousand rupees which is 0.89% of the total spending of the year. This is accepted as administrative cost, Though there is decline in 1989-90 to 764 of 1988-89 there has been a increase of financial achievement from 26.78 lakhs (1988-89) to 28.22 lakhs in 1989-90 which is said to be an increase due to grant of subsidies.

WOMEN & TRYSEM :

The guidelines of the Centre intend to increase the percentage of women training to a maximum of 50% . The female of Nizamabad District as per 1981 census is as large as 50.3% . There has been an increase till the year 1985-86 upto a maximum of 35.9% but during the next two years there has been decreasing proportion of women trainees. Their share began to increase from 1988-89 and it touched a maximum of 36% in 1989-90 but it is note worthy that the number of male candidates as well as the total number of trained candidates in the year shows a decline to almost half a number of candidates 1988-89 may be the reason that the women candidate took a large share in 1989-90 through their actual number fell from 209 in 1988-89 to 167 in 1989-90.

CASTE-WISE ANALYSIS :

The Schedule Castes of the Dist. are 15.41% of the rural population while the schedule Tribes are 5.37% . The past decade 1986-87 shows maximum 76.7%
of Schedule Caste. But the following year shows only 19.7% is of the total trained during that year. Upto 1986-87 the percentage of SCs shows a continuous raise but their number declined to 243 in 1984-85 135 in 1985-86. It is to be pointed out that there was a similar tendency in the next year. There were only 69 candidates. In 1988-89 SCs trained were 311 while in 1989-90 the number decrease to 203.

So far as Schedule Tribes are concerned there was only one candidate trained in 1981-82 and two candidates in 1986-87. There has been an increasing tendency since 1987-88 till date. 1989-90 shows a record 72 candidates (15.7%) of the total trainees which has been the highest through the last three years show an excess of percentages over the ST population in the Dist. other years percentage of trainees couldn't be equated with the percentage of ST population. Almost all STs in the Dist. are far below the poverty line and priority is still to be given.

POST TRAINING ACHIEVEMENT:

It is deplorable to note that the percentage of the candidates who obtained financial support from commercial institutions with subsidy amount sanctioned by DRDA are only 0.56% the number of candidates trained during 1980 are 3580 while those are aided and are in post training pursuit of livelihood serving the benefits of training are not more than 20 candidates. TRYSEM in the light of the result yeilds cannot prove itself to be fruitful unless the trainees are made to utilise the benefits of training. Since the training aims at endevouring skills to the poor youth of the rural areas, they must be made to obtain the benefits of training by ensuring that they pursue their livelihood in the lines on which they are trained. DRDA as well as institutions must take care in such manner that the maximum percentage of the people get the financial assistance in pursuit of their livelihood if candidates are not educated and guided in this respect, it will be impracticable to achieve the benefits of training by them. Bala Mahila Pranganam claims the maximum share of the candidates who obtained financial assistance. The Head of Institution true to her claims that during last two years she guided some trainees in obtaining loan for venture. DRDA has to council and monitor the post training aspect failing which TRYSEM continues to be a barren and wasteful project.
In fact, TRYSEM doesn't find encouragement due to the following reasons:

1. Absence of supervisory authority over other departments.

2. Absence of training institutions in villages.

3. Absence of Co-ordination and understanding between DRDA and Employment departments.

4. Inadequate training offered by voluntary training institutions.

5. Absence of facilities, opportunities and separate system that facilitates establishment of own concern or production unit by the trained beneficiaries.

6. Lack of Marketing facilities for the sale of goods produced.

7. Lack of financing facilities for the sale of goods produced.

8. Commercial banks reluctance to provide adequate funds essential for the establishment and maintenance of village units.

It is desirable to overcome the above to make TRYSEM more meaningful and useful.

I am constrained to bring forth the following suggestions, which I find to be more practicable.

OBSERVATIONS & SUGGESTIONS:

The candidates sponsored by Mandal Development Officers are selected by the Agency and are allocated to various Technical Institutions where they are imparted Training to learn and develop working-skills in the specified employment generating areas.

The youth are beset with a number of problems e.g., health, education, employment opportunities and so forth. This had led to frustration and as a consequence some youths are getting involved in anti-social activities.\(^1\) There is need for a comprehensive programme for youth development in general, not of the rural youth only.

There must be a criteria for defining youth rich/poor urban/rural\(^2\). Faziul Huq said "Training Programmes must create Social consciousness for rural development" and he suggested, "The youth have to be imbied with proper social values, so that they can become contributing members in the society.

The rural youth have deep rooted attitude of dependence and they have a sort of indifference to take risk and they possess a high reluctance to adopt non-conventional lively-hood to which they are in no way accustomed. The rural youth who are to a little extent lettered, cherish risk-free life rather than going in for a responsible hardwork of technical nature. Despite poor financial back ground they have a sense of false prestige and look for Government-employment.

2. Ibid Page 21
Jobs rather than self-employment. They have ignoble conception regarding self-employment, nevertheless, dignity of labour has no place in their minds. Inculcation of self-supporting culture and non-depending attitude shall be made the part and parcel of the training programme.

The Government has been failing to achieve its objectives due to two reasons they are:

1. Failure to direct the implementation of schemes in the right way.

2. Improper utilisation of resources.¹.

Mr. Haq also mentioned that: Utilization of local resources and popular success in developing programmes for youth schemes have to be based on real life situation that prevails in the rural areas². In developing non-farm activities local resources should be mobilised considering the ecological balance.³ On the other hand, to ensure coordination, The Ministry incharge of youth development should operate through existing institutions set up at various levels of administration.⁴

1. The Eenadu, Dt. 26-06-1993, Dist Special.


3. Ibid page 56

4. "Role of Rural Youth in Integrated Development" CIRDAP,NIRD Hyderabad.
The eligibility criteria don't include the educational standards of the candidates since their poverty alleviation is the basic objective of the training by enabling them to adopt certain skills necessary for income generation. The medium of instruction being English poses a problem to the candidates with minimal basic acquaintance with foreign language and the teachings are bound to fall on the deaf ears. The students who have curiosity could not find training institutions to be the better places of their learning because of their inability to comprehend the core of the subject matter. Disinterest causes absconding and absenteeism. Irregularity yields poor results. The teaching also becomes ineffective because of the fact that the candidate admitted to these institutions are otherwise engaged either in agricultural work or in other academic institutions and do not find any immediate need or opportunity to be regular in the training programme except for the purpose of receiving stipend. There are a very less number of candidates who have completed the course if it can't be said to be a success in the realistic sense. Those who gained admission are such candidates who don't feel the immediate need of acquiring professional skill so as to be able to establish income generating units of their own. Lack of devotion and dedication, sense of responsibility and commitment on the part of candidates bring about a debacle. Mr. A.M.A.H. Siddiqui mentioned that:

"The vital ingredient to all development programme is the proper mentality and total commitment for its implementation".

1. Siddiqui. "Role of Rural Youth in Integrated Development" CIRDAP, NIRD.HYD.
Minute percentage of the selected candidates really need the programme while the rest are otherwise engaged and join the programme. Some are meeting their pocket expenses for which they seek to avail themselves of the benefit of stipend. Selection needs careful identification of the candidates. In addition to economic criterion the candidates' intellectual, psychological and situational aspects must be taken into consideration instead of relaying on the income and property certificate borne by the candidates. The basic principles of modernisation suggest that the process must start with eroding the traditionism and barrier to change at grass root level. Physical verification and justification by the selection authorities is suggestive to eliminate less needy, disinterested, influential and financially sound candidates.

The course content for the TRYSEM candidate shall be made to deviate from the regular technical curriculum so as to yield the best results which facilitates better comprehension by the improperly and less educated rural youth. The training programme at present is being taken up by the existing Government technical institutions where in successful candidates in the competitive test join. It is really embarrassing for the TRYSEM candidates to keep pace with such class-mates.

Mr. Shamsuddin mentioned that in their effort to tackle youth problem the Government of Bangladesh is focusing on one particular sector of the youth population. Those are the youths who have read up to class VIII, and looking for employment. The government's objective is to encourage youths to take up activities to which they have easy access, e.g. small trade and farm activities.

Over-load in the class rooms and labs poses problems. The teaching and assisting staff are least interested in taking care of the TRYSEM candidates. The students complain of step-motherly treatment in those institutions. In the light of the above, organisational reforms need to be taken up by the Government in regard to the training, if, it is not financially viable to establish separate training institutions job-oriented content can be planned and taken-up in the self same institutions either to engaged in the TRYSEM programme. Technical training must be job-oriented and it must be based on practice and experience. This enhances the employment opportunities of the trainee.

Majority of the respondents preferred training-cum-production centres instead of exclusive training centres.

Training programme should be linked up with post-training facilities. The development agencies connected with TRYSEM should take care of the supply of raw material, loan credit and subsidy to the beneficiaries regularly and timely.

In Bangladesh, the self-employment project was a follow up of the training courses imparted to the rural youth.

Technicality involved in the subject-matter looks to be Latin and Greek to the candidates with rural background. Testing before admission or lowering the teaching standard to the level of the students' mental ability is desirable. Highly theoretical framework shall be avoided and learning by doing shall be the method of teaching since it is their practical performance that counts for their working in their proposed establishments. Knowledge pertaining to business organisation and timely guidance in the various stages of the establishment and maintenances of their own firms shall be provided with. They must be motivated in such a way that their spirit of objective realisation is kindled and boosted-up.

So far, the government policies have benefited the literate youth only because they constitute the vocal segment of the society. Unlettered youth shall have a chance of using the benefits of TRYSEM. They shall be encouraged to actively participate in the programme. Most of the trained candidates don't seem to have the mind of receiving the loan because of the fear of insolvency and repayment failure on the one hand and discouragement from the side of elders in the family on the other. The rural poor have the fear of criminal charges and punishment in the event of non-payment and it is the basic reason why parents discourage the candidates from going in for such a loan which is too large an amount.

Another hurdle that comes in the way of receiving the financial benefit is that it is not obligatory on the part of the trainees to accept the loan and have their own enterprise. The Government shall take steps in such a manner that those who are to be trained shall compulsorily go in for self employment and they shall be disqualified for Government employment even in the lowest cadres, failing which the candidates simply join the training as a stopgap arrangement in the event of a brake in their academic career so to while away the time during the training period compulsory attendance for the payment of stipend and consequential self-employment finance and removal of the names of the recipients of the loan amounts from the rolls of the employment exchanges for making TRYSEM a fruitful and successful one.

As in Bangladesh, the self-employment project is to be a follow-up of the training courses imparted to the rural youth.

So far as the sanctioning of the loan and fund-disbursement is concerned, the candidates find it difficult to obtain the loan in time. Rigidity of rules in sanctioning the loans is to be minimised. The rigorousness in the procedure and ineffective co-ordination between the Agency and the credit institutions at all phases. Corrupt practices in the distribution of subsidy and loans and the commission charges by the bank staff have eroded the spirit of the programme. The bulk of financing is generally done by commercial banks. The role of rural banks is not significant nor effective.

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Since the major source of finance is bank credit, the banks have undoubtedly a major role in implementation of the scheme. The banks did not perceive such a role for themselves. It has stipulated in the guidelines that the schemes should be grounded and implemented within a period of three months from the date of sanction of loan. This however, did not happen because of three reasons: (a) unless the number of scheme for which material machinery/assets have to be purchased from outside was sizable in number, the cost of the assets became so exorbitant that beneficiaries could afford it (b) non-availability of required number of assets at a time from one source, and (c) difficulty in obtaining time from all members of the purchases committee, particularly the representatives of the banks. In fact, the banks do not take initiative in the implementation of schemes as in the case with Nizamabad District. Delay in the establishment of the income generating self-employment institutions leads to frustration in the candidates and most of the candidates are not prepared to avail the chances of receiving the loan. Substantial number of candidates complained of the difficulty in receiving the loan.

Initiative for self-employment must be developed in the training programme. The handling of IRD programmes by the bureaucracy has been with limited success. The youth training programme would be more effective if the local people are provided with the opportunity to have a say in the designing of the programme. Youth must develop an attitude of dedication, faith and sociability prior to indulging in any youth development programme.
The participation of people in the planning, implementation, and evaluation of TRYSEM scheme should be made effective in the light of integrated rural development.

Government involvement has to be minimized. There should be maximum participation by the beneficiaries.

Participatory development is radically different in approach, methodology, and operation. Its central concern is with the development of the moral, intellectual, technical, and manual capabilities of individuals. A development project is therefore regarded as a process the activities must be taken by the people themselves who should also firmly ensure of their implementation. This in turn calls for an entirely different methodology in initiating and sustaining developing activities.

But undue influence leads to adverse results. It is observed, "The concerned officers and village heads exert pressure on the bank officials for selection of known people but do not extend their cooperation at the time of repayment."

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2. S.N. Mishra, "Rural Employment and TRYSEM" Inter-India Publication New-Delhi.
Those who succeeded in getting the financial assistance are not found to be sincere in their task and some of them misappropriated the funds by not investing them on the proposed productive purpose. Financial constraints in their homes make them utilise the loan amounts to meet personal requirements at home rather than investing in the intended scheme. This leads to non-realisation of the TRYSEM objective on one hand causes irregularities in repayment of the amount on the other. Raw Materials should be subsidised to promote the growth of non-farm sector.

The Head of Technical Institution emphasis the need for proper identification of the beneficiaries to endure economic success of the income generating units. The village youth are mostly married in their juvenile age and their family-ties and spousal relations restrict them from moving from their native village to a neighboring commercial centre. The units even when started in their own village are not found to be successful because of less marketability. Their disinterest to commence a unit far from their place is attributed to their unwillingness to go to an unacquainted place for commercial pursuit. At this juncture, an appropriate training suitable to the nativity and situation of the candidate is needed.

Nural Haq highlighted the following aspects: Programmes of youth development should incorporate the children of agriculturists and artisans: The rural youth should be motivated to participate in home based activities e.g., handicraft making, kitchen gardening and tree planting. It is important that training must be based on real life situations.

2. "Role of Rural Youth in Integrated Development" CIRDAP. NIRD.HYD.
THEREFORE, LACHISLER CERYCH SUGGESTS:

The organisation of rural youth in youth groups, their training in agricultural schools to become good farmers, and the interest of chambers of agriculture in youth education and training provide the main lines of relationship between rural youth programmes and the agricultural development programme.\(^1\)

While identifying some issues of non-farm employment, and prospects of the non-farm sector in creating gainful employment and income for rural poor, otherwise wrong emphasis and undue expectations could cause frustration and loss of time and efforts.\(^2\)

Training of rural craftsmen and artisans to enable them to upgrade their skills are abysmally absent in the study area. Skill-upgradation is imperative to income generation from non-farm employment among rural artisans. As is difficult for an artisan to attend long term training courses outside, peripatetic training could be experimented with. Merit of this suggestion lies in its coverage of even interior village by the trainees on a part-time basis so that the earnings of artisans are not adversely affected. The rural artisans and craftsmen trained through mobile teams could be utilised as master trainers to train other villagers in their trade or craftsmen in the principle "learning while doing". A suitable system of incentives for learners as well as trainers needs to be evolved for this purpose.\(^3\)

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1. Lachisler Cerych, "Rural Youth in Agriculture and Rural Development German Foundation for developing countries-P.10
Proper care is to be taken allocating the course to the individual candidate lest the public money spent on the training and the disbursed loan-amount would run waste. The strategy for development calls for a change. The programme must be village oriented and the training must be agro-based. It is not mere giving financial assistance that makes the programme a success but continuous guidance and supervision by the concerned field staff at regular intervals, necessary moral support and encouragement must be provided to the candidates until they achieve proficiency in their work and business. The enterprising ability of the candidate is to be improved through periodic visiting and counseling by the field staff.
