CHAPTER II

TRYSEM : AN INTRODUCTION
The National Committee on training for full employment set up by the Government of India recommended a scheme for promoting self employment among rural youth. Basing upon the recommendations of this committee, TRYSEM was started on August 15, 1979. It has been an integral part of IRDP since April, 1981 (Mathur, 1979:659). TRYSEM thus acquired prominence as a programme for training rural youth for self-employment in spheres relevant to the development of rural economy. The present chapter gives an introduction to TRYSEM, with specific reference to its objectives, strategy, selection process, training, administration, finances and progress, along with a review of studies conducted on the impact of TRYSEM.

OBJECTIVES OF TRYSEM

The manual on TRYSEM gives the following as the objective of TRYSEM:

"To provide technical skills to rural youth from families below poverty line to enable them to take up self-employment in broad fields of agriculture and allied activities, industries, services and business activities" (Government of India, 1988:20).
Thus TRYSEM is primarily a training programme and is intended for rural youth and helps them in acquiring skills for self-employment. A similar view on TRYSEM was expressed by Mathur on the objective of TRYSEM. He states:

"The main thrust of the scheme is on equipping rural youth with necessary skills and technology to enable them to take up vocations of self-employment" (Mathur, 1979:659).

Purushotham (1988), analysing the performance of TRYSEM, explained it as a programme for training rural youth in the age group of 18 to 35 years from among families living below the poverty line and having an aptitude for self-employment. The programme gives priority to the youth representing Scheduled Castes, Scheduled Tribes, ex-servicemen and women. The emphasis in the programme is to impart skills in secondary and territory sectors thereby to diversify the rural youth from the farm sector. Accordingly the following objectives can be enlisted for TRYSEM.

1. Training rural youth in the age group of 18 to 35 years.
2. Development of skills in rural economic spheres.
3. Assisting the rural youth in self-employment,

STRATEGY OF TRYSEM

Since its inception in 1979, TRYSEM has identified 14.8 lakhs youth and trained them in various fields. In doing so, it has adopted specific policy of selection, training and assistance for self-employment. The details of the strategy are discussed hereunder.

SELECTION OF YOUTH

Rural youth in the age group of 18 to 35 years from among the families living below the poverty line are identified as the target group (Purushotham, 1988). However, the limit for carpet weaving activity is extended to the youth from 14 years onwards upto 35 years. The programme gives priority to the youth from weaker sections, namely, Scheduled Castes, Scheduled Tribes and Women. Women beneficiaries should constitute at least 33⅓ percent of selected youth under TRYSEM. (Government of India, 1988:20).
The Block Development Officer will invite applications from youth belonging to the target group in his area. The details of the programme and application proforma has to be published in local dailies. A preliminary scrutiny will be done to find out how many youth can be provided with assistance as part of TRYSEM. Such an assessment can also be done through household survey so that a wide base of potential beneficiaries is available. Application by the youth may not be a necessary condition for inclusion in the list.

In each block a committee is constituted with the Block Development Officer as the Presiding Officer and members drawn from various training institutions and banks for selection of the youth.

The selection is carried out on the basis of the following criteria:

1. An attempt should be made to select the members of the poorest families.
2. At least one-third of the candidates should be women.
3. Priority should be given to members of Scheduled Castes and Scheduled Tribes; and
iv. Some consideration should be given to persons who have completed the twelve month course under the National Adult Education Programme.

There are no educational qualifications prescribed for selection of trainees (Government of India, 1988:20-21).

TRAINING PARTICULARS

The candidate selected by the Block TRYSEM Committee shall be given a training on the concerned trade as well as on managerial skills.

The syllabus for each trade must be approved by the District Rural Development Agency and should include training in job skills. The second part of the training is on managerial skills, and covers the following topics:

i. elements of book keeping,
ii. simple knowledge of marketing,
iii. acquaintance with product costing,
iv. formulating plans and entrepreneurial assistance, and
v. Familiarisation with project financing by banks.

Duration of the training course is normally limited to six months. The State Level Coordination Committee can change the duration and prescribe duration for new trades. Training module for each physical skill is to be formulated separately giving maximum emphasis to the practical aspects of learning.

Training under TRYSEM gives priority for the following areas:

1. Utilisation of new technologies,
2. Promotion of new products,
3. Progressive utilisation of new resources and agro-wastes,
4. Catering to new demands emanating from other programmes/organisations/institutions,
5. Proper integration of schemes, and
6. Incorporating certain new innovations in the programme itself.
Assistance under training in TRYSEM is continuous process till the scheme comes to a stage of accomplishment. Sudhakar Rao (1989:12) explaining the inadequacies of training under TRYSEM, pointed out that managerial skills need to be developed among the trainees and stated that 'the participants under TRYSEM and ISB need not only be skilled but also skilled to manage the schemes'. Some of the schemes need modification at a latter date, involving some change in the style of the product. An integrated training programme which combines within itself the basic skills, business skills, managerial skills, and entrepreneurial qualities has to be evolved, as part of TRYSEM training programme.

STIPEND AND HONORARIUM

During the period of training, the beneficiaries under TRYSEM are given financial assistance/stipend at the following rates:

1. Upto Rs. 100/- per trainee per month if the training is conducted in the village of the trainee.
ii. Upto Rs. 200/- per month if the training is conducted in a place other than trainee's village and arrangements for free accommodation are made. In case, the period of training is less than one month, daily stipend of Rs. 8/- is given subject to a maximum of Rs. 125/-. 

iii. Upto Rs. 250/- per month if the training is in a place other than the trainee's village and no arrangements for free accommodation have been made. In case the period of training is less than one month, daily stipend of Rs. 9/- is given subject to a maximum of Rs. 125/-. 

PROGRAMMES OF TRAINING

As TRYSEM is a programme evolved for meeting the training requirements of youth at block or district level, the guidelines of Government of India on TRYSEM have given a free hand to the local authorities for identifying the training programmes. The policy statement on training programme is based on the following observation:
"The District Rural Development Agency will identify the necessary vocation, in consultation with the district level officers of different departments, keeping in mind the sectoral plans. As far as possible, emphasis should be on productive activities. Marketability 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". (Government of India, 1988:20).

Sudhakar Rao, (1983:13) has suggested the following guidelines for planning the training programmes under TRYSEM:

i. New Technologies relevant to rural needs and rural welfare.

ii. New products with a slight change in their market orientation.

iii. New products based on new resources that are coming up and utilisation of agro-wastes.

iv. New products which can be brought out through integration of various schemes that are in operation.

v. New products based on new demands emanating from other programmes.
vi. New products to cater to the new demands emanating from organisations and institutions.

It was pointed out further that efforts are to be made to identify schemes which are viable and practicable in the context of regional and sub-regional opportunities and emerging demands.

Government of India has identified some of the vocations in which training is needed for rural youth. They are carpentry, Kalamkary, Silpakala, Basket making, Mat weaving, Farm equipment and other technical trades like Radio & T.V. repairs, Auto mechanism, rural electrification, Fitter, Motor driving, leather goods, manufacturing, etc.

Some more fields where TRYSEM can promote training programmes are listed by Purushotham (1988). They are production of Mushrooms, Honey processing, cultivation of medicinal herbs and plants, poultry farming, fruit plants, nursery, processing of fruits and vegetables, veterinary services, marketing of livestock products, sericulture farm equipment repairing, installation and maintenance of Bio-gas plants and
water pumps, rural transport services, masonry, tailoring, small business and retail trade.

ADMINISTRATION OF TRYSEM

TRYSEM is administered at Central, State, District and Block levels. At national level, as TRYSEM programmes are part and parts of IRDP, TRYSEM is under the charge of the central committee on IRDP. The central committee is presided by the Union Secretary for Rural Development. The committee provides the policy guidelines and oversees the programme implementation.

Each state in the country has a provision for constituting a sub-committee on IRDP. The sub-committee is given the overall charge of supervising and monitoring IRDP programmes, including TRYSEM. There is a State Project Director for TRYSEM exclusively. The Project Director is incharge of initiating, nursing, monitoring and supervising the TRYSEM programmes in the state.
The DRDA is responsible for the implementation of TRYSEM at District level. It has to ensure complete involvement of all concerned district officials. The District Industries Centre has to be especially involved by the ISB sector. The Assistant Project Officer (industries) and the Extension Officers (Industries) are to specially designated at the District and Block levels respectively as being responsible for the execution of TRYSEM, in addition to their normal duties.

As already indicated, the Block Development Officer play a crucial role in identification of beneficiaries, conducting training programmes and in arranging finances for self-employment projects of the trainees under TRYSEM at Block level.

Projects for self-employment are discussed and prepared by the beneficiaries with the help of Development Officials. Marketability, feasibility, break even levels, credit needs, rates of return etc., have to be considered in preparation of project profiles. Thus the beneficiary is helped by the trainer, the banker, the Industries Extension Officer in finalising the project. All TRYSEM projects are loan-based
ventures. The beneficiaries are given an investment subsidy of Rs. 3,000 or one-third of the project cost whichever is less. The DRDA, which assumes overall responsibility for the programme, provides this subsidy. TRYSEM envisages that the banker is involved in the scheme — right from the beginning, that is the identification of the beneficiary, the trade and the project — so that the banker should not find it difficult to make a realistic assessment of the aptitude, performance, credit worthiness of the youth and the bankability of the project. Support is extended through rural marketing and service centres in procurement of raw materials. The District Industries Centre and DRDA together establish the necessary institutional/customer linkages for marketing the project output. If the need arises, the trainer may continue to help the youth in technological aspects even after launching the project. The District Industries Centre and the bank monitor the project.

FINANCES FOR TRYSEM

The stipend and honoraria costs are met from the IRDP funds. The training programmes could be launched
by the institutions sponsored by central and state governments, as well as voluntary organisations. For conducting TRYSEM activities, the Central Institutions get 100% grant from the Central Government. The expenditure on TRYSEM in non-central institutions is met out of the grants made by the Central and State Governments equally.

Financial allocation for TRYSEM was made separately during the VI Plan. During the Sixth Plan period an amount of more than ₹ 56 crores was spent on training. The expenditure on training under TRYSEM is given in Table 2.1.

PROGRESS OF TRYSEM IN INDIA

At the time of launching TRYSEM in 1979 it was proposed to cover 40 youth from each block in the country per year. The programme took shape in VI Plan period and was supposed to cover 10.05 lakhs youth. As against this target, 9.4 lakhs youth were actually trained in five years between 1980-85, covering 93.3% of the target. Of the total youth trained in this period 31.5% were from Scheduled Castes and Scheduled Tribes, while 34.8% constituted women (Kathkar, 1989:6).
<table>
<thead>
<tr>
<th>Year</th>
<th>Expenditure on Training (Rs. in lakhs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1980-81</td>
<td>999.14</td>
</tr>
<tr>
<td>1981-82</td>
<td>1,859.81</td>
</tr>
<tr>
<td>1982-83</td>
<td>NA</td>
</tr>
<tr>
<td>1983-84</td>
<td>1,683.08</td>
</tr>
<tr>
<td>1984-85</td>
<td>891.58</td>
</tr>
<tr>
<td>Total</td>
<td>5,433.61</td>
</tr>
</tbody>
</table>

As given in Table 2.2, by the end of March 1988, 14.8 lakh youth have been trained under various programmes of TRYSEM. However, out of the total youth covered by TRYSEM only 7.05 lakhs were able to find self-employment with the assistance of TRYSEM schemes. The self-employed youth constitute nearly 48% of the trained youth.

STUDIES ON TRYSEM

TRYSEM proposes theoretically to provide necessary training and inputs for rural youth to launch programmes of self-employment in secondary and tertiary sectors. In the last decade efforts were made to identify suitable schemes, to select eligible youth, to organise training programmes and to supply the inputs for launching self-employment schemes in rural areas for the benefit of rural youth. Studies have been conducted to analyse the effects of TRYSEM on rural youth and their settlement.

In a study of TRYSEM in Dakshina Kannada district in Karnataka state, Sripathi (1989:4-7) has came to the following conclusions:
<table>
<thead>
<tr>
<th>Year</th>
<th>No. of youth trained (in thousands)</th>
<th>Number of youth self-employed (in thousands)</th>
<th>Percentage of self-employed youth</th>
</tr>
</thead>
<tbody>
<tr>
<td>1979-80</td>
<td>40.2</td>
<td>13.7</td>
<td>34.1</td>
</tr>
<tr>
<td>1980-81</td>
<td>122.6</td>
<td>45.6</td>
<td>37.1</td>
</tr>
<tr>
<td>1981-82</td>
<td>206.9</td>
<td>99.6</td>
<td>49.3</td>
</tr>
<tr>
<td>1982-83</td>
<td>246.5</td>
<td>131.1</td>
<td>53.2</td>
</tr>
<tr>
<td>1983-84</td>
<td>206.1</td>
<td>114.7</td>
<td>55.2</td>
</tr>
<tr>
<td>1984-85</td>
<td>143.2</td>
<td>42.4</td>
<td>30.0</td>
</tr>
<tr>
<td>1985-86</td>
<td>148.6</td>
<td>75.5</td>
<td>50.8</td>
</tr>
<tr>
<td>1986-87</td>
<td>170.8</td>
<td>83.2</td>
<td>48.7</td>
</tr>
<tr>
<td>1987-88</td>
<td>195.1</td>
<td>99.4</td>
<td>50.9</td>
</tr>
<tr>
<td>Total</td>
<td>1,480.0</td>
<td>705.2</td>
<td>48.0</td>
</tr>
</tbody>
</table>

1. Only 20% of the beneficiaries were able to find self-employment.

2. Majority of the beneficiaries faced financial problems and thus were not able to start self-employment units.

3. The craft schemes started in this area required substantial investment and thus beyond the reach of the trainees.

Coming to training, the study of Sripathi observed the following:

1. 60% of the training programmes were conducted by formal institutions.

2. The training ranged from 6 months to one year.

3. About 75% of the respondents were not satisfied with the training programme.

Regarding the post training efforts the study has pointed out that 22% of the respondents changed their trade after the training. It was mainly on account of lack of marketing facilities.
In a study of TRYSEM, S.K. Singh analysed the progress of TRYSEM in India. One major observation made by him reads as following:

"The trainees under the scheme develop skills but they do not get confidence to undertake self-employment venture independently because they lack proper entrepreneurship". (Singh, S.K., 1989:9).

To improve the performance of TRYSEM the following recommendations are made by him.

1. A systematic procedure should be adopted to identify firstly, the potential trade for self-employment; secondly, the institute and the master craftsmen/artisans for training the rural youth in different trades; and finally, the youth to be trained. This will avoid many errors and also will help in properly matching the youth with potential trades in different institutions. It will avoid over-concentration on any one trade. An effort should be made for proper mix of traditional and up-coming trades. Several traditional activities can also be improved by adopting the new technology.
2. It is necessary to develop a proper training methodology. It is also required to establish adequate linkages between non-institutional training agencies and institutional training centres in the districts to consolidate the endeavours. With regard to upgradation of traditional technologies and advancement of modern technologies into rural areas, it deserves separate treatment as the institutional training and arrangements for these two activities are different.

3. To meet the training requirements qualitatively, trainers may be oriented with latest skills and tools so that the quality of the training improves. Another endeavour in this regard should be to review thoroughly the tradition, syllabus, hours of training per day, apprenticeship after training, supply of raw materials etc., at each district. The DRDAs should periodically inspect the training institutions/master craftsmen where the training is being conducted.

4. Effort should be made to ensure the timely communication of important instructions to field agencies.
5. In order to meet the marketing problem, it would be advisable to establish marketing-cum-raw material supply centre at the district level with branches at block level. To promote the marketing of their products, it would be better if exhibition-cum-sale camps of TRYSEM trainees' products are organised with due publicity.

6. In order to ensure effective implementation of the programme, it is necessary to have an appropriate information system to make qualitative assessment of the performance of scheme. This will provide input to decision-making at various levels — Taluk, District or the State.

7. From the process of selection and up to the completion of training period, a suitable format should be evolved for the flow of information from the field to higher authorities.

8. For post-training facilities, it is necessary to take some concrete steps in this regard and development agencies in the area should come forward to extend of help to the trainees periodically in all the spheres of setting up independent trade.
9. Bazar or Mela should be organised periodically to enhance marketability of products by these trades. Publicity campaign should be intensified through various sources and communication network.

Sudhakar Rao (1989:12-13 and 17) has conducted a study on TRYSEM in Vikarabad Block of Andhra Pradesh. Some of the conclusions of the study are noted below:

1. Regarding to identification of projects, effort should be made to identify schemes which are viable and practicable in the context of placing the beneficiaries, regional and sub-regional opportunities and emerging demands. This would be possible if the required inputs and supportive services for the scheme in the desired quality, quantity and time are made available with arrangements for marketing the produce by organisations until the unit becomes a self-sustaining and self-propelling one.

2. For proper coordination, the data flows will become very important. Appraisal, follow-up, coordination and review should form an integrated
and integral part of the assistance pattern. This may require suitable instructions to all the field level staff in regular intervals and reviewing the adherence to such instructions.

3. Linking up the beneficiaries with an institutional network and providing backup services — market information, link-up with major traders, overseeing the traders role to minimise exploitation, obtaining orders and linkage up with production, preference in placing bulk orders by the Governmental organisations etc., — may go a long way in assisting the TRYSEM and ISB beneficiaries.

In a study of TRYSEM in Kurnool samithi of Andhra Pradesh, Meera Reddy (1989:14-17) has identified the following situations.

1. Only women respondents are finding employment opportunities in tailoring. This is purely women's trade in TRYSEM. Among Economically Backward Caste (E.B.C) women 9.53 percent are employed in tailoring. Among Backward Caste (B.C.) group, as many as 12.96 percent of women
are employed. The percentage of Scheduled Castes and Scheduled Tribes women depending on tailoring is 10.48 percent and 10.00 percent respectively.

2. The people employed in poultry from among E.B.C, B.C, S.C, S.T, groups is 9.53, 24.07, 32.38 and 25.00 percent respectively.

3. 28.56 percent of EBC, 18.52 percent of BC, 23.81 percent of SC and 30.00 percent of STs are engaged in the carpentry trade.

4. Similarly the number of beneficiaries in the pottery scheme among EBC, BC, SC and ST groups is 9.53%, 14.81%, 9.52% and 10% respectively.

5. The number of beneficiaries in the 'electrician' trade among EBC, BC, Scheduled Castes groups is 19.04%, 18.52% and 11.43 percent respectively. There is no single beneficiary in Scheduled Tribe group under this trade.

6. Finally he concluded that out of 200 beneficiaries 11 percent are finding employment through tailoring and 14.50 percent are engaged in carpentry. Thus the major programmes under TRYSEM in his study are poultry and carpentry.
Out of the total 200 respondents, 28.58% from EBC groups, 22.22 percent from BC groups, 38.09 percent from Scheduled Castes and 45.00 percent from Scheduled Tribe groups are favouring 'Dairy' as a programme for finding non-farm employment under the TRYSEM.

It was also observed that Sericulture, Sheep rearing, Mushroom cultivation are the activities preferred by many of the respondents but were not taken up in the TRYSEM programmes. He recommended that the above schemes, if implemented properly and effectively, would definitely help the youth, both men and women, in rural areas to secure employment opportunities. If remunerative non-farm employment is provided for the rural youth in their respective places, the rural exodus to urban centres can also be checked. To him, if implemented with realistic imagination, TRYSEM can create a proper atmosphere for the allround development of rural areas.

In a study of rural youth and employment, Purushotham (1988) observed that under TRYSEM, rural youth in the age group of 18 to 35, from among families
living below the poverty line and having an aptitude for self-employment are identified as the target group. Priority is given to women, the Scheduled Castes, Scheduled Tribes and Ex-servicemen. About 40 youth per block in a year are to be trained and assisted under the programme which covers all 5,143 rural blocks in the country.

A study by him brought to light the following:

1. The development agencies are not ensuring proper identification of the beneficiaries.
2. As the trainees are not capable of perceiving and evaluating entrepreneurial opportunities and studying the project feasibility, the development agencies are performing these tasks.
3. The risk bearing ability of the TRYSEM youth is remarkably poor.
4. The youth have shown a characteristic preference for salaried jobs, despite entrepreneurial training and motivation towards self-employment.
5. Though TRYSEM envisaged complete financing of the project, the financing institutions follow the practice of limiting the loans to the subsidy, which is Rs. 3,000 or one-third of the project cost, whichever is less.

6. The financial co-ordination among the various agencies viz., the banks, Block Development Officer, District Industries Centre, District Rural Development Agency and the trainer is rather poor.

7. In spite of clear policy guidelines, the baseline survey is not conducted for identification of suitable trades for self-employment.

8. The training has become highly formal, perfunctory and less than suitable for self-employment which involves also the acquisition of managerial and entrepreneurial skills.

9. Training has become a routine and a mechanical function without regard for quality and generation of confidence in the trainee.

In conclusion, TRYSEM can be regarded as a programme meant for rural youth with the specific objective of enabling them through necessary training
to seek opportunities for self-employment. The programme was evolved in 1979 and was made more effective from the VI Plan period. The programme has a target of training 40 rural youth per block per year. Short term and long term course, imparting skills in vocations and managerial abilities, are implemented periodically at block and district levels. While youth in the age group of 18 to 35 years from the rural areas are eligible to become beneficiaries, preference is given to women, Scheduled Castes and Scheduled Tribes in selection. Stipend, with or without accommodation facilities, is arranged for the beneficiaries. In addition to the subsidy, loans are arranged through appropriate institutions for launching self-employment ventures.

Though the programme is covering the beneficiaries as per the targets, TRYSEM is beset with constraints and bottlenecks in the areas of identification of suitable vocations, selection of beneficiaries, training, supply of inputs and stabilisation of the self-employment activities. The post training rehabilitation of rural youth is found to vary from 12 to 30 percent from region to region.