

*Understanding Situations And Needs Of
Rural Youths In Vemagal, Kolar District,
Karnataka: Implications For A Livelihood
Intervention*

This document is a part of report of the scoping study done for Project Abhivridhi in Vemgal, Kolar District, Karnataka. The study involving two groups (stakeholders and youth) at the village level is aimed at understanding the situations, perspectives and challenges on the ground in the context of the project's objectives. The report focuses on the outcomes of the interviews with the two groups in the villages.

A REPORT

September, 2016



Save the Children

Understanding Situations And Needs Of Rural Youths In Vemagal, Kolar District, Karnataka: Implications For a Livelihood Intervention- A Report

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ACKNOWLEDGEMENTS

We would like to acknowledge the support of the residents of the villages, especially the young men and women who gave their time for the survey and the stakeholders who willingly participated in the interview from Vemagal, Kolar district.

Thanks to the data collection team that was persistent in ensuring good quality and verified data from the field. We are grateful to Managing Trustees of KHPT and IHAT for their constant technical guidance and the Deputy Directors for their hand holding support and inputs throughout the assessment.

We would also like to thank the administrative staff for translation of tools and data entry operators for their support in data entry.

Thanks to Sanjib Behera and Archana Ganesh from Save the Children team for their constant support.

ACRONYMS

GP	Gram Panchayat
PDO	Panchayat Development Officer
NGO	Non-Government Organization
NSDC	National Skill Development Corporation
SSC	Sector Skill Council
PMRY	Prime Minister Rozgar Yojana
IAY	Indira Awaaz Yojana
JGSY	Jawahar Gram Samridhi Yojana
IAY	Indira Awas Yojana
PMFBY	Pradhan Mantri Fasal Bima Yojana
ITI	Industrial Training Institute
KHPT	Karnataka Health Promotion Trust
IHAT	India Health Action Trust
WASH	Water Sanitation and Hygiene
NYK	Nehru Yuva Kendra
OBC	Other Backward Class
SC	Schedule Castes
ST	Schedule Tribes
GSK	Glaxo Smith Kline
IQF	Individually Quick Frozen

1. INTRODUCTION

1.1 BACKGROUND

With the fact that, today, every fifth person in India is an adolescent between age 10-19 years and every third individual is a young person of age 10-24 years, the country has the world's largest youth population despite having a smaller population than China¹. Combining both the groups together, population aged 10-24 years are usually known as 'Young Population', whereas population between ages 15-24 years are referred as 'Youth Population'. With about 229 million youth population in India², this segment of population has an important role to play as potential demographic dividend by constituting skilled stock of human capital. The youth population also has an important role in demographic evolution too. As the country is witnessing a decline in fertility rate, consequently, the broad base of 0-9 population is shrinking and the bulge is moving upwards indicating an increase in the median age. During the last decade, the youth population witnessed a growth of 22.1% and is expected to increase in next decade too. Thus, India has all the potential to see the economic soar, provided we invest heavily in young people's education and health and protect their rights. Findings from 2011 census suggest that there is a considerable progress in achieving the literacy among young men and women and the gender gap in literacy rate is narrowing down. While the male literacy rate among 15-24 population increased from 51% in 1961 to 90% in 2011, the increase in literacy rate among females was 31% to 82% during the same time period. However, the country witnessed a decline in the work participation rate (WPR) of young male and female population, especially in the rural areas. The overall WPR among the youth population reduced from 47% to 37% during 1961 to 2011 and this decline was 54% to 42% in rural areas vs 30% to 27% in urban areas during the same time period³.

Young people are the innovators, creators, builders and leaders of the future. But they can transform the future only if they have skills, health, decision-making, and real choices in life. Lack of economic opportunities in the rural areas coupled with lack of professional and technical skills among the rural men and women resulted into above noted decline in their WPR. The potential economic gains would be realised through a "demographic dividend", which can occur when a country's working age population is larger than the population that is dependent. In order to maximise the dividend, it is crucial that young working-age populations are equipped to seize opportunities for jobs and other income-earning possibilities by having required skills. With the right policies and investments in human capital, countries can empower young people to drive economic and social development and boost per-capita incomes. Since the government alone cannot fulfil the requirement of developing the skills of youth population, private agencies and non-government organizations (NGOs) must have to come forward to develop the skills of youth population so that they can take up decent vocation.

With the objective of enhancing employment opportunities for adolescent girls and young women from lower socio-economic communities, Save the Children India, non-profitable NGO, has several programmes that imparts need based skill building training to the various population subgroups across the country. These trainings are provided using standardized curricula that are adopted and

¹ http://articles.economictimes.indiatimes.com/2014-11-18/news/562218901_demographic-dividend-youth-population-osotimehin

² Chandramouli C. Adolescents and youth in India: Highlights from Census 2011.

³ Provisional data on work participation by age, Census 2011.

implemented in the vocational centres. Apart from this, holistic training in life skills and personality development is also provided to all beneficiaries. These trainings facilitate social and economic empowerment of young men and women between the ages of 18-30 years who lack the skills required to engage in an income generation activities and benefit those who are in need of it such as those dropped out of formal education, belong to low socio-economic strata, and marginalized community etc.

The project *Abhivridhi* aims at an integrated approach of community development through enhanced livelihood opportunities to youth and women in 20 villages around Vemgal, Kolar district, Karnataka for sustainable income generation. Vocational training and employment ensures intergenerational mobility among families as the children get better opportunities compared to parents. This mobility further enables educational and occupational mobility in subsequent generations. In long term, skill enhancement and education leads to social mobility and the families might realize an upward movement within the system of social stratification in any society. Therefore, a strong community based model focusing on education, behavioural change, vocational courses and employment opportunities helps to reduce child poverty and ensures sustainable development of society. The project adopts two major approaches:

- 1. Development of a strong community based self-help group** to be developed through formation of youth and women groups in 10 villages of Vemgal with each group comprising of 15 to 20 members. These groups are expected to act as catalyst of change and will enable training of others in villages. The skill building will be done with an aim to capacitate the youth and women to enable them in identifying the opportunities available for employment/entrepreneurship for sustainable income generation in their own villages.
- 2. Providing skill training** to 20 vulnerable adolescents (of both genders) across another set of 10 villages of Vemgal and find opportunities to link them to a sustainable income source-The project will develop a model for creation of livelihood opportunities. The trade to be identified based on the local needs considering the mushrooming of the industries in the locality. This model will seek to improve the lives of these young adults by addressing the challenges faced by them like lack of market oriented skills and knowledge which leads to migration of people from villages to cities.

1.2 THE INTERVENTION SITE

Surrounded by Chintamani Taluk towards North, Malur Taluk towards South, Vijayapura Taluk towards West, and Sidlaghatta Taluk towards North, Vemagal is a village in Kolar Taluk in Kolar District of Karnataka State, India which belongs to Bangalore Division⁴. It is located 18 KM towards west from District headquarter Kolar. Vemagal is an emerging place due to the industrial developments. In late 2014, the Government of Karnataka allotted 50 acres of land to GlaxoSmithKline (GSK) which plans to set up a formulation development unit, investing Rs.994 crore. The Karnataka Industrial Area Development Board (KIADB) cleared the formalities of land for GSK and the Karnataka Udyog Mitra (KUM) facilitated the investment for the UK drug multinational. The GSK's 50 acres of land is located at the Vemgal

⁴ <http://www.onefivenine.com/india/villages/Kolar/Kolar/Vemagal>

Industrial Area in Kolar to manufacture tablets and capsules. The facility is expected to generate jobs for 232 personnel⁵. As a result of this development many reputed developers have come down to develop the residential localities, such as *Paratus Buildcon* as the first to develop layouts or be it Siri developers, in this location and are expected to generate many more job opportunities. This place is also emerging as a good place for investment purpose⁴.

With industries mushrooming around the area of Vemagal, project Abhivridhi, in the first phase, will be providing trainings to youth on construction management including WASH technologies, general masonry work and its management. They will also provide training on identifying gaps in WASH facilities, finding government funding opportunities around WASH and availing these opportunities. The women will be trained on health and hygiene product manufacturing like sanitary pads and water treatment or purification unit which will address the gaps in health and hygiene that exists in the villages of Vemgal. Though livelihood generation is a long-term process, the initial year will be establish a strong foundation for creating longer term impact on an individual/ family/ or other social group's available income to meet their needs locally without them migrating to bigger cities. This, thus, reduces the costs and risks involved; and increase the productivity and income of the family.

Apart from providing skill-based training, the project will also create livelihood opportunities for youth and women entrepreneurs in 10 intervention villages. The livelihood intervention entails skill building to capacitate the youth, women to identify gaps in service delivery and fill those gaps. The communities will be supported with training centers to ensure a long term support for training and employment. The livelihood intervention will be undertaken across 10 villages and these villages will be identified based on the needs assessment.

1.3 OBJECTIVES

The specific objectives of the assessment were:

- To list out present livelihood pattern and income generation trends of the community
- To map out the upcoming opportunity for employable job/ viable livelihood opportunity in the locality considering the mushrooming of the industries
- To understand and list out the skill sets of the community and their perspective towards livelihood opportunities within the community.

1.4 METHODOLOGY

1.4.1 Data Collection Approach

A cross-sectional survey using a mixed-method approach was adopted for the purpose of this assessment. The survey was conducted in 11 intervention villages. Considering the explorative nature of study, the information was collected from the key stakeholders from the village and the young men and women aged 15-24 years.

⁵ <http://pharmabiz.com/NewsDetails.aspx?aid=84388&sid=1>

Since the scope of this study was limited to understand the livelihood situation and opportunity in the intervention area and the available resources and skill sets, we covered the minimum sample required to generate a reliable aggregate level estimate and to ensure that the analysis based upon the normal distribution (z test) is valid. As 30 is a threshold sample size above which the sample size is no longer considered "small", we proposed to interview 60 young men and women from the 11 randomly selected villages among the 20 villages chosen for the intervention. In order to account for the non-response/refusal and unavailability of young men and women in the village due to numerous reasons, we doubled the sample size to ensure that we reach the minimum sample size required. This further involved segregation of equal number of interviews for men and women. Thus total 60 men and 60 women were targeted for interview across 11 villages.

A two-stage sampling method was adopted for the selection of respondents, wherein selection of villages were done at the first stage and the selection of respondents at the second stage. The selection of villages was done purposively in consultation with Save the Children. In order to complete the interview of 120 youth from 11 villages, interview with 11-12 individuals (with equal number of men and women) was planned. Considering the time and scope of the study, we did not do any house listing for the selection of young men and women. Instead, we adopted a sequential selection approach starting the survey from a randomly selected household within the village. For example, the survey team randomly selected one of the households from the village and started identifying eligible young men or women in that household. After that the investigators moved to another household to search a respondent based on similar criteria interviewed in the first household. The interviewers continued to do so until they completed the required number of interviews. Again the interviewer selected one household randomly (from different corner/ lane of the village) and started identifying another group of respondent not covered previously. In case eligible respondents were found in a particular household but not available for the interview or refused to participate in the survey, a replacement of that respondent was done in the next household. Under no circumstances, young men and women from the same household were interviewed. In a situation where more than one respondent of the same category were available, selection of any one respondent was done randomly.

So far as selection of stakeholders was concerned, from each of the 11 villages three stakeholders were targeted for the interview. Thus, in total, 33 stakeholder interviews were planned

1.4.2 Study Participants

As part of this assessment, three types of respondents were interviewed:

1. Key stakeholders of the community such a gram panchayat members (*Sarpanch*), senior school teachers, senior staff of gram panchayat, or members of *Nehru Yuva Kendra Sangathan* responsible for conducting the skill upgradation training programme in the community; and
2. Young men and women aged 15-24 years from the community

Interviews with key stakeholders: The interview with key stakeholders in community was to understand the present livelihood pattern and income generation trends of the community. Although, information on these aspects were also gathered from the young men and women in the community, we hypothesized that being one of the important stakeholders of the community, they will be well aware of the present livelihood patterns in the community and its changing pattern than the young men and women in the community. Their knowledge on upcoming opportunities for employable job/ viable livelihood opportunity in the locality and resources available for them will also be assessed from these individuals. Information on the village profile would also be obtained from the community stakeholders.

Interviews with young men and women aged 15-24: The primary aim of the interview with the young men and women would be to understand their skill sets and their perspective towards the livelihood opportunity within the community. Their current involvement and future plans in income generation activities, and the related skill set were also assessed. Questions were also asked around the type of training required by them to assess their future needs.

1.4.3 Data Analysis

Univariate, bivariate analysis were used to meet the study objectives. Univariate analysis was carried out to understand the frequency distribution, bivariate analysis examined the differential in outcome variables by the respondent's sex. To ensure the data quality and consistency, we developed a customized databased using CSPRO software version 6.2. The analysis was done using STATA 14.0 software.

1.4.4 Ethical Consideration

The proposed assessment was done for the programme planning and designing the intervention and involved a minimal risk while engaging the human participants as the survey did not ask any sensitive questions. No separate ethical approval was obtained from an institutional ethical review board; however, a verbal informed consent was obtained from each of the participants prior to the interview. For the respondents falling in the age group 15-17 years, a verbal informed consent was obtained from their parents before taking an assent from the respondent. Under no circumstances any interview without consent/assent was done.

2. RESULTS

This section of the report presents the key findings emerged from the assessment conducted with the stakeholders and the youths aged 15-24 years across the 11 villages included in the study.

2.1 KEY RESULTS FROM STAKEHOLDER ASSESSMENT

2.1.1 Profile of stakeholders and village

2.1.1.1 Profile of the stakeholders

The assessment covered 18 stakeholders around 11 villages, of which, about 33% were members of the Gram Panchayats (1 GP President and 5 GP members), around 61% were school staff (7 Head Masters/Principals, 3 teachers, 1 lecturer), and one stakeholder was working as the Panchayat Development Officer (PDO). While one-third stakeholders were male, remaining 2/3rd of them were female. Stakeholders had an average working experience of 45 months in their current designation.

2.1.1.2 Profile of the village

11 villages, altogether, comprised of around 16,500 population and 4,110 households were covered by the assessment. Maize and Jowar followed by Bajra are the major crops grown in these villages. Tomato, potato, and onion are the major vegetables grown in these villages. Almost all the stakeholders mentioned that people in their villages are mainly engaged in agricultural work. While two in three stakeholders mentioned that young men of their villages are involved in agricultural work, one-sixth of them did mention about the engagement of young men in some industrial work. For the young girls, engagement in economic activities was limited to the agricultural work only.

2.1.1.3 Infrastructure in the village

Results show that all the 11 villages were well connected to the basic services. For example, on an average, villages were 12 kms away from the nearest town, 16 kms away from the district headquarter and the railway stations, and just 2 kms away to reach the bus stand or other transport services. All-weather road was less than 1 km distant from the villages covered under the study. An average distance to the post office was 2 kms and an average distance to access the bank facility was 4 km.

While enquiring about the availability of the educational facilities, 14 (78%) out of 18 stakeholders mentioned about availability of primary schools in their villages, 10 (56%) out of 18 stakeholders mentioned about middle schools, 4 (22%) mentioned about presence of higher secondary schools and 2 (11%) stakeholders reported about having a collage in their village. Of those stakeholders who reported that there is no provision of schools with higher secondary or above classes, they mentioned that these facilities are available within a range of 2 kms from their village. All the educational

institutions available in the village have coeducation. None of the other educational facilities like Ashram school, madrasa, tech. school/collage are available within or outside the village.

2.1.1.4 Water, sanitation and hygiene

Findings suggest that tube-well or borehole are the main sources of drinking water in most of the villages. Piped water placed in the yard/plot was the second most important source of drinking water in the 11 villages. Women being the homemakers are responsible for filling up water for household use. Most of the piped water facilities placed in the yard are used on a sharing basis and women need to spend some time to collect and carry the water back to their homes. Villagers use water filters for purification for drinking purposes.

13 out of 18 stakeholders i.e. 72%, mentioned that they are aware about the Swatch Bharat Abhiyan and they believe that something can be done to make the village cleaner. 11 of the 18 stakeholders suggested having proper garbage disposal system in the villages and it was suggested that to overcome this issue it would be good to create awareness on stop littering and disposing garbage properly, sort the garbage by categorizing into dry and wet waste and by avoiding plastic. 8 out of 18 stakeholders said that maintaining hygiene in and around the village is equally important, 6 out of 18 stakeholders pointed out the need for saying no to plastic, reuse and recycle, efficient mechanism for water care and planting more trees, which will protect the environment.

Information was obtained on the perception of stakeholders about the use of pre-fabricated toilets and in what way it may help to make the village cleaner? While 60% stakeholders believed that use of pre-fabricated toilet blocks can make their village cleaner, about 25% were not very sure about this. Others did not perceive that use of pre-fabricated toilet blocks can really make their village cleaner. None of the stakeholders who participated in the survey talked about the use of pre-fabricated toilets at present. However, they perceived that lot of awareness and motivational efforts are required to initiate the use of such toilets. Couple of stakeholders believed that it is better to construct public toilets and maintain them properly.

2.1.2 Education and employment conditions among youth

2.1.2.1 Age appropriate education and drop outs

All the stakeholders reported that girls and boys of their villages complete age appropriate education, and drop outs from the school is not widely evident (5 out of 18 stakeholders mentioned about school drop outs in their village). Usually both girls and boys attend schooling up to class 12th. The reasons for dropping out from school after class 12th differed for boys and girls. While most of the girls don't go to school beyond class 12th due to lack of transportation facilities and lack of support from the families, boys don't due to lack of self-motivation to continue their studies beyond class 12th. Involvement of boys in agricultural work to earn a living and support their families were the other reasons perceived by the

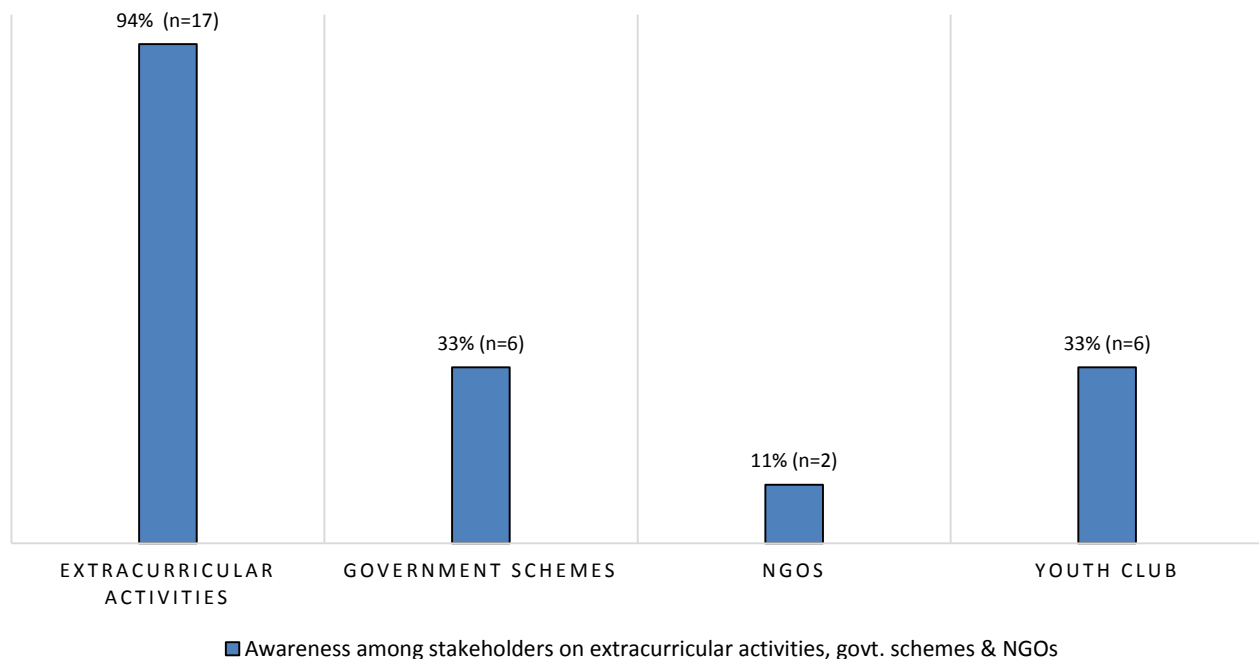
stakeholders for school dropout among youths of their villages. Lack of regular transportation makes the young men and women step back from studies or take up a suitable job outside their village.

2.1.2.2 Stakeholders' awareness on extracurricular activities and government programs

Except one, all other stakeholders (17 out of 18) mentioned that schools encourage extracurricular activities. Sports and debate followed by cultural events were three most common ways of engaging students in extracurricular activities. One in three stakeholders mentioned about skill building trainings for students at the school level.

Stakeholders who participated in the survey had poor knowledge on the youth related government programs; just one third (6 out of 18) of the stakeholders were aware of any such government programs. Of those who were aware, majority of them mentioned about health promotion, awareness and literacy programs; however, they did not mention names of any specific programs they were aware of. Around 11% of the stakeholders (2 out of 18) also mentioned about having health promotion, literacy, and leadership programs in their villages. Just one said about skill building program organized by an NGO in their village. While 33% (6 of the 18) stakeholders mentioned about the presence of youth clubs in their village exclusively for boys, just one of them mentioned about the presence of such a club for both boys and girls. None of the villages have any youth clubs exclusively for girls.

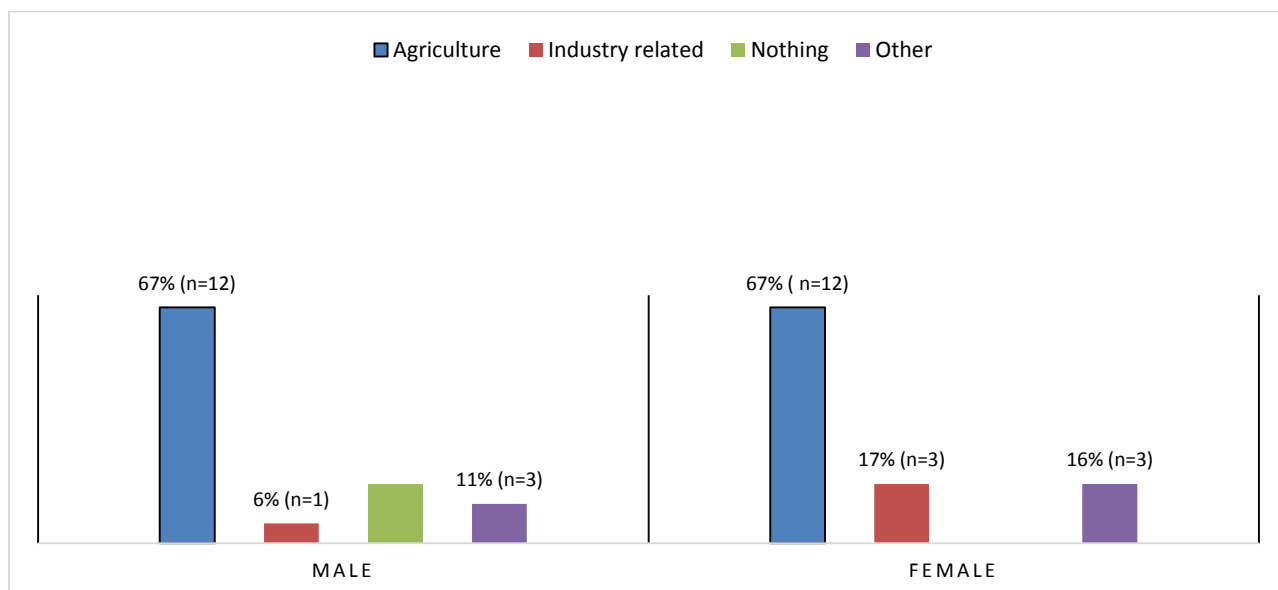
Fig 2.1 Awareness among stakeholders on extracurricular activities, govt. schemes, NGOs and youth clubs



2.1.2.3 Type of work youths are involved

Figure 2.2 represents the type of work men and women are involved. 18 stakeholders mentioned that 67% of the young men and women are involved in agriculture. 6% of the young women are involved with industry related work, 17% of women have also taken up other jobs like dairy farming, sheep/cow rearing and stakeholders also mentioned that there are 11% of young girls who are not working and have dropped out of studies. Similarly while enquired about the men's occupation, it was noticed that besides agriculture 17% of men were involved with industry related work, and 17% of the men were involved with dairy farming, driving, construction, business at petty shops.

Fig 2. 2 Type of work men and women are involved



2.1.2.4 Perception of stakeholders on challenges faced by youths

Stakeholders participated in the survey were asked about the challenges that young men and women of their community generally face. More than half of the stakeholders perceived that the major challenges that girls in the villages face include lack of job opportunities, poverty and issues related to their security and protection. As perceived by the stakeholders, young girls in their villages are not able to work as their primary role still remains that of a homemaker. Lack of specific jobs opportunities for the girls, poor confidence levels, and limited local conveyance facilities restrain them for getting involved in other jobs of their choice. During the interactions, the stakeholders mentioned about planning some skill building trainings, and provision of transportation for girls in consultation with the Gram Panchayat so that they could overcome these barriers. Among young boys, the challenges include lack of suitable job opportunities, poverty, poor transportation facilities and lack of water facility. These findings indicate that if young women and men are given opportunities to be trained in income generation skills, their participation will be very high as this seems to be a felt need in these villages.

2.1.2.5 Livelihood opportunities available for the youths

According to the stakeholders, some of the current livelihood opportunities available for young men in their villages are agriculture, construction work, dairy, sheep/goat rearing, sericulture, and small businesses. However, for the women it is just agriculture work in their own paddy fields or being involved in other household chores. Stakeholders agreed that youths have not been trained in any of the jobs that they are presently involved in. However, they felt that if the youth are motivated and given an opportunity to build and strengthen their exiting skills, they would make use of the opportunity and that would also benefit them by helping them earn better.

2.2.2.6 Perception about youth migration

Due to lack of suitable job opportunities in the villages, migration of young men in search of jobs is also commonly seen in these 11 villages. The place of migration is mostly district headquarters, taluk headquarters, neighboring districts, metropolitan cities, and cities. On an average, 10-20 youths travel to nearby districts and cities on a weekly basis for work. These findings reiterated the fact that building the skills of local villages are paramount to retain them in their own villages. The reasons stated for migration of youth from the village by the stakeholders were recorded. It was noted that 12 out of 18 stakeholders mentioned that youths migrate to pursue further studies, 13 out of 18 stakeholders emphasized that youth migrate in search of work since they do not find appropriate job and are comparatively well paid if they work outside their district/village. 9 out of 18 stakeholders also shared that marriage is one of the reason why migration takes place and mostly it is the women who tend to migrate due to marriage. 8 out of 18 stakeholders said that while migrating better salary is one of the reasons, since working within the village/district often does not fulfill their financial needs and so youths tend to search for a job that is better paid. 5 out of 18 stakeholders stated that young men and women choose to migrate because they lack opportunities in and around the villages that they live. Stakeholders emphasized that mushrooming of industries has definitely lead towards development of the areas around Vemagal, however young men and women lack opportunity in these industries and thus, at a young age they leave their families and go out to work.

2.1.3 Perception about existing skills among youths in the community and future aspirations

2.1.3.1 Current skill sets present among youths

Stakeholders reported about different skill sets that girls and boys in the villages have. However, working as an unskilled agricultural labourer is a common activity among both young men and women. But there is a difference in terms of the type of work they do. For example, men get involved in driving a tractor, ploughing etc. whereas women take up planting seedlings/ paddy cultivation, manual weeding, watering etc.

2.1.3.2 Technical and non-technical skills present among youths

At a very young age, most youths opt to work as agricultural labour just to meet their financial needs. But the stakeholders felt that the youth being the future of the village, they need to be trained technically in the areas that they want to excel. While differentiating between technical and non-technical skills among both the genders, the stakeholders mentioned that skills for young men included driving, electrical work, plumbing, mechanical work, agriculture, construction work, masonry, painting, carpentry, black topping. Whereas, those for young women included tailoring, beautician work, embroidery, designing and catering. According to the stakeholders, some of the additional areas that youths of the village need support with are personality development, English speaking, computer, tally accounting and housekeeping.

2.1.4 Past and present livelihood opportunities

2.1.4.1 Main occupation by youths in past five years

In the 11 villages, we find a range and combination of activities and choices that people make in order to achieve their livelihood goals. Although, residents from all the 11 villages were predominantly involved in agriculture (Ragi, Tomato, Sericulture, Potato and Onion), 3 of the villages have witnessed a larger involvement in Dairy. Going back 5 years ago, the main occupations for majority of the men in these villages were cultivation, agricultural labour, cattle rearing with very few into businesses. Women in these villages were either agricultural labourers or homemakers. Some were into tailoring.

2.1.4.2 Present occupation undertaken by youths

At present, the type of occupations for men and women remains almost same as it was few years ago. 10 out of 18 stakeholders perceived that there has been no change in the type of work men and women of their villages were involved in. However, only one stakeholder mentioned that only occupation of men has changed in past few years; one said that only occupation of women has changed, while 4 (of the 18) said that some changes have been noticed in the occupation patterns of both men and women. For example, other than agriculture, women are involved in tailoring, working in garment factories, and dairy farms. On the other hand, men have started taking up teaching, industry related work, and construction, along with agricultural and dairy work.

2.1.4.3 Present occupational opportunities in the industries

Stakeholders perceived that, as a whole both men and women in the villages lacked long term vision and planning to earn their livelihood and meet the needs of their families. Due to the mushrooming of industries locally, there is lot of hope among the youths to pursue jobs and many of them have enrolled into skill based trainings to widen the horizon of opportunities in the upcoming industries in the nearby areas. Escalation of industries has definitely led to the development of the surrounding areas. However, people around the villages express a grouse regarding not being sufficiently benefited by these

industries since they have failed to consider the youths of nearby villages for employment opportunities. One of the stakeholders mentioned that their agricultural land has been occupied by the Companies but they have not given opportunities to women/ men/ youths of their village to get involved in their industries because people from other states and outside Kolar are preferred over the local youth. They mentioned that authorities should consider the poverty of the people who live in and around these villages while making developmental efforts in the district, the local youth are willing to undergo special trainings to be well equipped to meet the criteria for being employed into industry related work.

2.1.5 Availability of health workers and uptake of government schemes

2.1.5.1 Details of health workers and income generation schemes

Table 2.1 indicates the presence of health workers, self-help groups and uptake of income generation schemes in the village. It was observed that out of 18 stakeholders 15 of them mentioned about presence of ASHA workers and 8 of them mentioned about presence of ANM in their respective villages. While enquiring about the self-help groups, 15 out of 18 said that there are Sree Sakti groups, 8 out of 18 stakeholders mentioned that there are local SHGs existing in the villages, and some other groups like Darmastala SHG groups that exist in and around 11 villages of Vemagal.

Out of 18 stakeholders only 3 mentioned that there is some kind of income generation trends in the village and again only 3 stakeholders reported about implementation of Pradhan Mantri Kaushal Vikas Yojana by the Gram Panchayat.

Table 2.1 Health workers and schemes

Characteristics	Number of respondents
ASHA workers	15
ANMs	8
Self Help Groups	
Sree Sakti	15
Local SHGs	8
Other	1
Income generation schemes implemented in the village	3
Implementation of Pradhan Mantri Kaushal Vikas Yojana (PMKVY)	3

2.1.5.2 Uptake of volunteer work

Out of 18 stakeholders only 2 stakeholders mentioned regarding some kind of volunteer work that was taken up by youths in the villages. Some of the works which youth of their villages have taken up voluntarily includes road maintenance, filling of pits, cleaning of school premises, arranging health camps. Stakeholders also mentioned that some of the colleges have NSS groups which gives the youth an opportunity to volunteer in cleaning some village premises, organizing health camps, and be part of

creating awareness in schools. However, the remaining stakeholders were not aware about the volunteering in and around the village.

2.1.6 Resources available and support from stakeholders

2.1.6.1 Resources available in and around the villages for training

Gram Panchayat hall, choultry, school and Samudaya bhavan are some of the available spaces suggested by the stakeholders which can be utilized for trainings with prior permissions. Almost all stakeholders (17 out of 18) agreed that youths of their villages need to upgrade their existing skills or need further trainings to strengthen them. 16 stakeholders mentioned that they would support the skill building trainings (if organized in their village) and will motivate the young men and women to attend them. About 50% stakeholders stated that they preferred the trainings to be organized at the village level. 25% believed that such trainings organized in the nearby towns or at district level could lead to better participation of youths in the trainings. Almost 25% also agreed to the need for on-job training provided by the industries. In terms of support to be provided for trainings in future, stakeholders agreed to provide accommodation, and a place to conduct the trainings.

2.1.6.2 Support from stakeholders

While one of the stakeholders mentioned about supporting with travelling allowances for the youths to attend the trainings, couple of them agreed to be part of the training as a facilitators as well. Almost all the stakeholders committed to motivating youths to attend the trainings. Construction and painting were the two areas where 11 of the 18 stakeholders perceived lot of scope for training for the youths of their villages. Carpentry, driving, electrical, and mechanical work were another set of jobs where 10 (of the 18) stakeholders found scope for some opportunities in their villages. About half of the stakeholders mentioned that the mushrooming of industries in the nearby areas would provide scope for jobs like catering, plumbing, tailoring and accounting in future. Training youths on these skills will be beneficial.

2.2 KEY RESULTS FROM INDIVIDUAL ASSESSMENT

2.2.1 Profile of the respondents

The background characteristics of young men and women between the age group of 15-24 years are presented in Table 2.2. The profile of the youths covers four broad domains of their characteristics, i.e. age, religion, caste and marital status. Of the targeted 120 interviews, total 110 interviews were conducted involving 55 young men and 55 young women aged 15-24 years.

Findings suggest that overall, the mean age of the respondent was 20 years (21 years for men and 19 years for women). About 43% respondents were in the age group of 15-19 years and 57% were among the age group of 20-24 years. Majority of the respondents (97%) belonged to Hindu religion. While 49% youths were from other backward class (OBC), around 35% were from scheduled caste/scheduled tribe and remaining 16% were from the general category. The gender difference was evident in the case of caste reported by young men and women. A higher proportion of men belonged to the SC/ST caste,

whereas about three-fourth of the girls belonged to the OBC category. With regard to marital status 86% of the youths were never married and 14% were in the status of ever married/engaged.

Table 2.2 Socio-demographic details of the respondents

Characteristics		Sex of the respondents		
		Male	Female	Total
Current age	15-19	34.5	50.9	42.7
	20-24	65.5	49.1	57.3
Religion	Hindu	98.2	96.4	97.3
	Non-Hindu	1.8	3.6	2.7
Caste	SC/ST	45.5	23.6	34.5
	OBC	23.6	74.5	49.1
	General	30.9	1.8	16.4
Marital status	Never married	98.2	72.7	85.5
	Ever married/engaged	1.8	27.3	14.5
Currently attending school	No	36.4	74.1	55
	Yes	63.6	25.9	45
Class currently studying¹	Secondary	8.3	33.3	15.7
	Higher secondary	52.8	26.7	45.1
	Graduation	36.1	26.7	33.3
	Post-graduation	2.8	13.3	5.9
Future aspiration	Want to be well educated	5.6	46.7	17.6
	Want a good job	94.4	86.7	92.2

¹Among those currently attending school

Even though 15-24 years is the age of education and higher studies, it was noticed that 55% were not attending school at the time of survey. In comparison to 36% young men, about 74% young women reported currently not in school. Of those who were currently attending school, about 16% were in secondary schools, 45% in higher secondary, 33% in graduation and about six percent in post-graduation (5%). As compared to men (3%), a higher proportion of young women (13%) were found to be currently studying in postgraduate classes. For men, the current school attendance was highest in the higher secondary classes. Of the 110 youths who participated in the survey, 18% had an aspiration of being well educated and 92% wanted to find a good job. Again, in comparison to men (6%) almost 47% young women had an aspiration of being well educated. A higher proportion of men and women were looking for a good job as their future aspiration.

2.2.2 Parental occupation and educational details

Parent's education and occupation plays a pivotal role in the overall development of their children. Therefore, youths were asked questions on some selected characteristics of their parents. Results show that majority of the youths (88%) had both the parents alive. With regard to their occupation, more than half of the fathers were working as cultivators (57%), while 16% were involved in agricultural labour. Fathers of around 10% youths were engaged either as non-agriculture labourers (3%) or labourers at construction sites (7%). Just one percent was involved in any salaried employment.

Table 2.3 Parents occupational and educational details

Characteristics		Sex of the respondents		
		Male	Female	Total
Parents survival status	Either surviving	9.1	14.5	11.8
	Both surviving	90.9	85.5	88.2
Fathers' age¹	Mean	48.4	49.9	49.1
Age of the respondents when father died²	Mean	10.0	15.6	14.9
Highest schooling of father	Mean	7.0	6.5	6.7
Main occupation of father	Cultivator	70.9	43.6	57.3
	Agriculture Labour	7.3	23.6	15.5
	Non-agriculture labour	5.5	0	2.7
	Construction (Supervisor/Related work)	7.3	7.3	7.3
	Salaried employment	3.6	0	1.8
	Business	0	10.9	5.5
	Not Working/Unemployed	3.6	3.6	3.6
	Other	1.8	10.9	6.4
Mothers' age³	Mean	39.2	42.0	40.7
Age of the respondents when mother died⁴	Mean	15.0	4.0	9.5
Highest schooling of mother	Mean	6.8	3.8	5.2
Main occupation of mother	Cultivator	78.2	10.9	44.5
	Agriculture Labour	9.1	21.8	15.5
	Non-agriculture labour	3.6	3.6	3.6
	Construction (Supervisor/Related work)	1.8	0	0.9
	Salaried employment	0	1.8	0.9
	Business	0	1.8	0.9
	Not Working/Unemployed	3.6	50.9	27.3
	Other	3.6	7.3	5.5
N		55	55	110

¹among those whose father surviving; ²among those whose father died; ³among those whose mother surviving; ⁴among those whose mother died

Unlike fathers of the youths, mothers were also predominantly involved in agricultural work. It was noted that 45% of them were cultivators, 16% worked as agriculture labour and 4% non-agriculture labour. As few as one percent of mothers of the youth were into construction, salaried employment, and business. Since women also need to manage household work, 27% were unemployed and (5%) carried on with other kinds of work.

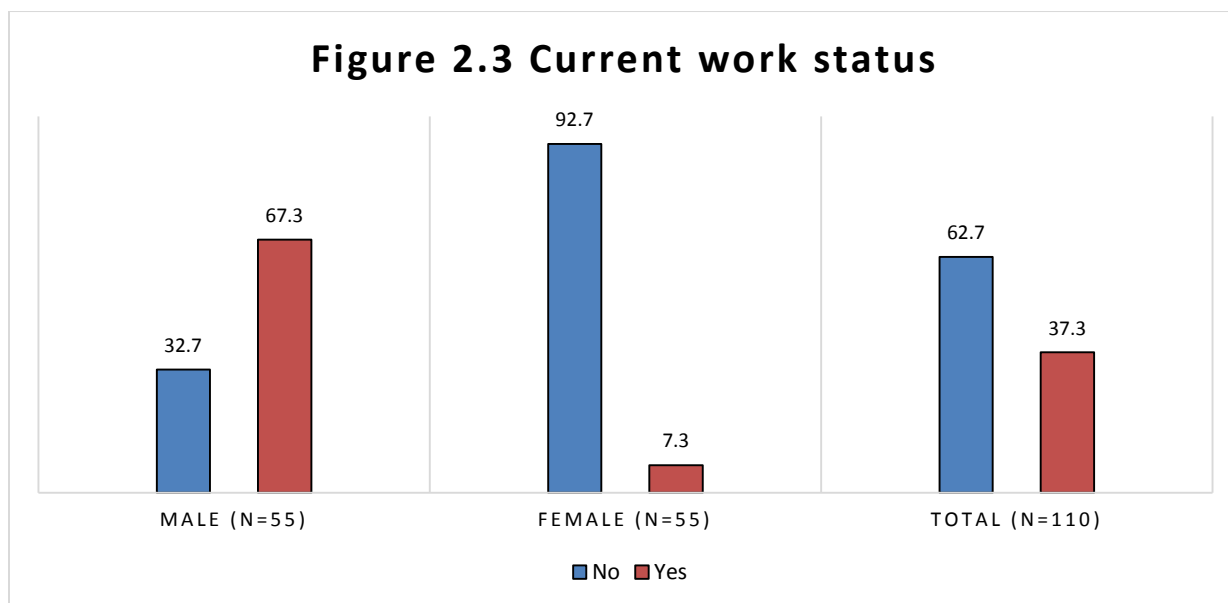
2.2.3 Employment status and satisfaction level of individual at work

2.2.3.1 Current work status

In the 11 villages, 37% of the youths were working at the time of survey with a striking gender difference. As compared to 67% young men who reported their current involvement in some form of paid or unpaid

work, just seven percent young women reported so. Results show that men in comparison with women had taken up work since they had to contribute towards family needs. Whereas, women were not sent out for work due to distance and unavailability of work in the nearby places.

Figure 2.3 Current work status



2.2.3.2 Type of work youths were involved

Youths who were currently working have taken up some kind of the jobs that were available within and in nearby villages. Out of 37% of youth who were currently working, men were involved in cultivation (24%), agriculture labour (32%), non-agriculture labour (27%), construction (13%), whereas women were involved in agriculture labour (25%) and 50% in other work.

Table 2.4 Specific skills that youth currently have

Type of current work	Sex of the respondents		
	Male	Female	Total
Cultivator	24.3	(0.0)	22.0
Agriculture labour	32.4	(25.0)	31.7
Non-agriculture labour	27.0	(0.0)	24.4
Construction (Supervisor/related work)	13.5	(0.0)	12.2
Not working/ unemployed	0.0	(25.0)	2.4
Others	0.0	(50.0)	4.8
N	37	4	41

Note: Percentages in parenthesis are based on only four cases

2.2.3.3 Average monthly income

The average monthly income earned by youths between the age group of 15-24 years. Overall the average monthly income for male and female is 6,080 rupees and average monthly income of men is 6,208 rupees and women is 3,000 rupees.

2.2.3.4 Frequency of payment

While understanding the frequency of payment for the work done by youths, it was found that mode of payment varied from work to work. Some of them were paid on a daily basis, while some on a weekly and others on a monthly basis. Some are also paid based on piece work or are given contractual work.

Table 2.5 Frequency of payment

Frequency of payment	Sex of the respondents		
	Male	Female	Total
Daily	27.0	(50.0)	29.3
Weekly	27.0	(0.0)	24.4
Monthly	29.7	(0.0)	26.8
Piece work	10.8	(50.0)	14.6
Contractual work	5.4	(0.0)	4.9
N	37	4	41

Note: Percentages in parenthesis are based on only four cases

Table 2.5 specifies that men who were paid daily were 27%, weekly 27%, monthly 30%, piece work 11% and contractual work five percent. There was a striking gender difference in the mode of payment. It was noted that 50% female were paid daily and based on piece work.

2.2.3.5 Skills required to perform current job.

Table 2.6 Skills required to perform current job

Skills required to perform current job	Sex of the respondents		
	Male	Female	Total
Climbing coconut tree	2.7	(0.0)	2.4
Araknut husk remover	2.7	(0.0)	2.4
Field ploughing	24.3	(0.0)	22.0
Manual paddy seedling planting daily wages	16.2	(25.0)	17.1
Painting	10.8	(0.0)	9.8
Masonary	8.1	(0.0)	7.3
Driving	29.7	(0.0)	26.8
Other	5.4	(75.0)	12.2
N	37	4	41

Note: Percentages in parenthesis are based on only four cases

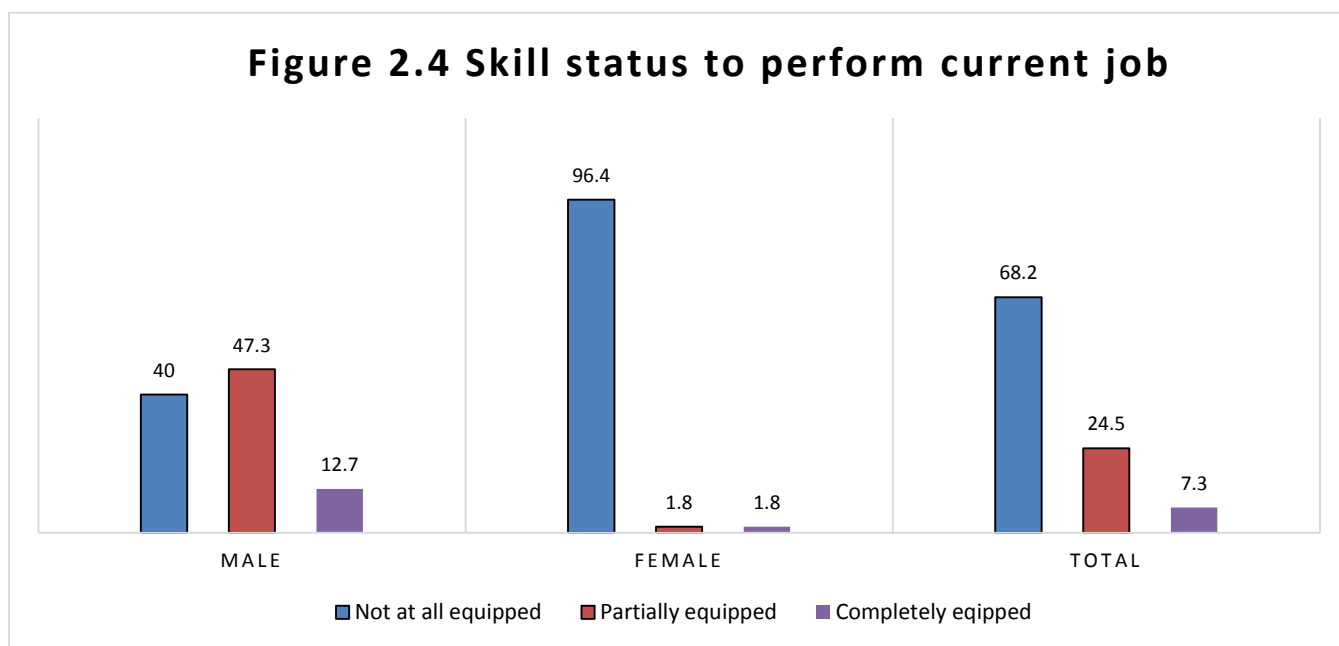
In order to perform their current jobs effectively, youths need various skills that are occupation centric which include climbing coconut trees, removing araknut husk, field ploughing, manual paddy seedling

planting, painting, masonry work, and driving. Table 2.6 indicates different skills required by the young men and women to perform the jobs that they have undertaken. Overall 17% men and women require skills like manual paddy seedling planting or skills that are based on daily wages and 12% of men and women who require other skills. Among the other skills 75% of women stated that they require skills for dairy farming, stitching at garments, cutting fruits in the IQF factory whereas five percent of men said that they require other skills such as electrical and plumbing to perform their current job.

2.2.3.6 Skill status to perform current job

Analysis also attempted to assess how adequately men and women were skilled to perform their current job. Results obtained out of 110 youths are presented in figure 2.4. Findings show that 40% of men and 96% of women were adequately skilled to perform their current job. 47% of men and 2% of women felt that they were partially equipped at their current job and 12% of men and 2% of women felt they were completely skilled to perform their current job.

Figure 2.4 Skill statuses to perform current jobs



2.2.3.7 Level of satisfaction from current work

Table 2.7 presents the youth's level of satisfaction at their current work. Overall, a large proportion of respondents were not satisfied with their current work. Of the total respondents, around 13% were very satisfied, 21% were somewhat satisfied and about 66% were not at all satisfied with their current work. There was a remarkable gender difference in level of satisfaction among men and women. While two-third of the men were either very much satisfied or somewhat satisfied by their work, just two percent women reported so. In contrast, compared to 35% men, almost all women reported that they were not at all satisfied with their work. However, it is also important to note that the women's response on level of satisfaction from their current work was based on just four cases.

Table 2.7 Level of satisfaction from the current work

Level of satisfaction	Sex of the respondents		
	Male	Female	Total
Very much	23.6	(1.8)	12.7
Somewhat	41.8	(0.0)	20.9
Not at all	34.5	(98.2)	66.4
N	37	4	41

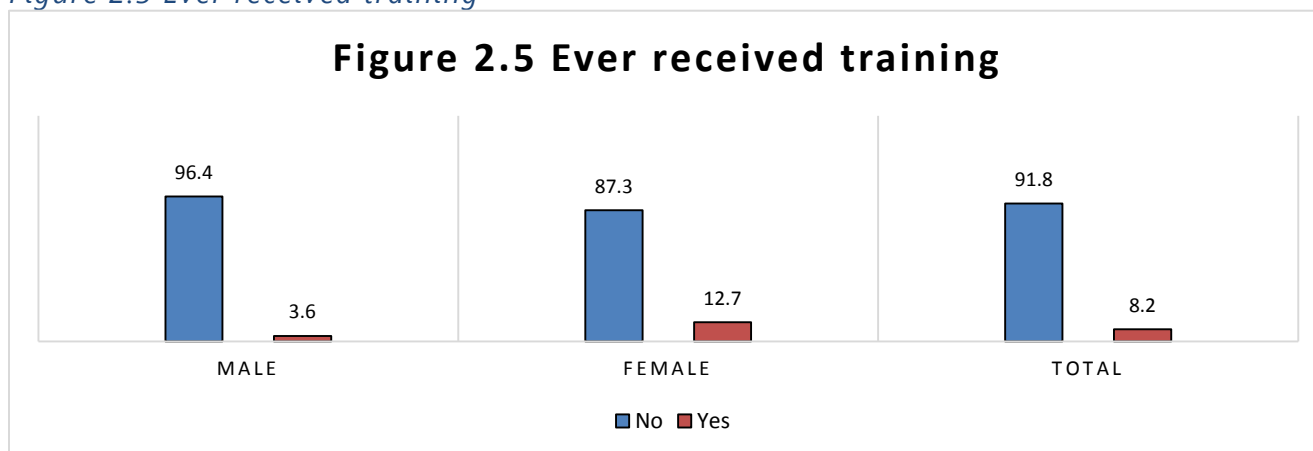
Note: Percentages in parenthesis are based on only four cases

2.2.4 Details of training received

2.2.4.1 Training status for current job

Youths interviewed in 11 villages did not have exposure to any training that might help them in their work. Of the total youths participated in the study, just eight percent had undergone any training. Figure 2.5 shows relatively higher proportion of young women (13%) compared to young men (3%) have undergone some kind of training at institutions or have taken up on-the- job training to work efficiently in their present occupations.

Figure 2.5 Ever received training



2.2.4.2 Type of training

Table 2.8 presents the type of training youth have undergone before or after taking up a job. Overall eight percent of youth who received some kind of training have either undergone residential or non-residential training. It was observed that none of the men underwent a residential training whereas 14% of female underwent residential training. All men participated in the survey and 86% women attended some kind of non-residential training related to their job.

Table 2.8 Type of training

Characteristics		Sex of the respondents		
		Male	Female	Total
Type of training	Residential	0.0	14.3	11.1
	Non-residential	100.0	85.7	88.9
N		2	7	9

Note: Percentages shown in parenthesis are based on less than 30 cases

2.2.4.3 Topics on which youths received training

The topics on which youths received training differed for men and women. Table 2.9 indicates that while men took up training on driving (100%), and women were trained on computer skills (50%), teaching (17%), and tailoring (33%)

Table 2.9 Topics on which youth received training

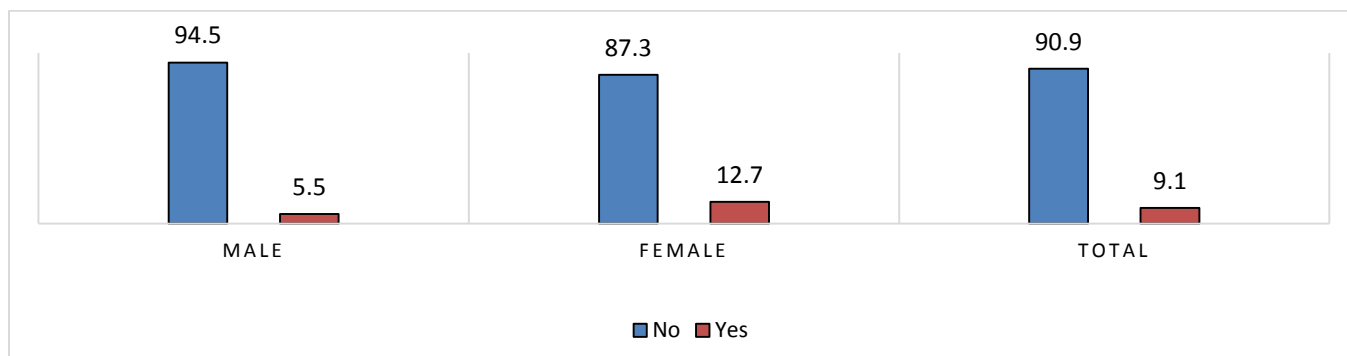
Topics on which received the training	Sex of the respondents		
	Male	Female	Total
Driving	(100.0)	(0.0)	(25.0)
Computer skills	(0.0)	(50.0)	(37.5)
Teaching	(0.0)	(16.7)	(12.5)
Tailoring	(0.0)	(33.3)	(25.0)
N	2	7	9

Note: Percentages shown in parenthesis are based on less than 30 cases

2.2.4.4 Change in job

Figure 2.6 represents if the youths have ever changed job. Overall, 91% of youths never changed a job. At the gender level while enquiring with youths about changing jobs, it was noticed that 94% of men and 87% of women never changed their last job that they are currently engaged in. And six percent of men and 12.7% of women had taken change the job that they had taken up.

2.6 Ever changed job



2.2.4.5 Reasons for changing the job

Analysis also attempted to assess the reasons for changing jobs by youths. At the overall level, 20% of men and women changed their job due to irregular payment. The other reasons among men for changing a job included less salary (67%), distance to workplace (33%) and timing of work (33%) while women emphasized only on irregular payment (14%) being the most important reason for changing jobs.

Table 2.10 Reasons for changing job

Reasons for changing the job	Sex of the respondents		
	Male	Female	Total
Less salary	(66.7)	(0.0)	(20.0)
Irregular payment/salary	(33.3)	(14.3)	(20.0)
Distance to the work place	(33.3)	(0.0)	(10.0)
Timing of work	(33.3)	(0.0)	(10.0)
N	3	7	10

Note: Percentages shown in parenthesis are based on less than 30 cases

2.2.5 Perception about the available opportunities in nearby localities and skills required

2.2.5.1 Awareness about the industries in the neighboring areas

In order to assess the level of awareness about the industries that were available in and around the villages, youths were asked the names of the industries that existed locally. Table 2.11 presents the awareness of the respondents about the industries. The industries that were well known by the youths were IQF (54%) since this existed locally and a lot of men and women got an opportunity to work at this industry. Overall 49% of youth responded that Shivam is an upcoming industry, wherein 91% of men and 7% of women said that they look forward for job. 86% of men and 9% of women were aware about the Tata motors.

Table 2.11 Awareness of the respondents

Characteristics		Sex of the respondents		
		Male	Female	Total
Awareness about the industries available in nearby localities	IQF	87.3	20.0	53.6
	Shivam	90.9	7.3	49.1
	Tata Motor	85.5	9.1	47.3
	GSK	45.5	16.4	30.9
	Honda	3.6	12.7	8.2
	Mitsubishi	5.5	5.5	5.5
	Monala	9.1	0.0	4.5
	Asian	0.0	3.6	1.8
	EXIDL	3.6	0.0	1.8
	Toyota	0.0	3.6	1.8
N		55	55	110

However on an average, 33% of men were aware about the nearby industries that were coming up in the Vemagal industrial area and only 7% of women on an average knew the names of the industries that were establishing their presence at Vemagal industrial area. The known industries that were mentioned by the youths were IQF, Shivam, Tata Motors, GSK, Honda, Mitsubishi, Monala, Asian, EXIDL, and Toyota

2.2.5.2 Anticipated opportunities available at the industries

Table 2.12 presents the overall anticipated opportunities available at industries. Men and women anticipated separately the opportunities that could be available at the industry. 87% technical, 67% administration, 22% finance, 66% human resource, 87% housekeeping, 91% driving, 36% catering, 86% security, 15% water purification could be some of the opportunities at industry.

Table 2.12 Anticipated opportunities available at industries

Characteristics		Sex of the respondents		
		Male	Female	Total
Anticipated opportunities available at the industries	Technical	87.3	12.7	50.0
	Administration	67.3	3.6	35.5
	Finance	21.8	3.6	12.7
	Human resource	65.5	1.8	33.6
	House Keeping	87.3	1.8	44.5
	Driving	90.9	3.6	47.3
	Catering	36.4	3.6	20.0
	Security	85.5	7.3	46.4
	Water purification	14.5	0.0	7.3
	Other	0.0	14.5	7.3
	Don't know	5.5	61.8	33.6
N		55	55	110

In contrast, women could not anticipate as much men were able to do, and it was noticed that 61% of women were not aware about the opportunities that were available in the industries, 5% mentioned that there could be job vacancies for mechanical electrical and catering, 7% said that software and accountancy vacancies will be available, 4% anticipated to get a job at security level and 10% guess that some other jobs may be available which they are not quite sure of.

2.2.5.3 Anticipated skills required to work at industries

As seen in table 2.13, the overall anticipated skills required by youths to work in industries varies from men and women. Youths anticipated various skills that are required to work at industries. These skills included mechanical, electrical, software, management, accountancy, cashier, recruitment and training, housekeeping, catering, security, water purification, and others. 95% of men anticipated mechanical skills, 91% electrical, 67% software, 63% management, 76% accountancy, 15% cashier, 75% recruitment and training, 82% housekeeping, 87% driving, 36% security, and 13% predicted that water purification skills may be required at some of the industry.

At the overall level, 61% of women were not aware about the skills that might be required in the industries emerging in and around the Vemagal. However, some of the skills mentioned by women that might be required in the upcoming industries were mechanical electrical and catering (mentioned by 5%

women), software and accountancy skills (7%), security (4%) and about 10% mentioned some other skills about which they were not very sure.

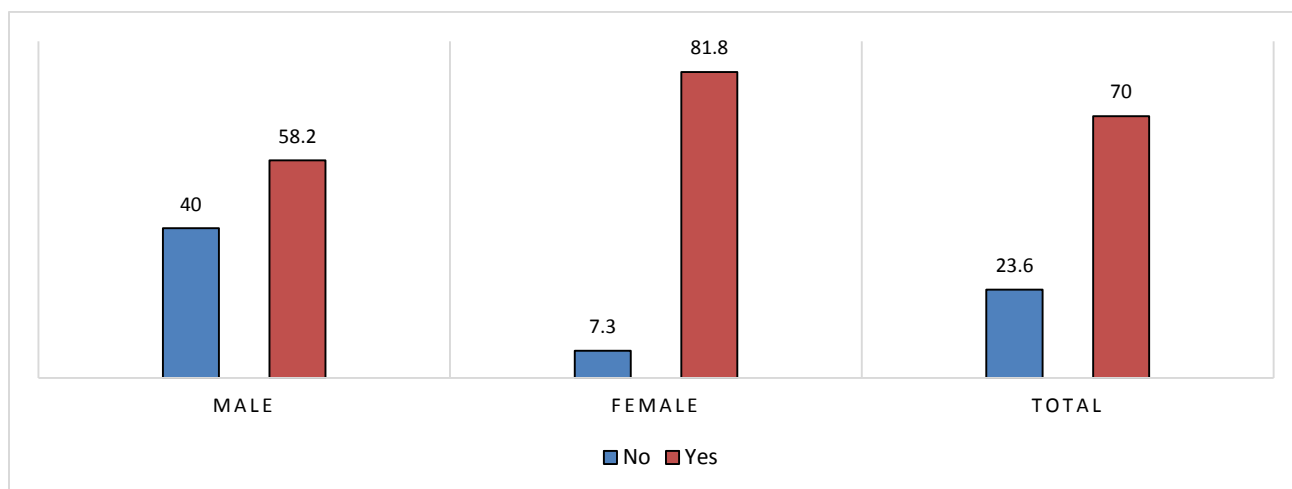
Table 2.13 Anticipated skills required to work at industries

Characteristics		Sex of the respondents		
		Male	Female	Total
Anticipated skills required to work at the industries	Mechanical	94.5	5.5	50.0
	Electrical	90.9	5.5	48.2
	Software	67.3	7.3	37.3
	Management	63.6	3.6	33.6
	Accountancy	76.4	7.3	41.8
	Cashier	14.5	0.0	7.3
	Recruitment & Training	74.5	0.0	37.3
	House keeping	81.8	0.0	40.9
	Driving	87.3	1.8	44.5
	Catering	36.4	5.5	20.9
	Security	87.3	3.6	45.5
	Water Purification	12.7	0.0	6.4
	Other	0.0	10.9	5.5
	Don't Know	5.5	61.8	33.6
N		55	55	110

2.2.5.4 Challenges youth face in getting suitable employment

Figure 2.7 indicates challenges faced by youth in getting suitable employment. Men and women perceived that they face challenges in finding a suitable employment. Overall, 70% of youth said that they face challenges in finding a suitable employment. However women emphasized more strongly with 81% response of not being able to find appropriate employment in comparison with men (58%) who found it challenging to finding the right jobs.

2.7 Challenges faced by youth in getting suitable employment



2.2.5.5 Types of challenges faced in getting suitable job

Table 2.14 indicates the challenges faced by youth while seeking job. The challenges that youth faced includes lack of confidence (100% for both the genders), followed by lack of opportunities (66% for men and 60% for women), lack of skill and poor salary being 42.9 the third important challenge and poor educational status (18% men and 20% women in the age group of 15-24 years).

Table 2.14 Challenge faced by youth in getting suitable job

Characteristics		Sex of the respondents		
		Male	Female	Total
Challenges faced in getting suitable job	Migration	0.0	2.2	1.3
	Poor educational status	18.8	20.0	19.5
	lack opportunities	65.6	60.0	62.3
	Lack skills	40.6	13.3	24.7
	Poor salary	46.9	40.0	42.9
	Lack confidence	100.0	100.0	100.0
	Family support	0.0	15.6	9.1
N		32	35	77

2.2.6 Present skills and future needs among youth

2.2.6.1 Specific skills that youths currently have

Table 2.15 indicates specific skills that youth currently have to take a job in future. However youths participated in the survey also perceived that they require specific skills to perform a job. Overall, tailoring, accountancy, and agriculture labour were the three most common skills which majority of the youths had.

While analyzing the existing skill sets of men and women, results showed that the current skills highlighted by men included driving (53%), electrical (53%), plumbing (13%), mechanic (47%), tailoring (26%), barber (2%), accounting (7%), agriculture labour (2%), horticulture(18%), construction work (7%), masonry work (2%), painting (12%), carpentry (7%), catering (2%), water purification(2%) and other skills such as security, business in petty shops. On the other hand, women stated their skills as tailoring (33%), beautician (15%), accounting (7%), agriculture labour (11%), horticulture (4%), construction work (4%) and other skills such as raring sheep, dairy business and 6% mentioned that they do not have any skills.

Table 2.15 Specific skills that youth currently have

Characteristics		Sex of the respondents		
		Male	Female	Total
Specific skills that youths currently have	Driving	52.7	0.0	26.4
	Electrician	52.7	0.0	26.4
	Plumber	12.7	0.0	6.4
	Mechanic	47.3	1.8	24.5
	Tailor	25.5	32.7	29.1
	Beautician	0.0	14.5	7.3

	Barber	1.8	0.0	0.9
	Accountant	7.3	12.7	10.0
	Agriculture Labour	1.8	10.9	6.4
	Horticulture	18.2	3.6	10.9
	Construction	7.3	3.6	5.5
	Masonry Centering	1.8	0.0	0.9
	Painting	12.7	0.0	6.4
	Carpentry	7.3	0.0	3.6
	Catering	1.8	0.0	0.9
	Housekeeping	0.0	1.8	0.9
	Water Purification	1.8	0.0	0.9
	Other	1.8	43.6	22.7
	No skills	0.0	5.5	2.7
N		55	55	110

2.2.6.2 Need for additional training

Even though youth responded stating their specific skills that they already have, the study also emphasized to understand the need for additional training. Table 2.16 indicates that 96% of men and 84% of women mentioned that they need additional training to develop their skills.

Table 2.16 Need for additional training

Characteristics		Sex of the respondents		
		Male	Female	Total
Need additional training	No	1.8	16.4	9.1
	Yes	96.4	83.6	90.0
	No answer	1.8	0.0	0.9
N		55	55	110

2.2.6.3 Areas for future training

Information on areas that the youths can be trained were also gathered during the individual interview. This may help the programme while developing the training curricula for the youths in Vemagal and surrounding areas. This will also ensure that youths will attend trainings with interest/willingness. Table 2.17 shows that majority of the men and women wanted trainings on computer (66%), tailoring (32%). While men expected trainings in the areas of computer skills (69%), driving (61%), tailoring (28%), electrical (50%), mechanical (43%), accounting (4%), coaching for govt. jobs (4%), carpentry (6%), and plumbing (2%); women expressed the need of training to improve their computer skills, tailoring, accounting, beautician, business, software, communication, nursing, teaching, typing, management, others included craft work.

Table 2.17 Areas for future training

Characteristics		Sex of the respondents		
		Male	Female	Total
Areas for future training	Computer	68.5	63.0	66.0
	Driving	61.1	0.0	33.0
	Tailoring	27.8	37.0	32.0
	Electrical	50.0	2.2	28.0
	Mechanic	42.6	2.2	24.0
	Accounting	3.7	26.1	14.0
	Beautician	1.9	26.1	13.0
	Business	0.0	23.9	11.0
	Software	0.0	10.9	5.0
	Communication Skills	0.0	8.7	4.0
	Coaching for government job	3.7	4.3	4.0
	Carpenter	5.6	0.0	3.0
	Housekeeping	1.9	4.3	3.0
	Nursing	0.0	6.5	3.0
	Painting	3.7	2.2	3.0
	Plumber	5.6	0.0	3.0
	Catering	1.9	2.2	2.0
	Security	1.9	2.2	2.0
	Teaching	0.0	4.3	2.0
	Typing	0.0	4.3	2.0
Mechanical	1.9	0.0	1.0	
Management	0.0	2.2	1.0	
Other	0.0	2.2	1.0	
No Particular Training	0.0	6.5	3.0	
N		54	46	100

2.2.7 Details of future training among youths by sex of respondents

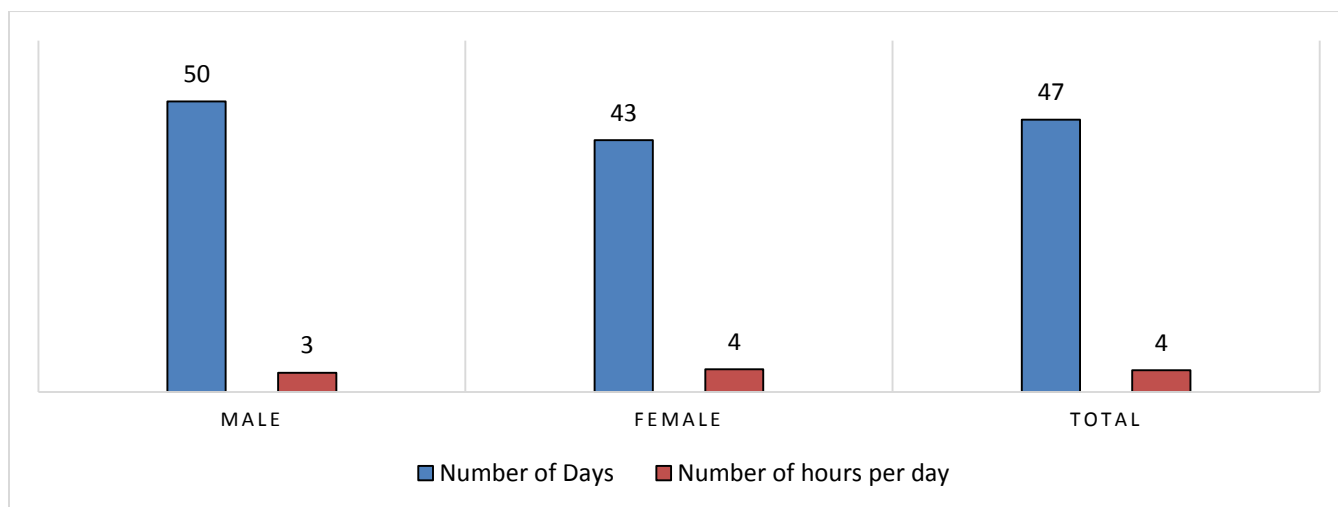
2.2.7.1 Participation of youth in training

Questions were asked to the participants about their interest in attending the skill building training if organized in their village or the nearby areas. Table 2.18 shows that 94% of youths expressed their interest towards attending training of which 87% of women and 100% of men ensured to attend trainings that would be organized to enhance their skills. Young men and women also mentioned that, on an average, they would be able to spend about one and half months for the skill building training. However, they also expressed that the trainings should not be organized for more than 3-4 hours per day (Figure 2.8).

Table 2.18 Participation of youth in training

Characteristics		Sex of the respondents		
		Male	Female	Total
Respondent would attend the training, if organized	No	0	12.7	6.4
	Yes	100	87.3	93.6
N		55	55	110

2.8 Mean Number of days and hours per day can be spent for training



2.2.7.2 Mode of training

Table 2.19 indicates the mode of training that youths prefer while participating in any training. Overall, youths prefer on-the-job training (68%) compared to class room training expressed by 26% respondents. Looking at convenience, five percent of youths preferred to have trainings at the village level or at the nearest town or urban centers. Looking at the gender level difference in the mode of training, it was noticed that women prefer one time training (10%) and four percent opted for non- residential training.

Table 2.19 Mode of training

Characteristics		Sex of the respondents		
		Male	Female	Total
Mode of training	On the job training	65.5	70.8	68.0
	Class room training	14.5	39.6	26.2
	Training at village level	9.1	2.1	5.8
	Training at nearest town and centers	10.9	0.0	5.8
	Residential training	0.0	2.1	1.0
	Non-residential training	0.0	4.2	1.9
	One time training	0.0	10.4	4.9
N		55	55	110

2.2.7.3 Availability of youth to participate in training

Youths were asked to indicate their preferences over the convenient place of training for them. Table 2.20 shows that all the young women who participated in the survey unanimously shared of their inability to attend trainings if they are organized outside the village. This was the case with just three percent of young men. However, young men spoke of their inability to attend the trainings organized outside the state. Of the 55 young men who participated in the survey, 96% of them highlighted that they can attend trainings outside the district as long as it is within the state.

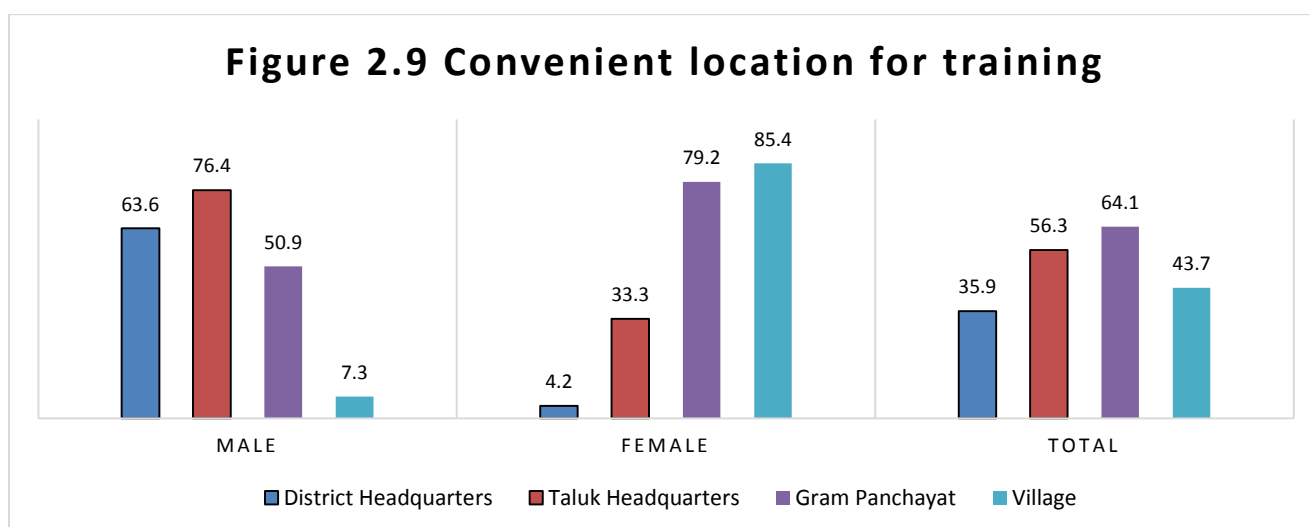
Table 2.20 Availability of youth to participate in training

Characteristics		Sex of the respondents		
		Male	Female	Total
Able to participate for training if organized outside the state	No	3.6	100.0	48.5
	Yes, if outside district but within state	96.4	0.0	51.5
N		55	55	110

2.2.7.4 Convenient location for training

Figure 2.9 represents the convenient location for training. At the overall level, 64% of the youths said that gram panchayat was the most convenient location for training, then the taluk headquarters being 56%, then the village being 43% and then the district headquarters being 36%. However convenience varied among the gender. Analysis attempted to understand that women were more convenient for training at village (85%) and Gram Panchayat (79%), since they have household commitments and parents also would permit them/motivate them to attend trainings if it is near their houses. However, men are still fine to travel up to district (63%) and taluk headquarters (76%) for the skill building trainings.

2.9 Convenient location for training



2.2.7.4 Convenient venue for training

Table 2.21 indicates the convenient venue for training. The most convenient location for training was schools reported by about 37% respondents. While a large proportion of men mentioned auditorium within the village as a comfortable place to attend the trainings, a larger proportion of women found Gram Panchayat hall as a most convenient place. Other places mentioned by women were renting out house in the village for training purpose. However, youths also mentioned that the person organizing training would need to obtain permissions from the concerned authorities before commencing any training.

Table 2.21 Convenient venue for training

Characteristics		Sex of the respondents		
		Male	Female	Total
Convenient venue of training	Gram Panchayat Hall	10.9	16.7	13.6
	School	38.2	35.4	36.9
	Auditorium	25.5	4.2	15.5
	Other	0.0	16.7	7.8
N		55	48	103

2.2.7.5 Preferred day for training

Assessment with the youth also tried to understand the preferred day by youths for training. Table 2.22 presents preferred day for training and it is visible that for both the genders, Sunday (81%) seems to be a convenient day for training. Only little less than 10% youths were comfortable with having this training on any day in the week.

Table 2.22 Preferred day for training

Characteristics		Sex of the respondents		
		Male	Female	Total
Preferred day of training	Monday	3.6	0.0	1.9
	Thursday	5.5	4.2	4.9
	Friday	1.8	0.0	1.0
	Saturday	1.8	2.1	1.9
	Sunday	72.7	91.7	81.6
	Any day	14.5	2.1	8.7
N		55	48	103

2.2.7.6 Expected benefits from the training

Table 2.23 presents information on ways in which trainings will be helpful for the youths. Out of 110 men and women, 92% of men and 83% of women believe that trainings will open new avenues for jobs, and 27% of women and 5% of men stated that trainings will upgrade their skills and about 12% of women

and 3% of men mentioned that trainings will help in learning new skills to perform any job that they may take up in future.

Table 2.23 Ways in which trainings will be helpful

Characteristics		Sex of the respondents		
		Male	Female	Total
Ways in which training will be useful	Learning new skills	3.6	12.5	7.8
	Upgrading skills	5.5	27.1	15.5
	Open new avenues for job	92.7	83.3	88.3
	Others	0.0	8.3	3.9
N		55	48	103

2.2.7.7 Willingness to take job after training

Once the youths are given some training and their skills are built they feel there is improved scope for getting jobs. Table 2.24 presents the willingness among the youth to take up job. In this context 100% of men and 96% of women would like to take up jobs after training, while three percent of women denied taking up a job since they will require permissions from their husbands/in-laws and also they may not be able to take up time-bound jobs.

Table 2.24 Willingness to take job

Characteristics		Sex of the respondents		
		Male	Female	Total
Would like to take up job after training	No	0.0	3.6	1.8
	Yes	100.0	96.4	98.2
N		55	55	110

2.2.7.8 Willingness to travel outside district for job

Table 2.25 shows the level of willingness among the youth to travel outside the district for job. Of the total men, 100% were ready to travel outside the district for a job whereas none of the women were ready to travel out of the district to work.

Table 2.25 Willingness to travel outside district

Characteristics		Sex of the respondents		
		Male	Female	Total
Ready to travel outside district for job	No	0.0	100.0	50.0
	Yes	100.0	0.0	50.0
N		55	55	110

2.2.8 Details of migration among youths in the community by sex of the respondents

2.2.8.1 Migration of youths

Migration of youths from the village for the purpose of work seems to be a common phenomenon. Table 2.26 indicates the details regarding migration of youths in 11 villages. All the young men participated in the survey reported that youths from their village go outside for the purpose of work. On the other hand, about 84% women perceived so.

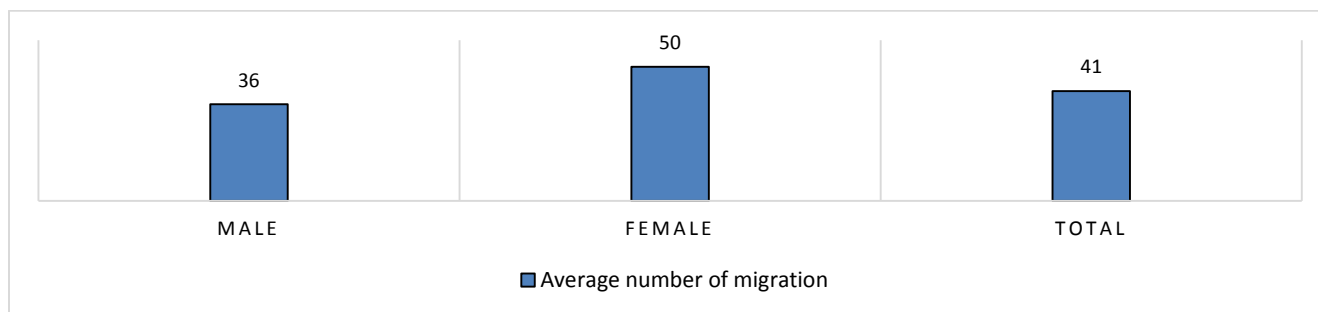
Table 2.26 Migration of youths

Characteristics		Sex of the respondents		
		Male	Female	Total
Youths go out of the village	No	0.0	16.4	8.2
	Yes	100.0	83.6	91.8
N		55	55	110

2.2.8.2 Volume of migration

Figure 2.10 indicates the average number of men and women migrate from their villages every year. Respondents perceived that, on an average, 41 youths migrate from their village every year. In comparison to men, young women reported higher volume of youth migration from their villages (36 vs 50).

Figure 2.10 Average migration by youth



2.2.8.3 Place of migration

Table 2.27 presents the preferred place of migration chosen by youths in the study areas. Results show that most of the migration happens to the nearby places like taluka or district headquarters, or to the neighboring districts. However, a significant proportion of respondents, especially young men, also mentioned about youth's migration to a metropolitan city.

Table 2.27 Place of migration

Characteristics		Sex of the respondents		
		Male	Female	Total
Place of migration	District Headquarters	87.3	26.1	59.4
	Taluk Headquarters	87.3	52.2	71.3
	Neighbouring Districts	70.9	37.0	55.4
	City	0.0	50.0	22.8
	Metropolitan City	80.0	8.7	47.5
	Overseas	1.8	0.0	1.0
	Other	0.0	8.7	4.0
N		55	46	101

2.2.8.4 Youths' migration due to known network

An attempt was made to assess whether the youths' migration is largely due to presence of a known network at the destination or their migration is independent of this fact. Findings presented in Table 2.28 shows that about half of the respondents perceived that the youths' migration are largely due to presence of their known network at the destination. However, this perception largely differed by the respondent's sex. For example, while 98% men perceived that youth's migration from their village is due to their known network, just four percent women perceived so. About 70% young women disagreed to this fact.

Table 2.28 Youths migration due to known network

Characteristics		Sex of the respondents		
		Male	Female	Total
Migration of youth due to known network	No	1.8	69.6	32.7
	Yes	98.2	4.3	55.4
	Can't say	0.0	26.1	11.9
N		55	46	101

2.2.8.5 Strategies to retain youth in the village

Table 2.29 indicates the strategies to retain youth in the village. Respondents of both the sexes (91% men and 70% women) clearly indicated that creating more job opportunities in and around the village is the most effective strategy to retain the youths in the village. However, about nine percent men and 13% of women emphasized that providing on job oriented trainings might be helpful to retain youths back in the villages.

Table 2.29 Strategies to retain youth in the village

Characteristics		Sex of the respondents		
		Male	Female	Total
Possible strategies to retain the youths in village	Creating more job opportunities	90.9	69.6	81.2
	Job oriented trainings	9.1	13.0	10.9
	Other	0	15.2	6.9
	Don't know/can't say	0	2.2	1

2.2.9 Perception about involvement of other youths in different type of work and their technical/non-technical skills

2.2.9.1 Type of jobs in which other youths of the community are engaged

Table 2.30 indicates the type of jobs in which other youths in the village are largely engaged. Men perceived that the types of work that youths of their village do included driving (96%), electrical (96%), plumbing (56%), mechanic (83%), tailor (85%), barber (22%), accountant (61%), agriculture labour (65%), horticulture (81%), construction (50%), masonry (24%), painting (56%), carpentry (40%), catering (16%), water purification (4%) and others (3%).

Table 2.30 Type of jobs in which other youths are engaged

Characteristics		Sex of the respondents		
		Male	Female	Total
Type of jobs in which other youths of the community engaged in	Agriculture Labour	65.5	67.3	66.4
	Tailoring	85.5	27.3	56.4
	Driving	96.4	7.3	51.8
	Electrician	96.4	5.5	50.9
	Mechanic	83.6	1.8	42.7
	Horticulture	81.8	1.8	41.8
	Accountant	61.8	5.5	33.6
	Construction	50.9	12.7	31.8
	Painting	58.2	5.5	31.8
	Plumber	56.4	3.6	30.0
	Other	0.0	43.6	21.8
	Carpentry	40.0	0.0	20.0
	Masonry Centering	23.6	0.0	11.8
	Barber	21.8	0.0	10.9
	Catering	16.4	5.5	10.9
	Housekeeping	18.2	0.0	9.1
	Black Smith	12.7	0.0	6.4
	Beautician	7.3	3.6	5.5
	Black Topping	7.3	0.0	3.6
Gold Smith	3.6	0.0	1.8	

	Water Purification	3.6	0.0	1.8
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On the other hand, young women perceived that young women in their village mostly take up the jobs like tailoring (27%), beautician (4%), accounting (6%), agriculture labour (67%), horticulture (2%) and construction work (13%). Overall, majority of 66% men and women are involved as agriculture labour.

2.2.9.2 Presence of technical and non-technical skills among youths

Table 2.31 indicates the technical and non-technical skills that young men and women have which can be improved through further training or can be used to pursue a career in future. Overall, men and women vary in their technical and non-technical skills. Men mostly are skilled at driving (98%), electrician (96%), mechanical (89%), agriculture labour (63%), horticulture and plumber (56%), accountant (43%), carpentry (32%), painting (26%), masonry (18%), construction (14%), housekeeping and black topping (4%). Whereas women have skills such as tailoring (23%), beautician (18%), accountant (15%), agriculture labour (15%), horticulture (13%), construction (2%), and catering and water purification (2%).

Table 2.31 Technical and non-technical skills youths have

Characteristics		Sex of the respondents		
		Male	Female	Total
Technical and non-technical skills youths in the village have	Tailoring	87.3	23.6	55.5
	Driving	98.2	9.1	53.6
	Electrician	96.4	9.1	52.7
	Mechanic	89.1	3.6	46.4
	Agriculture Labour	63.6	14.5	39.1
	Horticulture	56.4	12.7	34.5
	Plumber	56.4	3.6	30.0
	Accountant	43.6	14.5	29.1
	Carpentry	32.7	0.0	16.4
	Other	0.0	32.7	16.4
	Painting	25.5	0.0	12.7
	Beautician	5.5	18.2	11.8
	Masonry Centering	18.2	0.0	9.1
	Construction	14.5	1.8	8.2
	Don't Know	0.0	16.4	8.2
	Barber	14.5	0.0	7.3
	Housekeeping	3.6	1.8	2.7
	Black Topping	3.6	0.0	1.8
	Catering	0.0	3.6	1.8
	Water Purification	0.0	3.6	1.8
Black Smith	1.8	0.0	0.9	
N		55	55	110

2.2.10 Perception about involvement of other youths in future trainings

2.2.10.1 Perception of respondents about need based trainings for other youths in the community

Table 2.32 indicates the perception by respondents about the needs of skill building trainings for other youths in the community. Of the 110 youths participated in the survey, 91% respondents (96% men and 85% women) agreed that youths in their community need to be imparted the skill building trainings. However, about four percent men and 12% of women were not sure about whether organizing the skill building trainings for other youths in their community will be beneficial for them or not? All the men participated in the survey and 92% of women were confident of the fact that the youths in their community will participate if any skill building training is organized in their village. Respondents also agreed to act a key role in motivating their friends and acquaintances in need of jobs to attend these trainings.

Table 2.32 Perception by respondents about trainings for other youths

Characteristics		Sex of the respondents		
		Male	Female	Total
Perception by respondents about trainings for other youths	No	0.0	1.8	0.9
	Yes	96.4	85.5	90.9
	Don't know	3.6	12.7	8.2
Perception about youth participation for skill building training	No	0.0	1.8	0.9
	Yes	100.0	92.7	96.4
	Don't know	0.0	5.4	2.7
N		55	55	110

2.2.10.2 Type of training that will be useful for youths in the community

Table 2.33 Type of training that will be useful for youths

Characteristics		Sex of the respondents		
		Male	Female	Total
Trainings that will be useful for youths	Computer	75.5	51.1	64.0
	Driving	71.7	4.3	40.0
	Tailoring	37.7	42.6	40.0
	Electrician	58.5	0.0	31.0
	Mechanical	43.4	6.4	26.0
	Barber/Beautician	3.8	36.2	19.0
	Business	0.0	27.7	13.0
	Accounting	5.7	17.0	11.0
	Communication	0.0	12.8	6.0
	Garment Work	0.0	10.6	5.0
	Painting	7.5	2.1	5.0
	Carpenter	5.7	0.0	3.0
	Catering	1.9	4.3	3.0

Security	5.7	0.0	3.0
Software	0.0	6.4	3.0
Teaching	0.0	6.4	3.0
Craft Work	0.0	4.3	2.0
Horticulture	3.8	0.0	2.0
Nursing	0.0	4.3	2.0
Pediatric treatment	3.8	0.0	2.0
Plumbing	1.9	2.1	2.0
Water Purification	0.0	4.3	2.0
Home	0.0	2.1	1.0
Hospital management	0.0	2.1	1.0
Housekeeping	1.9	0.0	1.0
ITI	1.9	0.0	1.0
Manufacturing	0.0	2.1	1.0
Sanitary Napkin	0.0	2.1	1.0
Not Sure/Don't know	0.0	10.6	5.0
No specific job training	0.0	8.5	4.0

Table 2.33 presents the trainings that will be useful for youths in their community. For men the youth suggested to provide training on computer (76%), driving (71%), tailoring (37%), electrician (58%), mechanical (43%), beautician (4%), accounting (6%), painting (8%), security (6%), ITI (2%), and housekeeping (2%) Whereas women suggested computer (51%), tailoring (42%), beautician (28%), garment work (11%), communication skills (12%), craft work (4%), hospital management (2%), nursing (4%), accountant (17%). 11% of women were not sure on what would be a good training for other youths in the villages and 9% of women suggested no specific job training will be useful since they will have to ask permissions from their husbands and in-laws to decide on if they can attend training.

3. CONCLUSION

The overall findings from the individual assessment and stakeholders assessment in selected 11 villages which covered five panchayats provided important insights about the past and present livelihood patterns and income generation trends. The assessment also mapped out the upcoming opportunity for employable jobs due to the mushrooming of industries in the region. Analysis was also carried out to understand the skill sets of the young men and women in the community.

The 11 villages in and around Vemagal are primarily dependent on agriculture. Being agricultural economy, the young men and women tend to involve in agricultural work right from the early stages of their lives, and consequently, depriving themselves of pursuing higher studies or skill building trainings which further limits their likelihood of taking up jobs anywhere else other than their community and village. Results also suggest that there has not been any major change in the choices of occupation made by the young men and women in the community and the reason being this- residents from these villages lack awareness on the alternate job opportunities. These findings highlight the fact that creating

awareness on how to look for the suitable job opportunities and helping the youths in developing their skills for long term employability is crucial for their own well-being as well as for the betterment of their families/ communities. The stakeholders and young individuals have hope that the mushrooming industries will help them to find suitable jobs to sustain their lives. Though industries are mushrooming locally, there is little or no effort being made to involve local youth for jobs. This clearly indicates gaps between the existing demand for skilled labour and the inability of the local youths to meet these demands. Interviews conducted with key stakeholders in the selected villages suggest that there is a felt need for additional support in terms of training for skills enhancement and overall development aimed at equipping the local youths better to meet the market needs. In addition to the lack of skills, other constraints seem to be hampering the ability of young men and women to step out from their villages for jobs includes lack of proper transportation facilities and poor infrastructure. There is a need to work closely with stakeholders involved to address these limitations.

Both men and women expressed that although the youths in their villages do have different skill sets, still they face challenges in getting suitable employment opportunities. They have a belief that their existing skill sets are not adequate enough to meet the demand and thus, it is important for them to undergo some skill building trainings to be equipped to take up jobs. The areas of training that the men looked for include training on computer operations, driving, tailoring, electrical, mechanical, accounting, coaching for govt. job, carpentry, and plumbing women look forward for training in the computer, tailoring, accounting, beautician, business, software, communication, nursing, teaching, typing, management, others included craft work. The youths also mentioned that these trainings would not only be useful for them but also for other youths in their community.

One of the key understandings that emerged from the interviews was that though 15-24 years, is the age of education and higher studies, 74% young women and 36% are reportedly not attending school. Thus, the upcoming generation needs our attention and guidance. Many youth are missing out on accessing jobs in nearby industries which is a clear indication of the disconnect between the expectations of the industries and the skill sets that the youth possess. Bridging this gap is essential by working closely with the industries and the youths. A key understanding obtained from this assessment is that most of the stakeholders are willing to play the role of motivators to steer the youth to access the training and services. The project will need to leverage the supports of these structures at the village level for increased impact of the program among the youth. Linking youths to existing skills development programs and ensuring that young women are not left behind in this effort on the grounds of gender-related attitudes is important. While working for the social and economic development of the community, the Project Abhivridhi should also focus on advocating with the stakeholders and the industries towards creating sustainable job opportunities for the upcoming generation in and around Vemagal, Kolar district, Karnataka. Such efforts will definitely go a long way and help the community, both men and women, in becoming economically empowered with sustainable income sources.