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A STUDY ON SKILL DEVELOPMENT TRAINING & SELF  
EMPLOYMENT SCHEMES INSTIGATED BY THE SCHEDULED  
TRIBES DEVELOPMENT DEPARTMENT IN KERALA.

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#### ABSTRACT

Kerala is the homeland of multiple tribal communities. The state list of scheduled tribal communities adds to a total of 37 communities with a population of 364189, according to the census – 2011. About 1.26 percent of the total population of Kerala comprises of scheduled tribes who are distributed in high concentrations in Wayanad, Idukki, Palakkad and Kasaragod districts. 11 Tribal communities were declassified on the basis of the progress they have made in terms of social and economic development. Even though they had a well-established culture of depending the forests resources for sustainable livelihood, the constant changes happening around them with respect to Globalization, Technological improvement and Cultural and economical transformations made it necessary for them to adopt to their changing surroundings. The younger generations are more likely to get exploited since they are more vulnerable and the most marginalized when it comes to the outside world. In this study, we examine the opportunities created for the ST community by the scheduled tribes development department in kerala since the vast majority of them stay under the poverty line and majority of them are illiterate thereby making it very hard for them to organize and fight for their rights, to get their voices heard and to demand equality in this unequal society which in most cases treats them as backward communities.

#### INTRODUCTION

After Independence and the period after that, different departments where in charge of implementing development programs for the scheduled tribes and further along, that plan was dropped because of the inefficiency of the programs and also due to the narrow mindedness of departments which led to unfruitful agendas and usage of surplus government funds. Tribal Sub Plan (TSP) was introduced from the fifth five-year plan (1974-75). The Three-tier

Local Governments put in a lot of effort to upbring the scheduled caste and scheduled tribes after the Seventy-third and Seventy-fourth Constitutional amendments. Even though the government were providing exceptional services to the citizens of Kerala after that, the same was not applicable to the scheduled caste and tribes because of the lack of proper database, which ought to have been circulated at Oorukkuttams – the Gramasabhas in tribal areas. This incident made the government conscious about the importance of collecting and maintaining proper database. The State average literacy is at 93.91 per cent (2011) however the literacy percentage of Scheduled Tribes in the state is at 74.44 per cent which is comparatively lower.

Literacy rate of males among the Scheduled Tribes is registered as 78.90 per cent. Even though the literacy rate of Scheduled Tribes up to the age 29 years is higher than the State literacy rate, still the literacy rate of Scheduled Tribes above 30 years age shows a descending drift. For the people over 75 years, the lowest literacy rate is recorded (20.74 per cent).

While considering the percentage of illiterate people in multiple districts in Kerala, It is very important to address those issues principally in the states listed beneath, namely Wayanad District with 39349 (39.99%) illiterates followed by 17,743 illiterates (18.03%) in Palakkad District and 11,745 illiterates (11.94%) in Kasaragod District, Idukki District with 8410 illiterates (8.55 %) Kannur with a total of 7791 (7.92 %) showing a total of 87 percent of the illiterate people in Kerala.

While examining the scheduled tribes with formal education, 1,27,344 (46.81%) are of primary level and 92,349 (33.95%) have the education below SSLC.16374 Plus Two certificate holders (6.02%). The graduates constitute 4475 (1.64%) and the post graduates accounts to 822 (0.30%).

While considering people who qualified the primary education and those who were dropped out till SSLC, 2,19,693 scheduled tribes have educated till SSLC. Numerous communities have not attained the equal of education at the state average.

Comparing the available information on acquiring diploma/certificate courses by Malayan, Mannan, Muthuvan and Malavettuvan communities, it's easily visible that they have a very poor performance. Overall, 21 communities of Scheduled Tribes have no engineering graduates. Adiyar, Hill Pulaya, Malai Pandaram, Malai Vedan, Malasar, Muthuvan, Mudugar, Paniyan, Malavettuvan Kadar, Koraga, Cholanaickan etc; are the major communities which have not been able to afford engineering professional education to their children. The circumstances are inferior with respect to medical education. All told, 26 communities, counting the 5 communities of PVTG, couldn't send a single person for medical degree which amounts to a total of 68 percent, the larger majority of scheduled tribes which couldn't afford a single medical student till date.

## **METHODOLOGY**

The study is based on the secondary data sources. The necessary information about the Scheduled tribes and government programs are collected from various Reports, Websites and internet sources of related topics.

### **Employment. Income Generation & Skill Development**

For dropping the concentration of unemployment among the Scheduled Tribes youth in the State, the department supports ST families for making a livelihood by providing assistance for people and self-help groups for self-employment, 60% of the beneficiaries must be women and preference will be given to widows and women headed families.

#### **1.1] Assistance for Self-employment and Skill Development training to youths of scheduled tribes**

Schemes for skill development/entrepreneurship development/ upgrading of personality/special training/aid for job opportunities in India and abroad are being realized under the scheme,

##### Training Paths provided

- Tourism and Hospitality Management.
- Training in IT related subjects
- Industrial & Technical Training
- Coaching for PSC, UPSC, SSC, RRB, Bank examinations
- Career Development & orientation classes to Graduate youths
- Motor- driving training

#### **1.2] Kerala State Development Corporation for SC/ST Ltd. - TSP**

Under this centrally backed scheme, share capital contribution is released to the State Development Corporation for SCs & STs in the ratio 51:49 between State Government and Central Government. The Corporation, after receiving the transferred shares provides finance to employment-oriented schemes casing diverse areas of economic events.

The amount is provided on the way to 51% state share for providing share capital contribution to Kerala State Development Corporation for SCs/STs.

#### **1.3] Assistance to Tribal Welfare Institutions**

The objective of this scheme is to provide assistance to,

- Priyadarshini Tea Estate, Mananthavady ,
- Attappady Co-operative Farming Society
- Ambedkar Memorial Rural Institute for Development
- Running expenses of High School run by the Attappady Co-operative Farming Society at Chindakky
- Renovation/Revamping of Tribal societies functioning in sectors like Agriculture, Coir, and other traditional sectors.
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#### **1.4] NRLM - National Rural Livelihood Mission**

The centrally sponsored scheme foresees launching a large number of micro enterprises in the rural zones. The provision is reserved to the Block Panchayats. Kudumbasree Mission being the nodal agency.

##### Grant-in-aid to the Kerala State Federation of SCs and STs Development Co-operative Ltd.

GOI used to give grant in aid to the Kerala State Federation of SC's and ST's Development Co-operative Ltd for Minor Forest Produce Operations, includes:

- Share capital investment
- Procurement of MFP
- Construction of ware houses.

## **2] Education**

Attention is being given to education as it is a tool not only to intensify the cognizance levels but also empower the Scheduled Tribes access to improved employment and human development. Education sector intrusions lays stress on cultivating functional literacy, diminishing school dropouts and enhancing theoretical ability of students. The congestion seen in our pre-matric and post-matric hostels is being considered by generating acceptable infrastructure accommodations. A chief area of apprehension is the dropout rate at multiple levels. The socio-economic aspects of the households are an important factor contributing to that.

### **2.1] Model Residential Schools**

20 Model Residential School/Asramam School are operational under this department in order to deliver quality education to ST students, in which two of them follow CBSE syllabus. They have been coming up with excellent results for the past years and extra facilities and services are also available for ST students with has a total of 5500 students throughout India availing these services. The additional services provided to students are listed below.

- Special remedial classes
  - Spoken English classes
  - Medical & Engineering entrance coaching
  - Motivation-classes
- |   |            |            |
|---|------------|------------|
| Extra   | Curricular | Activities |
| Student Police Cadet.NCC, NSS, Band Troupe, 'KALARY'. |            |            |

### **2.2] Peripatetic Education to the Primitive Tribes**

A total of 23 schools managed by single teachers and 7 Peripatetic centers are functioning under the ST development departments. Their aim is to impart primary education to vulnerable tribal group without displacing them from their comfortable surroundings or settlements and without disrupting their traditional lifestyle. A single teacher is assigned to visit the village and to impart knowledge to the students without uprooting them from their settlements and to have a better personal connection with the students to provide adequate help necessary for the student.

### **2.3] Tutorial Scheme for Students**

In order to increase the pass percentage of high school and Higher secondary students, a special coaching service is availed to the students and the fee for the private tuition session will be provided to the parents.

### **2.4] GothraSarathi**

For the students who are living in remote areas and forests which is inaccessible to continue regular education, special transportation service is arranged for them in association with Education Department, Local SamuhyaPatanamuri (Community Study center in tribal hamlets) (New Initiative)

100 community study centers were started in the year 2017-18 in tribal hamlets throughout the state hamlets to create an ambience favorable for the educational purposes and to minimize the dropping out of students. Within the community, one student is selected [working with facilitators and social workers] equipping them with study materials and modern systems and televisions with internet connections accommodating 30 students within a hamlet.

### **2.5] Pre – matric & Post-matric Hostels for Tribal Students**

106 pre-matric hostels and 5 post matric hostels are allocated to provide boarding and tuition facilities to the students from scheduled tribes. This was started with a view to provide residential education to students from ST categories in rural areas.

### **2.6] Special Encouragement to Brilliant Students**

For those students who are performing well in their academic programs are targeted with this scheme to enable them to come out with excellent performances.

### **2.7] Ayyankali Memorial Talent Search and Development Scheme**

200 students who are studying in the fifth standard are selected through an intelligence test in this scheme to provide continuous assistance for academic success.

### **2.8] Assistance regarding Study tour to School & College Students**

Once the approval of SLWG is received, the students who are pursuing post matric education are provided scholarships for study tour, availing the service of Bharath Darshan.

Under this scheme, post matric students are given financial assistance for participating in excursions and study tours. Also, the scheme intends to conduct Bharat Darshan/All India Tour for selected tribal students with the approval of the SLWG.

### **2.9] Support provided to Orphans**

For the ST students who have no parents to look after, assistance is provided for taking care of those students by providing 1000Rs per month to the beneficiary.

### **2.10] Supply of Laptop to Students**

For the students who are pursuing their higher education in the approved universities or government institutions are provided laptops. The courses which are covered are MBA, M.Sc. Computer Science, MCA, MBBS, BDS, BAMS, BHMS, BVSc.& AH, B.Tech and M.Tech and other Post Graduation Degrees

### **2.11] Tribal Girl Child endowment scheme (Gothrivalsalyanidhi)**

This scheme was introduced to provide insurance linked social security scheme for tribal girl children. The objective of this initiative was to increase the social status of the females in the society. The scheme is a long-term deposit scheme which can only be withdrawn once the girl is of 18 years of age and has qualified 10<sup>th</sup> standard education. There are options to use this money for higher education purposes and the ST females born after 1/4/2017 are considered under this scheme.

### **2.12] Gothrabandhu- Engaging Tribal teachers in primary schools**

241 qualified tribal youth were appointed in Wayanad district under this scheme during 2017-18. The scheme aims at availing qualified teaching professionals within this community to provide quality education to the students in the same locality. Since he has a better understanding about that society and the situation through which he was born and brought up. The impact of the knowledge of local dialects focused in this scheme granting the teacher a better communication with his students in primary schools..

### **2.13] Post-matric Scholarships for Scheduled Tribe Students**

At the time when this scheme was introduced by the central government in India, it was completely assisted by them. It was later moved to the phase where 75 percent has to be paid by the central authority and 25 percent has to be contributed by the state from the year 2014-15. These scholarships are distributed to students in the form of E- scholarships and it will be use for the post matric education of the students outside the state.

### **2.14] Pre-matric Scholarship for ST Students**

This scheme was introduced through DBT system during the year 2012-13 by

the government of India, Ministry of tribal affairs. Students studying in classes of IX and X under ST category could avail this as a pre matric scholarship. Other educational assistance initiatives such as lumpsum grant and stipends are provided under this scheme.

### **2.15] Vocational Training Institute & Training Centers for ST-students.**

National Council For Vocational Training implemented Two Vocational Training Institutes for Scheduled Tribe students functioning at Thiruvananthapuram and Idukki, adding to a total of 11 institutes in total.

### **2.16] Nursery Schools, Balavadies, Kindergartens, Vikasvadies & Creches.**

There are 13 nursery schools, 10 kindergartens, 4 balavadies 3 balavijnanakendras and 1 vikasvadi running below the department for providing Pre-primary education to the tribal students existing in very remote and unreachable areas. The pupils are given food, uniform, bag, umbrella etc.

### **2.17] Incentive to Parents of ST Students**

The parents of ST students studying in LP classes are given an amount of Rs. 50/- per month if the student has secured 75% attendance in an academic year.

### **Management of Career & Higher Education Aspirations of ST Students in 2018-19**

Education and skill development programs are missing while evaluating the employability of ST in Kerala and this is one of the reasons for their economic backwardness. Proper skill development workshops should be organized to impart knowledge and increase their skill in decision making and leadership. The ST can take advantage of the options put Infront of them once they are taught or trained to do so, thus making them self-reliant.

Under various schemes, the year wise break up of skill development training provided by Scheduled tribes

Development Department is detailed in table below.

### **The year wise break up of skill development training**

<i>Sl. No.</i>	<i>Year</i>	<i>No:of students undergone Training</i>	<i>Total Cost (Rs.in lakhs)</i>
1	2012-13	695	133.52
2	2013-14	1180	216.87
3	2014-15	558	454.97
4	2015-16	520	405.81
5	2016-17	1544	780.25
6	2017-18	622	558.82
	Total	5119	2550.24

### **Gothrajeevika**

'Gothrajeevika', A Sustainable Livelihood Generation Program for ST Community was formulated to help all the fourteen districts in the state under the Scheduled Tribe class. The primary intention of the program is to make them self-reliant and self-employed. A total of 1170 beneficiaries are expected to undergo training in the year 2016-17 in the state under Gothrajeevika scheme.

### **Categories of training offered through the program**

<i>Sl. No.</i>	<i>Type of training offered</i>	<i>Training offered</i>	<i>Duration</i>	<i>No. of batch</i>	<i>No. of beneficiary</i>
1	Product-based	Dress making	45	5	150
	Service-based	Construction-based			
2	Service-based	Carpentry	45	3	100
3	Service-based	Construction of building materials	30	6	200
4	Service-based	Masonry	0	10	330
5	Service-based	Wiring	30	4	120
6	Service-based	Plumbing	30	5	150
	Service-based	Tourism-based			
7	Service-based	Driving (taxi, repairing)	30		120
Total					1170

### **3] Self-Employment Scheme**

Financial assistance is provided to the individuals who are interested in self-employment. Subsidy is provided for 1/3<sup>rd</sup> of the loan amount applied by the individual but its limited to one lakh for the individual and if it's a group, they can avail a total of 3.5 lakhs. The venture can be approved as self-employment once age limit is under 50 and the minimum educational qualification is 7<sup>th</sup> standard qualifying education. The application should be sent to the Scheduled Caste Development Officer along with a certificate of caste with the project report attached to it.

#### **3.1] Assistance for starting practice as Advocates:**

Financial assistance is provided to the individuals by the department once they qualify LLB and have started their practice as an advocate. The financial assistance Is initiated once they have successfully enrolled and have started practice as a junior advocate.

<i>Year</i>	<i>Book Grant</i>	<i>Dress Grant</i>	<i>Room Rent</i>	<i>Enrolment expenses</i>
First Year	12,000	4,000	0.00	9,600
Second Year	12,000	4,000	6,000	_____
Third Year	12,000	4,000	6,000	_____

### **3.2] Technical Apprenticeship:**

Diploma, Engineering and ITI graduates are given apprentice assistance by the department once the application is submitted to the district development officer for scheduled caste. The monthly rates issued are given below.

- ITI - 2000/-
- Diploma - 2500/-
- Engineering - 3000/-

### **3.3] Apprentice Clerk:**

Apprenticeship as clerk-typist option is available for Graduates having Diploma in Computer application and are given a monthly honorarium of Rs.10,000/- for one year to improve their employability.

### **3.4] Tool Kit:**

Financial assistance for purchasing tool kit in order to start their profession are given to The ITI certificate holders of Department it is.

### **3.5] Exhibition cum Trade Fair (Gadhika):**

Every financial year hosts two trade fair where they can showcase their ethnic food items and traditional products bought forward by the self-help groups. SC Department along with Scheduled Tribe Development Department and KIRTADS organises the event together and all the expenses including TA&DA are met by the Department.

### **3.6] Ambedkar Village Development Programme:**

The program aims at the integrated development of the Sc habitat having a minimum of 30 families and the department also provides facilities including roads, electricity, biogas plant, waste management, house renovation, drainage, footpath and income generation schemes. The MLA is in charge and under his direct supervision the process is initiated within a total budget of one crore rupees.

### **3.7] Assistance for Seeking Employment Abroad:**

The job seekers are given an assistance of 100000Rs from the department only if they are willing to seek job abroad. The family income should be within 2.5Lakh and the age limit should be under 50 years. The traveling expense and visa expense could be met with the amount given. Concerned district development officers should be contacted to submit applications.

## **CONCLUSION**

There are very few unified and all-inclusive policy for Scheduled Tribes development available in the state, which makes very few opportunities for various stake holders to follow. A 'Scheduled Tribes Empowerment Policy should be adopted to fix standards to tribal developments in multiple levels. Proper documentation and updated programs should be initiated to cope up with the changing economic and social conditions so that an all-round healthy development will occur. Students should be given access to all reputed educational institutions thorough out the country if he seems fit with a financial backup.

We can see a steady and heavy dropout at the secondary, higher secondary, professional and technical levels. It is observable that the students who have uneducated parents does not opt for higher education in most cases. Opportunities to pursue higher education should be executed and promoted within the community. The changes caused by the Right to education act is clearly visible considering the changes it has brought to the community. Something which can be found throughout that stands against the fundamental principle of education is that the unequal's in the society tend to compete with each other which doesn't bear any fruit. Therefore, preference and extra care



should be given to communities which are far behind the progress that some other communities go through.

Even though when it comes to higher education, certain per cent of seats in colleges are reserved for PVTG. Keeping that in mind, programs could be developed to impart professional and technical or even entrepreneurial training, which could be provided to these communities which are a minority when it comes to economic development or population census. Training of teachers posted in tribal concentrated areas are supported by few modules prepared by NCERT (National Council of Education Research and Training) which is yet to be implemented in Kerala & this could increase the potential and outcome of teachers posted within these communities.

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