

ISSN : 2319-5282

EDU CARE

A Multidisciplinary International
Peer Reviewed/Refereed Journal

Vol. IX, Number - 19

January-December, 2020

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4435-36/7, Ansari Road, Darya Ganj,

New Delhi-110002



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Importance of Training and Skill Development for the Young for Better Employment Opportunities and Occupational Growth

Dr. Arwah Madan* and Ms. Anita Phapale**

INTRODUCTION

The day-to-day lives of a quarter of the world's population are affected by disability according to the World Health Organization, a large section of the population faces difficulties in their day-to-day lives due to disability. Disability does not have only personal, social and economic hardships; the impact is much beyond affecting the disabled as well as the families of the disabled. Besides, the cost in terms of the loss the contribution that could have been made by the disabled to the labour market largely go unmeasured. The costs are related to maintaining workers' compensation systems that lack effective vocational rehabilitation and return-to-work services, separate training facilities and workplaces for disabled persons and losses in taxes and other revenues from disabled persons should be implemented well as per the legislation.

According to Census 2011, there are 2.68 Crore Persons with Disabilities (PwDs) in India (1.50 crore male and 1.18 crore female PwDs). Even though, disabled people constitute a significant percentage of the population of India, their need for meaningful employment largely remains unmet, in spite of implementation of "The Persons with Disability Act, 1995". In the overall population, the number of disabled is proportionately higher in rural areas, accentuated by general poverty considerations and poor access to health services. The rural disabled are significantly disconnected from skills and markets.

According to the Census 2011, about 1.34 crore persons with disabilities are in the employable age of 15 to 59 years. About 99 lakh persons with disabilities in the employable age group were non-workers or marginal workers. Persons with disabilities are among the poorest in the population and are in urgent need to scale up the skill training infrastructure in view of the huge demand- supply gap. The training, being offered through various institutions / mechanisms is non-homogenous, lacks quality and is low on employability besides; there is low access to training infrastructure especially in rural areas. There is a low level of involvement of the private sector in the skill training of Disabled People.

Improving vocational training and employment opportunities for people with disability is a critical element for enhancing the quality of life for individual with disability, their families, but there are also substantial gains for the broader economy.

VIEW OF LITERATURE

There is ample research available on people with disabilities: on the global scenario as well as the Indian context, on the approach and attitude towards people with disabilities; on the social and community acceptance of such people, on employment and economic growth of people with disabilities. Ample references are also available in Indian regional literature on the status and acceptance of the people with disabilities.

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Thomas (2000) review sixteen social organization in Bangladesh for its coverage of people with disabilities. The findings of the study stated that those organization that included persons with disability in their micro-credit programs observed an improved social position of such people with community acceptance levels on the higher side. There was also an improvement in the confidence and self-esteem of such people and a noted involvement in decisions-making process

Iranandani and Sonpal (2010) point out the changing scenario of employment for people with disabilities, the study points out that jobs as telephone operator, stenographer and typist for the visually-impaired, have declined with technological advancement. There are new employment prospects in highly-skilled and service oriented jobs.

Anumantappa. K. (2012) states that disability as one of the major causes of poverty along with social exclusion and inequality all around the world There is need to approach disability and the resultant poverty alternatively. People with Disabilities, as per UN Reports tend to be among the most socially economically marginalised population where ever they

OBJECTIVES OF THE STUDY

It was in 2015 that Prime Minister Narendra Modi introduced the work Divyang to refer to the people with disabilities. The word was coined to be used instead of 'viklang', i.e. Handicapped. There are many schemes for the support and betterment of the differently abled people.

to study the importance of Training and Skill Development among the Divyang.

to understand the level of awareness of the policies and schemes of the government among the Divyang.

STATEMENT OF HYPOTHESES

Proper Education and Training can help enhance the capabilities of the Divyang.

RESEARCH METHODOLOGY

The primary data was collected with the help of a questionnaire. Structured questionnaire was designed with a combination of open and close ended questions for the various categories of respondents. The sampling population included both employed as well as unemployed disabled people in the area considered. The study was carried out in the city of Nashik, Maharashtra. The total population of handicapped persons in NMC area in 2001 was 25046. A sample of 2 per cent population from each of the strata will be targeted from the total population of disabled people in Nashik NMC area. The sample size of the study was 501. A stratified random sampling method was used in the study.

OBSERVATIONS AND FINDINGS

Out of total employed respondents, 35.32% were in age group of 31-35 and 33.83% belonged to the age-group of 36 and above. Among the unemployed respondents, 35.67% were in the age-group of 36 and above followed by 23.67% in the age group of 31-35.

Among the employed respondents, 58.71% were male while 41.29% of the respondents were female. While, among the unemployed respondents, 63% were male while 37% of the respondents were female.

Among the employed divyang respondents, the maximum number of respondents belongs to the family size of 4 to 6 while the second highest number of respondents have a family size of 8 to 10 while in the case of unemployed divyang respondents, the maximum number of respondents have family size of 4 to 6 followed by family size of 8-10 and 0-3.



out of the total number of employed respondents, 61.69% were born handicapped while among the unemployed respondents, 74.33% were born handicapped. The employed divyang respondents, 10.6% were permanently disabled and 19.4% were temporary disabled. Out of unemployed divyang respondents, 79.33% were permanently disabled and 20.67% were temporary disabled.

The majority of the respondents among both employed divyang (61.69%) and unemployed divyang (92.67%) feel good that they can provide some or possible economic support to their family. It enhances their confidence and make positive change in their personality.

Out of employed divyang respondents, 70.65% respondents said that they get inadequate income. From both employed and unemployed divyang categories, the maximum number of respondents are engaged in self employment activity. Retail trade was a major difference between the two categories of respondents wherein 38.81% respondents were engaged in retail trade among employed divyang while none were engaged among the unemployed divyang.

2.89 % respondents received employment opportunity through mouth publicity sources like friends, relatives, neighbours etc. 17.41% of the respondents got a job through newspaper/print media while 9.95% revealed that they have got a job through employment exchange. 3.48% say that they have got a job through websites.

YPOTHESIS TESTING

Proper Education and Training can help enhance the capabilities of Divyang.

To understand the impact of proper education and training on capabilities of divyang persons, the following data was analysed and test, results of which are shown below

Table-1: Benefits of Training

espondents	mployed Disabled		nemployed Disabled	
	eeeking the job	mproving Skills	eeeking the job	mproving Skills
ovement	6		8	
lind			2	
earing impaired				
entally				
otal	5	2	5	0
er.	9.52	8.57	6.09	1.74

able-2: Association between training and capabilities

espondents	hi-Square value	f	Significance
mployed Divyang	.994		.002
nemployed Divyang	.251		.001

Table 2 shows that the significance value is 0.002 for employed divyang respondents and 0.001 for the unemployed divyang respondents which is lower than the statistical significant value



of 0.05; there is statistically significant association between education and training and capabilities of an individual.

he Employed Divyang are economically better off due to training and skill development and are able to shoulder family responsibilities

The employed divyang have benefitted from the knowledge about government policies and programmes and the unemployed divyang seem to have derived not many benefits out of the same.

Table-3: Taking a family responsibility

Respondents	Employed Disabled			Unemployed Disabled		
	Yes	No	Total	Yes	No	Total
Government	9	5	14	5	1	6
Unaided	40	2	42	5	48	53
Hearing impaired	5		5	4	2	6
Intellectually		1	1		44	45
Total	14	7	21	25	75	100
Average	6.72	3.28	10.00	41.67	8.33	50.00

Awareness of government employment and welfare schemes help the divyang people improve their economic conditions.

Table-4: Benefits of Government policy

Type	Employed Divyang			Unemployed Divyang		
	Benefited	Not Benefited	Total	Benefited	Not Benefited	Total
Government	7	7	14	1	5	6
Unaided	40	2	42	8	5	13
Hearing impaired	0	4	4		1	1
Intellectually	9	2	11		5	5
Total	46	5	51	4	16	20
Average	2.64	7.36	10.00	1.34	8.66	10.00

Table-5: Association between awareness of government policies

Respondents	Chi-Square value	df	Significance
Employed Divyang	0.432		.5015
Unemployed Divyang	4.691		.0301



Table No. 5 shows that in the case of the employed divyang respondents, the significance value is 0.015 which is less than the statistically significant value of 0.05. This implies that there is association between awareness about government policies and economic conditions.

IMITATIONS

- The area covered under this study is only Nashik NMC; and not the entire district.
- Disabled people who are unable to earn their bread due to the nature of their handicap will not be covered in this study.

ONCLUSION

The policies are very good but the issues towards implementations should be examined. While the policy is being implemented, it is important to build a bridge to understand difficulties of the person with different types of disabilities. There is a view of many more disability schemes that it is necessary to create a supportive environment for the purpose of incorporating it into the life process, rather than abandoning any special plan. The Educational institutions have to play an important role in providing employment opportunities.

Disability is isolated from the community. There is need to improve the capacity of the disabled to lead a secure life. To increase financial participation of the disabled, it is necessary to increase the capacity of the disabled. For this, the unlimited energy available to the disabled can be utilized for the economic development of the country by investing timely for the development of the disabled.

The disabled persons lack equal opportunities to attain education and more so training and skill development. There is need for interventions at all levels, for disabled person act, mental health act, labour and social service act. However these benefits are not accessible to the majority of the disabled. For the few who are lucky to benefit they face a challenge on how to transport their benefits. The government should also introduce additional subsidies on goods and services required by disabled. Regarding working conditions, there is no special sitting arrangement, working time limit, extra facility like transportation is not available, no rules and regulations for disabled persons are not followed by organization/company.

Since it is becoming important for the government to realise that the most urgent need of today is creation of enough employment opportunities. Along with creating new jobs, skill development and vocational programmes will help them in starting their own enterprises. These measures will go long way in resolving issues which confront the youth with disability of today.

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