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Potential of NGO's in mission skill India: A conceptual study

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Abstract

The accelerated economic growth has increased the demand of skilled manpower in the country. Lack of available applicants, shortage of hard skills for suitable employability, are some of the key reasons in finding a suitable candidate for available jobs in the country. Skilled human resource and a functioning labor market are essential to make India nationally and internationally competitive and further boosting its economic activity. Technical and vocational education in a broad sense lay down the foundation for skill education. This can't be achieved without effective NGO corporation. Adequate coordination of efforts made by govt. and NGOs' can only ensure proper sharing of responsibility in the skill development process. Experience in several parts of India shows that NGO focus on sector-specific issues such as livelihood, community organization, community asset creation, women group formation, etc. and accelerates social and economic recovery. Such initiatives meaningfully supplement larger infrastructure reconstruction initiatives of the government.

Keywords: Skill Development, Non-Governmental Organizations, Skilling Efforts, Organizational Energies and Support Systems

Introduction

India lags behind in imparting skill training as compared to other countries. Only 10% of the total workforce in the country receives skill training. Further, 80% of the entrants into the workforce do not have the opportunity for skill training. The accelerated economic growth has increased the demand for skilled manpower. India is among the top countries in which employers are facing difficulty in filling up the jobs. For India, the difficulty to fill up the jobs is 48%, which is above the global standard of 34% in 2012. Lack of available applicants, shortage of hard skills and of suitable employability, including soft skills, are some of the key reasons in finding a suitable candidate for available jobs in the country. Skilled human resource and a functioning labor market are essential to make India nationally and internationally competitive and further boost its economic activity. Technical and vocational education lay down the foundation for skill and innovation.

Review of Literature

In India and abroad, several studies have been made on Non-Government Organizations working in urban as well as rural areas. NGOs or Voluntary Organizations are not a new phenomenon and the concept of voluntary action is very ancient. "During ancient and medieval times, voluntarism operated freely and exclusively in the fields of education, medicine, cultural promotion and even acted as succor in crises like droughts, floods, epidemics and foreign invasions" (Inamdar). NGOs are not working as participatory organizations to the extent desired. The rates of participation of beneficiaries and institutional arrangements for participation are found to be very low. The beneficiaries are also found to be not keen in getting represented in decision making bodies and planning process (K.A. Suresh). Gram Vikas is working more effectively than Integrated Development Service. This is because that Gram Vikas programmes are designed in such a way that they yield quick results and are sensitive to the immediate needs of the people (Vanitha Vishwanath). There is a need for the NGOs and training institutions to make DWCR programme more effective (Vijay Mahajan). NGO projects were successful and effective in improving the social status of the poor; however, not all the projects were successful in reaching the poor (Roger and Mark). NGOs have been playing a very important role in the

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country over the last quarter of the century in the sphere of social development. He opines that NGOs are a powerful tool in poverty alleviation and development. He considers that the role of NGOs is more significant and pronounced in the sphere of micro credit (S. Mohanan). Attacking poverty and its reduction to an appreciable extent seems to be not manageable only by the Government sector. He considers Government Organizations need collaboration and co-operation from other than Govt. institutions for creating opportunities, facilitating empowerment and providing security for the poor. He prefers NGOs because they have greater accountability to the poor, as they work among the poor, while the official system is yet to be totally pro-poor (D.K. Gosh). NGOs have an important role to play in supporting women, men and households, community groups, civil society groups and expected that they can meet the welfare Desai. NGOs are playing active role in development activities in the fields of education, health and sanitation, women and children to improve the quality of life M. (Ramesh Singh). There is an urgent need that Government Organizations and NGOs act in collaboration for rural development (Pradeep Kumar). In general, NGOs emerge and play the roles as service providers.

Objectives

1. To study the potential of NGO in skill development
2. To study obstacles of NGO and offer suggestions

Methodology

This paper is a conceptual paper having focus on the role of NGO in the skill development in India.

Conceptual Issues

What Is Skill India?

An ability and capacity acquired through deliberate, systematic and sustained effort to carryout complex activities or job functions involving ideas, cognitive skills, technical skills and people interpersonal skills emphasis on-

- The emphasis is to skill the youths in such a way so that they get employment and also improve entrepreneurship.
- Provides training, support and guidance for all occupations that were of traditional type like carpenters, cobblers, welders, blacksmiths, masons, nurses, tailors, weavers etc.
- More emphasis will be given on new areas like real estate, construction, transportation, textile, gem industry, jewellery designing, banking, tourism and various other sectors, where skill development is inadequate or nil.
- The training programmes would be on the lines of international level so that the youths of our country can not only meet the domestic demands but also of other countries like the US, Japan, China, Germany, Russia and those in the West Asia.
- Another remarkable feature of the 'Skill India' programme would be to create a hallmark called 'Rural India Skill', so as to standardize and certify the training process.
- Tailor-made, need-based programmes would be initiated for specific age groups which can be like language and communication skills, life and positive thinking skills, personality development skills, management skills, behavioral skills, including job and employability skills.
- The course methodology of 'Skill India' would be innovative, which would include games, group

discussions, brainstorming sessions, practical experiences, case studies etc.

Objectives of Skill India

The main goal is to create opportunities, space and scope for the development of the talents of the Indian youth.

To develop more of those sectors which have already been put under skill development for the last so many years.

To identify new sectors for skill development.

The new programme aims at providing training and skill development to 500 million youth of our country by 2020, covering each and every village.

Coordination of Skilling Efforts with NGOs

India has gradually evolved as a knowledge-based economy due to the abundance of capable, flexible and qualified human capital. However, there is a need to further develop and empower the human capital to ensure the country's global competitiveness. Despite the emphatic stress laid on education and training in this country, there is still a shortage of skilled manpower to address the mounting needs and demands of the economy. Currently, there are at least 20 different government bodies in India running skill development programmes with less synergies and huge duplication of work. For instance, both the Ministry of Labor and Employment (MoLE) and the Ministry of Human Resource Development (MHRD) created their own sector skill councils last year to identify skill development needs in the country, even the National Skill Development Corporation (NSDC) has been setting up Sector Skill Councils since 2011. In addition, overarching roles such as apprenticeship system, LMIS implementation, private sector coordination, etc., should be housed exclusively within one agency to reduce policy confusion

What Are NGOS'?

Non-governmental organizations (NGOs) have become quite prominent in the field of national development in recent decades. The term NGO involves a vast category of groups and organizations. NGOs' is provided in the United Nations (UN) report on civil society involvement, "Non-governmental organization (NGO). All organizations of relevance to the United Nations that are not central Governments and were not created by intergovernmental decision, including associations of businesses, parliamentarians and local authorities. There is considerable confusion surrounding this term in United Nations circles. A civil society organization (CSO) is formally constituted to provide a benefit to the general public or the world at large through the provision of advocacy or services. They include organizations devoted to environment, development, human rights and peace and their international networks. They may or may not be membership-based".

Why NGO?

The majorities of NGOs are small and horizontally structured with short lines of communication and are therefore capable of responding rapidly to clients' needs and to changing circumstances. They are also characterized by a work ethic conducive to generating sustainable processes and impacts. NGOs' linkage with poor maintains a field presence in remote locations. One of NGOs' main concerns has been to identify the needs of the rural poor in sustainable agricultural development. They have therefore pioneered a wide range of

participatory methods for diagnosis and, in some contexts, have developed system approaches for testing new technology; NGOs' rapport with locals has allowed them to draw on local knowledge systems in the design of technology options and to strengthen such systems by ensuring that the technologies developed are reintegrated into them. NGOs have also developed innovative dissemination methods, relying on contact, whether on a group or individual basis. Undoubtedly, one of the main strengths of NGOs has been their work in group formation. This has been in response to perceived needs at several levels. Thus, Action for World Solidarity in India worked with grass-roots organizations to achieve simultaneous action in skill development programme.

Strength of NGOS'

NGOS' As Skill Development Intermediaries

- 1) They are good at reaching and mobilizing the poor and far-off communities;
- 2) They help empower poor people to gain control of their lives, and they work with and strengthen local institutions;
- 3) They carry out projects at lower costs and more efficiently than the government agencies and
- 4) They promote sustainable development.

NGOs' a Skill Management Intermediaries

The community focused approach is the main strength of NGOs'. This approach will help to solve the issues related skill development. This can achieved with effective NGO Corporation. Where a majority of people live in dispersed rural area NGOs' makes it possible to reach aid to victims and initiating social restoration work in cut-off zones. Adequate coordination of efforts made by govt. and NGOs' can only ensure proper sharing of responsibility in the skill development process. Experience in several parts of India shows that NGO focus on sector-specific issues such as livelihood, community organization, community asset creation, women group formation, etc. and accelerates social and economic recovery after disasters. While the state follows a universalistic approach in supporting victims, NGOs' could adopt a community-oriented approach and cater to the needs of vulnerable groups who otherwise find it hard to cope with the modern world.

Challenges before NGOS'

NGOs are important in the future in determining the roles of states and businesses as well as operating as businesses themselves. Some challenges before the non-government organization are-

1. Governments and business resist their advocacy in developing and deploying solutions.
2. This represents a challenge even for most mainstream NGOs', so public and private sector partnerships are increasingly essential in leveraging change.
3. In the process, new forms of competition are evolving in the "NGO market", with new entrants like companies, business networks, NGO networks and social entrepreneurs blurring traditional boundaries.
4. Both national and international NGOs' have to pay more attention to the whole area of branding and competitive positioning.

Suggestions for Stronger NGO

Some steps need for strengthening non-government organization are-

1. State and NGOs' should overcome their differences; for establishing greater synergy in efforts for optimal use of resources;
2. Making efforts at information sharing and social audit to strengthen transparency and accountability, which would raise their credibility of NGO.
3. Setting minimum parameters for humanitarian aid and standardize people's rights and entitlements to rule out confusion among NGOs' with the government
4. Preparation adequate data base on NGO skills, capacities, and resources and needs so that the government could identify support NGOs' who would play a role in strengthening skills and capacities in community's development.
5. Taking steps to bridge 'learning gaps' by documenting disaster experiences and successful response stories for wider dissemination among people.
6. NGOs' should take steps to strengthen alliances and networking amongst them in order to scale up their initiatives in sustainable development.
7. Finally, NGOs' should bring in changes in their governance structure in order to strengthen their representative character and enhance their credibility in eyes of people and the government.

Conclusion

Skill India seems to be a good initiative for providing skills to people, especially because India is one of the few countries across the world whose working age population will be very high. Such skill improvement measures are essential to improve the physical and mental development of the youths of the country so that none of them remains unemployed and the country's unemployment problem gets reduced. It is time to open up avenues by which the youth accepts responsibility and no one remains idle. The economy should concentrate on job creation and social security schemes. With this new approach towards skill development, India can definitely move forward towards developed nation. Technical expertise, combined with innovation, can pave the way for India toward being a developed nation and thereby improved the learners' employability.

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