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Executive Summary

Indian economy is witnessing rapid change in the technological space and also in the case of infrastructure availability. These changes require a workforce which is well trained in the technical as well as operational skills. DB TECH with its pan India presence is addressing the issue of the mismatch of supply and demand of work force through skill development training for youth. India's working-age population (15-64 years) is projected to increase from 781 million (64.3% of the total) in 2010 to 916 million (67% of the total) in 2020. India's working-age population share is projected to increase until about 2035; and then decline gradually. The projected addition of 135 million to the working-age group in just one decade has important policy implications for India's own economic growth trajectory, competitiveness and social stability. Given India's economic and labour market structures, the emphasis should not be only the formal or organized sector employment, but on creating a business environment and ethos in which merit, entrepreneurship, and business formation can thrive.

In the above context India has a demographic advantage and in this growing need for skilled manpower to match up the growing demand within the various sectors this programme will have a pan-India focus. The pockets/regions for setting up centers will be nationwide and DB Tech through its existing centers across the country will cater to this growing demand for skilled manpower through partnerships with government agencies, a preferred partner being the Ministry of Rural Development, as Don Bosco's mandate of rural reach and presence compliments the Ministry's mandate of rural poverty alleviation.

This youth survey report is a prelude to the implementation of the MoRD project in the south Region. The south region analysis includes the states of Kerala, Karnataka and Goa. The report assesses the caste distribution, educational status, employment status, the youth's willingness to migrate for employment and other correlation amongst these variables. The size of the total sample – administered is 22,658 and analysed is 14,801.

The report has four sections. The first section is an introduction to the organization and the youth survey objectives and methodology. The second section is an overall regional analysis and across state analysis of the data for its relevance to the project, presence of target group, and the regional preparedness for the implementation of the project. The third section includes individual state reports to assess the data and the relevance of the project in each of the states. This section assesses the presence of the target group in each state and analyses the socio-economic status of these target group. Section 4 of the report includes the major findings and strategies for inclusion for effective implementation of the project.

To summarise the findings of the survey, the following thematic have been assessed-

Caste Distribution

The youth population primarily belongs to the OBC community as 32% of the total sample surveyed population is OBC. The SC, ST and OBC together make 69% of the total surveyed population. In many social programs including this Government emphasizing inclusion of SC/ST and a minimum of 50% population of the project should be from this community. DB Tech will not have to devise any specific mobilization technique for inclusion of SC/ST. The population naturally includes this community and they will participate in the training program.

Employment status

The training program is specifically for unemployed BPL youth, so the presence of unemployed youth is the primary factor for initiating this program. The survey assessed the presence of the target group and the findings reveal that 75% of the youth population unemployed across the region (as per the sample surveyed).

Current Occupation

The total unemployed population is categorized into majorly three categories- students, housewives and out of employment, youth who are currently not engaged in any occupation. In the region, of the unemployed 43% are out of job, 22% housewives, 35% students, all interested in skills training and job opportunities. So the training program will have to address all these three categories as they are interested in skill development.

Domain Interests

The survey suggests a total of 17% of the population who prefer technical domain and 26% are interested in computer in relation to other trades. There is a total 59% surveyed population in the region who are 10th std. and below and for this population technical trades will be apt for the three month training and for them to be placed. The inclination of the youth for technical trade can also be attributed to the presence of the Don Bosco centers. The youth in the area are aware of the training provided by DB Tech and hence prefer technical trades. In the light of this, in this training program there will be counseling for taking up other trades as well depending on the interest of the youth and relevance to the industry in the region.

Migration

The training program is placement linked and hence the trained youth might be required to move to other towns or cities for gainful employment. In this context the willingness of the youth was assessed. A total of 61% of the total sample surveyed in the region are willing to migrate of which 31% want to be employed within the state.

The above findings have been summarized on the basis on the analysis of all individual states. The individual state analysis is detailed out in Section 3.

In the state of Kerala the literacy level is 97% among the surveyed population and this is 2% less in relation to the state average of 99%. The sample includes 57% men and 43% of women, Kerala being a state which has positive sex ratio is reflected in the sample population. In the state of Kerala there are maximum number of people who are OBC (46%) . The unemployment percentage amongst the sample surveyed is 75% and out of this 81% of the productive young men in the age group of 25-35 are unemployed. The youth prefers to migrate and this account to 56% and most of these youth 58% are willing to be trained in Computers.

In the state of Karnataka the literacy level average for the state is 67.04% and that of the surveyed population is 93%. Of the surveyed population 64% are men and of the total population, 12% belong to Scheduled Tribes. 78% unemployment plagues the surveyed population of which 85% men and 95% women belong to the productive age group of 25-35 years old. The youth have expressed their willingness to be trained especially in the Computer which account to 25%. The sample represents a positive data finding with 65% of the youth willing to migrate for gainful employment.

In the context of this individual state findings and regional analysis the final section 4 includes strategies for inclusion. The report is enlightening to the effect that it clarifies the need for the project intervention and the availability of the target group.

Acknowledgements

DB Tech would like to express its deepest appreciation and thanks to the Ministry of Rural Development for approving the placement linked skill development program for the rural BPL Youth.

The National office of DB Tech appreciates every single effort made by our colleagues at the regional office for data collection in such a short span of time. Friends, thanks for all your effort and once again through this we have shown the spirit of working together for the youth and let's continue to do this.

Our foot soldiers, the outreach staff and animators without whom these survey forms will not have been filled up for such a large sample size in such a short period. Thanks a lot, without your efforts of providing such rich data no analysis would have been possible.

Now, thanks a ton to the National Office team, who gave up their workstations' so that data entry could be done.

We have introduced a new software for data entry and analysis, we would like to thank each and every person who took efforts to do the data entry in the software inspite of the various technical problems that they faced, thank you every person at the centre who did data feeding in the software.

Also a big thanks and cheers to the students at the DB Tech training centre, Okhla who despite their hectic schedule gave in their 100% to support the National team in data entry which ensured the analysis was done much before the project launch.

The Monitoring and Evaluation team thank you for putting the analysis and this report together for all our stakeholders

And last but not the least a very big thank you to the Executive Director and Program director with whose constant guidance this immense task got accomplished smoothly.

Chitra Iyer

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Section 1

INTRODUCTION

About the organization

BOSCO is a registered society under the Indian Societies Registration Act, incorporated in the year 2001. The Bosco functions are managed by Fr. A M Joseph, Executive Director of the society, posted in New Delhi. BOSCO with GTZ collaboration from January 2004 to December 2007, focused on the development of competency oriented modular short term training courses, which reflect the demand in the informal sectors. BOSCO coordinates the facilitation, replication and implementation of 23 such short term courses through capacity development of the centre resource teams across the country.

The Don Bosco group is set up for the service of youth, adolescents and children under the aegis of the Roman Catholic Church. The primary mandate of Don Bosco is to train youth with the motto of learn a trade and earn a living. Don Bosco is spread across 132 countries across the world and has thousands of training institutes world-wide catering to the skilling and employability needs of the youth. These trainings are conducted through state of the art training facilities, equipment and infrastructure. Most of these youth are from poor socio-politico-economic profile.

Don Bosco Tech is the Indian arm of the Don Bosco group. In India DB Tech has over 125 training institutes, catering to the poor youth through skill training in both formal and non-formal trades. The training centres are spread across the poverty pockets of the country reaching out to the rural, tribal and marginalized population through 43 formal institutions, 82 functional vocational training centres and hundreds of smaller outreach centres within the community. DB Tech caters to the youth through spread of 200 schools, 125 large training institutes, and over 400 outreach centres. Education and livelihoods being the main activities of Don Bosco in India, these institutes cater to formal education, vocational training in formal (ITC) and non-formal streams, income generation and income enhancement activities. DB Tech is a network of all the technical training institutes under the aegis of Don Bosco. DB Tech is training 25,000 youth across the country annually through various partnerships. We are already in partnership with the Ministry of Labour and Employment and HRD Ministry. This year onwards we have entered into a partnership with the Ministry of Rural development to enhance our capacity to reach out to 60,000 youth annually. The four projects that will be implemented are-

- To train 11800 youth under Bosco-North Central project (all the states of Delhi Province , MP and Bihar)
- 9400 youth under Bosco-East and North East – West Bengal and all North Eastern states)
- 7800 youth under Bosco –South (Kerala, Karnataka, Goa province)
- 7800 youth under Bosco- South west(Gujarat, Tamil Nadu, Andra Pradesh and Mumbai province)

It is in this context that this youth survey has been conducted for the Bosco South Project. This survey was conducted by the internal staff of DB Tech and the analysis and report has been compiled by the Monitoring and Evaluation Team of DB Tech National office.

MORD Project and Salient Features

The beneficiaries should be rural BPL card owners or certified by the panchayat officer that the youth is very poor and qualifies for the training program.

- Beneficiary's age group : 18 to 35 years.
- SC/ST, OBC, Minorities, Women, should be given priority. However all beneficiaries should be rural BPL
- The training program should be of minimum one month to maximum three months duration.
- 50% of the beneficiaries should be given residential facilities.
- At least 75% of the beneficiaries should be provided with placements after the training program, and the salaries should be more than or equal to minimum wages of the state.
- All beneficiaries should be tracked for one year after the completion of the training program.
- The trades proposed to the ministry are welding, fabrication, driving, automobile mechanism, data entry operation or desk top publishing, secretarial practice or IT enabled services, Retail Sales, Hospitality, Nursing assistants etc.
- Each centre should cater to 120 to 125 students in a batch and should run 3 trades simultaneously. Classroom size per trade will be 40 to 42 students.
- Three batches will be run in a year and the project will continue for two years at the centre.
- Hence the total centre output will be : 40 -42 students per trade x 3 trades = 120 students per batch x 3 batches in a year x 2 years = 720 students per centre during the two year project tenure.

Youth Survey : Rationale and Objectives

The youth survey forms an important element in the pre-implementation phase to assess the overall community, their demography, current socio-economic status for effective implementation of the project. Community mapping is an integral component as the success of the project depends on this initial interaction with the community and target group and the assessment of their interests in the training programme.

The main objectives of this youth survey are

- To assess the socio-economic status of the defined target group-(rural BPL, age18-35 yrs)
- To understand the local opportunities and youth interest in skill development.
- To assess the willingness and preparedness for migration for employment post training.
- To assess availability of specified target group around the centres
- To ascertain the skill / trade suitability at a geography based on local needs, entry gate education and skill profiling of the youth around the centres

Youth Survey : Geographical Coverage

The Bosco South project consists of the following states Kerala, Karnataka and Goa. The data collection was done across the states of Kerala and Karnataka, in and around the Don Bosco training Centers that will be a part of the project implementation. The area from where data is collected is a radius of 15km around the center especially focusing on day scholars a total of 1500 sample each was collected from -- centers across the region. From the region we received in all approximately 22,658 data. For the of implementation of the project, this report has analysed a total of 14,801 data.

States/UT	Centers	Total data analysed
Karnataka	Bidar, Chitradurga, Davangera, Hassan, Hospet, KGF, Lingarajpuram, Shimoga, Vidyanagar, Yadagir.	8258
Kerala	Alappuzha, Aluva, Angadikadavu, Kochi, Monvilla, Sachivotampuram, wayanad, Kollam, Cochin	6543
TOTAL		14,801

Methodology

The survey adopted Quantitative research techniques for data collection and analysis. The initial step included a center assessment and selection within the region. The top Management team of the organization visited each of these states and selected the centers in each state. The centers were selected on the basis of existence of infrastructure, equipment, and facilities required for conducting training.

Once the center was finalized, the survey was planned. The survey involved designing of the questionnaire and an orientation on the survey to the regional representatives. The outreach executives and animators at the field level ensured that at least 1000 sample data is collected from each of the centers.

The quantitative data was analysed through assessing correlation amongst different variables for which data is collected. The analysis of the data is represented in this report in two sections. One section highlights the regional and across state analysis and with specific state analysis for each states in section three.

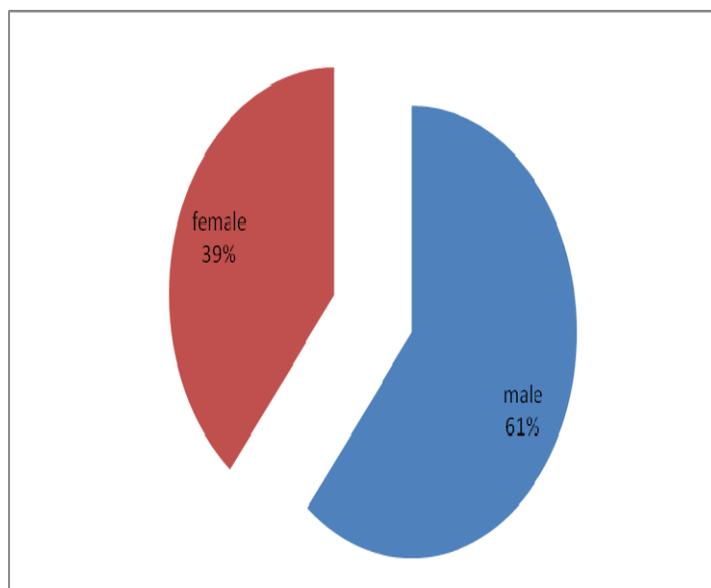
The population for which survey is conducted is the rural BPL youth in the age group of 18-35 years who are unemployed /school drop outs.

Section 2

REGIONAL ANALYSIS

The Bosco South project under the Ministry of Rural development partnership covers three states in the country namely Kerala, Karnataka and Goa. Through the youth survey a total of 22,658 questionnaires were administered in the region. This report is an analysis of 14,801 respondents from the region.

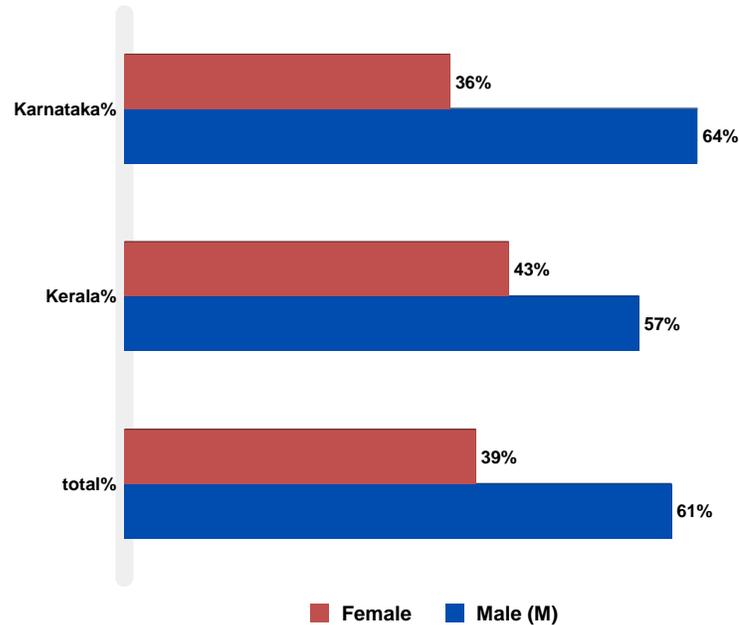
Indicator	Status	Percentage (%)
Education	Literate	95%
Employment	Unemployed	75%
Trade Interest	Technical	17%
	Computer	26%
Migration	Willing to migrate	61%
Caste	Schedule Caste	22%
	Schedule Tribe	15%
	OBC	32%



Gender	Population
Male (M)	9011
Female	5790
Total	14801

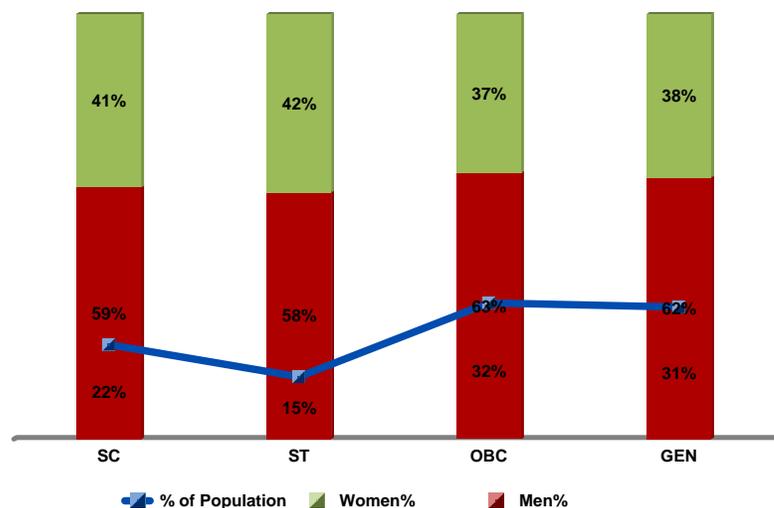
Gender Distribution across the states

In the region the percentage of women amongst the surveyed sample is 39% and that of men is 61%. Also across the states the women percentage varies from 36%-43%. The requirement for the project is inclusion of 40% women in the training program. As depicted in the chart below across the states women percentage of respondents is sufficient for effective inclusion of women in the training program.

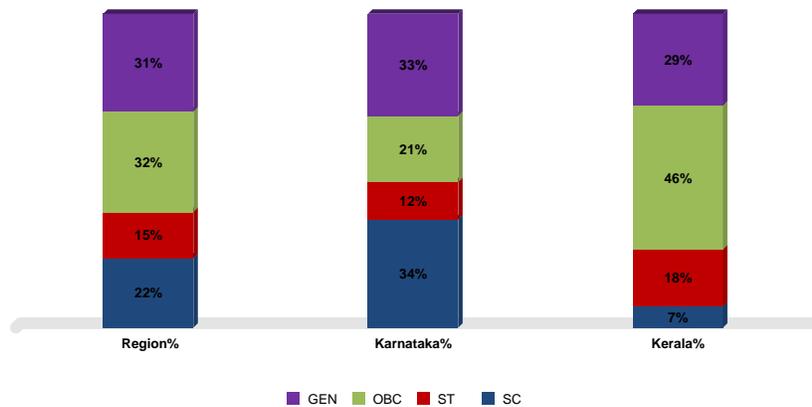


Caste Distribution

The sample has predominantly Other Backward Classes at 32% and General are close behind at 31%. In south of India, especially in Kerala and Karnataka there are very less Schedule Tribe population, the same can be seen in the survey as the Schedule tribe are the lowest at 15% only.

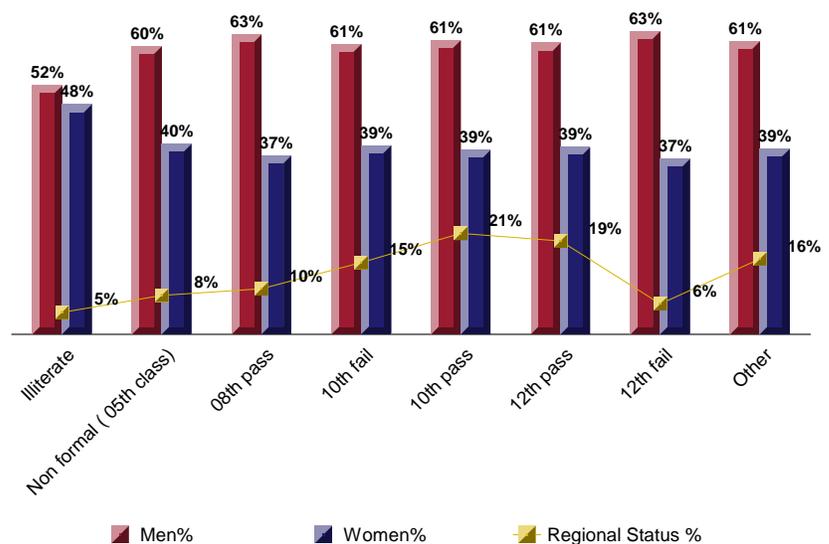


As in the region's analysis one can see that the most predominant caste are the OBC and the general, the schedule caste are the next predominant caste at 22%. In Karnataka the Schedule caste is the most predominant caste at 34%. The General population is close behind at 33%, Schedule tribe is the lowest at 12%. In Kerala the OBC are the most prominent caste at 46%, the general are closely behind at 29%, the schedule caste are at the insignificant 7%. For the MoRD project the target group is 69%, out of which 22% is schedule caste and 15% is Schedule Tribe.

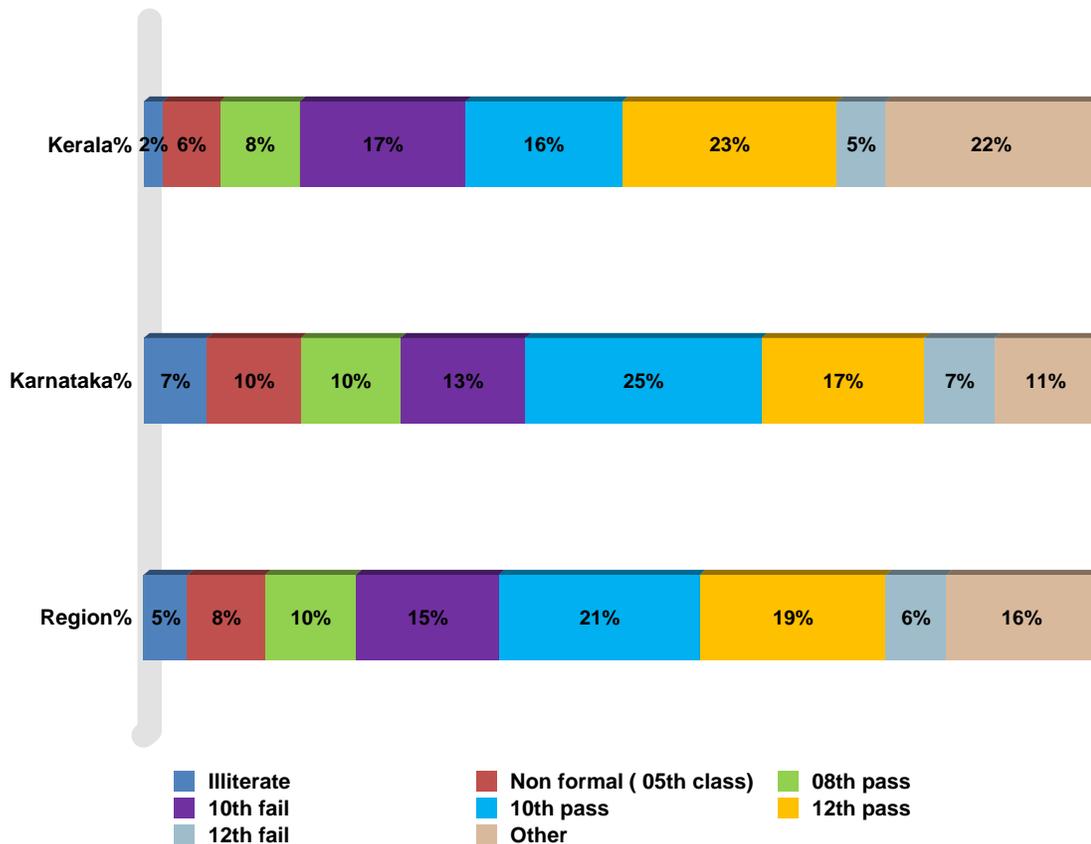


Education level

The training program caters to the youth in the age group of 18-35 years and those who are unemployed and require skilling to acquire wage employment based work. The population percentage for tenth pass is highest at 21%, closely followed by 12th pass at 19% in the total surveyed population. The figure above depicts that men are better off in educational levels in comparison with the women. But this also reveals higher illiteracy amongst men that of 52% as against 48% amongst women. The total population in this case excluding youth currently pursuing technical training is a potential



target group for the training program and hence a total of 84% of the respondents are target beneficiaries. The group for mobilization for the technical trade is tenth pass and below and this accounts to 59% of the youth. The other 41% of the youth can mobilized for service sector trades and there is a large interest from the youth in the service sector trades, this will be clearly highlighted in the graphs mentioned below.



The data also represents that there is hardly any illiteracy. In comparison to the national indicators the literacy rate within the target group for which sample data is collected is 95% and this is in the rural areas. Kerala has 97% literacy among the surveyed population and Karnataka has 93% of literacy among the surveyed population. This literacy is attributed to the long term engagement of the Don Bosco institutions with the community where they are working. Most of the youth in the region are trained or have undergone training/schooling from the center as Don Bosco addresses the issue of accessibility to all.

With increased awareness of education which is evident in the literacy details of the data the youth in this region near the DB TECH centers are now prepared for the next stage of development, that of skilling for employment.

Employment status

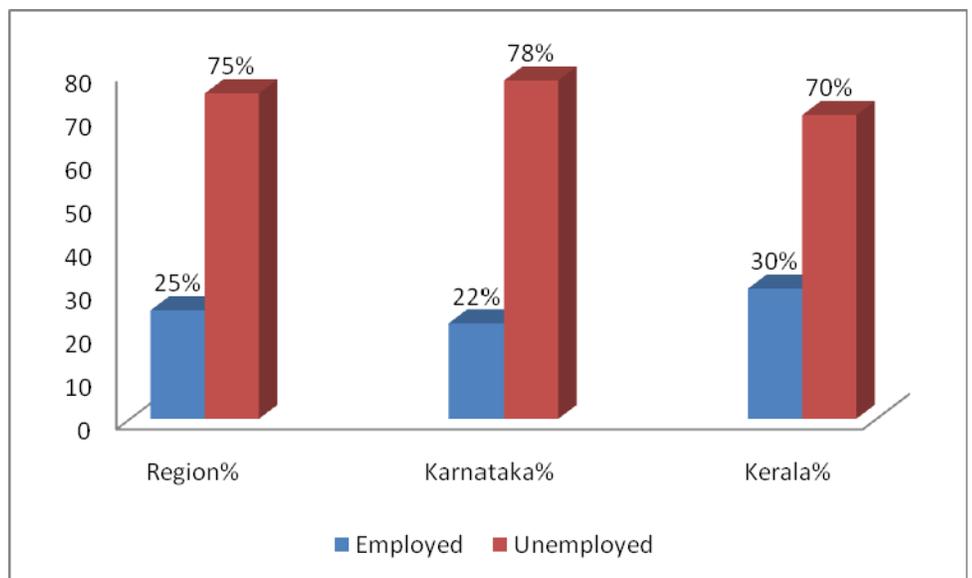
The surveyed population in the region has a significant percentage of unemployed equivalents to 75% which is enough to address the question of project relevance. The project is designed for unemployed youth and the presence of 75% of youth unemployment the project takes a significant role in the need to address the issue of unemployment through skill based employment linked training program. Of this unemployed youth 54% are men and 45% are women. Of the employed youth only 19% are women.

This shows that there is a need to train the women so that they can be profitably employed in large numbers. Most of the youth employed in the region constitute of the marginal workers and are either full time employed, part time or self-employed.

	Respondents	Total%
Employed	3643	25%
Unemployed	9682	75%
Total	14801	

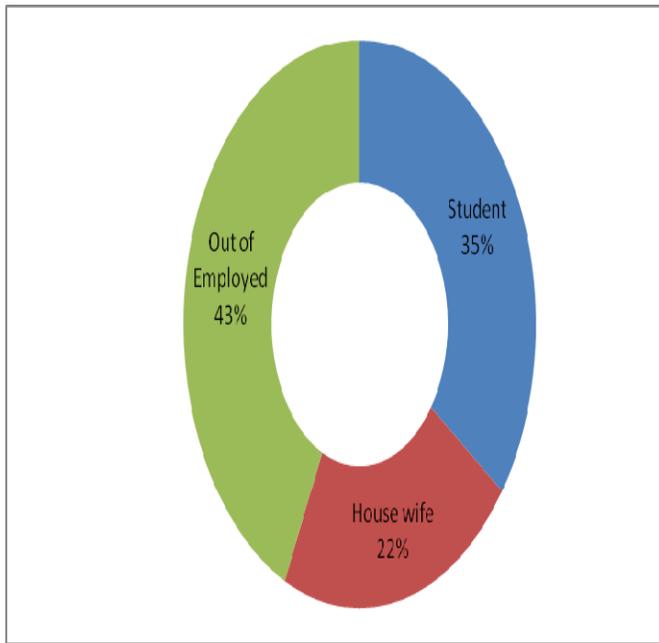
Of the employed 66% are full time employed, but this means that they are employed on daily wage at the time of survey and hence are just marginal workers. So in that sense, this group of employed especially 92% of the employed that constitute full time and part time workers are also in need of skill up gradation and a sustained source of income. Hence, this population forms a part of the target beneficiary group.

The reasons for unemployment or the current occupation of the unemployed are divided into mainly three categories student, house wives and the out of employed. Unemployed population is the youth population that is at this current status of survey jobless/ with no activity to engage in daily life for either educational growth or for income. The out of employment population is 43% of the total unemployed. This percentage of youth is immediately available in the region for the training program. The students who are currently in school or other technical trainings will

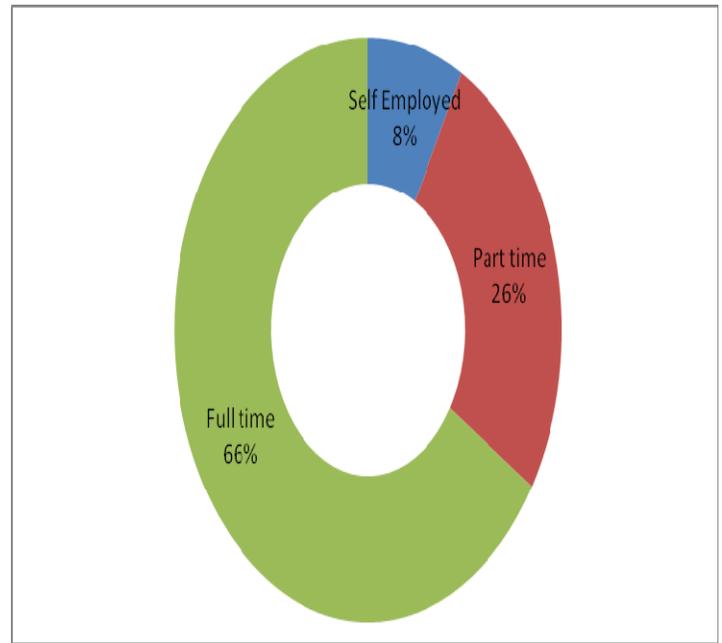


be included in the program through a phased manner over the two years. Counseling and social mobilisation will ensure inclusion of housewives who constitute 22% of the unemployed to be trained. In this case the choice of trades will be limited to placement opportunity within the local area.

Across both the states, unemployment levels are high and this means there is an immediate need to address this through the skill development training program to ensure that there is skilled manpower that can address the requirement of the industry and be gainfully employed. These high figures of unemployment across the states validate the relevance and appropriateness of the project and the need for implementation.



Unemployed

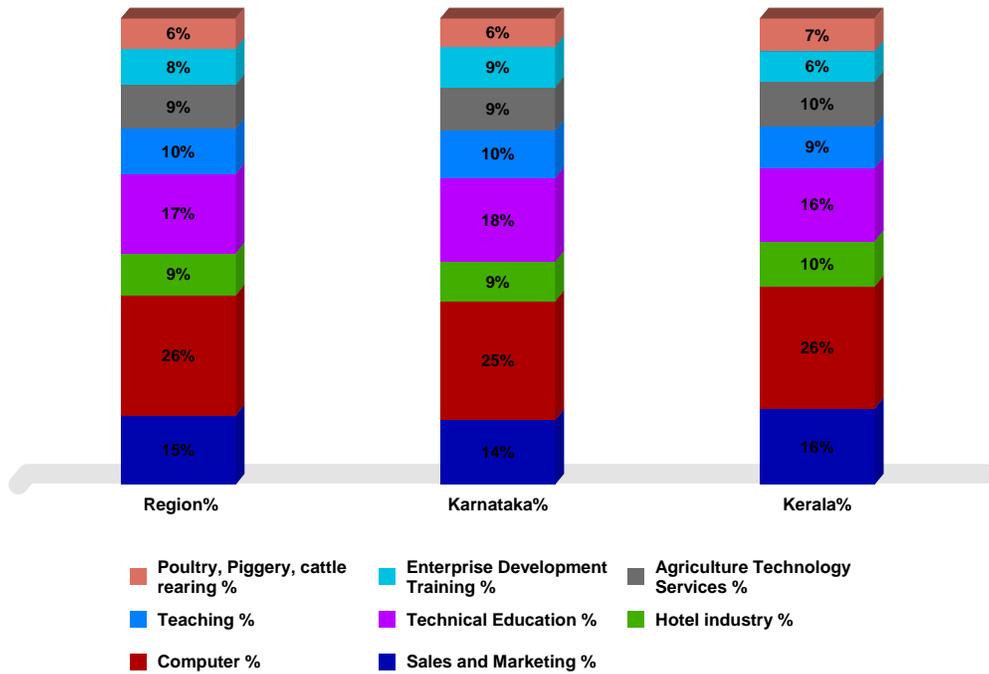


Employed

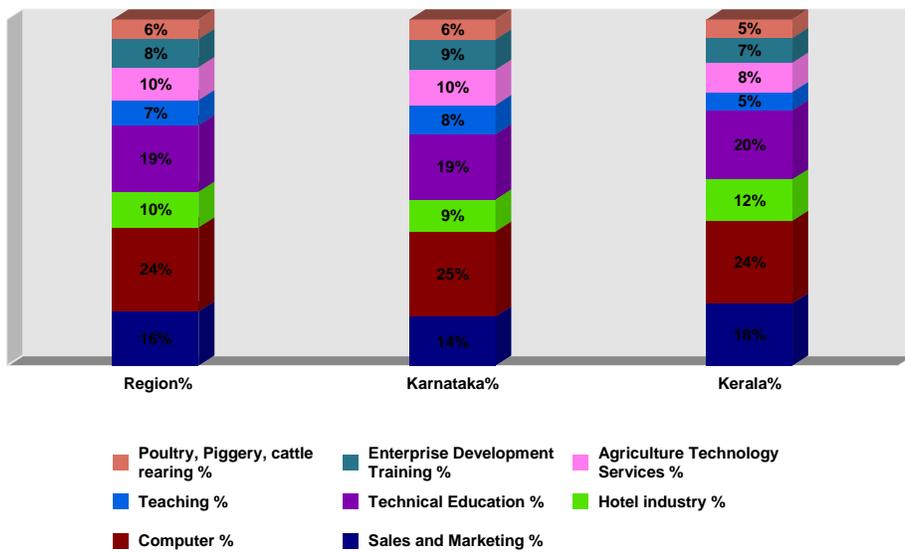
Trade Interest

The project will provide for training in a range of trades that cuts across the manufacturing, engineering, technical and services sector. Hence the need to map the interest of the youth for training in their choice of trades is essential. This mapping is the key to ensure appropriate training is provided and further the youth is placed. The interest of the youth in a particular trade will lead to better retention in the industry where they will be employed.

In the context of the above the findings of the survey suggest that 26% of the youth are interested in computer training and 17% in Technical education. Across both the states the interests is same as that of the regional Analysis. The interest of the youth is most in computer in both Kerala and Karnataka, at 26% and 25% respectively. The youth are showing more interest in the technical and service sector and very less interest in the primary sector.

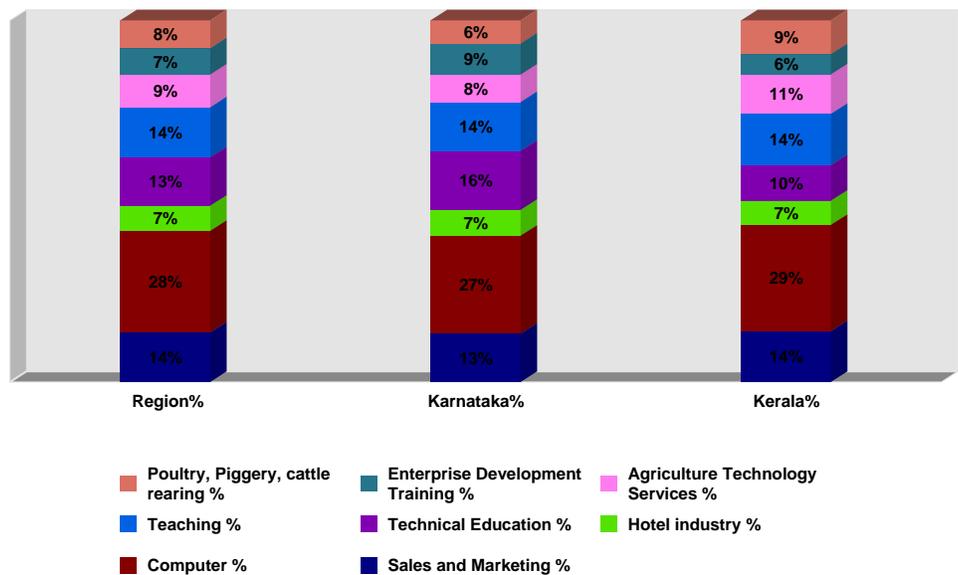


Trade Interest - Men



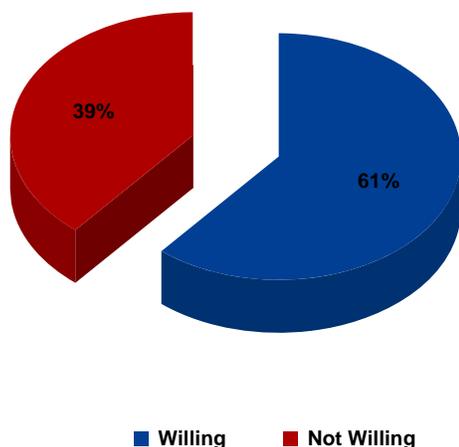
Trade Interest - Women

A very interesting observation is that both men and women of this region are interested in computer as a trade of their choice. 27% of women and 25% of men in Karnataka are interested in computers. Similarly 29% of women and 24% of men in Kerala wants to be trained in computers. Among women also the most preferred trades are from the service and technical industries.



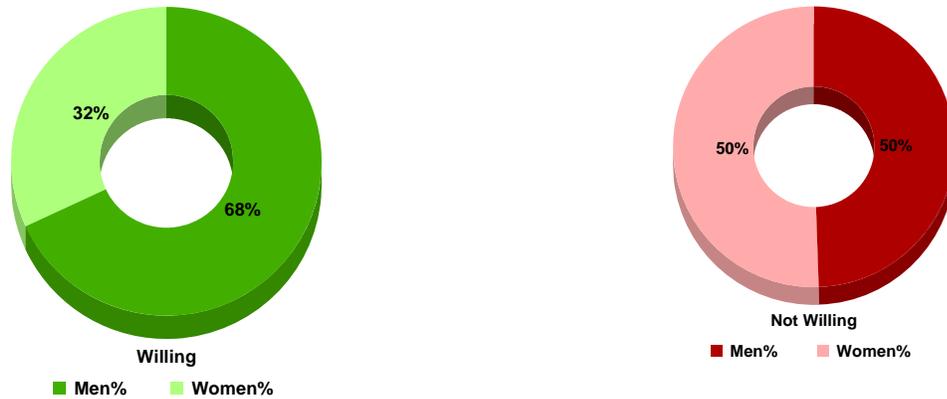
This finding is crucial to the role that DB Tech has in the community near which the centres are located. This interest in technical trade is higher in the region as the data has been collected from and around a max 15km distance. Kerala and Karnataka being such states where there is a lot of emphasis on education, due to which people are more aware of the new up coming job opportunities in the state. The same is reflected in the survey as both men and women in the region has shown interest on computer and Sales and Marketing. Hence the finalisation of trades will be done on the basis of the interest of the youth and the complementary existence of strong local placement linkages.

Willingness to migrate



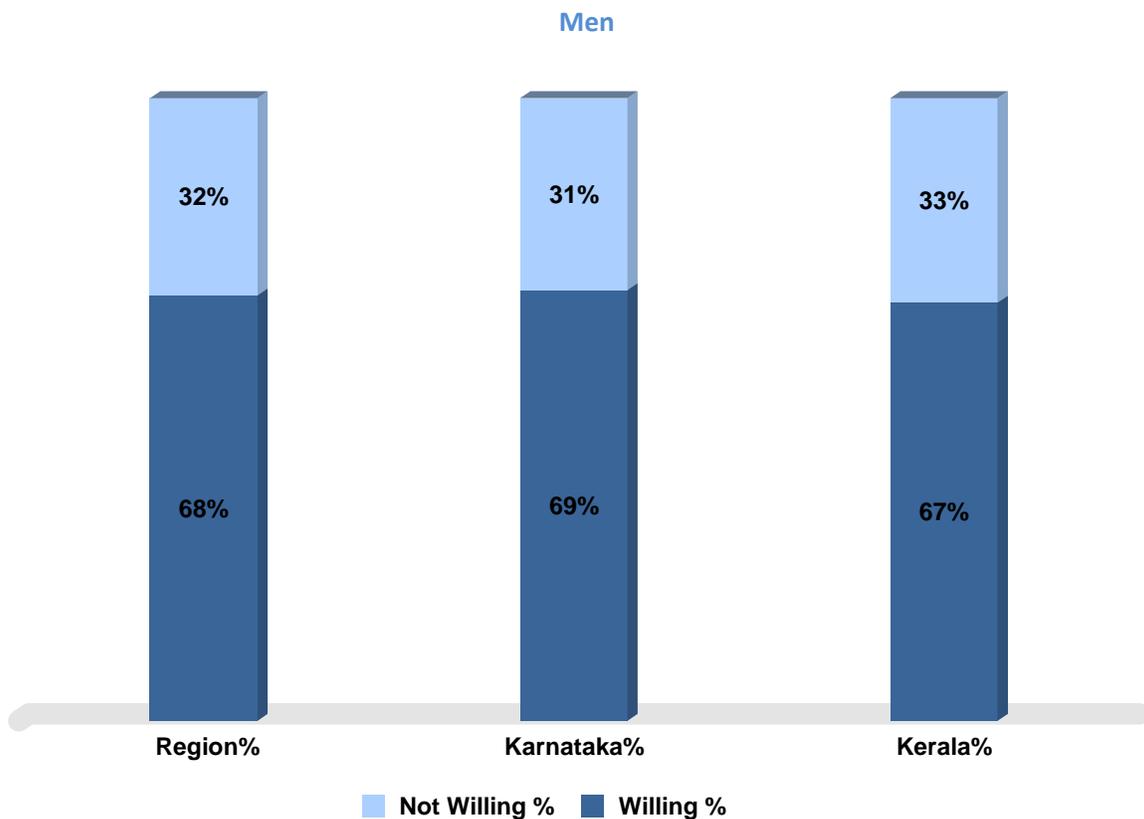
As per the census data on migration- migration constitutes 29.9% for the country. And this includes migration for work, within a state, within districts from other countries. In the context of our project it is Important to assess the willingness to migrate for work to ensure the project is able to provide for gainful employment to the youth after training. An

important issue to address to ensure placements is the willingness of the youth to migrate; else these youth will continue to remain unemployed even after the training program. The findings suggest that 61% youth is willing to migrate for work and this constitutes a high percentage and ensures a positive direction to the implementation of the project.

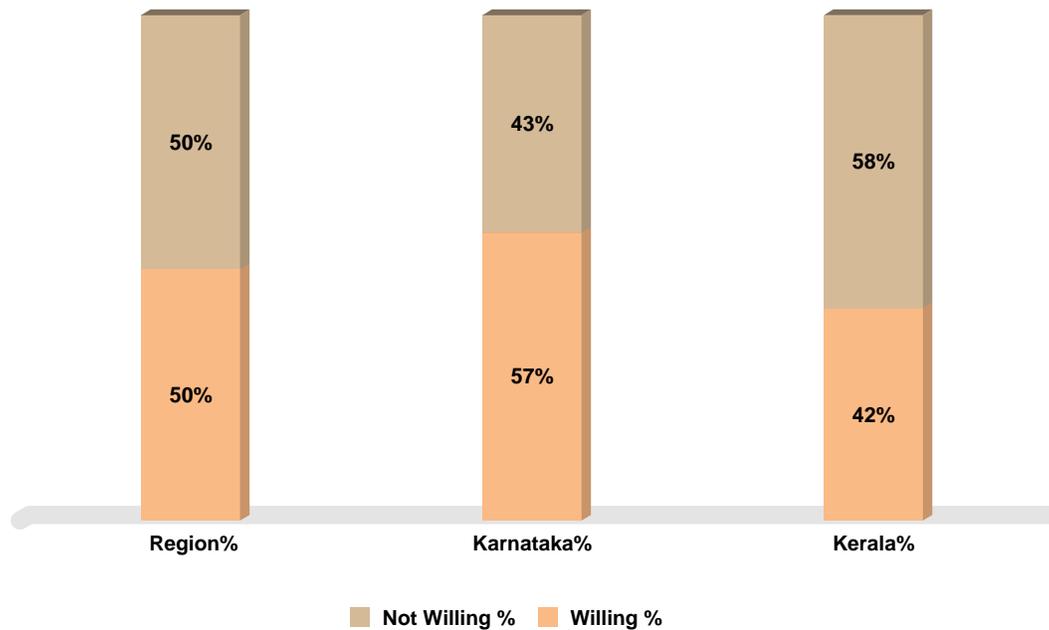


As the figures suggest, of the willing to migrate population, 68% are men and 32% women. There is further analysis in section - to understand why the youth is unwilling to migrate and how can we include them in the project.

Gender-wise : Migration data



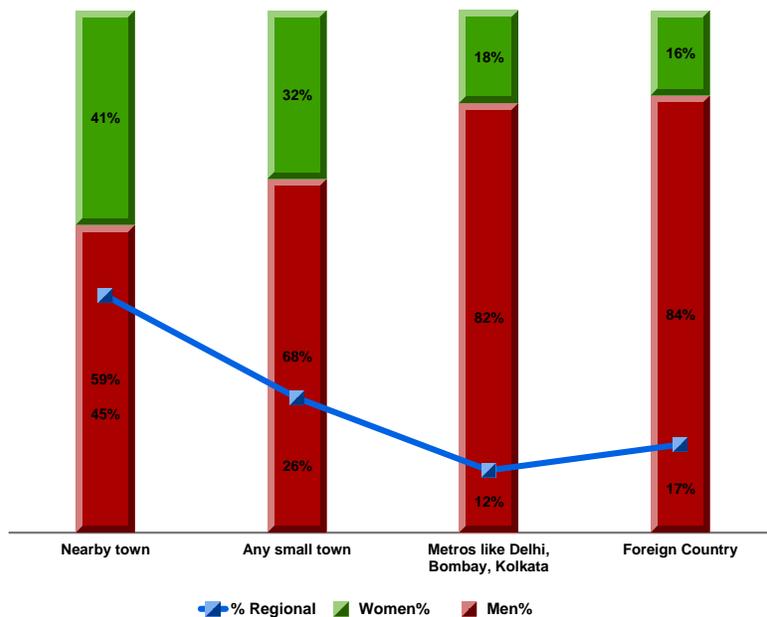
Women



The above figures suggest that across the states the percentage of men willing to migrate is high and ranges from 67%-69%. This percentage is of the total 61% youth who are willing to migrate. In case of women the ratio is equal as 50% of women are willing to migrate and 50% of the women are not willing to migrate.

Location Preference in case of 'Willing to Migrate'

The youth who are willing to migrate prefer to be placed mainly in nearby towns and this population contributes to 45% of the total surveyed population and 26% is willing to be employed in other small towns and only 12% is willing to migrate to a metro. A reason for this may be there are placement opportunities in the nearby town and cities like Bangalore, Mysore. Kerala is known for its cottage industry which employs a large number of people so people are more interested in getting placed in nearby towns. This signifies the need for local placements through strong industry partnership. As this survey is pre project implementation stage, the



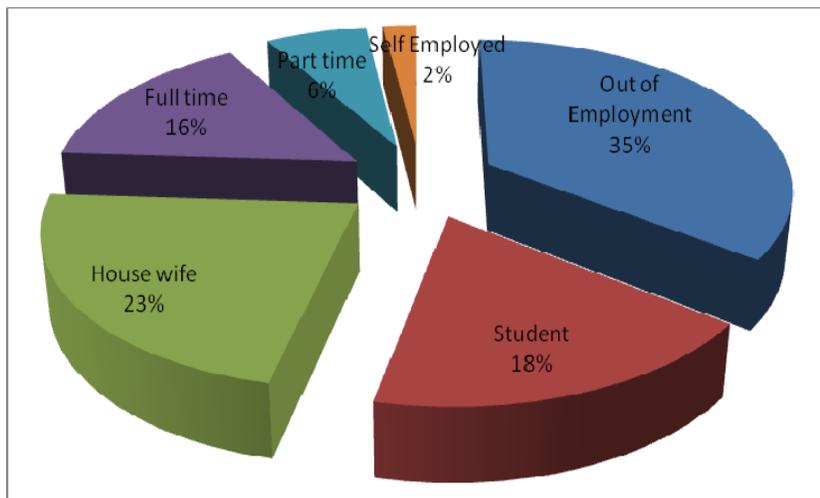
opinions and views of the youth will change through the training program. The program will create higher awareness levels and after placement assistance which will encourage youth to be placed in nearby towns or metros for a gainful employment. The process model for the training program includes specific counseling for migration related issues to address the apprehensions of youth and build their capacities to assess the cost-benefit of such opportunities.

Unwilling to migrate

This constitutes 39% of the total surveyed population and a population that will be addressed specifically through counseling for inclusion. The report analyses this population for two things -

- Reasons for why the youth is not interested to migrate- the reasons for this get attributed to their current status with respect to their occupation.
- To assess the trade interests of these youth, so that strategic interventions are made to target this group, by ensuring to provide for the trades of their choice.

Reasons for unwillingness to Migrate

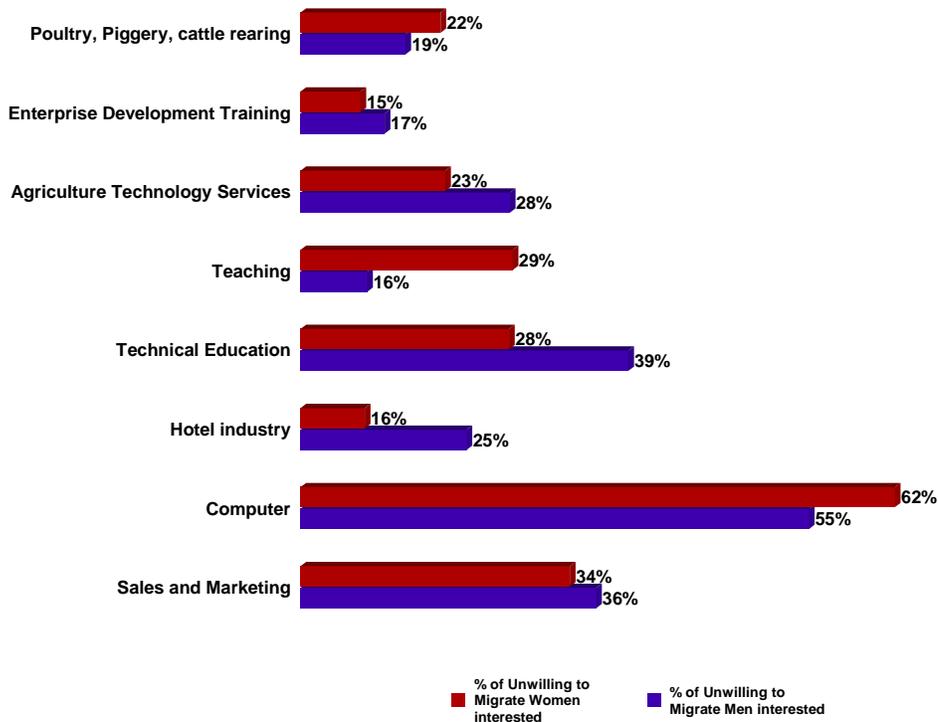


The various reasons for unwillingness to migrate is attributed to either the youth is employed (fulltime, part time or self-employed), they are housewives, currently are students and they are out of employment (this population wants to be locally employed). So as per the figure above of the 39% unwilling to migrate 35% are out of employment and do not want to migrate as they

want to be gainfully employed locally and another main reason being 18% are students. A large 23% of the segment is house wives. This issue of requirement of local employment will be addressed through the strategies for inclusion. Only 16% of the unwilling to migrate are not wanting to move because they are currently employed fulltime.

Trade interest

The trade interest of the 39% unwilling to migrate in the region is assessed in the figure.



The figure indicates that the youth who are unwilling to migrate prefer Computer training, of this a majority of 62% is women and 59% are men. The next popular trade is sales and marketing, with 34% of women and 36% of men being interested in sales & marketing. The evidence that despite not willing to migrate each youth has definitely mentioned a trade interest is a clear indicator of a willingness to be trained. These youth are willing to be trained but want local opportunities. The project will through the course of the training program with a robust life skill and soft skill training and specific counselling for migration, readiness to work will address these issues which mainly act as social barriers in the development process.

- A majority of 75% of the youth are currently out of employment, 35 % are Student and 66% are fulltime employed
- 61% of the youth are willing to migrate in view of better placements and career and significant 31% are unwilling to migrate
- A majority of 44% of the youth preferred a nearby town for the migration where as 26% preferred smaller towns and 11% preferred Metro Cities

Section 3

STATE ANALYSIS

Kerala

Basic Information



PROFILE OF THE KERALA

Geography

Kerala is a small state, tucked away in the south west corner of India. It represents only 1.18 percent of the total area of India but has 3.34% of the total population of the country. It is separated from the rest of the peninsula by natural geographic boundaries.

Kerala may be divided into three geographical regions (1) high land (2) mid land (3) low land. The high lands slope down from the Western Ghats, which rise to an average height of 900m, with a number of peaks over 1,800 m in height. This is the area of major plantations like tea, coffee, rubber, cardamom and other species.

The mid land lies between the mountains and the low lands. It is made up of undulating hills and valleys. This is an area of intensive cultivation - cashew, coconut, areca nut, cassava, banana, rice, ginger, pepper, sugarcane and vegetables of different varieties are grown in this area.

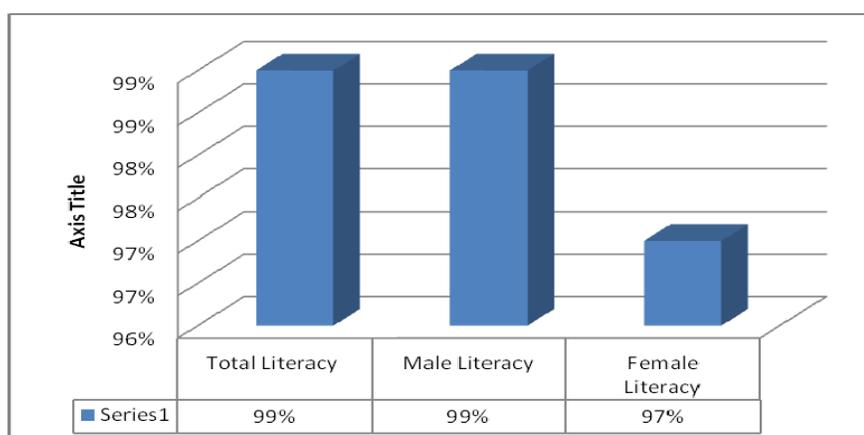
The 'Western Ghats' with their rich primeval forests having a high degree of rainfall, form the eastern boundary and extend from the north to Kanyakumari in the south. The entire western border is caressed by the Arabian sea. Between these natural boundaries lies the narrow strip of land extending from Kasarkode in the north to Parasala in the south.

The south-west and north-east monsoons with their accompanying downpour keep the land soaked, for a period of five to six months in a year. The 'western Ghats', which form the eastern ramparts of the state rise from very low altitudes of a few hundred metres upto about 2,000 metre on an average. The 'Anamudi' peak in the high ranges of Kottayam district rises to a height of 3,000 metres and represents the highest point in India, south of Himalayas. 'Agastyakutam' the southern most peak in the Ghats, is 2,044 metres. 'Ezhimala' is a rugged hill jutting into the sea in startling isolation on the Kannur coast. Ghats are served as an effective rampart. The range has many passes which have allowed a controlled interaction between Kerala, and the lands lying beyond the mountains. The 'Peranbadi Ghat' provides access to Coorg, the 'Periyar Ghat' to the Nilgiri district. The Palghat pass, 32 km broad, has played a bigger role in the alarums and excursions of history. In south, the Bodinaikannur pass connects Devikulam and Munnar in Kerala with the Madurai district of Tamil Nadu. Other passes linking Kerala with Tamil Nadu are Thevaram, the Kambam, the Kumili and the Aramboly

Socio-demographic and socio-economic features:

Item	Kerala
Area	38,863sq km
population (Census 2001) (in millions)	31,841,374
Population below Poverty line (%)	15.0
Population Density	819 persons per Sq. KM
Literacy rate	99%
<ul style="list-style-type: none"> • Male Literacy Rate • Female Literacy Rate 	99% 97%
Sex Ratio (Census 2001)	1058
Per Capita Income (2003-2004)	Rs.12,109/-

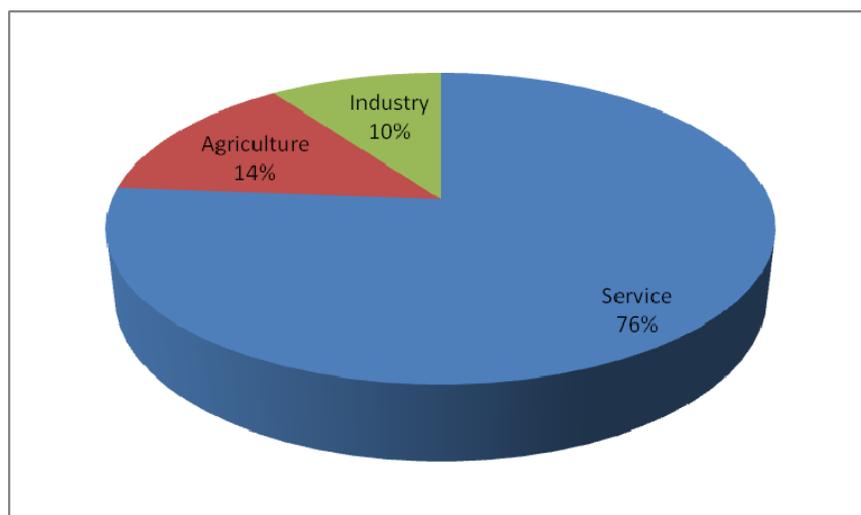
Literacy Rate:



Educational Institutions:

Educational Institutions	Number
Schools	13,538
Polytechnic Institute	121
Degree Collage	191
University	8
Engineering Collage	77
Medical Collage	34

Sectoral Contribution to GDP



Industry & Employment

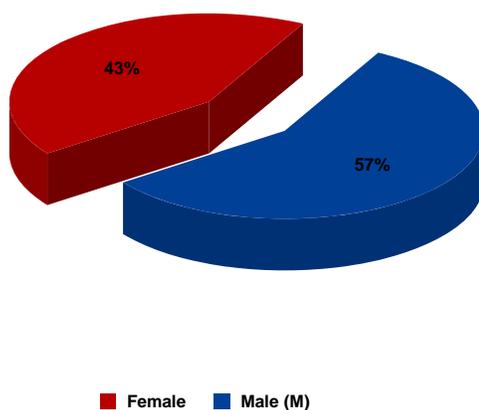
With the new Industrial Policy announced by the Government , a number of attractive incentives is on offer for the investor. The Policy also aims to implement a number of constructive changes to increase the efficiency of the thrust sectors, small scale industrial units, medium and large scale industries and the traditional industries which will ensure a steady increase in the growth rate in the industrial sector. Kerala's well known traditional industries that include coir, cashew, handlooms, handicrafts and bamboo provide employment to more than 1 million people.

Sample size of the population

The sample was collected from 9 centers. The data was collected from within 15 km from the center. A total sample for data analysis in this state is 6543 youth in the age group of 18-35.

Survey Analysis

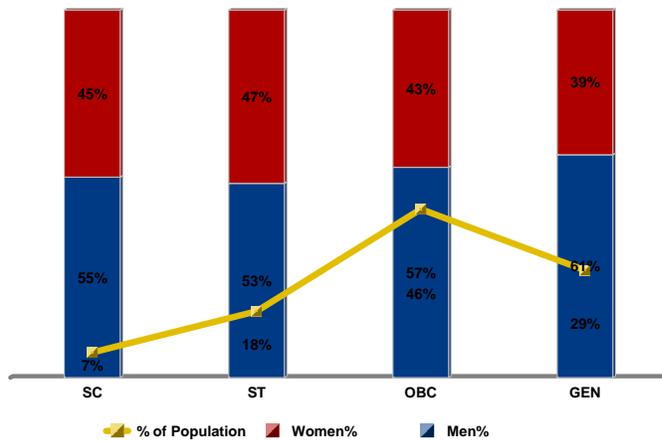
Indicator	Status	percentage
Education	Literate	97%
Employment	Unemployed	70%
Trade Interest	Technical	35%
	Computer	58%
Migration	Willing to Migrate	56%
Caste	Scheduled Caste	7%
	Scheduled Tribe	18%
	OBC	46%



Gender distribution

Of the total sample size surveyed population of 6543, 3746 are men and 2797 are women. The number of women who were surveyed is more than the required 40%, this is a very positive sign and the reason for this might be the favorable sex ratio for women in this state.

Caste distribution



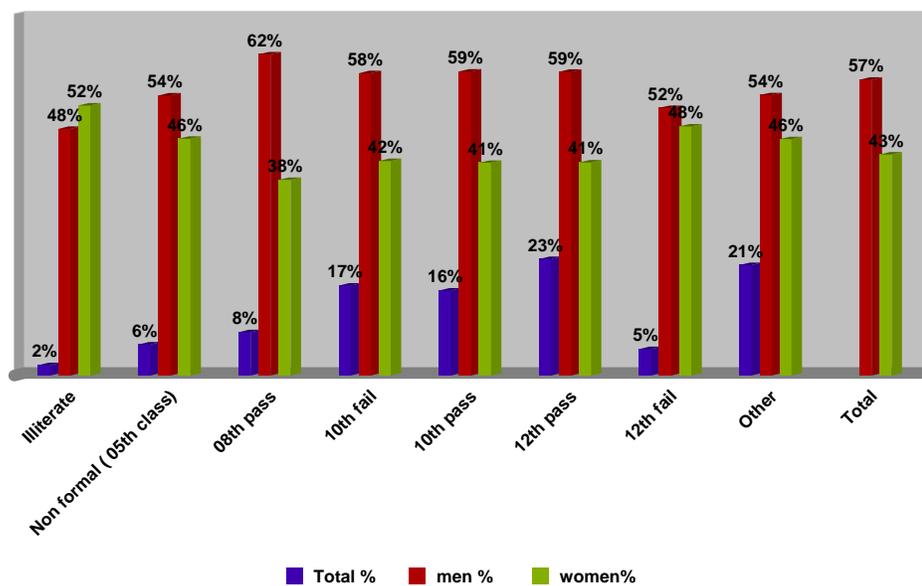
In this survey 57% of the people are from the Other Backward Classes, 18% are from the schedule tribes and 7% are from the schedule castes. In this state 82% of the surveyed population comes directly under the programme.

Literacy rate comparison with the state levels

Literacy	State	Survey
Literacy Rate Total	99%	97%
Male Literacy	99%	97%
Female Literacy	97%	97%

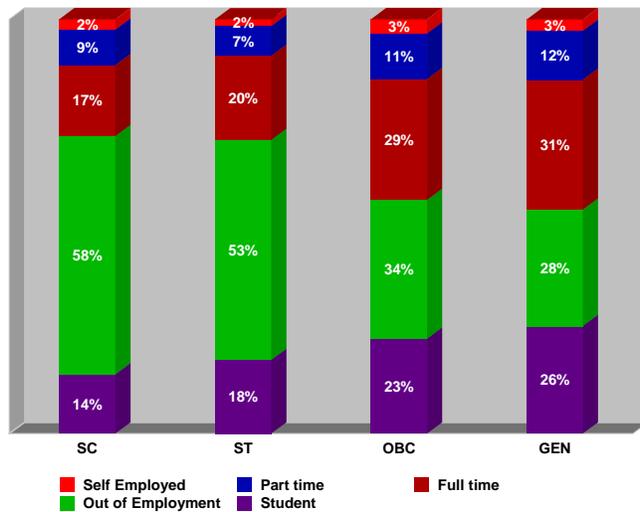
Education /Literacy trends

The total illiterate percentage is just 3% of the total sample size. The state literacy rate is 99% and that of the sample surveyed is 97%. The state is known for its almost 100% literacy level and this is clearly



reflected in the sampled survey also. The 2% gap between 99% literacy level of the state and the 97% of the surveyed population might be because; the survey population is the rural population with special emphasis on the data of SC/ST population. The trade selection for the students will depend on the education level. 49% of the youth who are standard 10th and below and will be trained in technical trades, whereas the 51% of the youth who are more than 10th pass will be trained in the service sector trades. The education scenario above level 12th std is very encouraging, a major part of the population is in the category of 12th pass (23%) and in the other category (21%), by other, it is meant students who have gone for their graduate or higher level of studies.

Caste distribution-employment status

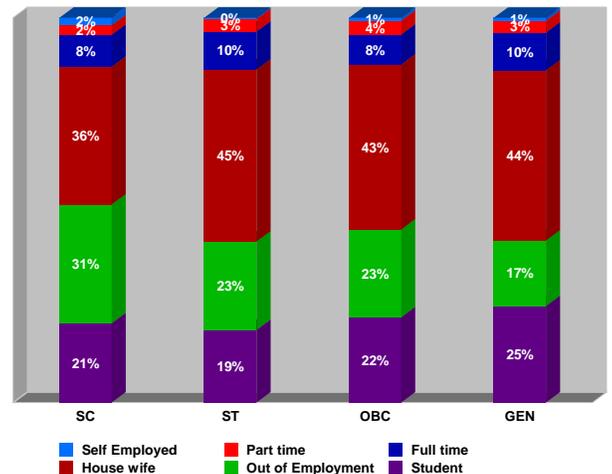


Men

A very high percentage of out of employment is seen among SCs and STs that is 58% and 53% respectively. This group would comprise a major part of the beneficiary group. The most number of students are in the General group closely followed by the OBCs at 26% and 23% respectively.

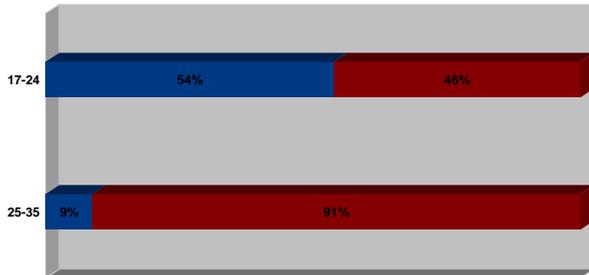
Women

Similarly like the men's group the out of employment is maximum among the SC at 31%, followed by the ST at 23%. The ST women with 45% of them being house wives and 23% of them being out of employed are in the need of this programme most because 68% of these women are out of employment.



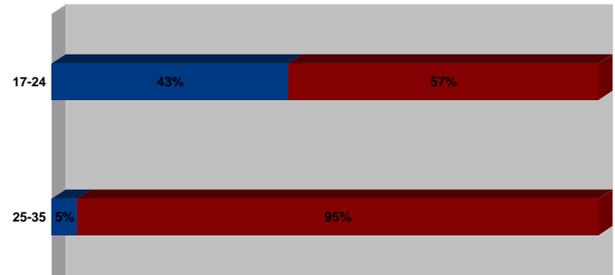
Age distribution

Men



■ Student ■ Out of Employment

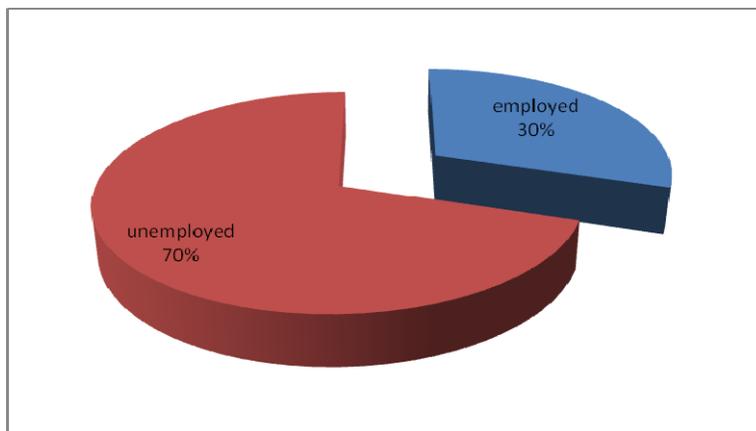
Women



■ Student ■ Out of Employment

A majority of 91% among men and 95% among women are out of employment in the age group of 25-35, which is supposedly a phase of building of their career. This situation calls for an immediate intervention.

Current employment status

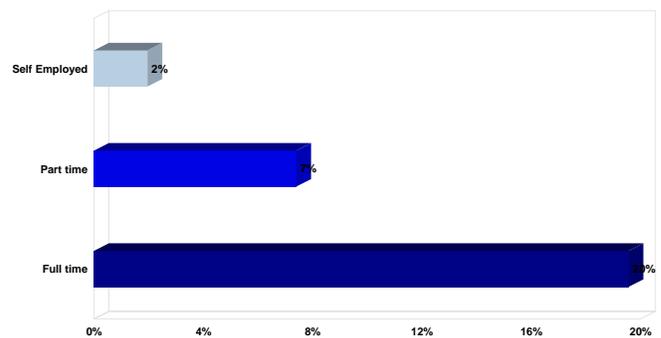
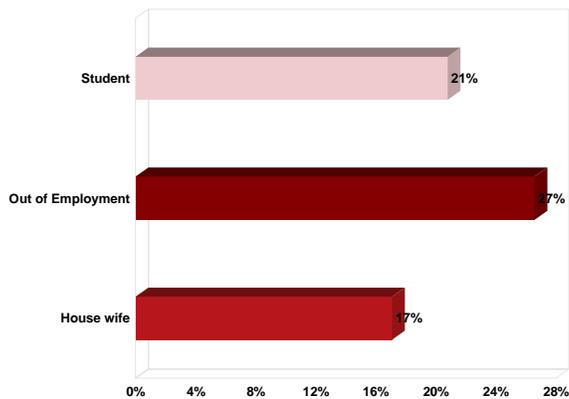


The total unemployed youth is 70% of the total surveyed and exhibits the relevance and need for the income linked skill development training program. This percentage provides a baseline figure for impact assessment of the project after two years. Of these unemployed youth 21% are students and rest are out of employment or do not have any source of income nor are engaged in

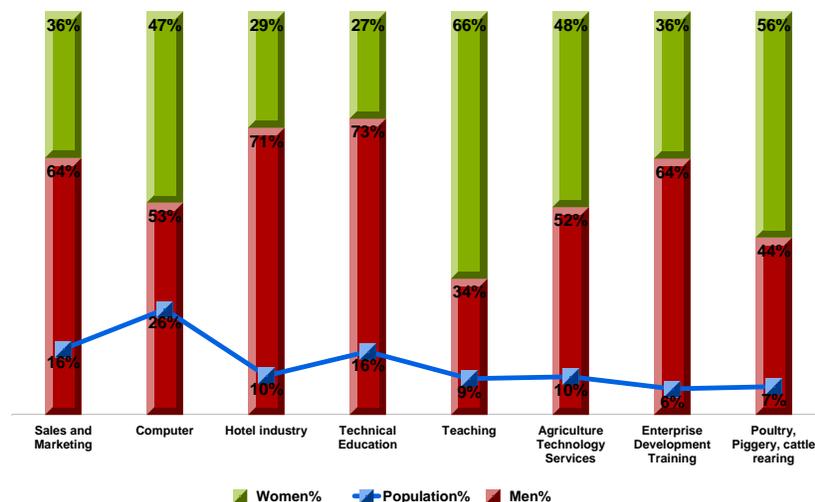
any other occupation which provides for income. The employed 30% of the population sample- most are employed fulltime, others part time and the balance are self-employed. This constitutes to a very small size of the population. Of the total employed 20% are full time employed,7% are part time employed and remaining 2% are self employed.

Even the 30% employed of total surveyed are a potential target for the training programs as the nature of their current employment is temporary based on daily wages depending on the contractor/ large farmers/landowners.

Current Occupation



The charts above shows that of the total surveyed population, 27% are out of employment and also indicate that the population is available for training immediately. The total population of full time and part time employed will also be a part of the training program as they too require skill upgradation and permanent source of income



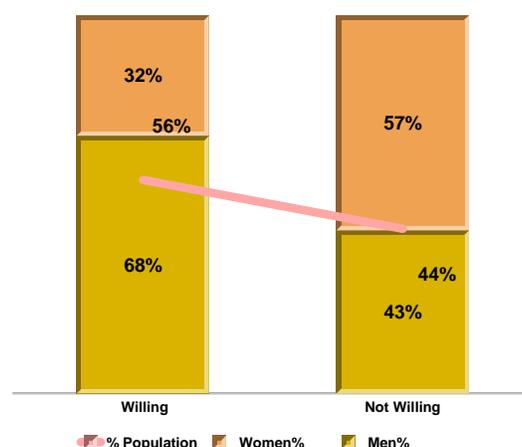
for financial stability of their households. The population which is self employed is of insignificant percentage and depending on their willingness we can involve them in the program. The project will also have a social mobilisation which will ensure counselling of house wives to participate in the training as per their interests in trades like tailoring etc for gainful wage employment.

Trade Interests

At the state level the contribution of the services sector in the state GDP is 76%. The trade that interests the youth most is computers (26%) closely followed by sales and marketing (16%) and Technical education (16%). Men show most interest in the technical education (73%) followed closely by Hotel Industry and sales and Marketing at 71% and 64% respectively. Women show more interest in the teaching trade at 66%, 52% of women are also interested in learning computers. An interesting point is that 56% of the women are also interested in primary sector trades like poultry, piggery, cattle rearing and another 48% are interested in learning trades from the Agricultural technology services. This factor will assist in the process of training and further placement as local demands will be catered to through the training program.

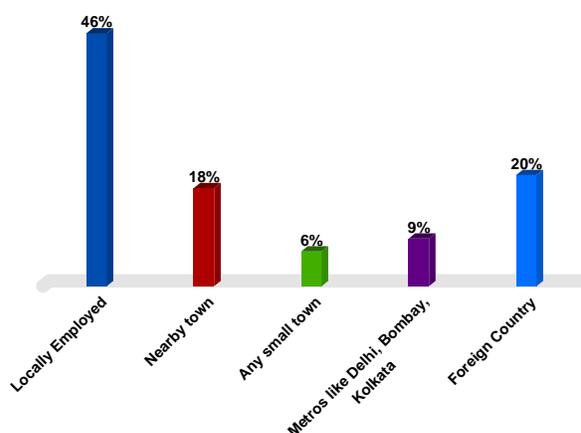
Willingness to migrate

The project and program will definitely focus on retaining the youth, gainfully employed within their respective states. But gainful employment and career prospects may also require the youth to migrate. The need is to understand their willingness for the same to ensure smooth transition to the nearby towns, cities etc. The survey reflects that in the state of Kerala 56% of the surveyed population is willing to migrate including a 32% of women of this total population willing to migrate. This ensures that the trained youth will definitely be placed after the training program. Of this 20% prefer to be in foreign country this interest in the foreign Country may be because there is a trend among people from Kerala to settle abroad specially in the gulf which is reflected in the surveyed population.



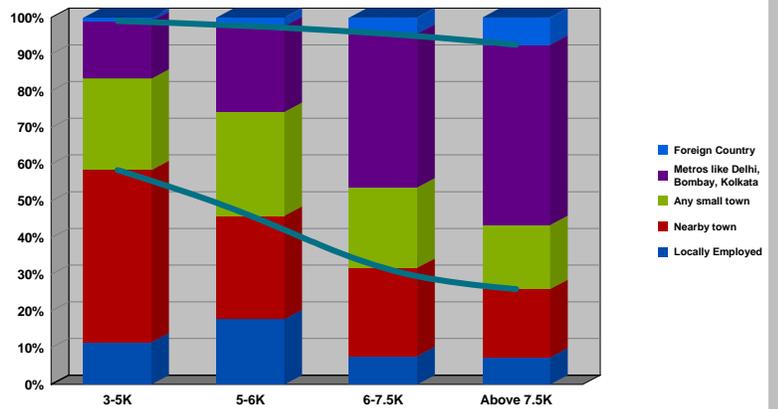
Location preference

Of the different choice of places for migration, a majority of 46% of the population preferred to be locally employed. 20% of the population prefer foreign country and 24% prefer any nearby town or any small town.



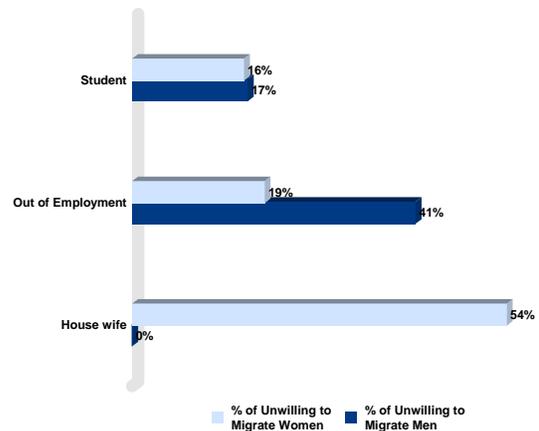
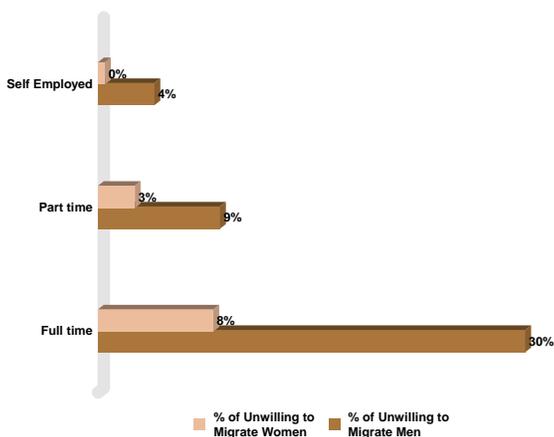
Location preference Vs salary expectation

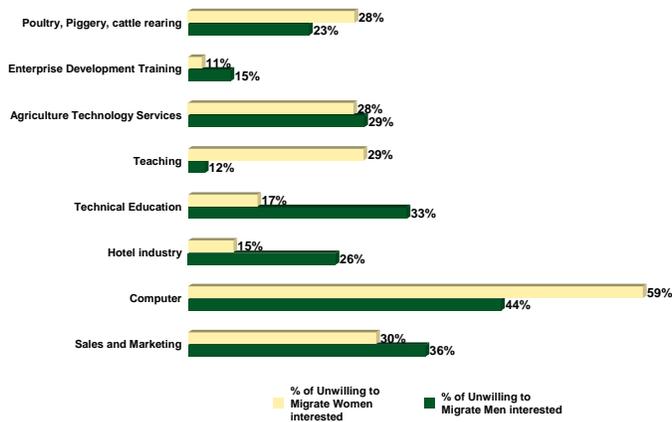
A majority of the surveyed population is preferred to migrate to nearby town or other smaller towns. The salary expectation of this group is in the range of 3 to 6 thousand Rupees. The trend is such that as longer the distance to migrate higher the salary expectations.



Unwilling to migrate : current occupation

This is the population that the program will focus on for devising mechanisms and strategies for inclusion. To do this we require understanding the reasons for why they are unwilling to migrate. This could be attributed to their current occupation. 19% in women and 41% in men are out of employment and 30% of men are fulltime employed.





Unwilling to migrate : Trade interest

Further for inclusion, we also require to understand their trade interests to ensure skilling is provided in their area of interests so that they are able to participate and become skilled and get employed. The graph shows that, computer is a preferred choice for both unwilling to migrate men and women as 59% of the men and 44% of women want to learn the computer trade. Sales and marketing is another trade that both men and women want to learn,

as 30% of women and 36% of men want to learn this trade. This group would be counseled for migration or suitable opportunities would be explored for them locally.

- A majority of 70% of the youth are unemployed of which 27% are without any job in their hand at the moment, where as 21% are Students and only 17% are Home makers.
- A majority of 56% of the youth are willing to migrate and 44% of the population is unwilling to migrate.
- A majority of 46% of the youth preferred to be locally employed where as 20% of youth population preferred to migrate abroad.
- A majority of 58% of the SC men population are out of employment

Karnataka

Basic Information



Karnataka is the eighth largest state in India in both area and population. It was formerly known as Mysore. On November 1, 1973, the name Mysore was changed to Karnataka.

Karnataka lies between 74° and 78° East longitudes and 11° and 18° North latitudes. It is situated on the western edge of the Deccan plateau and is surrounded by Maharashtra and Goa on the north, Andhra Pradesh on the east, and Tamil Nadu and Kerala on the south. On the west, it opens out on the Arabian Sea.

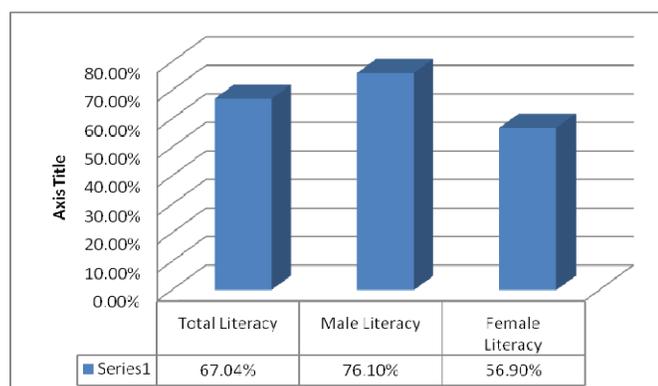
Geographically, Karnataka occupies three natural regions like the Coastal strip, the Sahyadris and the Deccan plateau. They are known in Kannada as Paschima Karavali, Malnad and Maidan respectively.

The topography of Karnataka is largely a reflection of the geology of the state. The Sahyadris are covered with evergreen forests. They drop abruptly towards the Arabian Sea, thus forming a natural barrier between the plateau and the coastal regions. Four passes provide access to the coast. They are the Subrahmanya Ghat, the Charmadi Ghat, the Shiradi Ghat, and the famous Agumbe Ghat. The western Ghats slope gently towards the Bay of Bengal. This is the plateau region drained by the two principal rivers namely Krishna and the Kaveri. The average elevation of the plateau is about 610 meters above sea-level.

Socio-demographic and socio-economic

Item	Karnataka
Area	1,91,791 sq km
population (in core)	5.273
Population below Poverty line (%)	20.04%
Population Density	235 persons per Sq. KM
Literacy rate%	67.04
<ul style="list-style-type: none"> • Male Literacy Rate% • Female Literacy Rate% 	76.1
	56.9
Sex Ratio (Census 2001)	964
Schedule Caste population (in millions)	8.56
Schedule Tribe population (in millions)	3.46
Per Capita Income (2003-2004)	Rs.31,041/-

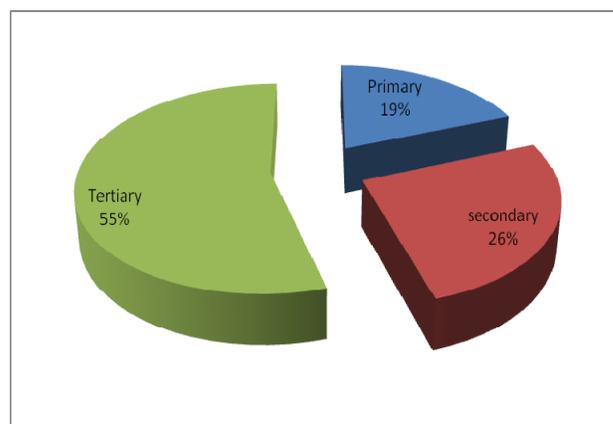
Literacy Rate:



Educational Institutions:

Educational Institutions	Number
Primary Schools	54,529
Secondary Schools	9498
Degree Collage	481
University	20
Engineering Collage	130
Medical Collage	33

Sectoral Contribution to GDP



Industry & Employment

Karnataka evolved as the manufacturing hub for some of the largest public sector industries of India after independence. Hindustan Aeronautics Limited which is dedicated to research and development activities for indigenous fighter aircraft for the Indian Air Force employs over 9,500 employees making it one of the largest public sector employers in Karnataka.

Other heavy industries such as National Aerospace Laboratories, Bharat Heavy Electricals Limited, Indian Telephone Industries, Bharat Earth Movers Limited (BEML), Bharat Electronics Limited, Hindustan Machine Tools and Indian subsidiaries of Volvo and Toyota are also headquartered in Bangalore. India's national space agency Indian Space Research Organization (ISRO) is headquartered in Bangalore and employs approximately 20,000 people. TVS Motors has a motorcycle manufacturing plant at Mysore and Tata Motors at Dharwad. Karnataka state has many companies engaged in manufacturing of electrical equipment and machinery like Kirloskar, ABB, Kavika, Larsen and Toubro etc. This may be due to the location of the Central Power Research Institute (CPRI) at Bangalore.

There is petroleum refinery (MRPL) at Katipalla in Dakshina Kannada district. There is also fertilizer factory MCF near New Mangalore port.

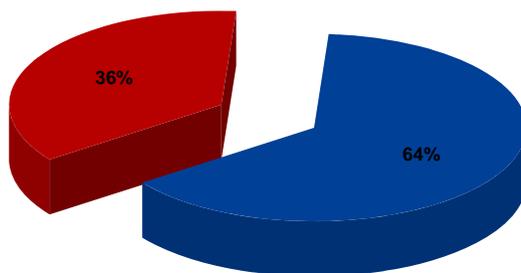
Sample size of the population

The sample was collected from 10 centers. The data was collected from within 15 km from the center. A total sample for data analysis in this state is 8258 youth in the age group of 18-35.

Survey Analysis

Indicator	Status	Percentage
Education	Literate	93%
Employment	Unemployed	78%
Trade Interest	Technical	46%
	Computer	65%
Migration	Willing to Migrate	65%
Caste	Scheduled Caste	34%
	Scheduled Tribe	12%
	OBC	21%

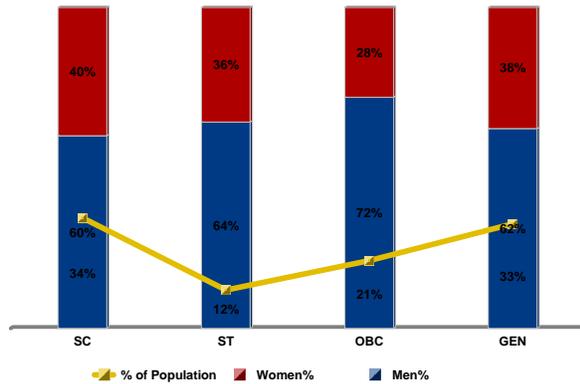
Gender distribution



■ Female ■ Male (M)

Of the total sample size surveyed population of 8258, 5265 are men and 2993 are women. This project talks of 40% inclusion of women, but in the sample data collected it is 4% less, this disparity will be made up during the implementation of the programme.

Caste distribution



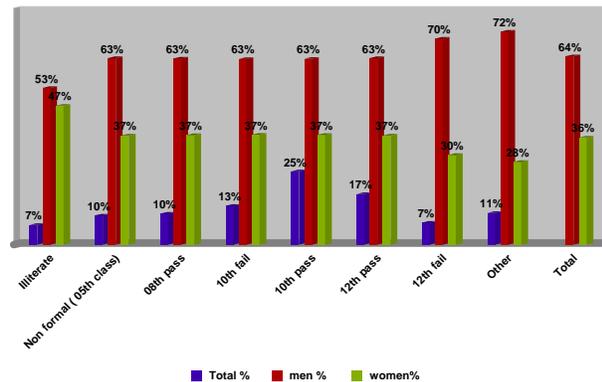
The total surveyed population comprises 33% of general population and 34% of scheduled caste. This represents the efficacy of the project to reach out to the target beneficiary. Of the total surveyed population only 12% are of Schedule Tribe. So in all the entire 67% of the total sample is eligible for mobilization and outreach activities.

Literacy rate comparison with the state levels

Literacy	State	Survey
Literacy Rate Total	67.04%	93%
Male Literacy	76.1%	94%
Female Literacy	56.9%	91%

Education /Literacy trends

The total illiterate percentage is just 7% of the total sample size. The state literacy rate is 67.04% and that of the sample is 93%. This is clearly an indication of Don Bosco's activities within the areas where the center is present. The community development activities linked with education and livelihood are representative of the higher literacy rate of the population sample. The preparedness of the youth for this project is evident and for the organization this is the next step to leading these youth for a better tomorrow through financial sustainability. And 65% of the youth are standard 10th and below and will form a part of the project. The trade selection for the student will also depend on the education level of the student.

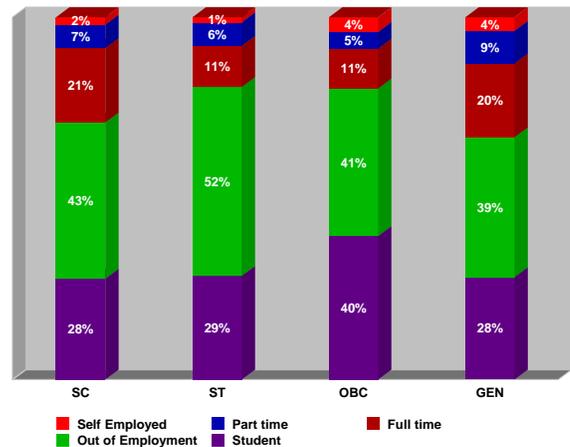


A major part of the population is in the category of 10th pass (25%) and 12th pass (17%). 11% of the population is opting for the higher or other technical education can be seen in the graph.

Caste distribution-employment status

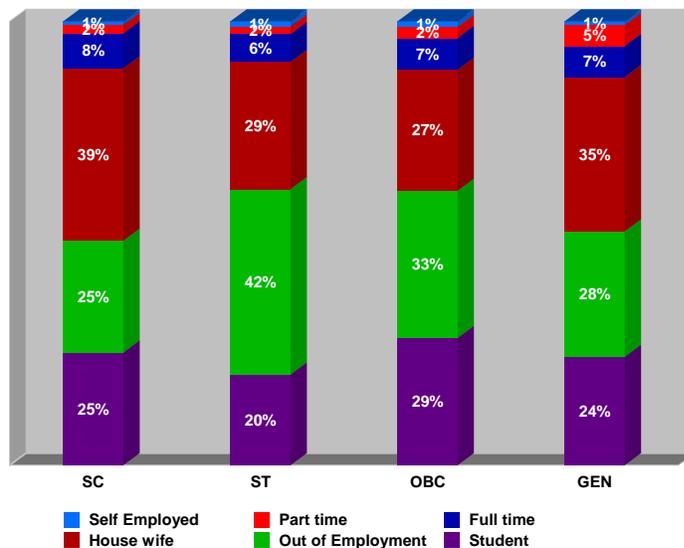
Men

A high percentage of out of employment of 52% is seen among ST. This group would comprise to a major part of the beneficiary group. In the SC category 43% are out of employment. And 41% of OBC are also out of employment. Surprisingly maximum number of students (41%) come from OBC.

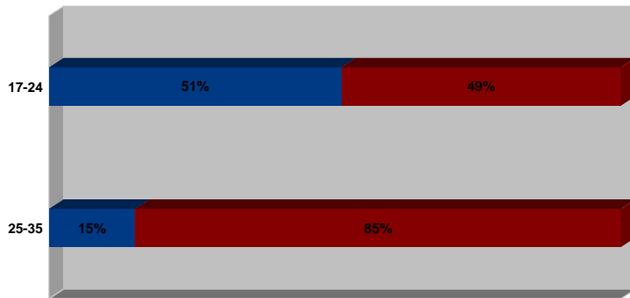


Women

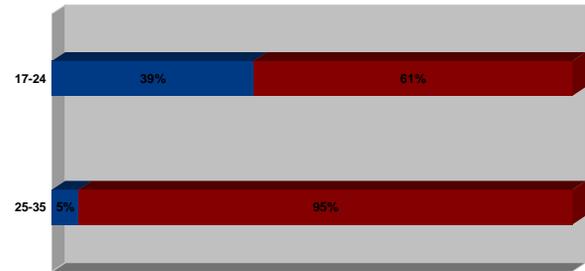
The out of employment rate is 42% among the ST women. The OBC women are second with 33% of them out of employment. The maximum numbers of women who are house wife are from the SC category with 39% as housewives. The percentage as students is ranging from 20% to 29% in all the four categories. This could be indicator that importance of education among women is increasing and a good sign for enrolment of women youth in future employment training programs.



Age distribution



■ Student ■ Out of Employment



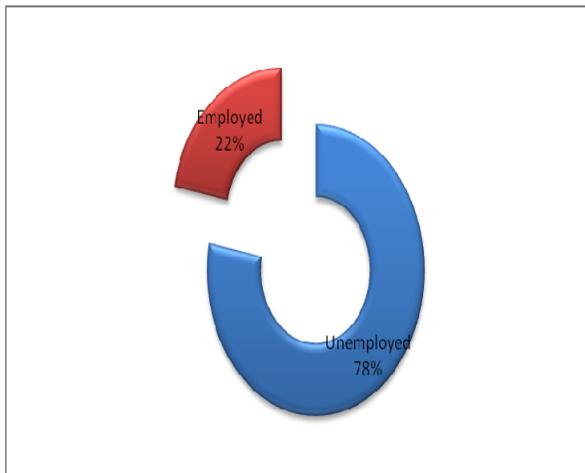
■ Student ■ Out of Employment

Men

Women

A majority of 85% among men and 95% among women are out of employment in the age group of 25-35, which is supposedly a phase of building of their career. This situation calls for an immediate intervention.

Current employment status

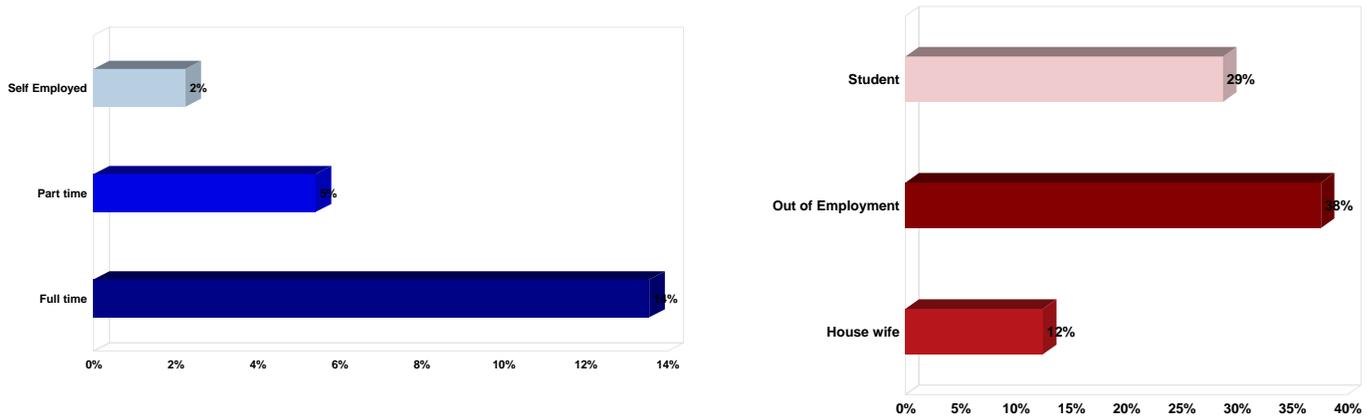


The total unemployed youth is 78% of the total surveyed and exhibits the relevance and need for the income linked skill development training program. This percentage provides a baseline figure for impact assessment of the project after two years. Of these unemployed youth few are students and rest are out of employment or do not have any source of income nor are engaged in any other occupation which provides for income. Of the unemployed 33% are out of employment and 29% are students. The employed 22% of the population sample 14% are full time employed, 2% are part time employed and remaining 6% are self employed.

Even the 22% employed of total surveyed are a potential target for the training programs as the nature of their current employment is temporary based on daily wages depending on the contractor/ large

farmers/landowners. These are not fixed income based employment that provided for financial sustenance. These youth as well have voiced their interest in the program and hence through the survey have mentioned their interests in migrating to other cities and their trade interests. Analysing this and in the context of the employed- appropriate training will be provided.

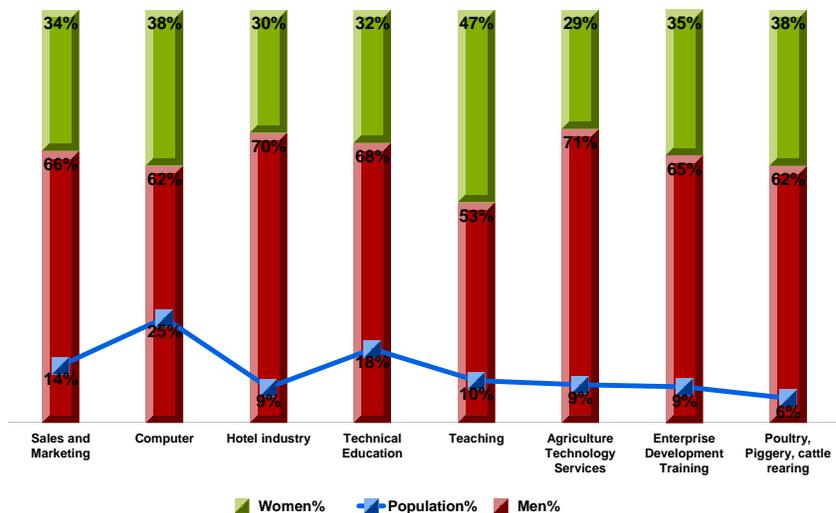
Current Occupation



The charts above shows that of the total surveyed population, 33% are out of employment and also indicate that the population is available for training immediately. The total population of full time and part time employed will also be a part of the training program as they too require skill upgradation and permanent source of income for financial stability of their households. The population which is self employed is of insignificant percentage of 2% and depending on their willingness we can involve them in the program. The project will also have a social mobilisation which will ensure counselling of the 12% of house wives to participate in the training as per their interests in trades like tailoring etc for gainful wage employment.

Trade Interests

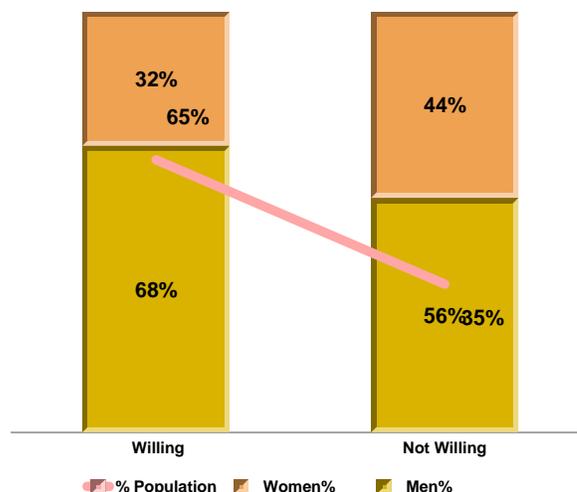
At the state level the tertiary sector is highest contributor to the state's GDP and in the context of this the trade that interests the youth most is Computer as 25% of the students wants to learn computer. A significant 70% of men are interested in the hotel industry and also in technical education (68%). Women are



showing lot of interest in teaching (47%) and in computer (38%). Interestingly 71% of the men are also interested in agriculture technology services. This factor will assist in the process of training and further placement as local demands will be catered to through the training program.

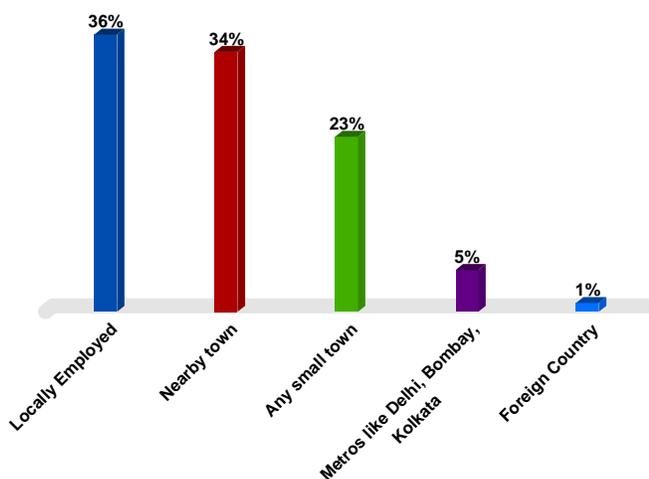
Willingness to migrate

The project and program will definitely focus on retaining the youth, gainfully employed within their respective states. But gainful employment and career prospects may also require the youth to migrate. The need is to understand their willingness for the same to ensure smooth transition to the nearby towns, cities etc. The survey reflects that in the state of Karnataka 65% of the surveyed population is willing to migrate including a 32% of women of this total population willing to migrate. This ensures that the trained youth will definitely be placed after the training program.



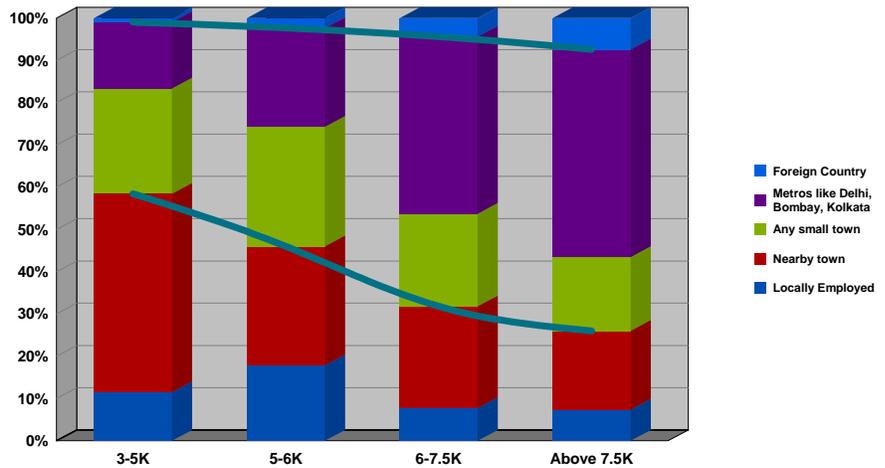
Location preference

Of the different choice of places for migration, a majority of 36% of the population preferred to be locally employed. 34% of the youth want to be placed in any nearby town and 23% of the youth want to be placed in any small town. This sort of percentage preferring placement nearby may be due to the fact that there are a number of industrial towns which are in the state of Karnataka which can give the trained youth good placement opportunities.



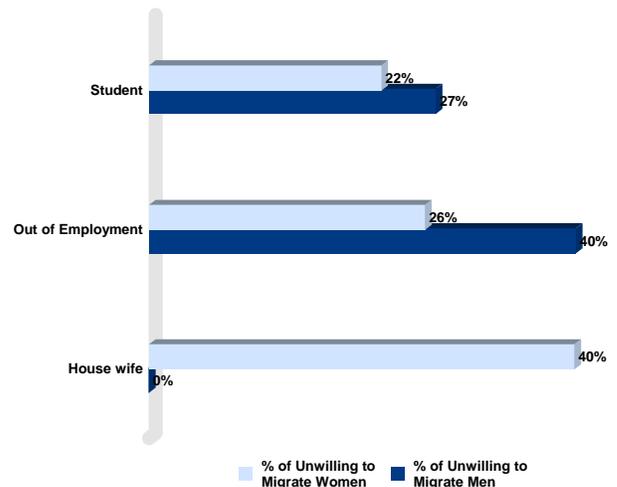
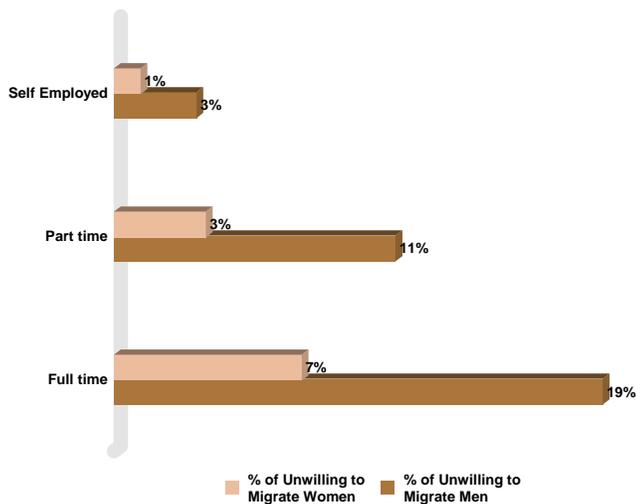
Location preference Vs salary expectation

A majority of the surveyed population is preferred to migrate to a nearby town and they expect a salary between Rs.3000 – Rs. 5000/-. The trend is such that as longer the distance to migrate higher the salary expectations.

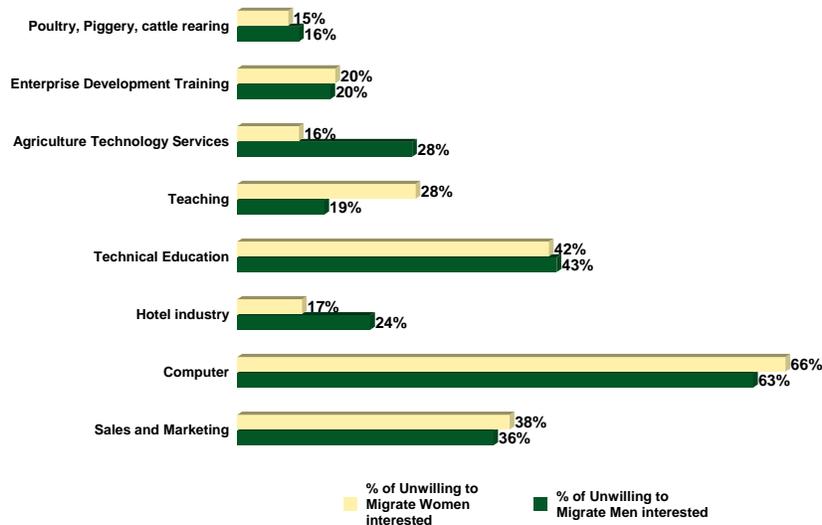


Unwilling to migrate : current occupation

This is the population that the program will focus on for devising mechanisms and strategies for inclusion. To do this we require to understand the reasons for why they are unwilling to migrate. This could be attributed to their current occupation. 40% of men and 26% of women are out of employment and 40% of the women are housewives. In the employment category only 19% of men are full time employed.



Unwilling to migrate : Trade interest



Further for inclusion, we also require to understand their trade interests to ensure skilling is provided in their area of interests so that they are able to participate and become skilled and get employed. The graph shows that, 66% of men and 63% of women would like to be trained in computers. 42% of women and 43% of men are interested in the Technical education.

- A majority of 78% of the youth are unemployed of which 33% are without any job in their hand at the moment, where as 29% are Students and 12% are Home makers.
- A majority of 65% of the youth are willing to migrate and 35% of the population is unwilling to migrate.
- A majority of 36% of the youth preferred to be locally placed.
- A majority of 62% of the ST men population are out of employment

Source of Secondary data: 2001 census and State Govt websites

Section 4

Recommendations & Conclusion

Recommendation- Strategies for Inclusion

On the basis of the above findings following strategies for inclusion has been designed for effective implementation of the project

Phased implementation

Across both the states the surveyed youth population has expressed their interest in the trades – technical, sales and marketing, computer, hotel related etc. The findings suggest that the desire to be trained is amongst all youth, but willingness to participate in training, or for migrating for a job is absent in a few cases. Hence to ensure inclusion of all the willing youth to be trained, we will adopt phase wise implementation. It is expected that after the first few batches and the youth who pass out of these trainings with a job at hand will be a source of inspiration to the other youth and they might be willing to get trained in service sectors trades and also will be encouraged to migrate. And through the project activities we can include these youth in next phase of implementation.

Placement strategy

The youth who have been surveyed in both the states have preferred to either to move to nearby towns or nearby small towns. The fact that most of the youth prefers to migrate to small towns or nearby towns highlights the need to have a strong local placement network at the local state level. Karnataka has cities within the state itself where there are major industries or big cities which are tourist spots, so employment can be found for these students within the state itself. The team structure of the organization with regional coordinator placements at the regional level will facilitate this process. In each state depending on the sector, placement network will be established with the industry through direct partnership/MoUs with the industry. In this region willingness to migrate to metros is evident as the youth have opted for this during the survey, so placement will be planned in the light of the inclination of these youth.

Domain selection and preference

The surveyed population prefers computers as their trade of interest as 26% of the surveyed population has preferred computers as the trade of their choice. The trade selection will be based on the findings and the interest inventory that will be conducted during the registration of youth to the training program. Which trade the youth will take up will to a great extent depend on the education level of the student. Appropriate selection of domain is essential to ensure retention of youth in the jobs.

Mobilization

In the first phase of implementation of the project the youth who have BPL cards will be included and DB tech through its outreach staff will facilitate BPL cards for the families who have applied for the cards. This ensures that the youth who do not have BPL cards but are from BPL families do not get excluded from the programme.

Unwilling to Migrate

This population of youth will be addressed through counseling as they are willing to be trained but unwilling to migrate youth. 39% of the youth from this region is unwilling to migrate. Strategy will be

adopted to address this section of youth and to involve them in the project so that even their skill enhancement occurs. These youth who are unwilling to migrate but are interested in computers, service or in technical trade, they will be counseled and provided information on after placement support and also local employment opportunities will be explored and assessed for them.

Conclusions and Way forward

This report highlights that there is a large number of unskilled, semiskilled rural youth who are waiting for opportunities to be trained and be economically productive. This report also highlights that there is a large percentage of unemployed in this region, especially among the surveyed population. There are employment opportunities especially in the state of Karnataka which needs to be explored and the trained students will be placed in the region itself as they have preferred.

This project will not only give the youth a chance for better productive life but to a large extent may address the issue of political unrest in this part of our country.

This report will form the basis for designing inclusion strategies for the project and the immediate steps are to utilize the findings for mobilization that is inclusive and for finalizing the trades for training in each of the states.

