GAU Res. J. 1996. 22 (1) : 84-91

Infrastructural Facilities Available to TRYSEM Beneficiaries

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ABSTRACT

The study was undertaken to know the facilities provided to the TRYSEM beneficiaries at the training centres, after training and the problems faced by them. The tribal and non- tribal beneficiaries of the selected trades reported that during training, none of the instructor have used the AV aids to explain the subject matter efficiently. Further, they reported that lack of boarding facilities at the training centres wastes their time and creates economic problems for the youth. TRYSEM trainees also viewed that most of them were not provided stipend timely and fully.

(Received on 27th May, 1996)

INTRODUCTION

Training is required as a major input and it will be possible through institutional infrastructure, better co-ordination and developing productive linkages between other schemes and institutions and tapping new potentialities and innovations to meet emerging demands. The outcome of the training in terms of acquired skill and knwolwdge in specific trade under TRYSEM programme is directly related to the learning environment provided to the participants by the training institutions or the master craft men. It is envisaged in the draft outline of the TRYSEM programme that strong and planned infrastructure for training has to be created to get the desired results in terms of gainful self employment for the trainees. In the absence of a favourable learning situation, the desired skill and knowledge could not be acquired by the trainees which in turn affect the acceptance of the trade and getting gainful employment through particular trade. The aim of present study is to know whether the participants were satisfied with the facilities made available to them at the training institutions or with the master craftmen. The specific objectives are as under :

(i) To know about the training facilities provided to trainee youth at the different stages of the trainings.

(ii) To record the problems faced by the beneficiaries during different stages of the trainings.

MATERIALS AND METHODS

The present study was conducted in Udaipur, Rajsamand, Chittorgarh, Banswada and Dungarpur districts of Udaipur division. 14 Panchayat Samities (9 tribal and 5 non-tribal)

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TABLE 1

Rank order of facilities provided during training period to the beneficiaries of the selected trades of TRYSEM.

Sr. No.	Facilities provided during training period	Name of the trades: EMR (N=50) Tribal (N=13) M.S.	EMR (N=50) Non-tribal (N=37) M.S.	WM (N=50) Tribal (N=22) M.S.	WM (N=50) Non-tribal (N=28) M.S.	CARP (N=218) Tribal (N=159) M.S.	CARP (N=218) Non-tribal (N=59) M.S.	EMR + WM + CRRD (N=318) Tribal (N=194) M.S.	EMR + WM + CRRD (N=318) Non-tribal (N=124) M.S.
1.	Location of the training centre	2.30 (6.5)	2.17 (4)	2.22 (7)	2.07 (4.5)	1.89 (9)	2.03 (7)	1.95 (9)	2.08 (5.5)
2.	Space provided during training period	2.61 (2.5)	2.21 (2)	2.36 (3.5)	2.25 (10)	1.95 (8)	2.11 (5)	2.04 (8)	2.17 (3)
3.	Method of teaching followed	2.53 (4.0)	2.18 (3)	2.31 (5)	2.03 (5)	2.12 (7)	2.30 (2)	2.65 (1)	2.20 (2)
4.	Time provided for skill practice	2.30 (6.5)	1.89 (8)	2.36 (3.5)	2.03 (7)	2.24 (6)	2.22 (3.5)	2.26 (7)	2.08 (5.5)
5.	Technical Comptency of the Instructor	2.61 (2.5)	1.94 (5.5)	2.27 (6)	2.14 (2)	2.64 (1)	2.22 (3.5)	2.59 (2.5)	2.12 (4)
6.	Behaviour of Instructor	2.76 (1.0)	2.24 (1)	2.50 (1.5)	2.10 (3)	2.59 (2)	2.33 (1)	2.59 (2.5)	2.25 (1)
7.	Level of teaching (under standing level)	2.38 (5)	1.83 (9)	2.50 (1.5)	2.07 (4.5)	2.47 (3)	2.10 (6)	2.47 (4)	2.01 (7)
8.	Tool/equipments provided to the trainees for practice	2.15 (9)	1.94 (5.5)	2.09 (8.5)	2.03 (7)	2.45 (4)	1.93 (8.5)	2.39 (5)	1.96 (8)
9.	Time devoted by the instructor for the practical purposes	2.23 (8)	1.91 (7)	2.09 (8.5)	1.85 (9)	2.33 (5)	1.93 (8.5)	2.29 (6)	1.91 (9)

1.	2.	3.	4.	5.	6.	7.	8.	9.
10. AV aids used during the training period	1.76 (10.5)	0.83 (10)	1.77 (10.5)	1.03 (10)	— (11)	— (11)	0.32 (10.5)	0.48 (10)
11. Skill of instructor in handling the AV aids	1.76 (10.5)	0.72 (11.5)	1.77 (10.5)	1.00 (11)	— (11)	— (11)	0.32 (10.5)	0.44 (11)
12. Boarding facility	0.53 (12)	0.72 (11.5)	0.22 (12)	0.50 (12)	— (11)	— (11)	0.06 (12)	0.33 (12)
Overall	2.16	1.72	2.41	1.76	1.72	1.59	1.83	1.67
Rank correlation coefficient	0.82		0.78		0.66		0.74	
Test of significance	4.54		3.92		2.79		3.49	

Figures in parentheses showing rank.

having maximum number of trainees and similarity in trades were selected. Three trades i.e. electric motor rewinding, wiremen and carpentary (out of 19) which were common and comparable in the selected tribal and non-tribal panchayat samities of Udaipur division were included. A total of 420 youth were trained in carpentary, wireman and electric motor rewinding trades. Out of 420 trainees, 318 trainees (194 tribal and 124 non-tribal) were selected on random basis in 114 villages of selected panchayat samities. The data were collected by personal interview technique at their farm or home.

RESULTS AND DISCUSSION

(a) Facilities provided to trainees during training period

The responses are recorded in table 1. The table reveals that tribal as well as non-tribal beneficiaries of the electric motor rewinding trade (EMR) are quite satisfied with the behaviour of the instructor during the training. They found the instructor was sympathetic and ranked him first in the given categories of above table. Further, participants of the same trade did not face any problem with regard to working space available at the training institutions. AV aids used by the instructor and provision of boarding facilities were ranked last.

Rank order correlation was also calculated to find out the correlation between ranks assigned by tribal and non-tribal beneficiaries of the electric motor rewinding trade to each statements. The calculated value of 't' was higher as compared to tabulated value. It implies that, there was difference in ranking of the statements by tribal and non-tribal participants.

Behaviour of the instructor and level of teaching (at the understanding level of trainees) aspects were given equal weightage and both were ranked at 1.5 by tribal beneficiaries of the wireman (WM) trade. We could concluded that the tribal participants with respect to these aspects were more satisfied as far the overall performance of the instructor was , concerned. Whereas, non-tribal beneficiaries of the same trade reported that sufficient space was available for the practice at the training institution and was ranked first by them. Second rank was assigned to 'Competency of the Instructor'. Beneficiaries opinion that the instructors were competent to discuss the subject matter technically perfect. Here also lower ranks were assigned to use of AV aids and their handling by both the categories of the participants.

For rank order, correlation coefficient (r) was calculated and value of 't' was also higher with that of tabulated value. So it could be infered that both the categories of participants of wireman trade ranked the selected statements differently.

The tribal beneficiaries of the carpentary trade (CARP) had placed the highest weightage to the aspects - technical competency and behaviour of the instructor and ranked them first and second in selected aspects. It could be concluded that instructor was technically sound in teaching the subject matter at the understanding level of the trainees, besides, he was sympathetic and cooperative with the trainees too. Whereas, by non-tribal beneficiaries 'behaviour of the instructor' was ranked first and second rank was assigned to the teaching methods used by the instructor. Both the categories of trainees had assigned lower ranks to the aspects like –

skill of handling AV aids and boarding facilities provided to them.

Rank order correlation coefficient was also calculated and value of 't' was found significant. It could be inferred that the participants of both the categories ranked the selected aspects differently.

Tribal and non-tribal beneficiaries of the three trades were combined and their mean scores were calculated. It was found that method of teaching used and technical competency of instructor got the highest mean score (2.5) and were ranked first by tribal beneficiaries. It shows that tribal participants were highly satisfied with technical competency and behaviour of the instructor aspects included in the infrastructural facilities. The non-tribal beneficiaries however ranked these statements otherwise. Boarding facilities provided to trainees were placed last in the ranking order by tribal and non-tribal beneficiaries.

Significant difference was observed in assigning ranks for the selected statements by both the categories of the beneficiaries.

(b) Post training facilities : After imparting training, follow up measures are of vital importance for the success of the programme. It is the post training facilities, which provides incentives and confidence to the participants in joining any scheme. If the trained persons under the scheme do not get follow-up support like- infrastructure, loan, credit, raw materials and marketing facilities, then, it will be difficult for youth to settle down thier own venture to earn livelihood. In this section effort was made to find out the extent of role played by institutions, master craft men, *DRDA's and banks etc. and the same has been presented in table 2.

TABLE 2

Frequency distribution of post training facilities provided to over-all tribal and non-tribal beneficiaries of the selected trades of TRYSEM.

Sr. No.	Post training facilities	Tribal N = 194		Non-tribal N = 124	
		F	%	F	%
1.	Govt. help in sanction of loan.	5	2.57	6	4.83
2.	Govt. help in purchase of machines/tools	—	—	—	—
3.	Timely supply of raw-materials by Govt. agencies at concessional rate (For carpentary)	—	—	—	—
4.	Govt. help in marketing the finished products (For Carpentary)	—	—	—	—
5.	Help in setting up of own job/trade	—	—	—	—
6.	Spot guidance provided for improvement of job	—	—	—	—

*DRDA - District Rural Development Agency.

The response of the beneficiaries about the post training phase was not much encouraging as form of facilities provided to them by concerned agencies. Data from the Table 2 indicate that only 5 tribal beneficiaries i.e. 4 of carpentary trade, one from wiereman trade (out of 194) and 6 non-tribals of carpentary trade were sanctioned loan for establishment of job. Whereas, the remaining beneficiaries after training were not cared by concerned agencies. 80 tribal and 74 non-tribal beneficiaries of the selected trades reported that they were interested to establish their own job and for that they made efforts to get financial assistance, but remained unsuccessful due to non cooperation of concerned officials of financial agencies. Thus, due to lack of finance, it was not possible for them to run their own trades independently and successfully which did not help in getting full employment.

The other aspects i.e. purchase of machines, raw materials, marketing of finished products and on the spot guidance by the experts for the carpentary trade were also not provided.

Hence, overall conclusion could be made that after training, the trainees were not fully attended by concerned agencies in establishing their jobs and for other purposes. These agencies were of the view that their job was over soon after providing training to the beneficiaries, which as per the norms of TRYSEM programme was not proper on their part. No job oriented training could be successful unless the post training phase is fully attended by the concerned authorities to provide required facilities to the trainees to establish their trade on sound footing.

(c) Problems faced by the trainee youth

An effort was also made to know the problems faced by beneficiaries at the 'training phase' and at 'post training phase' and presented in table 3. This could help the implementing agencies to concentrate their efforts to reduce/lessen such problems.

The table shows that during training, more than half i.e. 125 tribal and more than two third i.e. 96 non-tribal youth complained that there had always been delay in payment of stipend. It was provided to them at the end of the training at some training institutions and with some master craftmen. The trainees of village Semtal (Gogunda P.S.) and village Alsigard (Girwa P.S.) reported that they were not provided full stipend i.e. Rs. 250/- per month. The concerned master craftmen reasoned this by saying, the amount was retained in lieu of the tool kit, but, actually it is given free of cost to the participants in the programme.

From the same table, it is also clear that master craftmen were poor in their competency and did not pay adequate attention towards individual trainee, it was reported by 85 tribal and 60 non-tribal beneficiaries of the selected trades of TRYSEM.

51 tribal and 24 non-tribal (about one fourth trainees of both the categories) beneficiaries reported that behaviour of the unstructors was not cooperative during the training. 32 tribal and 22 non-tribals pointed out that training institutions and master cratfmen were lacking equipments/machines for providing skill practice and consequently the more time of trainees consumed.

A small number of trainees of both categories (28 tribal and 16 non-tribals) were of opinion that heterogeneous group had created problems for them during learning process.

TABLE 3

Frequency distribution of problems faced by overall tribal and non-tribal beneficiaries of the selected trades of TRYSEM.

Sr. No.	Problems faced by trainee youth	Tribal N = 194		Non-tribal N = 124	
		F	%	F	%
TRAINING PHASE					
1.	Stipend was not paid timely —	125	64.43	96	77.41
2.	Lack of proper attention by master craftmen on individual trainees	85	43.81	60	48.38
3.	Behaviour of the instructors was not cooperative	51	26.28	24	19.35
4.	Lack of machines/equipments for skill practice and teaching	32	16.49	22	17.74
5.	Heterogenous group	28	14.43	16	12.90
Post Training Phase					
1.	Problem of job	92	47.42	70	56.45
2.	Loan was not sanctioned	80	41.23	74	59.67
3.	Lack of market for trades near by village	56	28.56	48	38.70
4.	Lack of guidance by concerned agencies of TRYSEM	46	23.71	38	30.64
5.	Tool kit was not provided to trainees	21	10.82	12	9.67
6.	Money was demanded by instructor to issue training certificate	4	2.06	12	9.67

Multiple Responses

When trainees were enquired about post training problems, 92 tribal and 70 non-tribal beneficiaries reported that there was problem of job after completion of the training. They remained unemployed, even though they acquired skill in the particular trade. Further, 80 and 74 tribal and non-tribal beneficiaries respectively pointed out that they were not financed by the bank.

There was lack of job opprtunities in the particular trade near by the village and they did not get job, it was reported by 56 and 48 tribal and non-tribal beneficiaries of the selected trades.

Guidance, which is necessary and important part of any career building, but unfortunately TRYSEM trainees were not provided by the concerned agencies after training. This had deprived them of getting full employment.

It is important to note that 21 tribal and 12 non-tribal beneficiaries of the seleted trades were not provided tool kit at the end of the training. 4 tribal and 12 non-tribal participants of the selected trades (village Alsigarh and Nandashama) were displeased and complained with emphasis that master craftmen demanded Rs. 100/- per trainee for issuing training certificate.

Conclusion : From the above discussion it could be concluded that during training, AV aids were not used by the instructor to the satisfactory level of the participants, followed by lack of provision of barding facilities at the centres. Both the aspects almost ranked similarly by tribal and non-tribal trainees included under the study. At the post training phase, required facilities like - purchasing raw materials/machines/tools, marketing facilities and spot guidance for youth were also neglected by the concerned agencies.

TRYSEM authorities should ensure for timely payment of stipend and direct instructors to full attention towards trainees. So that, if not all but, majority of youth would learn skill perfectly. Moreover, bank authorities should have liberal attitude towards youth for financing, so that, beneficiaries could start their business independently and confidently.

Implications of the study : The results of the study will provide a strong basis for trainers of training institution to incorporate the appropriate use of AV aids with proper handling, provide boarding facilities to trainees at the centre. Besides, results also indicate that implementing agencies need to provide the required infrastructure to youth after training.

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