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INDUSTRIAL TRAINING INSTITUTES IN THE TRIBAL SUB PLAN AREA OF MAHARASHTRA STATE : A COMPARATIVE PROFILE.

By

Tribal Research & Training Institute,
Maharashtra State, Pune

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P R E F A C E

In the gradual process of social and cultural change, technology is one of the contributing factors among the various other factors. It was the Industrial Revolution that first revealed the possibilities of increased production with the help of advanced technology. The industrial revolution is a ray of hope for the poor. The introduction of technology brings about change in attitudes and social structure. Society thinks of technology in terms of wider social benefits, and the quickening in the tempo of change.

Tribal population which happens to be the weakest of the weaker section of the society, normally resides mostly in the remote areas with difficult terrain. Alongwith the individual and family-oriented beneficiary schemes, Integrated Area Development Approach is one of the important tools in the process of integrated development of the tribal population. By virtue of this approach 'Growth Centres' are/have to be identified in the tribal areas. Such 'Growth Centres' are expected to be developed as any other developed urban complex. Many such 'Growth Centres' have been determined to have various industries in the near future.

As various industries start coming up at and around these 'Growth Centres' there would arise a requirement for skilled and semi-skilled industrial workers. In order

to fulfill this requirement of skilled and semi-skilled industrial workers from the concerned area itself, there was a felt need to train the tribal candidates in various vocational trades. This lacunae has been filled by the opening of I.T.Is. in the Tribal Sub Plan area since 1976.

Since some of these I.T.Is. are already functioning since the last 10 years it was felt necessary to take up an evaluation of these I.T.Is. in the Tribal Sub Plan areas with a view to ponder upon the drawbacks and difficulties in order to overcome the difficulties and improve upon the drawbacks so as to look forward with optimism.

Shri J.S. Gaikwad, Lecturer of this Institute, has done the field work and drafted the report under my guidance. It is hoped that the suggestions contained in the report should prove to be of immense use to the authorities concerned.

March 1986

(Dr. G.M. Gare)
Director,
Tribal Research & Training Institute,
Maharashtra State, Pune - 1.

PART - I

OBSERVATIONS

I. Introduction :

There were in all 98 Government I.T.Is. in the State of Maharashtra in August, 1984. Out of these, 14 Government I.T.Is. have been located in the Tribal Sub Plan Area.

Table No. 1

Regionwise distribution of the I.T.Is. in the Sub Plan Area and the sample in the present study.

Region	No.of Govt.I.T.Is.		Location of the Govt. ITIs in TSP Area; (sample taken and the institutes actually visited from among the sample)
	Total	In TSP Area	
.1.	.2.	.3.	.4.
Bombay	16	2	Vangaon and Jawhar - (Thane)
Nashik	14	4	Nandurbar and Nawapur - (Dhule) Karanjvan and Kalwan - (Nashik)
Pune	19	1	Junnar - (Pune)
Amravati	13	2	Chikhaldara-(Amravati) Pandharkawada(Yeotmal)
Nagpur	15	4	Gadchiroli - Desaiganj and Alapalli(Gadchiroli) Deori (Bhandara)
Aurangabad	21	1	Kinwat (Nanded)
Total	98	14	7 institutes taken in the sample; and 3 institutes from the sample actually visited.

II. The sample and Methodology -

Out of the 14 Government I.T.Is. in Tribal Sub Plan Area, 7 institutes were selected on a random basis. The survey was completed mainly using a mailed questionnaire. Two sets of questionnaires were used - one was used for the institution and another was administered among the tribal candidates in the institutions concerned.

Out of the 7 institutes in the sample, 3 institutions were actually visited for observations and discussion in the matter. These 3 institutes for actual visit were also selected on a random basis.

Table No.2

I.T.Is. in the sample - year of establishment, location and other I.T.Is. in the vicinity

S.No.	I.T.I.	Established in	Nearest Railway Station	Other I.T.Is. in the vicinity
.1.	.2.	.3.	.4.	.5.
1.	Vangaon, Dahanu District: Thane	August, 1973	Vangaon	Thane, Ambernath, Jawhar
2.	Nandurbar Dist: Dhule	August, 1976	Nandurbar	Nawapur
3.	Junnar, Dist: Pune	Nov., 1977	Pune	Pimpri-Chinchwad Pune
4.	Karanjwan, Dindori, Dist: Nashik	June, 1977	Nashik(Rd) Manmad	Kalwan, Nasik, Chandwad
5.	Kalwan, Dist: Nasik	Sept., 1984	Nasik(Rd) Manmad	Karanjwan, Nasik, Chandwad
6.	Chikhaldara, Dist: Amravati	August, 1981	Badnera	Amravati, Mogre-Tivsa
7.	Gadchiroli	August, 1981	Mul	Desaiganj, Allapalli

(— indicates other I.T.Is. in Tribal Sub Plan Area)

The above table shows an array of cross-section of I.T.Is. in the sample, not only locationwise but also according to the year of establishment.

Table No.3

Year of establishment and I.T.Is. in the sample

Year of establishment		No.of I.T.Is. in the sample
1973	...	1
1976	...	1
1977	...	2
1981	...	2
1984	...	1

Thus, the above table reveals a cross-section of the institutions in the sample - according to the year of establishment.

III. Trades Taught

The multi-varient nature of jobs involved in various industries demands a requirement of skilled and trained personnel in the various technical fields. This demand is fulfilled by virtue of chanellisation of the industrial and techincal training into various standardised trades as per requirements in various industries.

Depending upon the contents of training the duration of the individual trades in I.T.Is. is fixed for one year or two years. An array of trades taught in the I.TIs. in the tribal area comprises the following trades - Carpenter; Welder; Tractor Mechanic; Sheet Metal Worker; Stenography(English & Marathi); Turner; Fitter; Electrician; Wireman; Motor Mechanic; Refrigeration and Air conditioning Mechanic; Diesel Mechanic; Building Construction; Draughtsman(Civil) and Surveyor.

TABLE NO-4

Institutewise distribution of trades and capacity of each trade in the concerned institutes

	Trades	Carpenter	Welder	Tractor mechanic	Sheet metal worker.	Stenography (Eng.)	Stenography (Mar.)	Turner	Fitter.	Electrician	Wireman	Motor Mechanic	Refrign & Air condn. Mech.	Diesel Mechanic	Bldg Construction.	Draughtsman. Cvl.	Surveyor
	I.T.I.	--- Capacity of each Trade ---															
1.	Vangaon. Dahanu, Dist-Thane.	32	-	-	-	-	-	24	32	32	32	32	-	-	-	-	-
2.	Nandurbar Dist-Dhule.	32	24	32	-	32	32	24	32	32	32	32	32	-	-	-	-
3.	Junnar, Dist-Pune	32	-	-	-	-	-	-	32	-	32	-	-	-	-	-	-
4.	Karanjwan, Dindori, Dist-Nashik.	32	24	32	32	-	-	24	64	-	32	32	-	-	-	-	-
5.	Kalwan, Dist-Nashik.	16	16	-	-	-	-	-	16	16	16	16	-	-	-	16	16
6.	Chikhaldara, Dist-Amravati.	16	16	-	-	-	-	-	16	16	16	16	-	16	16	16	-
7.	Gadchiroli	16	-	-	16	-	-	-	16	16	16	16	-	-	16	16	-

Analysis of the above table reveals the following picture :-

1. The trades of Carpenter, Fitter and Wireman are taught in all the seven I.T.Is. in the sample.
2. The Trade of Motor Mechanic is taught in the six I.T.Is., at Vangaon, Nandurbar, Karanjwan, Kalwan, Chikhaldara and Gadchiroli.
3. The Trade of Electrician is taught in the five I.T.Is. at Vangaon, Nandurbar, Kalwan, Chikhaldara, and Gadchiroli.
4. The trade of Welder is taught in four I.T.Is. at Nandurbar, Karanjwan, Kalwan and Chikhaldara.
5. The trade of Turner is taught in the three I.T.Is. at Vangaon, Nandurbar, and Karanjwan.
6. The trade of Draughtsman Civil is taught in the three I.T.Is. at Kalwan, Chikhaldara and Gadchiroli.
7. The trade of Tractor Mechanic is taught in the two I.T.Is. at Nandurbar and Karanjwan.
8. The trade of Sheet Metal Worker is taught in the two I.T.Is. at Karanjwan and Gadchiroli.
9. The trade of Building Construction is taught in the two I.T.Is. at Chikhaldara and Gadchiroli.
10. The trades of Stenography(English-Marathi),and Refrigeration and Air conditioning Mechanic are taught in the I.T.Is. at Nandurbar.
11. The trade of Diesel Mechanic is taught in the I.T.I. at Chikhaldara.
12. The trade of Surveyer is taught in the I.T.I. at Kalwan.

Table No.5

Institutionwise Frequency Distribution of the trades

I.T.I.	No.of Trades
Vangaon	6
Nandurbar	11
Junner	3
Karanjwan	8
Kalwan	8
Chikhaldara	9
Gadchiroli	8

From the above discussion and table Nos. 4 and 5 it is apparent that the distribution of trades in various I.T.Is. is not based on any specific criteria.

IV. Teaching Staff -

Well trained and qualified instructors are required for each of the individual trades taught in I.T.Is.

The availability of well-qualified instructors is vital in the process of imparting training to the trainees in the I.T.Is.

TABLE NO-6

Staff sanctioned and position of posts vacant

I.T.I.	Total Posts sanctioned	Vacant (as on 1-1-85)	% of Col. 3 to 2 (a)	Vacancy of teaching and other important posts.	%age of col.5 to 2(b)	%age of col.5 to 3 (c)
1. Vangaon, Dahanu District-Thane.	46	9	(9.6)	5	(10.9)	(55.6)
2. Nandurbar, District-Dhule.	60	5	(8.3)	3	(5.0)	(60.0)
3. Junnar District-Pune.	33	7	(21.2)	2	(6.1)	(28.6)
4. Karanjwan, Dindori, District-Nashik.	76	12	(15.8)	5	(6.6)	(41.7)
5. Kalwan, District-Nashik.	34	5	(14.7)	5	(14.7)	(100.00)
6. Chikhaldara, District-Amravati.	39	2	(5.1)	-	(0.0)	(0.0)
7. Gadchiroli	34	2	(5.9)	1	(2.9)	(50.00)
Overall Position	322	42	(13.0)	21	(6.5)	(50.0)

The staff sanctioned varies institutewise depending mainly upon the number of trades taught and the capacity of each trade.

The percentage of vacancies beyond a certain limit, pose problems and difficulties thereby reflecting upon the overall efficiency.

Table No.7

Position of overall percentage vacancies

	a) Percentage of vacant posts	(b) Percentage of vacancies of teaching and other important posts	(c) Percentage vacancies of teaching and other posts, from among the total vacancies
Range	5.1 - 21.2	0.0 - 14.7	0.0 - 100
Actual Values	5.1, 5.9, 8.3 14.7, 15.8, 19.6, 21.2	0.0, 2.9, 5.0 6.1, 6.6, 10.9 14.7	0.0, 28.6, 41.7, 50.0 55.6, 60.0 100
Median	14.7	6.1	50.0
Overall	13.0	6.5	50.0

From the above table it is observed that certain posts were vacant (on 1-1-85) in almost all the I.T.Is. in the sample.

(a) In general it is observed that - the percentages of the vacant posts work out to be in the range of 5.1 - 21.2
(5.1, 5.9, 8.3, 14.7, 15.8, 19.6, 21.2)
The median is 14.7

(b) The percentages of the vacancies of teaching and other important posts when considered work out to be in the range of 0.0 - 14.7. (0.0, 2.9, 5.0, 6.1, 6.6, 10.9, 14.7)
The median is 5.1

(c) From amongst the total vacancies, the percentages of vacancies of teaching and other important posts, when considered, work out to be in the range of 0.0 - 100.
(0.0, 28.6, 41.7, 50.0, 55.6, 60.0, 100)
The median is 50.0

When the overall position for all the seven institutes in the sample is considered the corresponding values of a, b, and c are : 13.0%, 6.5% and 50.0% respectively.

V. INSTITUTIONAL COMPLEX

As per the overall requirements of the I.T.Is., an institutional complex with standard optimum infrastructure, amenities and facilities is of utmost necessity.

The institutional complex of I.T.Is. basically comprises the following - the administrative block, adequate number of classrooms and workshops, library, separate commonrooms for teachers and trainees, adequate hostel for trainees and staff quarters.

Table No. 8

Institutewise position of nature and location of accomodation for institutional complex

Sr. No.	I.T.I.	Accomodation Rented or owned by Govt.	Centrally located and suitable	Acquisition of land alloted	Construction in Progress	Remarks
.1.	.2.	.3.	.4.	.5.	.6.	.7.
1.	I.T.I.Vangaon	Rented	Yes	Yes	Yes	Institutional complex scattered at four different places.
2.	I.T.I.Nandurbar	Rented	Yes	Yes	Yes	-
3.	I.T.I.Junnar	Owned by Government	No	Not applicable	Not applicable	Not centrally located hence unsuitable.
4.	I.T.I. Karanjwan	Owned by Government	No	Not applicable	Not applicable	Not centrally located hence unsuitable ; Quarters for 60 staff members; Hostel accomodation for 220 trainees available.
5.	I.T.I.Kalwan	Rented	Centrally located but unsuitable	No	No	The institutional complex is scattered at three different places; Owners of the building are not allowing to make foundations for machinery and to take power supply.

.1.	.2.	.3.	.4.	.5.	.6.	.7.
6.	I.T.I.Chikhaldara	Rented	Centrally located but unsuitable	Yes	No.	This being a hill station there are problems of getting good land; space is not at all sufficient; At least 2-3 years would be required for starting the construction work; 7½ acres of Government land has been acquired which is not at all sufficient.
7.	I.T.I.Gadchiroli	Rented	Centrally located but unsuitable.	Yes	Yes	The institutional complex is scattered at two different places; space is not at all sufficient. However necessary changes as per requirement have been proposed and incorporated in the own building under construction.

Regarding accommodation and location of the institutional complex it is observed that - In case of three (Vangaon, Kalwan and Gadchiroli) I.T.Is., the institutional complex is scattered at two to four different places, while in case of the remaining two (Junnar and Karanjwan) I.T.Is. the institutional complexes were reported to have been located at places which are not Central.

I.T.Is. Kalwan, Chikhaldara and Gadchiroli have reported that though their institutional complexes are centrally located, their accommodation is unsuitable for various reasons.

The authorities at I.T.I. Kalwan are facing a typical difficulty that the owners of the building they have rented, are not allowing to make foundations for machinery and to take power supply.

As per I.T.I. Chikhaldara is concerned, Chikhaldara being a hill station getting a good land is problematic.

- The authorities of Chikhaldara and Gadchiroli ... have also reported that the space available to them is not at all sufficient.

- In the sample out of seven I.T.Is. only two institutes (Junnar and Karanjwan) have their own accommodations, while the remaining five institutes (Vangaon, Nandurbar, Kalwan, Chikhaldara and Gadchiroli) have rented accommodations. Of the five institutes having rented accommodation, three institutes (Vangaon, Nandurbar and Gadchiroli) have already acquired Government land and the construction of the institutional complex is in progress.

Of the remaining two institutes, the authorities of I.T.I. Kalwan have not yet succeeded in acquiring the Government land, while the authorities at I.T.I. Chikhaldara, though have acquired Government land, have not yet started the actual construction of the institutional complex. It was stated that it would take 2-3 years to start with the actual construction work.

VI. ADMINISTRATIVE DIFFICULTIES -

Capitulation of the administrative difficulties faced by the authorities of I.T.Is. in the sample presents an array of difficulties as follows :

I.T.I. Vangaon :

The institutional complex being scattered in four different buildings, controlling from one place becomes difficult.

I.T.I. Karanjwan :

The market being at Nashik, problem of procurement of raw material for training purpose arises. Bank and Treasury are at a distance of 21 kms. No communication facility such as telephone, telegraph office, newspapers etc. Training suffers due to interrupted electric supply.

I.T.I. Kalwan :

Non availability of Government or private land or shed or a godown. Available space not at all sufficient. The institutional complex being scattered at three different places, controlling from one place becomes difficult. Many posts are still vacant. Lack of co-operation from the local bodies and the public in general. Hostel and hostel staff needs to be provided.

I.T.I. Chikhaldara :

Difficulties in the procurement of raw material easily affects the training.

I.T.I. Gadchiroli :

Present accommodation for the institutional complex is not at all sufficient. Most of the staff goes on leave.

Authorities from I.T.Is. Nandurbar and Junnar have arbitrarily stated that they have to face several administrative difficulties.

VII. Difficulties faced by the staff :

Difficulties faced by the staff and especially by the teaching staff have been capitulated as follows :-

I.T.I. Nandurbar :

Accommodation problem is very acute.

I.T.I. Karanjwan :

a) No medical facility in an area of about 10 kms. radius.
b) No highschool nearby;
c) No market for day to day requirements ;
d) Shortage of Kerosene and firewood ;
e) Interrupted electric supply ;
f) No contact with recent advances in the field of knowledge ;
g) No recent knowledge of market demands and trends related to the particular trades.

I.T.I. Kalwan :

Accommodation problem is very acute.

I.T.I. Chikhaldara :

Accommodation problem is very acute; Indifferent climatic conditions due to the hilly track :

I.T.I. Gadchiroli :

Accommodation problem is very ~~f~~ difficult and acute.

The Staff from I.T.Is. Vangaon and Junnar have not stated the difficulties specifically. But it has observed that most of the staff members of these I.T.Is. stay at Dahanu and Junnar which are Taluka places.

VIII. Approaching the candidates :

The Deputy Director, Vocational Education, notifies every year in June by an advertisement in local newspapers, thereby inviting applications for admissions in various Industrial Training Institutes for different trades.

Authorities from merely two I.T.Is. stated that they do approach the Tribal Development Officers and Project Officers of Integrated Tribal Development Projects for getting adequate number of tribal candidates.

Apparently authorities of the other I.T.Is. have not taken any special effort spontaneously for approaching and motivating adequate number of tribal candidates for admissions to the Industrial Training Institutes.

IX. Procedure for admission :

Admissions are granted purely on merit basis as per the rules framed by the Department of Vocational Education and Training (M.S.), Bombay. The allocation of seats reserved for candidates belonging to the Backward Classes is made as per the norms prescribed by the Government.

X. Scheduled Tribe candidates Admitted :

In order to equip the eligible tribal candidates with adequate industrial training in various standard and recognised trades, about fourteen (14) I.T.Is. have been started in the tribal sub-plan area. With a view to facilitate an adequate intake of the eligible tribal candidates, initially cent percent seats in these I.T.Is. were reserved for Scheduled Tribe candidates only. However at present 75% of the tribal seats are reserved for Scheduled Tribe candidates.

Table No.9

Institutewise position of percentage of S.T. candidates admitted from 1981-84

I.T.I.	percentage of S.T.candidates admitted			
	Aug. 1981	Aug.1982	Aug.1983	Aug1984
.1.	.2.	.3.	.4.	.5.
1. Vangaon Dahanu Dist.Thane	34.78	33.73	33.82	44.12
2. Nandurbar Dist.Dhule	-	-	-	66.96
3. Junnar, Dist.Pune	32.29	36.36	51.04	59.00
4. Karanjwan, Dindori, Dist.Nasik	-	65.56	46.84	71.77

contd..

.1.	.2.	.3.	.4.	.5.
5. Kalwan, Dist. Nashik	-	-	-	57.25
6. Chikhaldara Dist.Amravati	9.70	27.06	32.85	34.21
7. Gadchiroli	10.77	48.48	35.48	25.58

The above table indicates that the percentage of Scheduled Tribe candidates admitted in the I.T.Is. in the sample is not at all exhaustive to the level enmarked (75%) as reserved for Scheduled Tribe candidates at the I.T.Is. in Tribal Sub Plan Area.

The lowest percentage of Scheduled Tribe candidates admitted in I.T.Is. is 9.70 recorded at I.T.I.Chikhaldara during the year 1981, while the maximum corresponding percentage 71.77 recorded at I.T.I. Karanjwan during the year 1984.

Comparision of ranges of Scheduled Tribe candidates admitted in the individual I.T.Is for the period 1981-84 indicates the following picture :-

Table No. 10

Institute	%age of S.T. Candidates
1. Vangaon	33 - 44
2. Nandurbar	* (66)
3. Junnar	32 - 59
4. Karanjwan	46 - 71 (1982-84)
5. Kalwan	* (57)
6. Chikhaldara	9 - 34
7. Gadchiroli	10 - 48

*( ) - (Values in bracket indicate the values for 1984 only, hence range as such does not reflect).

The percentage of Scheduled Tribe candidates admitted in the individual I.T.Is. when considered for the year 1984, it can be observed that it is in the range of

25(Gadchiroli) - 71(Karanjwan);

(Gadchiroli 25.58, Chikhaldara 34.21, Vangaon 44.12, Kalwan 57.25, Junnar 59.00, Nandurbar 66.96, Karanjwan 71.77)

The corresponding approximate range values for the years 1981, 1982 and 1983 are as follows :-

9 (Chikhaldara) - 34 (Vangaon) . . . (1981)

(9.70 Chikhaldara; 10.77 Gadchiroli; 32.29 Junnar; 34.78 Vangaon).

27 (Chikhaldara) - 65 (Karanjwan) ... (1982)

(27.06 Chikhaldara; 33.73 Vangaon, 36.36 Junnar; 48.48 Gadchiroli; 65.56 Karanjwan)

32 (Chikhaldara) - 51 (Junnar) ... (1983)

(32.85 Chikhaldara, 33.82 Vangaon; 35.48 Gadchiroli; 46.84 Karanjwan, 51.04 Junnar)

It has also been observed that all the candidates who have been granted admission generally do not join the course.

XI. Facilities and Amenities given to the S.T. Candidates

1. Hostel

Out of the seven I.T.Is. in the sample only three I.T.Is. (Nandurbar, Junnar and Karanjwan) have hostel facility for Scheduled Tribe candidates.

Out of the remaining four institutes, two (Vangaon and Gadchiroli) have already acquired land and buildings for these institutes are under construction. It has been stated that in these upcoming institutional complexes, adequate hostel facilities have been provided.

The Institute at Kalwan has no Government land at Kalwan proper; while the institute at Chikhaldara though has a small piece of land available, construction of building will take considerable time due to certain technical and operational difficulties.

2. Monthly stipend

Students belonging to backward classes are granted a monthly stipend of Rs. 60/- and Rs. 100/- for day scholars and hostellers respectively, as per the structure of aportionment borne by the departments of Vocational Training and Social Welfare, - shown in the following table :-

Table No.11

The structure of aportionment borne by the Department of Vocational Training and Deptt. OF Social Welfare in the disbursement of Monthly stipend.

	Craftsman Training Programme	Supplementary	Total
	Deptt.of Vocational Training	Social Welfare Department	
	Rs. (p.m.)	Rs.(p.m.)	Rs.(p.m.)
Day Scholars	40/-	20/-	60/-
	-	60/-	60/-
Hostellers	40/-	60/-	100/-
	-	100/-	100/-

In addition, Bharat Petrolium Corporation Limited has introduced a Scholarship of Rs. 150/- p.m. for a few selected S.C., S.T. candidates studying in Government I.T.Is in Maharashtra State. (Candidate's qualified for this scholarship, will however stop getting Government stipend Rs. 60/- p.m.).

Candidates having parental income more than Rs. 4800/- per annum are not held eligible for this scheme of monthly stipend.

Selected and few students are granted the stipend under the "Craftsman Training Programme". Those who get Rs. 40/- p.m. under the 'CTP', are granted a supplementary grant Rs.20/- p.m. in case of day scholars and Rs.60/- p.m. in case of hostellers)by the Social Welfare Deptt. Those who do not get Rs.40/- p.m. under the 'CTP', are granted a supporting supplementary grant (Rs.60/- p.m. in case of day scholrs and Rs.100/- p.m. in case of hostellers)by the Social Welfare Department.

3. Other Amenities and facilities available

Library, Stationery, Dispensary, Uniform (for workshop), Sports and Games-equipment, Educational tour; Concession in S.T. and Railway fare.

XII) Dropouts (S.T. Candidates)

It has been already observed from table No.9, that the percentage of S.T. candidates admitted in I.T.Is. in the sample is not at all exhaustive to the level enmarked (75%) as reserved for S.T. candidates at the I.T.Is in the Tribal Sub-Plan Area.

Further it is to be noted that all the candidates who have actually joined various courses do not complete the course. Some of the candidates discontinue the courses on their own accord for various reasons, thereby leading to 'wastage'.

Table No. 12

Institute-wise position of percentage of dropouts (Scheduled Tribe Candidates)

S.No.	I.T.I.	Percentage of dropouts (%) YEAR 1981-82	1982-83	1983-84	Range (%)
1.	Vangaon, Dahanu District : Thane	14	10	25	10-25
2.	Nandhrbar, District : Dhule	- dropout not so common -			
3.	Junnar, District : Pune	30	50	53	30-53
4.	Karanjwan, Dindori District : Nasik	-	7	12	7-12
5.	Kalwan, District : Nashik	-	(about 10-15) +		10-15
6.	Chikhaldara, District : Amravati		(about 20-22) *		20-22
7.	Gadchiroli		(about 15-20) *		15-20

+ estd. in 1984

* Yearwise details not available

The above table reveals the percentage of drop-outs of Scheduled Tribe candidates enrolled in the I.T.Is. in the sample.

Only the authorities of I.T.I. Nandurbar have stated that the 'drop-out' Phenomenon was not so common in their institute. Further it has been stated that "the students are always ready to complete the training of the trades they have opted for".

As per the remaining six institutes are concerned the minimum percentage of drop-out observed is 7% at I.T.I. Karanjwan during the year 1982-83, while the corresponding maximum percentage observed is 53% at at I.T.I. Junnar during the year 1983-84.

Taking into consideration the maximum value from each range, a more clear picture is obtained -

(Table No. 13)

I.T.I.		%age of drop-outs
Karanjwan	...	12
Kalwan	...	15
Gadchiroli	...	20
Chikhaldara	...	22
Vangaon	...	25
Junnar	...	53

Some of the probable reasons attributed to the Phenomenon of "drop-outs"

(a) S.T.Candidates get Government jobs immediately ;

(b) Poor and weaker economic conditions force them to take up the job at the earliest possible opportunity.

(c) Lack of hostel accomodation.

XIII. Results (S.T. Candidates)

Among many other factors, results is one of the important factors to be taken into consideration for evaluating the performance of any training course qualitatively.

Table No. 14

Percentage of Results of Scheduled Tribe Candidates

The percentage of result which pertains to various trades has been reported by way of the 'range' as observed from year to year.

S.No.	I.T.I.	1980-81	1981-82	1982-83	1983-84
1.	Vangaon, Dahanu District: Thane	70-100	66-100	90-100	75-100
2.	Nandurbar District: Dhule	-	60-100	75-90	80-100
3.	Junnar District: Pune	-	20-72	90-100	25-100
4.	Karanjwan, Dindori, District: Nashik	-	-	45-100	20-100
5.	Kalwan, District: Nashik	-	- (New institution)		
6.	Chikhaldara, District: Amravati	-	-	66-100	50-100
7.	Gadchiroli	-	10-25	15-90	10

The above table indicates the range percentages of results for various trades opted by the S.T. candidates.

The minimum percentage is observed to be 10% in case of I.T.I. Gadchiroli for the years - 1981-82 and 1983-84.

Apart from 100% result, maximum percentage is observed to be 90% in case of -

Table No.15

I.T.I.		YEAR
Vangaon	...	1982-83 ;
Nandurbar	...	1982-83 ;
Junnar	...	1982-83 ;
Gadchiroli	...	1982-83 ;

The other percentage values observed between 10 and 90 are -

15, 20, 25,

45, 50, 60,

66, 70,

72, 75, 80

Thus it is revealed that the results of the I.T.Is. in the Tribal Sub Plan Area have not yet 'stabilised', for various reasons.

XIV. Vocational Guidance and Placement of the candidates after the completion of the course -

It was reported that, during the training period, guidance regarding the apprenticeship scheme and employment potentiality is given to the trainees in the I.T.I. Also guidance regarding the technique of facing the selection committee is given whenever felt necessary.

The trainees, after completion of their training, are directed to various industries as per the existing demands. Factories having vacancies inform the institutes, thereby the eligible candidates, are directed accordingly, Also 'factory training' or 'apprenticeship training' is arranged in certain cases.

The authorities of I.T.Is. - some times approach the industries for suitable placement of eligible trainees from their institute. In certain cases interviews are conducted in the institute itself (campus interviews).

After the declaration of final results, the list of the successful candidates is sent to the technical employment exchange(s) in the concerned jurisdiction.

However, the exact position regarding placement of the candidates after they have passed out from the institute is not known to the institutes concerned moreover because the candidates do not keep any contact whatsoever with the Institute and also there is no 'follow-up' system in the institute as such.

XV. Major common difficulties faced by the Trainees -

1. Residential Accomodation :-

At the institutes, where there are no hostels, the trainees have to face numerous difficulties and hardships -

a) It becomes an extremely difficult task for the trainees to search for residential accommodations, in the villages/townships/district headquarters (in case of I.T.I. at Gadchiroli proper), where the institutes are located.

b) No doubt, rooms are made available to the trainees who are in need, but many a times the rent is charged at a heavy market rate, which is very expensive and actually is beyond the trainees' capacity to bear.

c) In such a situation generally a single room is shared by 2 to even 5-6 trainees.

d) These trainees have to manage the kitchen completely and cook their food by themselves.

e) Had there been an hostel attached to the institute, the trainees would have been eligible for Rs.100/- p.m. as stipend. But, in such a critical situation, when the institution does not have hostel facility and whereby the trainees are forced to stay in rented residential accommodation - but get stipend only Rs. 60/- (which is not at all sufficient for maintenance including rent of the accomodation).

f) The hardships are further multiplied by the 'conditions' of the rented accomodation, which are 'rooms' merely for name sake.

2. <u>Monthly stipend</u> :-

a) Basically the amount of monthly stipend (Rs.60/- p.m. for day students and Rs.100/- p.m. for resident students) as stated by the trainees is not at all sufficient.

b) Students from institutions having no hostel facility have to forcibly stay in rental residential accomodation, thereby getting only Rs. 60/- p.m. which is certainly insufficient.

c) The amount of monthly stipend is not given in time.

3. Teachers :-

In some Institutes, there were no teachers for Mathematics, Science and Social Studies. In such cases, the students are asked to 'take down notes on their own' from the text books.

4. Text books and Library :-

Many of the trainees cannot afford to buy text books required for their trade. Also, not all the libraries attached to the I.T.Is. under Tribal Sub Plan are perfectly well equipped.

5. Health and Environment :-

a) The workshop uniforms are inadequate in quantity. The trainees are not provided with soap for washing hands - after the practicals are over.

b) In some institutes, the basic requirements such as drinking water and toilets, are not met with satisfactorily.

PART-II
CASE STUDIES

1. I.T.I. Kalwan

The present institutional complex is scattered at three different places.

About 3 acres and 22 gunthas of land has been alloted for this I.T.I. However, this land is under encroachment since last 50 years.

Another piece of land and which is suitable for the institutional complex, is in the jurisdication of village Manur (3-4 kms. from Kalwan). This piece of land belongs to the co-operative department. The oil-mill shade in this land is particularly useful for the Institute.

Proposals for building have been already submitted. The Principal of the Institute is himself taking steps for follow up of acuqiring the land alloted for the institutional complex. The Director of vocational Education has instructed the principal, that he should not take possesion of the land in a complicated situation, while under encroachment. However, the principal was observed to be optimistic as he analysed the situation stating that the chances of acquiring the concerned piece of land were considerably high as no one was likely to become landless in the transaction.

It was reported that the owners of the hired building have declined to grant permission to the Institute to make foundations for machinery and to take electric power supply.

..

Further enquiries revealed that the hired building belongs to a particular community. The former President of the concerned community had granted permission for making foundations for machinery and to take electric power supply as well. However immediately 2 months after the permission regarding the foundations for machinery and power supply was granted, a new President took over charge and he cancelled the permission granted by the previous President.

The institute was asked only to conduct classroom lectures in the building concerned. Actually accomodation with permission for workshop for practicals was of utmost necessity. Such an accomodation was acquired on 20th February, 1985. Wiring and electrical fittings were taken care of by the institute, but the power supply was waiting for the competion of technical formality of 'test report'.

The practicals of other trades (except electricians and wireman) have started since 20th February, but the practicals of trades dependent upon electric power supply were not started upto the first week of April (when the institute was actually visited). Also the institute has requested the Maharashtra State Electricity Board to make available more power supply so as to facilitate the institute to meet the demands as per the requirements of the trades.

The teachers reported that in the situation when the practicals for are welding could not be taken

(due to non-availability of power supply) merely teaching theory during classroom lecture is a very difficult and tedious task. However 8 jobs, in are welding were completed by the concerned trainees at I.T.I. Karanjwan.

The practicals for the trade of Carpentary which could not commence at the institute were completed by the trainees at I.T.I. Karanjwan between the period 18th February - 1st March 1985 during which 15 jobs were completed.

Teaching of subjects like Social studies had not commenced till the first week of April.

As many technical institutes were started during the year 1984-85, there was a heavy demand upon the supply of machinery tools and equipments. About half of the machinery was awaited in the first week of April. Inadequate quantity of machinery, tools and equipments with an added drawback of insufficient space demands the necessity of conducting the practicals in shifts.

The Project Officer of I.T.D.P. Kalwan was kind enough to spend Rs.10,000/- for the I.T.I. trainees, by providing them with bedding (including blanket) and the required books.

Books for most of the trades are available in Marathi also. The medium of instruction is Marathi, technical concepts and terms are conveniently and suitably explained in English.

The final examination being conducted by the N.C.T.V.T. on national level, the question papers are in English and Hindi. The Trainees can opt for writing the papers either in English or local language (in case of Maharashtra - Marathi). Sufficient practice of facing the examinations is given to the trainees by way of monthly tests and tutorials.

The trainees, most of whom come from 7 different tahsils (Kalwan, Baglan, Malegaon, Nandgaon, Yevala, Peth and Sinnar) are however forced to face the critical problem of accomodation as the institute does not have hostel facilities at present. There are two hostels at Kalwan, both run by Government for Scheduled Castes and Scheduled Tribe students. However the trainees in I.T.I. cannot be accomodated in these hostels due to certain technical difficulties.

It was observed that the rent for private accomodation was in the range of Rs.50/- to Rs.120/- p.m. while each trainee required Rs.80/- to Rs.150/- p.m. for food.

It was really astonishing to know that though there is a sub-treasury at Kalwan, all the financial transactions of the institute are directly dealt with by the Nashik Treasury. All these financial transactions, if routed through sub-treasury office Kalwan, much of the inconvinience would be prevented and also much of the time would be saved.

It was reported that the citizens of Kalwan proper were extremely against the nature of I.T.I. (as under Tribal Sub Plan). They demanded it to be an 'open' I.T.I. These people want to the extent of compotely disturbing the opening ceremony function. This certainly can be viewed as a sort of "ethnic" problem (we v/s. They).

2. I.T.I. Gadchiroli

The Principal of the institute, taking into consideration the percentage of Scheduled Tribe candidates in the institute, stated that the benefits of the said scheme are not being acrued by the people for whom it is being implemented. The principal further stated that he tried his level best to seek, the Project Officer's (I.T.D.P., Dhanore) and the Tribal Development Officer's (Gadchiroli) Co-operation for getting Scheduled Tribe trainees as per the prescribed quota for the I.T.Is. in Tribal Sub Plan. However, these efforts made in this regards were all but in vain.

As per the drop-outs are concerned the following trends were observed -

(a) the trainees themselves go away as a result of getting an employment, problems at home.

(b) trainees are expelled by the institute for their irregularity beyond the prescribed tolerable limits.

While discussing the point regarding the trades already covered and suggestions for new trades, the principal stated that most of the important trades were already covered.

Further he stated that instead of starting ordinary trades, emphasis should be laid upon the opening of popular trades, whereby increasing the potential for self employment.

The trainees of 'Wireman' trade stated the factual position as prevalent upto the first week of April.

- They had no Drawing instructor ;
- Theory as well as practicals were lagging behind ;
- Also mathematics for second year was lagging behind ;

The trainees of 'Motor mechanic' trade stated that they had no instructors for driving and drawing as well (upto the second forthnight of April).

In general it was observed that the students were not at all satisfied with the services available in the Library. It was stated that not many books were available in the library and there was no library hall as such.

It was indicated that there was a scarcity of tools, equipments and instruments. The trainees had to face serious problems practically every month due to delay in the payment of stipend. (In the month of April the stipend was paid on 11th April 1985.

It was observed that scarcity of drinking water was 'felt' by the trainees in the workshop.

The Principal stated that an expansion of trades as sell as units was proposed to commence in the new institutional complex under construction.

However, the Principal agreed that the opportunities for apprenticeship were very limited.

The trainees mostly come from two districts of Gadchiroli and Chandrapur. As per district Gadchiroli is concerned, the trainees came from the following tahsils Armori, Ambeshivani, Kurkheda, Chamorshi and Dhanora. Some trainees were from Gadchiroli proper.

As per the district Chandrapur is concerned, the trainees came from the following tahsils : Bhadravati, Mul, Sindevahi, Chimur, Gond Pimpri, Nagbhid, Bramhapuri. Some trainees were from Chandrapur proper.

One trainee was from Gondia, District Bhandara while another was from Tivsa, District Amravati.

These trainees are however forced to face the critical problem of accomodation as the institute does not have hostel facility. There are two hostels at Gadchiroli, both run by Government for Scheduled Caste and Scheduled Tribe students. However the trainees in I.T.I. cannot be accomodated in these hostels due to certain technical difficulties.

It was observed that the rent for private accomodation was in the range of Rs.50/- to Rs. 100/- per month while each trainee required Rs.100/- to Rs.150/- per month for food.

3. I.T.I. Chikhaldara

An array of problems were reported by the students during the visit to the said Institute :

- There was no teacher for Mathematics, upto the second fortnight of April. Thus workshop calculations were not introduced till then.
- No lectures on Social Studies.
- Equipments, tools and instruments are inadequate.
- Chikhaldara primarily being a hill station the trainees have to face the critical problem of getting accomodation.
- Rainy season is extremely troublesome with the heavy rains pouring down for 24 hours continuosly. The entire time table is thus distorted. However, the final examinations are conducted in July only.
- The students cannot afford to buy the text books.
- Books for 'Diesel Mechanic' trades are not available easily.
- Library facility is not available. So much so to the extent that many of the trainees do not know about the existence of the library. (It was revealed that the trainees were not entitled for the usage of library).
- Annual study tours are not arranged.
- Two stroke engine is not available for practicals.
- There was no electric supply in workshop thereby certain practicals cannot be performed actually. (The previous cannection was disconnected due to likelihood of possible short circuit in the rainy season).
- Workshops are spacewise inadequate.
- Basic requirements like Toilets and drinking water are not met with efficiently.
- Soap is not provided for washing hands after the practicals are over.
- Stationery is not available.

- No facility of first aid, in case of any casualities.
- No equipments and facilities for sports and games and whatever is available is not given.
- Monthly stipend is not received in time. (Stipend due on 1st April was not paid upto 15th April. The payment is postponed upto 15 - 20 even upto 25th sometimes).
- Being a hill-station, all the commodities are expensive.
- Though during rainy season heavy rains are pouring for 24 hours, there is scarcity of water in the summer season.
- Kerosene is available but with too many difficulties and at a rate of Rs.3.00 (per litre).
- Floour Mills are closed atleast for 3 days in a week, during the rainy season.

The trainees, most of whom come from different tahsils (Amravati, Varud, Daryapur, Nandgaon (Khadeshwar), Achalpur, Chandur (Bazar), Bhatkuli, Anjangaon Surdhi, Morshi, Chikhaldara, Dharni, Tiwasa, Chandur (Railway), Paratwada) are however forced to face the critical problem of accomodation as the institute does not have hostel facilities at present.

It was observed that the rent for private accomodation was in the range of Rs.50/- to Rs.200/- per month, while each trainee required Rs.150/- to 200/- per month for food

PART-III

Important and Overall observations and Discussion

It is apparent that there is an unequal and haphazard distribution of trades in various Industrial Training Institutes. Thus the staff sanctioned varies from institute to institute, depending upon the number of trades taught and the capacity of each trade.

It is observed from table Nos. 6 and 7 that certain teaching posts were vacant on 1-1-1985 in almost all the I.T.Is. in the sample. It has been stated that the teaching posts remain vacant because of the reluctance on the part of the concerned personnel to join, as they take their posting in the tribal area as a sort of punishment.

Regarding accomodation and location of the institutional complex, it was observed that in some cases the institutional complex was scattered, while in some cases the institutional complex was reported to have been located at places which were not central. In certain cases, it was observed that though the institutional complex, were centrally located, their accommodation was however unsuitable for various reasons. Also it was reported by the authorities of certain I.T.Is. that the space available to them was not at all sufficient. The owners of the building rented by Kalwan I.T.I. have been reluctant to give

permission for making foundations for machinery and taking of power supply. Chikhaldara being a hill-station, getting a good land is problematic.

Very few institutes have their own accomodation, while most of the institutes have to rely upon rented accomodations; some have already acquired Government land and the construction of the institutional complex is already in progress, while other institutes have not yet acquired Government land and those which have acquired, have not yet started with the construction of the institutional complex.

Factors such as scattered institutional complex, difficulties in procurement of raw material, Bank and treasury facilities, poor communication, interrupted power supply, non availability of Government or private land or shed or godown, insufficient space, vacancy of teaching and non-teaching posts, lack of co-operation from the local bodies and the public in general non-availability of hostel, tendency of most of the staff to go on leave - contribute to the various administrative difficulties in the I.T.Is. in the sample.

Factors such as - acute accomodation problem, lack of adequate medical facilities, no highschool nearby, no market, shortage of kerosene and firewood, interrupted power supply, no contact with recent advances in the field of knowledge and indifferent olimatic

conditions in certain regions - comprise an array of difficulties confronted with, by the staff members of the concerned institutes.

Apparently most of the authorities of the I.T.Is. do not take any special effort spontaneously for approaching and motivating adequate number of tribal candidates for admissions to the I.T.Is.

The data reveals that the percentage of Scheduled Tribe Candidates admitted in the I.T.Is. in the sample is not at all exhaustive to the level enmarked (75%) as reserved for Scheduled Tribe candidates at the I.T.Is. in Tribal Sub Plan Area.

The following facilities and amenities are given to the candidates :

(1) Hostel : Only three I.T.Is. in the sample (Nandurbar, Junnar and Karanjwan) have hostel facilities for Scheduled Tribe Candidates.

(2) Monthly stipend : The day scholars and hostellers are granted a monthly stipend of Rs.60/- and Rs.100/- respectively as per the structure of aportionment borne by the departments of vocational training and social welfare.

In the course of discussion with the candidates, it was revealed that the candidates do not get the amount of monthly stipend in time. This issue when taken up with the concerned principals it was stated

that - the bills are submitted after the month for which stipend is to be given is over, and not at the end of that particular month. The reason given for such purposive delay was that the trainees are entitled for the stipend for the number of days they are present. The exact position of the total number of days for which a particular trainee was present becomes clear only on the last day of the month. Hence the bill is delayed. But the delay in receiving the amount of stipend forces many hardships upon the candidates.

3. Other amenities and facilities comprise - Library, Stationery, Dispensary, Uniform (for workshop), Sports and Games equipment, Educational tour, concession in Scheduled Tribe and Railway fare, etc.

As per the drop-out percentage is concerned, the minimum (7%) is observed at I.T.I. Karanjwan during the year 1982-83, while the maximum (53%) is observed at I.T.I., Junnar during the year 1983-84.

As per the results are concerned, it is observed that the results of the I.T.Is. in the Tribal Sub Plan Area have not yet 'stabilised', due to various factors.

It was reported that the candidates are imparted vocational guidance and also offered apprenticeship and placement as per suitability and availability. However the exact position regarding the placement of the candidates after they have passed out from the institute is not known to be institutes concerned.

The major common difficulties faced by the trainees in the I.T.Is. in the sample broadly belong to the domain of - residential accomodation; monthly stipend; treachers text books and library and health and environment.

PART-IV

Discussion, Suggestions & Recommendations and Conclusion

1. Institutional Complex

A time-bound programme for a period of 5 - 7 years needs to be undertaken, during which a full-fledged institutional complex should necessarily come up. Such a full-fledged institutional complex should invariably comprise - administrative blocks, lecture halls, adequate and spacious workshops, library, common-room for teachers as well as students, space and facilities for indoor and outdoor games, staff quarters and students' hostel.

Care should be taken to see that the workshops of all the trades concerned as well equipped with the necessary machinery and raw-material.

2. Vacancy for Teaching Posts

This acute problem can be partially solved by the staff members for a tenure of 1 - 2 years on a rotation basis in the institutions in remote areas.

3. Percentage of tribal candidates admitted

The fact that - the percentage of Scheduled Tribe candidates admitted in the I.T.Is in the Sub-Plan Area is not at all exhaustive to the level enmarked (75%) - demands joint efforts by the principals of the concerned I.T.Is. Tribal Development Officers, Project Officers of Integrated Tribal Development Projects and Sub-Regional managers of Tribal Development Corporation.

If these officers operate with a close coordination in this regard , there should be no difficulty whatsoever in getting the required percentage of Scheduled Tribes' candidates on roll.

4. Facilities and Amenities

Arrangements for free lodging and boarding in all the I.T.Is in the Tribal Sub Plan Area are necessary to help the genuine candidates in completing their training. Each trainee should be given stationary and necessary tools and equipments free of charge, every year.

5. Minimising the Drop-out percentage

This can be minimised to an optimum extent by a multi-faceted attempt.

a) Arrangements for free lodging and boarding should be invariably made;

b) Enhancement of the monthly stipend (atleast upto Rs.200/- p.m.) (In case the candidates are provided with free lodging and boarding stipend need not be given).

c) Introducing more popular and applied trades.

d) Vocational guidance, counselling and helping in placement for apprenticeship/N.C.T.V.T.; job or self employment.

e) Before any candidate is recommended for undergoing the industrial training - his basic aptitude should be necessarily checked.

f) If the candidates admitted to the I.T.Is are really screened aptitudewise, then their names in the employment cells of Tribal Development Corporations, Project Officers of Integrated Tribal Development Projects; Sub-regional Managers of Tribal Development Corporation should be temporarily (till the candidate completes his/her training or is studying in the I.T.I.) deleted from the list of job-seekers.

6. Getting stabilised results

Complete and satisfactory fulfilment of many requirements such as - an institutional complex with optimum infrastructure, staff workshop well-equipped with machinery and raw-material, well equipped library and a book bank and attitude and aptitude of the candidates are of utmost necessity for getting stabilised results.

7. Vocational guidance, counselling and helping in placement for apprenticeship/N.C.T.V.T.; jobs or self-employment - is of vital importance and can be done in close co-ordination between the principals of I.T.Is,

Project Officers of Integrated Tribal Development Projects; authorities from District Industries Centre, and Employment Officer from (Industrial) Employment Exchange.

8. Disbursement of Monthly Stipend

In the course of discussion with the candidates it was revealed that the candidates do not get amount of monthly stipend in time. This situation can be very well averted by submitting the stipend bill well in advance (alongwith the pay bills of the staff).

The bill should be prepared on the basis that the students (eligible for stipend) were present on all the working days, i.e. the bill should be drawn for complete amount. While the bill is in process at the treasury/sub treasury - the position of the total number of days for which the concerned candidates were present will be clear and the amount to be deducted can thus be calculated. When the cash is received, only the amount liable to each candidate should be paid, and the balance should be refunded to the treasury.

9. Library and Book Banks

As many of the trainees cannot afford to buy text-books each and every I.T.I., in the tribal sub plan area should be well equipped with a library and book bank. The Project Officers of Integrated Tribal Development Projects can facilitate the setting up of book banks in the Integrated Tribal Development Projects in their jurisdiction, by utilizing some portion from the Nucleus Budget.

10. Health, Environment & Safety

The authorities need to be keen and vigilant as per the Health, Environment and Safety are concerned.

a) The trainees should be provided with uniforms in the workshop.

b) They should be provided with soap for washing hands after the practicals are over.

c) The basic requirements such as drinking water, and toilets need to be met with satisfactorily.

d) The institutes should be well-equipped with first aid measures in case of emergencies and casualties.

At this point it is felt necessary to take a note of the disparity in the upper limit of annual income (parental) for the purpose of granting of stipend to trainees to I.T.I. and for the students availing the benefit of post-S.S.C. Scholarship (Rs.4800/- & Rs.10,000 per year respectively).

There is, therefore an urgent need to remove this disparity and have an uniformity in the upper limit of the annual income (Parent) for the purpose of stipends in I.T.Is. as well as the post S.S.C. Scholarships.

The I.T.Is in the Tribal Sub Plan Area should be linked up with the industries in adjoining region. This would further demand the necessity of considering the trades which would be required, taking into consideration the requirements of the industries in the adjoining region.

Of the total trades taught at the I.T.Is. in the Tribal Sub Plan Area, two-third should be those trades which have a potential of generating employment avenues while the remaining one third should be those trades which have a potential of generating self employment. As per the trades with potential of generating self employment are concerned, more preference should be given to the 'Service/Repairing' trades in the domain of electricals; agricultural implements; electric motors; oil engines; tractors; and tube-wells/borewells.

Also a careful thought needs to be given for starting some un-recognised/unconventional trades (such as basketary, bamboo work, making of wooden toys and arts & crafts) of short duration (3-6 months). Master craftsmen in the respective trades should be appointed as instructors and the trainees admitted should be given a stipend of atleast Rs.200/- p.m.

Taking into consideration the situation of energy resources in the tribal area, the I.T.Is. in the Tribal Sub-Plan Areas should become the focal points for dissemination of information and demonstrating the useful applications of the 'unconventional resources of energy' in daily life. This can be done with the help of the trainees in the area concerned and would certainly add positively to the development of the tribal area.

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