

Employment Generation Through Ngos: A Study Of CYMA Skill Development Programme, Mizoram

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ABSTRACT: According to statistic revealed by Economic survey Mizoram 2014-2015, the number of educated job seekers who are registered at the 4 employment exchange office in Mizoram is 37,944. Out of this, 9845 are under the category of HSSLC and 12,582 are under the category below HSSLC and 15,517 are under the category above HSSLC. The issue of unemployment has been a major concern for policy makers in the State. There are various evidences that NGOs play an important role by facilitating skill development either independently or through collaboration with various sponsors like banks, government institutions etc. The study attempts to evaluate the impact of the Skill Development Training by Central YMA in creation of employment and generation of income. The study found that the trainees' employment and income increases with acquisition of new skills.

KEYWORDS: Skill development, Non-Government Organisation, Central Young Mizo Association

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I. INTRODUCTION

The problem of unemployment is a major problem in the country. Mizoram is also faced with the problem of unemployment. Skill development and capacity building is an important factor that contribute to employment generation. There are various evidences that NGOs play an important role by facilitating skill development either independently or through collaboration with various sponsors like banks, government institutions etc. NGOs have been used by various agencies to meet the objectives of overall development of the State in Mizoram. Mizoram is a State which have huge network of NGOs ,the community involvement for enabling development of the society in numerous areas are carried out through the initiative of NGOs in the State.

II. STATEMENT OF THE PROBLEM

Mizoram is faced with the problem of unemployment. While reducing unemployment continued to be major thrust of developmental planning, growing unemployment problem still remains an alarming feature of the state. Job seekers have been increasing over the years and there is a persistent problem of unemployment among the educated youths. According to statistic revealed by Economic survey Mizoram 2014-2015, the number of educated job seekers who are registered at the 4 employment exchange office in Mizoram is 37,944. Out of this, 9845 are under the category of HSSLC and 12,582 are under the category below HSSLC and 15,517 are under the category above HSSLC. The issue of unemployment has been a major concern for policy makers in the State. There is a need therefore, to build capacity for job creation.

III. OBJECTIVES OF THE STUDY

- To evaluate the impact of the Skill Development Training by Central YMA in creation of employment and generation of income.

IV. SIGNIFICANCE AND SCOPE OF THE STUDY

The purpose of this study is to learn the contribution of NGO towards generating of employment and building the development of the state by the means of skilled labour job generation. Since Mizoram is a State which have a huge labour force as well as high rate of unemployment. So, this research is necessary to find the work availability and opportunity in Mizoram that has is needed to be fulfilled bybuilding skill set and development of the State.

This research is confined to the trainees of cement work held by the “Central Young Mizo Association” and to find out how this training have built up their potentiality in terms of employment and income generation. This research evaluates the benefits obtained by trainees by measuring their income generation and the regularity of their work by comparing their employment and income before and after acquiring these set of

skills. This study focus only the Mizo Residents who are the member of YMA and the permanent residents of Mizoram who completed the whole training process. . The study covers the training conducted from the year 1999 – 2014 as the data after 2015 cannot be yet handed out by the Central YMA.

V. RESEARCH METHODOLOGY

Sample Size

For the present study, all the 720 persons who had undergone the training on cement works from 1999-2015 form the population of this research. The sample size taken was 127 trainees with confidence level of 95% and confidence interval of 8.

Method of Data Collection

The instrument for data collection in this study was structured questionnaire including both factual and opinion related questions and it was gathered through telephonic interview. Random sampling method was employed to select the 127 trainees. Therespondents were called at their free time so that they can answer the question without any pressure or hesitation.

Tools of analysis

The data collected from primary sources were verified, edited, classified, coded, tabulated, and processed. Microsoft Excel, Statistical Package for the Social Sciences (SPSS) version 20 was used for the valuation.

HYPOTHESIS

- There was significant change in employment and income of members after joining the programme

Brief profile of Young Mizo Association (YMA):

The Young Mizo Association (YMA) is the largest and most comprehensive non-profit, secular and nongovernmental organisation of the Mizo people. It was established on 15 June 1935, originally as the Young Lushai Association (YLA), which was later replaced with the "Young Mizo Association" in 1947. It was initiated by the Welsh Christian missionaries who understood the need of cultural conservation of the Mizo tribe, who were under pressure of political and social modernisations. It was registered as SR No. 4 of 1977 under Indian Societies Registration Act (XXI of 1860) on 14 May 1977 to the Government of Mizoram. YMA. ("Profile of YMA" centralyma.org.in. Central Young Mizo Association. Retrieved 2013-06-02)

SKILL DEVELOPMENT PROGRAMME OF CYMA:

The skill development programme of Central YMA till date have been carried out by working with different Government Departments. The Last batch were given training under the aid of Mizoram Youth Commission. The type of skill trainings imparted were: 1) Cement Work, 2) Glazed tiles (Floor Tiling) and 3) Aluminium fabrication. This programme was started from the year 1999 at the Central YMA Compound with the first batch consisting of 31 trainees in the field of Cement works. The study covers the training conducted from the year 1999 – 2014 as the data after 2015 cannot be yet handed out by the Central YMA. The first Glazed tiles training was given on the 12th – 28th of August, 2014 at the Central YMA Compound where a number of 21 person have attended this training. The first Aluminium training was given on 10th – 13th March, 2015 to 36 trainees at the Central YMA Compound. The training was open for only the members of Young Mizo Association.

The list of training on cement works conducted by Central YMA are given below:

Table 1: Training conducted for the year 1999 - 2014

Sl. No.	Date	Nature of training	Venue	No. of trainees
1.	1999	Cement work	CYMA Compound	31
2.	8 th – 18 th July, 2001	Cement work	CYMA Compound	34
3.	19 th – 30 th August, 2013	Cement work	ITI Compound	36
4.	9 th – 26 th September, 2013	Cement work	ITI Compound	24
5.	a) 17 th Sept – 4 th Oct, 2013	Cement work	CYMA Compound	68
6	b) 17 th Sept – 4 th Oct, 2013	Cement work	MFM Compound	37
7	1 st – 11 th Oct, 2013	Cement work	ITI Compound	26
8	8 th – 24 th Oct, 2013	Cement work	CYMA Compound	46
9	30 th Sept – 11 th Oct, 2013	Cement work	ATI Compound	39
10	8 th – 24 th Oct, 2013	Cement work	MFM Compound	24
11	a) 5 th – 21 st Nov, 2013	Cement work	CYMA Compound	39
12	b) 5 th – 21 st Nov, 2013	Cement work	ATI Compound	19
13	c) 5 th – 21 st Nov, 2013	Cement work	MFM Compound	25
14	23 rd Jan – 8 th Feb, 2014	Cement work	CYMA Compound	25
15	a) 25 th Feb – 14 th March, 2014	Cement work	CYMA Compound	38

16	b) 25 th Feb – 14 th March, 2014	Cement work	MFM Compound	29
17	7 th – 23 rd May, 2014	Cement work	CYMA Compound	46
18	a) 27 th May – 12 th June, 2014	Cement work	CYMA Compound	71
19	b) 27 th May – 12 th June, 2014	Cement work	MFM Compound	32
20	a) 8 th – 31 st July, 2014	Cement work	CYMA Compound	53
21	b) 8 th – 31 st July, 2014	Cement work	MFM Compound	49
	Total			720

Source: Primary Data

Empirical analysis of primary Data:

Socio- Demographic profile of respondents:

The demographic profile of the respondents is given in the following tables and graphs.

Table 2: Socio-demographic profile of Respondents

Age of respondents	No. of respondents in percentage(%)
Below 20	5.1
20-30	43.9
31-40	39.8
41-50	9.2
Above 50	2.0
Total	100.0
Gender of respondents	No. of respondents in percentage(%)
Male	100
Female	-
Marital Status of respondents	No. of respondents in percentage(%)
Married	54.1
Unmarried	45.9
Total	100.0
Educational qualification of respondents	No. of respondents in percentage(%)
Below Class XII	81.6
Class XII	12.2
Graduate	6.1
Post Graduate	-
Total	100
Family Size of respondents	No. of respondents in percentage(%)
Less than 3	2.0
3-5	57.1
More than 5	39.8
None	1.0
Total	100.0
Other Source of Income	No. of respondents in percentage(%)
Yes	48
No	52
Total	100

Source: Primary Data

- Most of the trainees were between 20 years to 40 years
- All the respondents were male.
- 54.1 percent of the respondents were married; 45.9 percent of the respondents were unmarried.
- 81.6 percent of respondents were below HSSLC, 12.2 percent of respondents have completed 10+2 or intermediate level education and 6.1 percent of respondents were graduates;
- Majority of the respondents have family size of 3 to 5 members
- 48 percent of respondents have multiple source of income from family members while 52 percent of respondents are sole income earners for their family.

Impact of the Training Programme

The impact assessment of skill development training programme on generating employment and income of the trainees is done by taking into account the employment and income status before training and comparing it with their status after completing training.

Table 3: Gain from training

Gain from training	No. of respondents in percentage(%)
Yes	91.8
No	7.1
Don't know	1.0
Total	100.0

Source: Primary Data

Table 3 shows the perception and opinion of the respondents. It can be inferred that 91.8 percent of respondents gain from the skill development programme while 7.1 percent of respondents did not gain from the training and 1 percent of respondents have no idea about it.

Table 4 : Working Days of Respondents before and after Training:

Working Days	No. of respondents before training in Percentage	No. of respondents after training in Percentage
1-2 per week	1.0	0
2-3 per week	4.1	2.0
3-4 per week	7.1	6.1
4-5 per week	22.4	31.6
5-6 per week	25.5	34.7
None	39.8	25.5
Total	100.0	100.0

Table4 reveals the working days of the respondents increases afteracquiring new skills. It can be inferred from the above table that the number of working days have increase after completing the training with the number of unemployed decreasing from 39.8% to 25.5%. The number of trainees who work 4 to 5 days a week increases from 22.4% to 31.6% and those working 5 to 6 days per week increases from 25.5% to 34.7% .

To test the research hypothesis and validate the research finding that there was indeed a significant increase in employment after completion of training, t-test was employed at 95% level of significance.

Hypothesis Testing

Null Hypothesis (Ho): There was no significant increase in employment of members after joining the programme

Alternative Hypothesis (Ha): There was significant increase in employment of members after joining the programme

Table 5:t-test on employment of respondents before and after Training

Paired Samples Test

	Paired Differences					t	Df	Sig. (2-tailed)
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower	Upper			
Pair 1 Employment Before– Employment After	.21429	.45972	.04644	.12212	.30645	4.614	97	.000

Statistical tool used: SPSS

The t value at 4.614 is greater than the critical value of 1.96 and the p value at 0.000 < 0.05 therefore, Ho is rejected and Ha is accepted. Thus, it can be concluded that there was a significant improvement in employment of members after joining the programme.

Table6: Starting up of private business after the traning

Own Business	Percent
Yes	16.3
No	83.7
Total	100.0

Source: Primary Data

16.3 percent of respondents have started their own business

Table 7:Creating employment for other or train other

Train other	Percent
Yes	22.4%
No	77.6%
Total	100.0

Source: Primary Data

The table shows that 22.4 percent of respondents have employees under them thus, creating employment for others.

Table 8 :Monthly Income of Respondents Before and after Training

Monthly Income (in Rs.)	No. of respondents before training in percentage	No. of respondents after training in percentage
No regular Income	44%	23.4%
Below 5000	19%	5.1%
5000-10,000	31%	46%
10,001 – 15,000	3%	19.4%
15,001 – 20,000	2%	4.1%
20,001 – 25,000	1%	2%

Source: Primary Data

It can be inferred from the above table that those respondents with no regular monthly income have fallen from 44% before training to 23.4% after training. The monthly income of the respondents who are earning Rs.5000-Rs.10,000 have also increase from 31% before training to 46% after training and those earning Rs.10,001 – Rs.15,000 increase from 3% before training to 19.4% after training.

To test the research hypothesis and validate the research finding that there was indeed a significant improvement in income after training, t-test was employed at 95% level of significance.

Hypothesis Testing:

Null Hypothesis (Ho): There was no significant increase in income of members after joining the programme

Alternative Hypothesis (Ha): There was significant increase in income of members after joining the programme

Table9:t-test on the income before and after training

Paired Samples Test

	Paired Differences						T	df	Sig. (2-tailed)
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference					
				Lower	Upper				
Pair 1 Income Before – Income After	2.89796	10.32612	1.04310	.82770	4.96821	2.778	97	.007	

Statistical tool used:SPSS

The t value at 2.778 is greater than the critical value of 1.96 and the p value at 0.007 < 0.05 therefore, Ho is rejected and Ha is accepted. Thus, it can be concluded that there was a significant improvement in income of members after joining the programme.

Table 10: Respondents perception on the fulfilment of work gap by the current skilled labour

Perception	No. of respondents	Percent
Yes	6	6.1
No	92	93.9
Total	98	100.0

Source: Primary Data

6.1 percent of respondents believe that the work gap can be fulfilled by the current workforce while 93.9 percent of respondents thinks that the work gap is not likely to be fulfilled by the current workforce of Skilled labour.

Table 11:Perception of respondents towards the need for Skill Development

Perception	No. of respondents	Percent
Yes	96	98.0
No idea	2	2.0
Total	98	100.0

Source: Primary Data

98 percent of respondents are of the opinion that more skill development programme should be encouraged

SUMMARY OF MAJOR FINDINGS:

The major findings of the study is summarised as follows:

Socio-demographic profile:

- The study found that all the respondents were Male with majority of them within the age group 20 to 40 years.The educational qualification for majority of the respondents were below HSSLC, most were married and have family size of 3 to 5 members.48 percent of respondents have another source of income from family

member such as their wife, children, parents or other family members; while 52 percent of respondents are the sole earners for their family.

Impact of the programme on the trainees

- The study found that training was given in three different specializations, such as 1) Cement work 2) Glazed tiles laying and 3) Aluminium fabrication. From these set of skills, majority of trainees are enrolled under cement work. It is found that most of the respondents believed the training to be very useful for them because with their new skills, they get more employment.
- The study found that the employment percentage of respondents increases after attending the training. The number of respondents without employment falls from 41.8% to 20.4 % after training.
- The study reveals that 16.3% of respondents have started their own business after the training
- The study found that those respondents with no regular monthly income has fallen from 44% before training to 23.4% after training. The monthly income of the respondents who are earning Rs.5000- Rs.10,000 have also increase from 31% before training to 46% after training and those earning Rs.10,001 – Rs.15,000 increase from 3% before training to 19.4% after training.

Suggestions:

- As the training programme was very beneficial for the respondents, it is suggested that more awareness must be made about the Skill Development programme so as to encourage more enrolment.
- More NGOs should be involved by the government and financial institutions in promoting skill development programme

VI. CONCLUSION

It may be concluded that the skill development programme by the Central Young Mizo Association have a great impact on generation of employment and income of the trainees. More skill development programmes should be encouraged so that unemployed unskilled poor of the state can master different set of skills and have a stable livelihood. This type of training could help them to generate a stable job and a reliable source of income. We may say that this programme is an important effort that reaches the blue collar worker and creates a significant role in the building up of an economy.

From the study, it was found out that the respondents believed that the gap between the demand and the supply of skilled labour is not likely to be fulfilled by the current skilled labour force. Thus, it is suggested that more awareness must be given towards skill development so that Mizoram can use its own human resources rather than outsourcing human resources from the neighbouring States.

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