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Rediscovering Dying Indian Skills for Optimistic Marginalized Youth

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Abstract

Rediscovering dying skills demands a visionary plan and an optimistic outlook with systematic engineering of needs and their utility for society is the objective of this article. Focus is given on the heads of need for revival, self-reliance, the relationship between village and city, economic stability, modernization of dying skills, shifting paradigm on thinking, and standard recognition of past to future on the reviewed literature. A model was developed for making a path of analysis and experimentation in the future. The skills of traditional products should be discovered within the available resources in society and culture. Traditional techniques, methods, and methodology should be part of the higher education curriculum and recognized with the independent identity of the certificate, diploma, graduation, post-graduation, and research. Ethnic study and link with the market to the industry should be planned in the centers of higher education. More emphasis should be given to skill development than the knowledge-centric paradigm. Youths who are not streamlining in development (marginalized youth) and still waiting their turn for life management with growth and development may link with modern India. The dreams of the youth of the remote area should be changed in reality by the active involvement and participative management of traditional knowledge to modern skilling. Government policy should be quality-centric and planning should put emphasis on efforts of this line of direction “work for all” (har hath ko kam) and thinking of reality with nature (Prakrit ke sath). This effort would help for minimization in the unemployment ratio (the gap between job demand and job supply). An entrepreneurship mindset would be developed in youth. So they will not only be mechanized with the skill for self-employment but they will also be recognized with job providers.

Keywords

Dying skills, Traditional techniques, Marginalized youths, Self-reliance

Introduction

Rediscovering dying skills has importance at self-reliance on the family professional skill, promotion of entrepreneur professions for financial empowering, and addresses the quality promotion for interstate marketing to market management at the international level. Skill is power for action and force to drive national development. The central idea of the International Labour Organization (ILO) is also based on this philosophy. It has focussed on "Education, vocational training and lifelong learning are central pillars of employability, employment of workers, and sustainable enterprise development" (FICCI, 2016 report) for national development. In 1956, the government of India was visualized on the organized industrial development, and Indian Industrial policy was approved by parliament. The local market of products was ignored by the public and targeted on the commercial products by the mechanical process, which was comparative fine and more presentable to the home-make products. Migrations of skilled and unskilled labours were started for a stable job and future security. Rural project appraisal of India and researches of Mukherjee, Amitava (1995), Abigail Burt (2016), , FICCI report 2016, 12th

Five Years Plan (FYP) , National Rural Livelihood Mission (NRLM) , Self Help Groups(SHGs) scheme are some of the important document for revisit to revive the dying skills. The contribution of the researchers like Akpomovie (2011), Tristram (1977), Akpomovie (2011), Okon (1991), Peter Strawson (1987), Benidict (2011), Chaudhari (2010), Stasz (2001), Singh and Gera (2015), Benjamin , Klein , Steedle, Zahner, Elliot and Patterso (2012 / 2015), Biggs (1999), Candy, Crebert, G., & O'Leary (1994) Gibbs (1992) Ramsden (1992) are related to the areas of traditional technology, marketing system, and economic plan have stimulated to resurrect past.

Indian skills parameters have been divided into two parameters; the first is the heritage skills with available raw materials and second borrowed skills based on learning from opportunity. 'Vocal for Local' slogan of Prime Minister Mr Narendra Modi is now focusing on the first. The global knowledge input has been found in the second mechanism. The central issue of this article stimulates the youths for rethinking the traditional knowledge, skills, and use of available resources for regeneration of the lost for the present need. For example, the plastic cup may be replaced by *kullhad* (clay cup). The skills of *kumhaars* (potters) were silently ignored and ultimately died. With the death of many such skills, skilled workers became parasites or labor of entrepreneurs and isolated from the masses. Their search for secondary resources of survival is due to frustration. If such skills will be recovered and the Government of India (GOI) vision for accommodation with MSMEs will be successful, it may be ensured that the slogan of vocal for local will be visualized and no crisis would be for migrated jobless skilled or unskilled labors. 'Need generates discovery' is an established philosophy from the origin of the world. The world is suffering from crises at all corners due to Pandemic -19. This natural or manmade disaster demanded skills for crisis management and it is expected to an optimistic population to convert crisis into opportunity. It helps on two sides; the use of indigenous skills for immediate survival and marketing for improvement of economic conditions. They may prepare for an entrepreneur not to think like a worker.

It is estimated that 62% population is under the category of the working population represented 25-29 years of age. As per the report, approximately 54% is at the age group of the 25 years¹. The Sample Registration System (SRS) report is different. As per this report, 66% population of India is in working position having age group 15-59 years. Some states position is different as Andhra and Telangana states have 70% but Bihar status is 60% of the total population². Lack of organized state policy is the cause of migration was started and now migrate labour re-backs on their birthplace from the Alma matter. It is a great challenge to the policy designer to implementers for providing job opportunities to these unskilled, semiskilled, or skilled populations for the minimum level of survival. Wage-linked jobs have not been available in their environment as should be. Skilled labours have engaged in unskilled works for survival. Lack of frustration management and misdirection may be the impact of unexpected outcomes. Revisit the traditional skills and their marketing is the only hope for self-reliance.

The survival crises will lead to two directions, the first drives for crime and the second direct frustration to suicide. The job gap ratio is a major factor in these directions. Industrialization and indigenization are two major sources for the minimization of the gaps. Industrialization is a long term project and required huge funds and skills but indigenization actions can be possible with minimum efforts, our immediate planning to action should be on indigenization. Government of India plan for promotion of the Micro, Small and Medium Enterprises (MSME) is the flagship program for organizational development to employment generation. If MSMEs operation will transfer on-ground reality level and design a plan with the skill for local resources and financing with banks for production to the promotion then dying skills may be revived for feeding the marginalized and larger community youths. Some experiments of Indian governments are successful as Madhubani painting of Bihar, Bamboo products of Assam, Banarasi Sari of Uttar Pradesh, etc.

The information technology has influenced the market and Indian products that were internationally recognized in the 19th century have lost their market value at the end of the 19th century. The major cause of degradation and poor demand is cost-effective and fashion representing technology. The survival rates of manufacturers were going down and products slowly disappeared from the markets. The economically handicapped and socially high esteem skilled workers either shifted their business or searched employment as per their needs and limitations. The skilled hands became parasites and challenges emerged in their life perspectives.

Objective

Resurrect indigenous skills and suggest an action plan for marginalized youth and others.

¹ Overview Of India's Evolving Skill Development Landscape, 2016

² Source: The Times of India, July 5, 2020, p. 1

Hypothesis

If a systematic plan of the revived skills and methodology will be implemented by the government or non-government organization then the possibility would be to resolve the employment crisis of the marginalized youth and others.

Method

Micro-analysis of the availability of the resources under the heads of needs of revival, self-reliance, the relationship between village and city, economic stability, modernization of dying skills, shifting paradigm of approaches, and standard recognition of past to future have done for the utility of the masses. The sources of information are library materials.

Procedures

A model has been developed for technical guidance as well as an experiment in the future for the preparation of roadmap and technical evaluation of outcomes. Structure of the model is given:

Proposed Model for Revival to Establishment of Dying objects

It is a proposed experimental model that is divided into two parts, the first is resource generation, and second related to the utilization of the resources for revival and production. The step –to step analysis of first part begins from sampling and end at skill training. The rest are the parts of the second objective. The selection of small villages and experimental subjects should be unemployed but visionary for development with local resources. The feedback of the outcome should be re-experimented for validation and confirmation of the reliability.

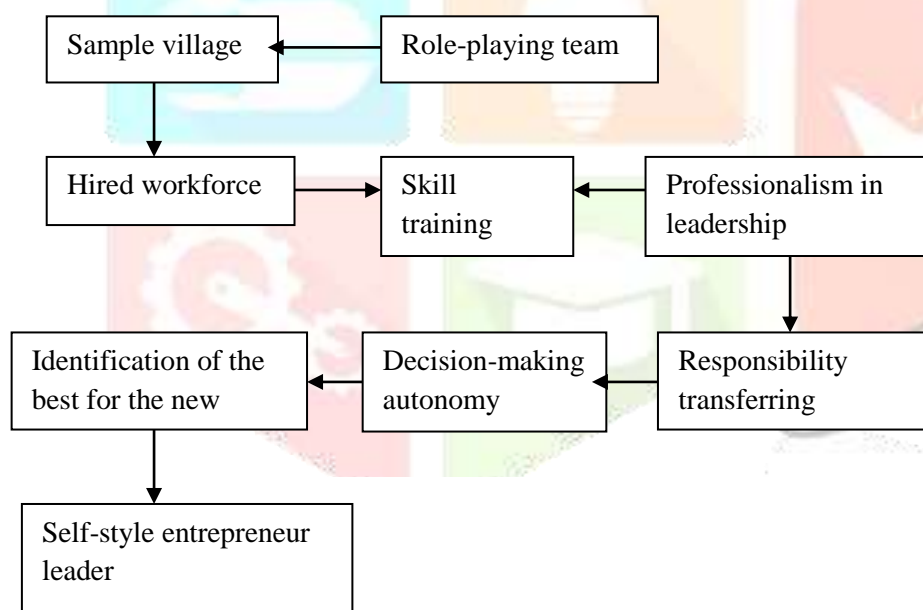


Figure 1: A proposed experimental model

Analysis and explanation of the proposed experimental design elements

Sample village is defined in terms of land, resources, and workforce (25 to 59 years population). The sample should be representing a particular village (defined by revenue record). The role-playing team means a skilled and professional team. This team should be technically skilled in their profession. No need to select from the available human resource of the local area. The role-playing team should be constituted from the population of skilled manpower and vision of the quality outcomes. Limit to the local boundary should be exempted from the role-playing team. The maximum workforce must be from the local community but compromise and ignorance should be avoided at the experimental. Some investments should be required to hire the workforce. The local workforce should be motivated to share and care about the work and improve the skill for the plan. The hire workforce would be mixed with skilled hired workforce and unskilled or semi-skilled human workforce. The mission will not be completed without indigenous resources, for this objective an independent plan should be

designed for training and skilling local human resources. This task should be simultaneous and workforces for improvement of speed of works may be utilized interchangeably as on-job training to chain training.

Professionalism in leadership is the essential and most important component of this model. It may be defined as a nucleus of an atom. The vision of a leader must be on the construct-goal Association (CGA). GGA means what is the mission and how to achieve it. It forces to leaders for departmental readiness. The comprehensive literature review has pointed out that a professional leader must with a proactive trait, skilled with diversity in issues handling, transparent succession plan. These three potential should be a person who will take responsibility to handle such a project. The policy of appointment should be production centric, not person-centric. The person-centric mission would be meaningless in this approach. McCall and Hollenbeck (2007) have pointed out during identification of the professionalism in the leader must be cared on some specific points as; that a leader should be challenge centric not only competence oriented, the person should have the experiences not knowledgeable of the program, the capacity to exercise the experiences, people organizing capacity as per need, helping attitude as per past experiences. These features indicated that the leader is the center point for this exercise.

Responsibility transferring is the role of transferring with good faith and confidence in the leadership potential. Who can be responsible and why? For a responsible person, search vision plan of the working team must be concentrated on the quality of the person that should be with all-round success with the potential to prepare the second line working force, other factors like honesty, integrity, accountability, specialized knowledge, competency, and feel of parts of the system not only an employee also are included in responsible person. Only a self-regulation drive person can do this job. According to Sartre (1943) and Yalom (1980) responsibility is a kind of reality, to be fully responsible for yourself, be indisputable to consciousness. For a responsible person revival of any object is not only revive the object but the revived object will face the challenges from two sides, the first is revive of the dying object with present needs and second, the revived object should be potential with faced to challenges of the exits market. In Kelley (1998) view responsibility seeking person is not only thought on "How do the job right? -but what is the right job to do?" Responsibility with 'emotion and will' a concept was given by Bain in 1889. With review and analysis of facts of responsibility, a conclusion may be drawn that responsibility is often called, but not analyzed. This philosophical to operational concept of the responsibility stimulates to planner and designer of the task, if the responsibility will transfer on any person then it ensured that a person should not have visible responsibility but productive responsible with the concentration of quality and quantity is in their part of life. If choice will be given to select in between quality and quantity to a responsible person, preference should be concentrated on quality, not on quantity.

Decision-making autonomy is guiding rules for works and all will be covered under the approved rules. These rules should have emerged from their soil. Borrowed thought principles or ideas may help for the achievement of the shortest plan but long term goals will be questionable. The revival of dying skill is not the simplest task and immediate goal achievement paradigm but its effects would be long term and the nation would be beneficiary for the same. A policy was framed by the Government of India in 2017.³ According to this policy revival of the dying skill is by adaptation of the policy principles as the focus will be given on socio-economic condition of the handicraft practitioners, economically viable facility growth of craft-based business, focus on capacity development and provide the opportunity for market promotion, develop an effective model for financial and administrative structure facilitation (bureaucratic and diplomatic interferences should be minimized. Long term policy for product promotion and last is focused on documentation and conservation of traditional knowledge and skills. The decision-making autonomy should also be governed by the fashion and preferences of the public, ignorance to this would be a risk for survival. The mission should be beyond this slogan "fashion and longevity cannot be together". Revival decision making autonomy should be concentrated on the value of money and impression management principle of the public.

The identification of best for the new project is the innovation among the available. No one can discover each dying object in once a time but the visionary person has prepared a list and makes the hierarchy for discovering and marketing. The economic profitability and employment should be on the top priority. For the best selection, a constructive approach may be used as a tool. Constructivism is a theory, depends on the construct knowledge and experiences. It promoted with a pedagogical approach by doing or active learning. Passive receiving of knowledge and skill cannot help for a constructive approach but active participation with knowledge construction would be an instrument for creative discovery. Some fundamental principles can help to prepare a list

³ Source: Ministry of Textiles, Govt. of India, 2017, Prepared by All India Artisans and Craftworkers Welfare Association (AIACA).

of hierarchy of the object that is visible but not available for use or practice; clarity in goal, curiosity, and engagement, understanding of the material, looking with a different perspective, inspire with innovation.

A self-styled entrepreneur is the character of the cognitive creative person, who has interested in the action of relative innovation. Relative innovation means something is required but missing in the system. If it would be invented it may add in the life of the public and change the thinking of reality and lifestyle. Dying objects are not new things but these were but today due to lack of utility disappeared and skills of the skilled persons are abandoned. An entrepreneur may design the plan with the target of skilled have and skill to be created population. Skilled have persons are required for recognition and motivation for re-orientation of their potentials like the fine design on wood, embroidery works, pottery works, and many more local needs objects for the local market to the national market. The learner should be associated with skilled persons and trained them for the experiment in existing or as per national to an international market. It will cover the global market and leaders to workers will be recharged with skilled potential that is known as *Hunar* (skill for work). Many experiments in this field are going on with the efforts of the government but not enough.

Results

The following outcomes of the literature review under the heads of need for revival, self-reliance, the relationship between village and city, economic stability, modernization of dying skills, shifting paradigm on thinking, and standard recognition of past to future and application the proposed model have been found:

1. The relevance of the traditional methods, technologies, and utility objects has importance in our life. Investigation and researches in this field highlighted that the unused had lost. Rural unemployment is a major issue of the government of India and maybe a world scenario. Many experiments for opportunity generation of the employments were enforced in the past but they are not supporting mission *Har hath kom* (work for all). 'Vocal for local' a slogan of PM of India Mr Narendra Modi is a step in this direction. The platform is ready for action it has been observed in the facts of this section.
2. Self-reliance was one of the important issues in the traditional vision. The many operational plans were branded in the classic period, local agriculture equipment production, and dress materials from local technology and raw- materials are indicators of self-reliance. Self-reliance principle was based Ghagh (a poet and predictor) philosophy as "*Uttam kheti, madhyam ban nikrist chakari bheekh nidan*" The supreme is farming, business is an average and service is very low profile work. According to this philosophy maximum opportunities are possible in the agro-profession and self-reliance is in the inbuilt characteristics in agr-rural technology.
3. The facts are showing that the link between rural products for the city population has not attracted but all city life and culture have been stimulating to the village life. This one-way paradigm is emerging in society. The traditional skill is in the coma and no social doctor is trying for treatment. The minor efforts are going on but their speeds are very slow.
4. No relationship bond has been observed between village to city work and production culture. The adaption of the city culture, value, and use of the ready-made product is the mission of the reality of action.
5. Economic growth has been observed at all-round development with loss of local identity. The world market concept has been developed; the space of the local products is losing their status. Government efforts of the 'rural market' in the metropolitan cities are one of the experiments for boosting the rural economy.
6. Modernization impacts have been observed in traditional products. The skilled persons are experimenting with aesthetic sense is going on. Literature is supporting and well marketing are doing by government and non- government organization.
7. At the thinking level, many planning has been observed in the literature with traditional products, but organized plans are missing.
8. It is the nature of any society that moves for change and acts as per masses visions. Indian traditional society is also on the same track. It has searched the prospect between past to future for maintaining a high-quality standard. Quality compromise has neither done by past in products nor thinking in this direction. Purity and standard (self-designed parameters) have been maintained in the local products.

Discussion

Indigenous skills resurrect is possible, the reason it is unused and disappeared, it has proved with references to literature. This review is mental recharging on the capacity, potential, and ability that we have but ignored due to easy availability and more attractive in comparison to that in our traditional life. We self become negative to the treasury of potential and advocate about the products that are available in the market. Self-reliance and provide benefit to the marginalized is the open agenda of the review of the article. History reflected that *Swadeshi* (indigenous) movement was an instrument during India's independent movement. Handcraft (*shilpkala*, *gramshilpa* etc) centres are one of the efforts for change of Indian attitude by silent persuasion but effective efforts are required for organized planning, marketing, advertising, and funding mechanism.

India's workforce dividend is demographically divided. At present 60 % of the 1.2 million population is in working age groups (Learn a trade and earn a living; Joseph)⁴ Why marginalized group youths have not been in the streamline? Based on various researches some common facts have been identified as; low acceptance of vocational education, poor quality of education, the mismatch between skills acquired and skill required, 90% works in unorganized sector sectors. These are challenges are demanding logical to professional planning and actions. The inputs of the value-based vocational skills would contribute to this plan. Vocational courses should not be treated as the second education or education for second-line students.

The marginalized groups' accessed by Ms. Madhu Mehra, (Director, Partners for Law in Development) and 'argued that the majority of India's population remains marginalized with many groups facing entrenched discrimination, violence, and neglect, including women, children; Scheduled Castes (SCs) and Schedules Tribes (STs); lesbian, gay, transgender, bisexual and intersex (LGBTI); persons with disabilities; and religious minorities' (The Hindu, December 8, 2012). How traditional Indian skills may help in this regard? It can be possible and the Government of India has already taken steps in this regard. If planning of Government (Upgrading the Skills and Training in Traditional Arts/Crafts for Development – USTTAD 2015)⁵ would be implanted it can ensure that the crisis of marginalized groups may be minimized. Some action plans as building the capacity of master craftsmen/artisans through skilled leader/s, to establish linkages of traditional skills with a global market, improve the employability of existing workers, design research and development plan for revival of the dying skills may help to improve the state of reality of the marginalized group youths. Experiments like Tanjore Art (originated from Tanjavur of Chennai), Madhubani painting (originated from Mithila of Bihar), Pattachitra painting of Odisha, and Amrawati Art based on rock architecture (lost due to political and military pressure) are few examples have done by the government. T.V. show lost recipes is the stimulation of the hotelier/ restaurant operator to homemaking foods. The marketing of many such objects would increase the masses to discover their ancestral capacity and apply modern thought as an experiment.

The efforts of the government or multinational corporate jobs are not sufficient for all. Self- reliance is the only source for meeting out challenges of society but due to skill- requirement gaps are increasing day by day the system is helpless. TAFE (Technical and Further Education) is an Australian model that may be useful for the development of self- reliance. The objective of this model is to provide training to the youth as per their aptitude and certification for community jobs. Community College to Deen Dyal Upadhyay Kaushal Kendra of India' Government of India plan with universities and colleges are playing an important role in nurturing the youth. Wheel-box Employability Skill Test (WEST) may be one of the tools which can help self-dependency formation attitude in youth. It helps for talent assessment and minimization of the gap between need and talent. Skill employment promotion is possible with WEST. WEST is based on three components of life; knowledge, aptitude, and behavior (KAB). Need-based any other test may be developed to catering the local objective. The WEST program may be started from the schools to colleges and university levels. Uneducated youth may also be involved in this program. The community college scheme of India is providing space for certification of the skilling to the youth.

Family skills training and promotion stimulates the marginalized youth for career looking within their environment. A study was conducted by Abigail Burt (2016) of the Shakya family of Patan of Nepal and analyzed entrepreneurship. The result is very optimistic and encouraging. It can be re-experimented with the mission of employment. It needs on the return of the migrated labours. According to survey Azim Premjee University during COVID-19 (July 4, 2020, The Hindu P.6) 5000 workers across 12 states were migrated of whom 52 % women. The status of women workers was found comparative worst than men. 71% of women have lost their job due to lockdown and the male figure is 59%. Regular employment for male or female workers is difficult in comparison to earlier. The main reason is the lack of the capacity of the accommodation of the rural resources to the unemployed crowd. National Rural Livelihood Mission (NRLM) and self-help groups (SHGs) are the

⁴ National skill development policy 2009

⁵ Government of India Ministry of Minority Affair , September 2015

government mission plan for rural employment and these are working with full swiftness but the speed and the economic stimulus package is required. Generic learning and theory was developed by Piaget (1969) and later by Vygotsky (1978). It needs application and experimentation in modern India. Foundation of Vishv Karma University in India is a promotional step of conventional education to vocational education, where learning with skills has been emphasized.

Conclusion

The impact factors of Indian society are still emerging in the lifestyles of the Indian. All the festivals of India have their social root and demand a culture, function, and fashion according to the seasons. Indian market is a very pro on thinking at this level and designed need-based products for marketing. Festival (Deepawali, Holi etc....) linked products should be in mind for indigenous cognition. More research and development are required for promotion of the professional skills in marginalized youth. The organized knowledge, skills, and professionalism should be catering in higher education for the promotion of self-esteem in youth and they should academically and socially recognize as well as conventionally educated youth.

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