

**EVALUATION STUDY REPORT OF THE SCHEME
JAN SHIKSHAN SANSTHAN**



सत्यमेव जयते

Government Of India

**Submitted to
ECONOMIC & POLICY WING
MINISTRY OF SKILL DEVELOPMENT AND
ENTREPRENEURSHIP
GOVERNMENT OF INDIA**



**Conducted by
Indian Institute of Public Administration
New Delhi-110002**

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I hope that the study report would meet all the requirements envisaged in the Terms of Reference (ToR) of the third party evaluation of Central Sector Scheme- Jan Shikshan Sansthan (JSS).

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ACRONYMS

AE	Actual Expenditure
ANOVA	Analysis of Variance
BoM/BOM	Board of Management
CSR	Corporate Social Responsibility
DJSS	Directorate of Jan Shikshan Sansthan
FGD	Focus Group Discussion
FY	Financial Year
IAS	Indian Administrative Service
IIPA	Indian Institute of Public Administration
JLG	Joint Liability Group
JSS	Jan Shikshan Sansthan
LC	Livelihood Cell
LEE	Life Enrichment Education
MAPE	Mean Absolute Percentage Error
MHRD	Ministry of Human Resource Development
MSDE	Ministry of Skill Development And Entrepreneurship
NSQF	National Skills Qualification Framework
NSSO	National Sample Survey Office
OBC	Other Backward Class
OM	Office Memorandum
PFMS	Public Finance Management System
PMJDY	Pradhan Mantri Jan Dhan Yojana
PMKVY	Pradhan Mantri Kaushal Vikas Yojana
SAGY	Sansad Adarsh Gram Yojana
SC	Scheduled Castes
SHG	Self Help Group
SSDM	State Skill Development Mission
ST	Scheduled Tribes
SVP	Shramik Vidyapeeth
ToT	Training Of Trainer

1. EXECUTIVE SUMMARY

Overview of the Scheme

The scheme of Jan Shikshan Sansthan was institutionalised in the year 1967 as Shramik Vidyapeeth. The same was rechristened as Jan Shikshan Sansthan in the year 2000. Jan Shikshan Sansthan (JSS) is conceived as an institute for conducting skill development/upgradation programme in the non-formal mode in rural and urban slums of districts. As such, Jan Shikshan Sansthan (JSS) represents an institutional framework for offering non-formal mode of skill development programmes to disadvantaged groups.

On the instructions of the Department of Expenditure, Ministry of Finance, OM dated 02.12.2016, the JSS component of Scheme of Support to Voluntary Agencies for Adult Education was transferred from Ministry of Human Resource Development to Ministry of Skill Development and Entrepreneurship on 2nd July, 2018. With transfer of the scheme to Ministry of Skill Development and Entrepreneurship required revisions in the scheme has also been done and revised guidelines issued in the year 2019. A dedicated committee has also been constituted to revamp and restructure the scheme at the level of Ministry of Skill Development and Entrepreneurship, Government of India.

The JSS offers vocational and skill development programmes for non/neo-literates and persons having a rudimentary level of education up to 8th standard in both industrial/urban and rural areas and other school dropouts beyond 8th standard i.e. up to class 12th with a cap of 20% of total beneficiaries per year. The scheme is based on the polyvalent approach that attempts to provide knowledge and skills in an integrated manner conditioned on: (1) neo-literate/school dropout must have continuous access to skill upgradation throughout his/her life, (2) the programme has to be need-based, (3) the programmes under the scheme have to be diversified, flexible and adaptable to varying needs and situations, (4) courses under the programme have to be NSQF compliant, (5) vocational courses having market demand and higher anticipated income should be accorded priority, (6) common brand value, and (7) encourage local traditional arts/courses.

The number of JSS (formerly SVP) recorded as 17 in 1983, 40 in 1986 and 58 at the end of 8th five-year plan i.e. 1996-97. The number increased to 108 by the end of 9th Plan (2001-02). 198

by the end of 10th plan (2006-07) and 271 up to 2008-09 during 11th Plan period covering 27 States and 02 UTs. **The functional number of JSS are: to 242 in 2015-16, 239 in 2016-17, 236 in 2017-18, 228 in 2018-19 and 233 in 2019-20.** Overall, the JSS provides vocational training to people by identifying the skills that are relevant to the market or region. It also promotes the amplification of local trades and creates opportunities for the natives. Most significantly, the scheme is expected to meet the uniformity, transparency, flexibility, credibility, branding, the system of assessment and certification and standards of MSDE.

The sub-components of the scheme are: Vocational Training, and Activities. The vocational training courses are classified into three categories, namely (i) production-oriented vocational courses, (ii) service-oriented vocational courses, and (iii) IT-oriented vocational courses. There is a provision for maximum 3% of the programme expenses to be spent on the mobilization and advocacy through a set of activities including observing important days such as: (1) World Health Day (7 April), (2) May Day (1 May), (3) International Yoga Day (21 June), (4) World Youth Skills Day (15 July), (5) Independence Day (15 August), (6) Gandhi Jayanti/ Swachh Bharat (2 October), (7) World AIDS Day (1 December), (8) Republic Day (26 January), (9) International Mother Language Day (21 February), (10) International Women's Day (8 March), and (11) Other local important days/issues etc. **The scheme of JSS has been sanctioned in 30 States/UTs in the country.** These states are: (1) Andhra Pradesh, (2) Assam, (3) Arunachal Pradesh, (4) Bihar (5) Chhattisgarh (6) Delhi-UT, (7) Gujarat, (8) Goa, (9) Haryana, (10) Himachal Pradesh, (11) Jammu and Kashmir, (12) Jharkhand, (13) Karnataka, (14) Kerala, (15) Madhya Pradesh, (16) Maharashtra, (17) Manipur, (18) Mizoram, (19) Nagaland, (20) Odisha, (21) Punjab, (22) Rajasthan, (23) Tamil Nadu, (24) Telangana, (25) Tripura, (26) Uttar Pradesh, (27) Uttarakhand, (28) West Bengal (29) Chandigarh-UT, and (30) Dadra & Nagar Haveli-UT. The coverage of the JSS scheme has been found in a total of 27 States and 3 UTs. Out of total 271 number of JSS sanctioned, 233 are functional in 2019 -20, 23 cancelled or non-operational. 4 JSS each from Madhya Pradesh, and Uttar Pradesh, 2 JSS each from Rajasthan and Tamil Nadu, one JSS each from Andhra Pradesh, and Jharkhand, their grants have been withheld due to legal and administrative issues; and JSS RK Puram (Delhi) which was under the management of Government of India has been merged with Directorate of JSS.

The **scheme of the JSS is aligned with SDG number 1.3 and 4.3**. The scheme intends to facilitate the marginalized and vulnerable sections of the society through skills and knowledge based on polyvalent approach thereby enhancing their access to socio-economic opportunities for improving the quality of life. The **JSS provides skills and knowledge to socio-economically backward and educationally disadvantaged people in both rural and urban areas such as neo-literates, semi-literates, SC, STs, women and girls, slum dwellers, migrant workers** etc.

To rapidly scale up skill development efforts in India, by creating an end-to-end, outcome-focused implementation framework, which aligns with demands of the employers for a well-trained skilled workforce with aspirations of Indian citizens for sustainable livelihoods is one of the central objectives of the Government of India. The policy framework has been developed to accomplish the vision of Skill India by adhering to the objectives laid down in national development priorities through National Policy for Skill Development and Entrepreneurship 2015. The framework outlines eleven major paradigm enablers to achieve the objectives of skilling India. These are: (1) Aspiration and Advocacy, (2) Capacity, (3) Quality, (4) Synergy, (5) Mobilization and Engagement, (6) Promotion of Skilling among women, (7) Global partnership, (8) Outreach, (9) ICT enablement, (10) Trainers and Assessors, and (11) Inclusivity. The JSS scheme intends to cater the skill needs of the socially and geographically disadvantaged and marginalized groups like SCs, STs, women, girls and minorities, and differently-abled persons, etc. Thus, **JSS scheme serves the national plan of Skill India as well.**

Based on budgetary details of the scheme, the exponential smoothing has been conducted to explain the relationship between actual expenditure and forecasted expenditure. It explains that in 2016-17, against actual incurred expenditure, the forecasted expenditure has been found less. For 2017-18, the forecasted expenditure should have been more than double the amount that have been spent. For 2018-19 and 2019-20, the forecasted expenditure is less than the actual expenditure incurred. **Overall, the scheme seems to have taken the major initiative from the year 2018 to expand its outreach and coverage based on the available financial details.**

Objectives of Evaluation Study

Based on the feedback received from DJSS and subsequently, the inception report accepted, **the objectives of the evaluation study are:** (1) to assess the steps involved in the implementation of the scheme, such as mobilization, training of trainer, beneficiary training, assessment and

certification, and livelihood linkages; (2) to assess the impact of JSS on socio-economic conditions of beneficiaries; (3) to assess the access of aspirants to JSS programmes; (4) to identify the implementation and knowledge gap in the JSS scheme; (5) to assess the JSS courses in terms of course contents, reading materials, trainer details, infrastructure, self/wage employment and feedback of the beneficiaries; (6) to analyze the relevance of courses conducted by JSS as per the local-market demand; (7) to identify key factors that would require attention to improve prospects of sustainability; (8) to examine the financial management and system of JSS; (9) to examine the monitoring and supervision system in JSS; (10) to study the effectiveness of BOM and other committees; and (11) to suggest key recommendations to improve the effectiveness of the scheme.

Study Methodology

The **approach for the study** took cognizance of the objectives, processes, and outcomes of the scheme. Parameters were designed to quantitatively and qualitatively assess the objectives of the scheme. The objective-based approach measured if the initially set goals of the scheme were duly met. Apart from the evaluation of the objectives of the scheme, its process, and its outcomes were also studied. Attempts were also made to assess whether the process of the scheme has been instrumental in achieving the desired results. Finally, the outcomes of the scheme, in addition to the objectives were evaluated to understand the impact of the scheme on the trainees receiving skill training in their states from the respective JSS; and collate suggestions and recommendations.

One of **the instruments for obtaining primary data was questionnaire**. They were made available to the direct beneficiaries of the scheme to understand the effectiveness and gauge the overall success of the scheme. The evaluation of the study was conducted across six NSSO classified zones. From each of the zones, two states were selected based on the maximum number of JSS covered. The sample under study was selected based on the total number of JSS covered under 2020-21. The total number of JSS to be covered in the year 2020-21 was found to be 222 which was statistically put to a 95% confidence level and a 5% margin of error. Based on this, a total of 53 JSSs were proportionally selected from each of the states covered under NSSO classified zones.

With the comprehensive methodology, and pragmatic approach, the evaluation of JSS scheme was conducted. The methodology under the study was designed in such a way that it took the sample size representative of the population (universe). Since the scheme has been implemented in 30 States/UTs, so based on the number of the maximum number of JSS, the states were selected from each of the six NSSO classified zones. From Central zone, Madhya Pradesh and Uttar Pradesh, from Eastern zone- Bihar and Odisha, from North Eastern zone- Assam and Manipur, from Northern zone- Haryana and Rajasthan, from Southern zone- Karnataka and Kerala and from Western zone-Gujarat and Maharashtra were selected. However, based on the number of JSS implemented in the State, the proportional number of JSS and beneficiaries were selected.

Though the target JSS to be covered under the study was 52, the **study team covered a total of 53 JSS. A total of 889 beneficiary trainees, 227 resource persons, 220 community leaders, 53 BOM representatives, 90 stakeholders under focus group discussion were covered across the states under the study. Thus, a total of 1479 respondents formed the entire sample-size for the evaluation study.** The 58 questions for trainees, 34 for the trainer, 17 for community leader, and 27 for BOM were included for the respective questionnaires. Apart from basic details, the questionnaires raised issues relating to the implementation process, the intensity of stakeholders' engagement with the scheme and outcomes. The study team individually interacted also with JSS heads, representatives of BOMs, State officials, and Ministry to elicit responses relating to the overall achievement of the scheme. The instruments provided qualitative information to the evaluation study. The in-depth interviews helped the study team to identify implicit bottlenecks that have been used in the recommendation part of the evaluation study report. Observation as a tool was used in understanding the issues and challenges of the scheme. The focus group discussion involved different stakeholders. The focus group discussions involved gathering people from different capacities relating to the scheme. The different nuances of the schemes were discussed to arrive at the precision. The perceptions of both demand and supply-side stakeholders were asked and responses were documented in the research dairy.

Major Findings of the Study

1. The resources used for mobilization of potential beneficiary trainees have been received on six classified sources, namely, information received from the JSS staff, resource persons,

Television/Radio, newspaper/pamphlets, Gram Pradhan and others. The score on classified resources varies across the states. The information dissemination by JSS staff has been calculated as the highest in the JSS operating in the state of Madhya Pradesh (67.2%), followed by Odisha (62.5%), Karnataka (54.2%), Bihar (50.8%), Maharashtra (50%), Kerala (44.9%), Uttar Pradesh (32.5%), Gujarat (37.5%) Haryana (28.7%), Manipur (27.3%), Assam (14.5%) and Rajasthan (0.0%). For the mobilization, the role played by resource person/trainer has also been recognized in the study. It has been found that the component has scored the highest in the JSS of Rajasthan (75%), followed by Haryana (61.9%), Assam (55.9%), Uttar Pradesh (54.5%), Gujarat (53.1%), Karnataka (42.4%), Kerala (38.8%), Madhya Pradesh (26.6%), Odisha (26.3%), Maharashtra (25.8%), Bihar (19.7%) and Manipur (18.2%). The impact of television and radio to mobilize the beneficiaries has been recognized on JSSs for the training. On the component, it has worked in the state of Assam (17.6%), followed by Maharashtra (3.3%), Kerala (2.0%), Madhya Pradesh (0.8%), and Uttar Pradesh (0.4%). The publicity through newspaper and pamphlets to mobilize the potential beneficiaries for the learning of occupational skills and technical knowledge has scored the highest in the state of Maharashtra (15.8%), followed by Bihar (13.1%), Kerala (6.1%), Assam (5.9%), Madhya Pradesh (1.6%), and Uttar Pradesh (1.2%). The information shared by community leaders/Gram Pradhans has also helped the mobilization of the potential beneficiaries. On the component, the JSSs from the state of Kerala scored the highest (8.2%), followed by Maharashtra (3.3%), Assam (2.9%), Odisha (2.5%), Gujarat (1.6%), and Uttar Pradesh (0.8%). The score on classified resources varies across the states. The other means of mobilization has also been assessed. On this component, the JSSs from the state of Manipur has scored the highest (54.5%), followed by Bihar (16.4%), Uttar Pradesh (10.6%), Odisha (8.8%), Gujarat (7.8%), Madhya Pradesh (3.9%), Karnataka (3.4%), and Assam (2.9%). **The maximum mobilization has been operated through JSS staff (44.8%), followed by resource persons (40.04%), others (7.31%), Newspaper and pamphlets (4.61%) community leaders (1.69%) and television and radio (1.46%).**

2. It has been found that the **number of beneficiaries enrolled and trained has increased by 59.23% between the year 2018-19 and 2019-20.** The number of beneficiaries assessed has increased by 60.02% in the above years. The number of beneficiaries certified has increased by 60.22% in the sampled states. It shows that the scheme has gained momentum over the years

with regard to enrolment, training, assessment and certification of the beneficiaries. The maximum number of enrolment, training, assessment and certification are evident in the state of Uttar Pradesh in both the years 2018-19 and 2019-20, followed by Madhya Pradesh, Maharashtra and Odisha etc. Maximum number of JSSs are catering to the State of Uttar Pradesh (48), followed by Madhya Pradesh (28), Maharashtra (21), and Odisha (17).

3. It has been found that majority of the beneficiary trainees are unmarried (62.43%), followed by married (36.78%), widowed (0.56%), and divorcee (0.22%). The maximum unmarried beneficiary trainees have been found in the state of Assam (76.5%) followed by Uttar Pradesh (76%), Bihar (68.9%), Odisha (63.8%) Manipur (63.6 %), 59.4% each in Gujarat and Madhya Pradesh, Maharashtra (53.3%), Karnataka (47.5%), Kerala (46.9%), Haryana (38.1%), and Rajasthan (31.25 %). The highest percentage of beneficiaries with married status has been found in the state of Rajasthan (62.5%), followed by Haryana (61.9%), Kerala (53.1%), Maharashtra (43.3%), Gujarat (40.6%), Madhya Pradesh (39.8%), Manipur (36.4%), Odisha (36.3%), Bihar (31.1%), and Assam (23.5%). The widowed beneficiaries have been found in the state of Rajasthan (6.25%), Maharashtra (1.7%), Madhya Pradesh (0.8%) and Uttar Pradesh (0.4%). The beneficiaries divorced have been found in the state of Maharashtra only (1.7%).

4. Seven classifications of occupational status were designed for the study. It has been found before the scheme, the maximum percentage of farming was associated with the beneficiaries of Manipur (45.5%), followed by Uttar Pradesh (23.6%), Odisha (15%), Madhya Pradesh (9.4%), Maharashtra (7.5%), Karnataka (5.1%), Bihar (3.3%), Assam (2.9%), Kerala (2%) and Gujarat (1.6%). Most of the agricultural labourers were found in the state of Kerala (44.9%), followed by Karnataka (18.6), Bihar (18%), Madhya Pradesh (15.6%), Assam (8.8%), Rajasthan (6.25%), Odisha (5%), Haryana (4.76%), Maharashtra (3.3%) and Uttar Pradesh (2.8 %). Most of the wagers were found in the state of Kerala (16.3%), followed by Odisha (15%), Assam (11.8%), Maharashtra (11.7%), Karnataka (10.2%), Haryana (9.52%), Manipur (9.1%), Madhya Pradesh (6.3%), Uttar Pradesh (4.5%) and Bihar (1.6%). The occupational status with self-employment was found mostly in the beneficiaries of Haryana (38.1%), followed by Madhya Pradesh (23.4%), Maharashtra (18.3%), Karnataka (11.9%), Manipur (9.1%), Uttar Pradesh (7.3%), Bihar (6.6%), Assam (5.9%), Haryana (5.7%), Odisha (2.5%), and Kerala (2%). The beneficiaries

with govt./private jobs were found more in the state of Maharashtra (5%), followed by Haryana (4.76%), Gujarat (3.1%), Assam (2.9%), Madhya Pradesh (2.3%), Karnataka (1.7%), Uttar Pradesh (1.6%), and Odisha (1.3%). The beneficiaries being homemakers were found in the state of Rajasthan (93.8%), followed by, Gujarat (89.1%), Assam (61.8%), Odisha (61.3%), Maharashtra (54.2%), Bihar (54.1%), Karnataka (52.5%), Haryana (42.86%), Uttar Pradesh (38.6%), Manipur (36.4%), Madhya Pradesh (33.6%), and Kerala (30.6%). The maximum percentage of unemployed beneficiaries have been reported from the state of Uttar Pradesh (21.5%), followed by Bihar (16.4%), Madhya Pradesh (9.4%), Assam (5.9%), and Kerala (2%). **In overall, the highest percentage was of home makers (49.16%), followed by farming (11.7%), self-employed (11.14%), agro labour (9.45%), unemployed (8.77%), wager (7.54%) and Govt./Pvt. employment (2.25%).**

5. As a result of the coverage under the scheme, **77.05% beneficiary trainees have undergone occupational shifts.** The maximum percentage of occupational shifts were found in the beneficiaries of Assam, Haryana & Rajasthan (100% each), followed by Kerala (85.7%), Uttar Pradesh (85%), Madhya Pradesh (83.6%), Maharashtra (81.7%), Gujarat (73.4%), Rajasthan (70.6%), Karnataka (67.8%), Odisha (53.8%) and Bihar (44.3%). Overall, after the coverage under the scheme, **the noticeable percentage in the occupational shift has been recognized across the sampled states. This shows an effective impact of the scheme on the beneficiaries' livelihood.**

6. The accessibility has been measured in terms distance, duration of course and availability of infrastructure. Three classified distances {(1) less than one km, (2) 1-2 kms, (3) 3-4 kms, and (4) more than 4 kms)} were classified based on the responses received from the beneficiary trainees. It has been found that **majority of the JSSs or their centres are located near the households of beneficiaries (47.18% within less than 1 km and 30.26% in 1 – 2 kms).** Most of the JSSs located near the beneficiaries' households (within 1 km) were found in the state of Manipur (90.91%), followed by Karnataka (76.27 %), Haryana (71.43%), Madhya Pradesh (64.06%). Gujarat (57.81%), Uttar Pradesh (47.56%), Maharashtra (47.5), Rajasthan (25%), Kerala (18.37%), Bihar (16.39%), and Assam (14.71%), Most of the JSSs/centres within 1-2 kms were found in the state of Rajasthan (68.75%) followed by Kerala (46.94%), Bihar (39.34%), Assam

(41.18%), Uttar Pradesh (35.37%), Madhya Pradesh (30.47%), Odisha (22.5%), Maharashtra (19.17%), Gujarat (17.19%) and Manipur (9.09%). Karnataka (20.34%). The maximum percentage of JSSs/training within the range of 3-4 kms were found in the state of Maharashtra (24.17%) followed by Kerala (20.41%), Odisha (18.75%), Assam (14.71), Uttar Pradesh (9.76%), Bihar (8.2%), Gujarat (7.81%), Rajasthan (6.25%), and Madhya Pradesh (5.47%). The maximum number of JSSs/training centres within the range of more than 4 kms were found in the state of Bihar (36.07%), followed by Assam (29.41%). Odisha (18.75%), Kerala (14.29%), Maharashtra (9.17%), Uttar Pradesh (7.32 %), and Karnataka (1.69 %), and overall, 77.84% of JSSs or their training centres have been found within the range of up to 2 kms. Only 22.16% of the JSSs/centres have found above the range of 3 kms.

7. The maximum percentage of beneficiaries have expressed that the duration of courses is adequate (60.63 %), followed by long (30.82 %) and short (8.55 %). In the state of Haryana & Rajasthan (100 % each), Assam (94.1%), Bihar (88.5%), Kerala (79.6%), Manipur (72.7%), Uttar Pradesh (69.1%), Madhya Pradesh (67.2%) Karnataka (42.4%) and Gujarat (42.2%), the beneficiary trainees have expressed that duration of courses at JSSs are adequate. However, in the state of Maharashtra (100%), Gujarat (51.6%), Karnataka (50.8%) etc., the respondents have found the courses being, long. The beneficiary trainees gave their responses about availability of required infrastructure at the JSS centres. It has been found that out of the total responses received on adequate training hall, the highest percentage was in Kerala (59.92%), followed by Odisha & Gujarat (58% each), Maharashtra (57.54%), Rajasthan (56%). Haryana (55.24%), Uttar Pradesh (53.5%), Karnataka (53.05%), Assam (52.32%), Madhya Pradesh (52%), Manipur (51%), and Bihar (48.36%). Availability of library was very less with Madhya Pradesh, Uttar Pradesh, Karnataka, Odisha, Kerala and Maharashtra indicating percentage availability responses between 21.43% and 30%. In Haryana, Rajasthan & Gujarat, it was found less than 20%, and in cases of Manipur & Assam no library was reported. The availability of electricity was reported over 80% in 11 sampled states except for Manipur where this percentage was 78%. The drinking water facility was available cent percent in Madhya Pradesh, Uttar Pradesh, Odisha, Assam, Manipur, Haryana, Rajasthan, Maharashtra & Gujarat, and slightly less than 100% in Bihar, Karnataka & Kerala. The toilet facility was available between 30 % and 35% centres only in Madhya Pradesh, Uttar Pradesh, Manipur, Haryana, Rajasthan, Karnataka, Kerala, Maharashtra

& Gujarat, and percentages were even lesser in Bihar, Odisha & Assam. For the adequate lighting, over 90% respondents have accepted, except for Bihar. The overall situation of availability of training infrastructure, indicates the adequate training space was available in 54.55%, library in 23.62% and toilet in 31.27% cases.

8. The smooth implementation of the scheme requires that the stakeholders are properly aware of the JSS operation. The informed stakeholders always perform better than the non-informed or partly informed. Under the JSS scheme, the major stakeholders are DJSS, BOM members, the executive committee, Director, trainers and trainees. There are two kinds of expenditure related to JSS that the stakeholders should be fully aware of, namely recurring and non-recurring. At the same time, before the commencement of the financial year, each Jan Shikshan Sansthan is required to formulate a comprehensive action plan indicating the programme to be undertaken during the subsequent years and achievements during the current year along with a detailed budget. Though in the financial pattern the allocation has been broadly earmarked, it would be essential in the detailed budget to indicate the expenditure proposed to be incurred for each activity and sub-items of expenditure is worked out. **As per evidence based focus group discussions, it was found that all the JSSs received the guidelines of the scheme and they knew how the JSS was to be operated.**

9. The availability of learning material has scored 95.89% but the quantity of teaching learning material was reported by 46.85% only. In other words, **training material was available in most centres but its quantity was inadequate in more than half of the training centres.** The quality of learning material was good in 94.94% centres. Only 13.16% trainees reported to have received the copies of training module. The availability of training equipment and tools was reported by 99.21% but **good condition of equipment and tools and adequate quantity was at 52.04% and 52.41% respectively.** The satisfaction from the performance of resource persons was 98.09%, across the sampled states. Overall, the mean score on all the components has been accounted for 67.46%. This shows availability, quantity & quality of teaching learning material, tools & equipment and conduction of trainings at the JSSs across the sampled states based on 889 collected views of beneficiary trainees. **During FGDs also, insufficiency of tools, equipment and teaching learning materials were reported by different stakeholders.**

10. It has been found that on average, the beneficiary trainees have got the Govt. Job at the rate Rs. 10222/- per month. The emolument attached to the private job is Rs. 5817/- for each trainee per month. The financial remuneration receiving with the help of self-employment is Rs. 5354/- /trainee/month. For wage employment, the amount comes to Rs. 5161/- /trainee/month. It shows that the trainees have received Rs. 5161/- and above as income either have a private job or got engaged in self-employment or wage employment. It may be noted that the number of beneficiaries receiving government employment was 9 only (2 each from Madhya Pradesh, Uttar Pradesh & Assam, and 1 each from Manipur, Kerala & Maharashtra) and therefore may not be generalized. The bulk of cases were under Self Employment (n = 542), Private Job (n = 82) and Wage Employment (n = 68) categories. **Thus, it is finally observed that as an impact of the training programmes conducted at JSSs, the self & wage employment and private job have become evident.**

11. The beneficiaries receiving maximum monthly amount has been identified in the state of Maharashtra (Rs. 20,000), followed by Assam (Rs. 13000), Manipur (Rs. 12000), Madhya Pradesh (Rs. 8000), Uttar Pradesh (Rs. 6500) and Kerala (Rs. 5000) on average from the Govt. jobs. From the private jobs, the beneficiaries receiving the maximum amount in the state of Gujarat (Rs. 12000), followed by Bihar (Rs. 8300), Assam (Rs. 7900), Kerala (Rs. 7333) Maharashtra (Rs. 6000), Odisha (Rs. 5333), Uttar Pradesh (Rs. 4712) and Madhya Pradesh (Rs. 4785). The maximum amount from the self-employment is drawn monthly from the State of Assam (Rs. 8800), followed by Gujarat (Rs. 8238), Bihar (Rs.7850), Haryana (Rs.7000), Kerala (Rs. 6292), Manipur (Rs.5975), Maharashtra (Rs.5647), Karnataka (Rs. 5432), Rajasthan (Rs. 4937), Madhya Pradesh (Rs.4411), Uttar Pradesh (Rs.4232), and Odisha (Rs. 4004). From the wage employment, the maximum amount is being drawn by the beneficiary of Manipur (Rs. 11000), followed by Bihar (Rs. 9500), Assam (Rs.6333), Haryana (Rs. 5000), Uttar Pradesh (Rs.4888), Odisha (Rs.4833), Kerala (Rs.4333), Madhya Pradesh (Rs. 2906) and Maharashtra (Rs.2500),

The curriculum content is to include not only technical/vocational contents but also general awareness (more related to the course and life of the clientele) which is polyvalent aspects. In the case of local skills, the curriculum may be prepared with the help of experts/ resource persons

and NSQF compliance should be sought before organizing the course. Curriculum content to include not only technical/vocational contents but also general awareness so that the skills can cater to the market demand in a conducive manner. Courses selected from the approved list of DJSS is bestowed with vocational and awareness components. The relevance of the course as per the market demand was responded by the trainers/resource persons. Out of the 220 views received from the trainers/resource persons, 97.3% views are in favour that the JSS courses are catering to the market demand. Overall, the JSS courses are aligned with market demand to a great extent. Regarding NSQF alignment of JSS courses, only 72 views were received from the resource persons/trainers. Out of 72 resource persons, 84.7% reported to be doing NSQF alignment through course module or curriculum and remaining 15.3% of trainers give primacy to ToT conducted by JSS. . **Only 72 out of 220 resource persons responding to the question on NSQF alignment of courses they are conducting indicates that they have yet to understand the full concept of NSQF and its implications.** The probable reason for this could be that majority of them have been working for quite a long period of time with JSS and are used to running courses on old (non-NSQF) pattern. During discussions also, it was gathered that **stakeholders are not comfortable with NSQF complaint course modules. Reasons cited for discomfort of trainers included: no proper ToT of resource persons & inadequate inputs required for NSQF courses; non-uniform social and educational profile of JSS trainees; more focus on employment instead of self – employment; and course modules spread over longer duration.** DJSS also shared these concerns of JSSs and informed that many **courses being run by JSSs prior to transfer to MSDE were standardized over a long period of time.** **In view of this situation, the study team feels that it would be worthwhile to review and revise old course curriculum of JSS by involving professional agencies of MSDE as these may better suit the needs of JSS beneficiaries.**

12. Under the programme, planning and implementation, it has been mentioned in sub-clause 7.3 that the JSS can charge course fees from the beneficiaries. However, care shall be taken by an individual organization not to commercialize the programme. The amount collected shall be deposited in a separate account and be used for specified purposes only. The amount collected as fees shall not be normally used for the purchase of immovable properties. Such expenditure should be initially considered and approved by the Board of management and subsequently, by

the Government of India. The amount also shall not be utilized for meeting the expenses on emoluments of the staff as well as office expenses. The amount should be not diverted to the parent organization or any other project of the parent organization. The JSS will also be encouraged to leverage corporate CSR funds, Government/Non-Government programmes for skill development including recognition of prior learning in their district. However, the sustainability is largely dependent on the selection of courses, mobilization of trainees, identification of space for training, supervision of training centre, liaison with partners, fundraising, awareness programmes, meetings and trainees assessment. The average score for the above key components is 153.3 which is 69.7% for sustainability. The component of mobilization of trainees has scored the highest (84.1%), followed by supervision of training centre (80.9%), the participation of awareness programme (88.2%), 80% each for meeting and identification for space, trainee assessment (70.5%), selection of courses (63.6%), liaison with partners (41.8%) and fundraising (38.1%).

13. Financial management in the JSS is adhered to the direction received from DJSS with regard to support to Jan Shikshan Sansthan (NGOs) for Skill Development under Ministry of Skill Development & Entrepreneurship. The annual grant is given to the NGOs without any categorization. The scheme endows with detailed provisions regarding financial assistance to empanelled JSSs in the forms of grants-in-aid under the component of recurring/non-recurring heads including emoluments of the JSS staff. There are three designed heads by the ministry with the annual breakup. **The budget heads are: (1) programme expenses to the tune of Rs. 24 lakh, (2) for emoluments-Rs. 20 lakh, and (3) for office expenses- Rs. 6 lakh.** From the programme head, Rs. 21 lakh is to be utilized for conducting vocational courses. Rs. 1.50 lakh maximum may be utilized for hiring/maintenance/purchase of equipment/tools. Rs. 1.50 lakh is to be utilized for conducting activities and capacity building for RPs/JSS staff. **JSSs are expected to register on PFMS portal of the Ministry of Finance, Govt. of India. The CAG approved auditors conduct a performance audit of JSSs.**

All the JSS submit Annual Action Plan and Budget duly approved by their Board of management through online mode for the Directorate of JSS, Government of India in the format prescribed by the Directorate, preferably in the first week of February every year. This is discussed and

finalized by the officers of Directorate of JSS and MSDE with the concerned Directors of JSS in February/ March. Each JSS submits, along with the annual action plan, complete details of staff strength in the prescribed format and proceedings of all the meetings of the Board of Management, Executive Committee. Every JSS is required to submit a complete list of staff employed, details of contracts drawn-up and emoluments paid to every employee as per the prescribed format, at the time of annual review meetings. List of capital assets acquired by the JSS so far and the details of assets acquired during the last five years is also submitted. The progress of JSS is reviewed bi-annually through review meetings. The progress of the JSS is assessed and observations on the performance of individual JSS is recorded and communicated. **The progress of JSS is also monitored through specially designed web portal for the purpose. DJSS is responsible to upload all information required by the web portal. The implementation of the Public Financial Management System (PFMS) has been made compulsory in the scheme of JSS.** All the expenditure details of JSS is uploaded/entered in the EAT module of PFMS. All transactions are through bank only. The above monitoring mechanism is applied, as per the information shared by Directorate of JSS to the study team. **Spot monitoring through physical visits of officers was found wanting. Also, there seems to be lack of involvement of District level skill committees in monitoring of JSSs.**

14. The functions of BoM of JSS has been classified in 11 categories. These are: the constitution of committees, recruitment of Director, choosing/suggesting relevant courses, approval of Annual Action Plan, facilitating network linkages, monitoring Annual action plan, placement of trained trainees, staff development initiatives, staff appraisal and grievances handling, fund management and financial monitoring and mobilizing extra-budgetary infrastructure. On average, the constitution of the committee has scored 4.7 with highest in six states, namely Bihar (5.0), Odisha (5.0), Manipur (5.0), Haryana (5.0), Rajasthan (5.0) and Kerala (5.0). The other six states are ranging between 4.3 and 4.9. The mean score for the selection of the director has been calculated as 4.7. There are a total of six states scoring the maximum average, namely Bihar (5.0), Manipur (5.0), Haryana (5.0), Rajasthan (5.0) and Kerala (5.0). The other six states are ranging between 3.5 and 4.8. Choosing/suggesting relevant courses has scored 4.5 as mean value. Three states are scoring the highest on the indicator, viz. Manipur (5.0), Haryana (5.0), and Kerala (5.0). The other 9 states are ranging between 3.0 and 4.7. Approval of Annual Action

Plan (AAP) has scored 4.5 on the rating scale. The maximum scorer states are: Manipur (5.0), Haryana (5.0), Rajasthan (5.0) and Karnataka (5.0). The other 8 states are oscillating between 2.5 and 4.8. Facilitating network linkages has scored 4.2 on the Likert scale. The state of Haryana has scored the highest (5.0) whereas, other eleven states are ranging between 3.5 and 4.7. The mean value of the implementation of the Annual Action Plan has scored 4.5 on the rating scale. There are three states, namely Manipur (5.0), Haryana (5.0) and Karnataka (5.0) that have scored the highest. The rest of the states are falling under 4.0 to 4.7. The trainees' placement has scored 3.0 as the mean value. The states above the average are: Odisha (5.0), Uttar Pradesh (5.0), and Madhya Pradesh (4.0). The other states are performing below the average. The component of staff development has scored 4.3 as the mean value. There are five states which are performing above the average, namely Madhya Pradesh (4.8), Karnataka (4.7), Odisha (4.6), 4.5 each for Haryana and Kerala. The BoMs' function of staff appraisal and grievance handling has scored 4.3 on the rating scale. The highest-scoring states are Manipur (5.0), Haryana (5.0), and Kerala (5.0). The rest of the states are ranging between 2.5 and 4.7. The fund management and financial monitoring have scored 4.5 on the rating scale. The states of Manipur, Haryana, and Kerala have scored 5.0 on the rating scale. Remaining states are between 4.0 and 4.7. The mobilization of extra-budgetary resources and infrastructure support has scored 3.9 on the rating scale. The highest scorers on the component being Manipur (5.0), Haryana (5.0), and Rajasthan (5.0) whereas the lowest score being Assam (2.5), 3.3 each for Bihar and Karnataka. **Rating for performance of most functions by BOM were above 4.0 points on a 5 point rating scale except for trainees placement and mobilising fund tapered to around 3.0.**

15. The majority of the beneficiaries are from rural area (50.49%), followed by urban area (47.7%), and tribal area (1.8%). The maximum number of tribal population has been found in Kerala (16), followed by Maharashtra (1). **Women representation has been recognised as 79% against the male (21%).** The scheme is women dominated and catering to the mandated target group. The social category has been classified into five categories- (1) General, (2) OBC, (3) SC (4) ST and (5) Minority. For General category, the maximum percentage of beneficiaries were found in the state of Bihar (29.51%), followed by Odisha (26.25%), Kerala (24.49%), Haryana (19.05%), Karnataka (18.64%), Maharashtra (24.17%), Assam (23.53%), Uttar Pradesh (20.33%), Madhya Pradesh (19.53%), Gujarat (10.94%), and Rajasthan (6.25%). With regard to

OBC category, the maximum percentage of beneficiaries were found in the state of Manipur (72.73%), followed by Rajasthan (68.77%), Haryana (61.9 %), Gujarat (45.31%), Maharashtra (43.33%), Uttar Pradesh (41.06 %), Madhya Pradesh (34.38 %), Odisha (32.5%), Bihar (31.15%), Kerala (28.57 %), Karnataka (28.81 %), and Assam (14.71%). Regarding SC category, the maximum percentage of beneficiaries are evident in the state of Assam (41.18 %), followed by Gujarat (32.81%), Odisha (28.75 %), Karnataka (27.12%), Rajasthan (25%), Uttar Pradesh (23.17 %), Bihar (22.95%), Madhya Pradesh (21.88 %), Kerala (20.41%), Maharashtra (20%), and Haryana (14.29%). For ST category, the maximum percentage of beneficiaries were received in the state of Kerala (24, 49%), followed by Madhya Pradesh (10.16%), Gujarat (9.38%), Odisha (8.75%), Maharashtra (7.83%), Karnataka 6.78 %), Haryana (4.76 %), Bihar (3.28 %), Assam (2.94%), and Uttar Pradesh (0.81%). For Minority, the maximum percentage of beneficiaries were found in the state of Manipur (27.7 %) followed by Karnataka (18.64%), Assam (17.65%), Uttar Pradesh (14.63%), Madhya Pradesh (14.06 %), Bihar (13.11%), Maharashtra (6.67%), Odisha (3.75 %), Kerala (2.04 %), and Gujarat (1.56%). Overall, **most of the beneficiaries were found falling under OBC category (38.13 %), followed by SC (24.07 %), General (20.92%), Minority (10.69%), and ST (6.19%).**

16. The education status was classified in six categories based on information received on the component. The six category includes Non-Literates, Neo Literates, Class I – V, Class VI – VIII, Class IX – XII and Above Class XII. The percentage of Non-Literates was found highest in Uttar Pradesh (33.74%), followed by Haryana (28.57%), Odisha (27.5%), Bihar (24.59%), Maharashtra (22.5%), Karnataka (18.64%), Manipur (18.18%), Assam (14.71%), Rajasthan (12.5%), Madhya Pradesh (10.16%), and Kerala (2.04). The score of Neo Literate was found highest in Kerala (48.98%) followed by Manipur (45.45%), Maharashtra (40%), Bihar (32.79%), Karnataka (25.42%), Madhya Pradesh (24.22%), Assam (23.53%), Odisha (20%), Gujarat (14.06%), Rajasthan (12.5%), Uttar Pradesh (12.2%), and Haryana (9.52%). The percentage of those in Class I - V was found highest in Madhya Pradesh (21.09%) followed by Kerala (20.41%), Bihar (19.67%), Karnataka (18.64%), Odisha (16.25%), Uttar Pradesh (12.6%), Maharashtra & Rajasthan (12.5% each), Haryana (9.52%), and Gujarat (7.81%). Among trainees of Class VI – VII percentage was highest in Gujarat (57.81%), followed by Rajasthan (56.25%), Assam (44.12%), Haryana (38.1%), Madhya Pradesh (28.91%), Uttar Pradesh (28.46%),

Karnataka (25.42%), Odisha (20%), Manipur (18.18%), Kerala (14.29%) Maharashtra (10.83%), and Bihar (8.2%). The score of those in Class IX – XII category was highest in Gujarat (20.31%) followed by Assam (17.65%), Kerala & Haryana (14.29% each), Madhya Pradesh (13.28%), Karnataka (11.86%), Maharashtra (11.67%), Uttar Pradesh (11.38%), Odisha (11.25%), Manipur (9.09%), Bihar (8.2%), and Rajasthan (6.25%). In last and final category i.e. Above Class XII, 19 cases were found with 4 cases each in Uttar Pradesh, Bihar & Odisha, 3 each in Madhya Pradesh & Maharashtra and alone case in Manipur. **In the overall sample, the highest percentage was of those in Class VI – VIII (26.32%), followed by Neo Literates (23.62%), Non – Literates Manipur (21.03%), Class I – V (14.4%), Class IX – XII (12.49%), and above Class XII (2.14%). Thus, it is evident that scheme has catered to educationally backward groups for those it was meant** except for a very small fraction of cases beyond its scope.

17. At the time of sanction of new JSS, it receives a one-time non-recurring grant to create office and training infrastructure. Thereafter, such financial assistance to replace/update the infrastructure is seldom provided. As a result of it, the JSSs feel constrained to maintain standards of their office and quality of programmes. Owing to the non-formal nature of JSSs programmes, they are required to establish training centres in the different rural block and urban wards. **In the absence of budgetary provision of rent, finding suitable accommodation for the purposes of training centre is often a challenge. There is insufficient scope in JSS budget for creating a reasonable infrastructure in-field training centres for quality training and branding. This also inhibits NSQF compliance. Per trainee cost of JSSs is very low (around Rs.2800/-) as compared to other programmes/schemes under MSDE. As a consequence, the inadequacy of training material and equipment was visible across the board during FGDs. The office of most JSSs operates from rented accommodation** which is a constraint on liberty to use the space and make alterations or changes as per need. **JSS has limited staff and the same staff is expected to do all functions** starting from identification of area to need assessment survey and up to arranging of beneficiary assessment and certification. They are also expected to design and supervise interventions related to Life Enrichment Education (LEE). Recently, two new specialized functions have also been added i.e. creation of Livelihood Cell (LC) and the formation of Self Help/Joint Liability Groups (SHG/JLG). In all fairness, absence specialists for functions mentioned later i.e. LEE, LC and

SHG/JLG will constraint the existing staff and may not be able to ensure quality delivery. Given the geographic location of training centres in rural areas and slum clusters, **JSS seemed to have often constrained to find and recruit trainer of desired qualification and experience and unable to arrange desired quality of training..** The meagre amount of honorarium payable for the purpose is also a bottleneck in this regard.

18. The maximum efficiency has been detected in the year 2015-16, followed by 2017-18 and 2019-20 with respect to the amount released and the number of beneficiaries covered. The input-use efficiency ratio has been 5954.55 in 2015-16, 3438.65 in 2016-17, 5503 in 2017-18, 2710.03 in 2018-19, and 5493.68 in 2019-20. It shows the variation in both actual expenditure and the number of beneficiaries covered across the States/UTs.

Recommendation for Scheme with Reasons

Considering 79% women representation, 50.5% of the rural share, 73.4% change in the employment for enhanced livelihood, 89.1% change in the average income of each beneficiary, 85.7% mobilization of beneficiaries by JSS, **the study team recommends the scheme of Jan Shikshan Sansthan for continuation.** It is a time tested scheme which has survived since 1967. It is perhaps the only scheme under MSDE in the non-formal sector. It caters to educationally backward (i.e. non-literates, neo literates and persons with rudimentary levels of education) and socially disadvantaged groups (women, SCs, STs, OBCs, Minorities etc.). It provides doorstep skill training services in rural and urban areas. The study findings indicate that the scheme has helped in almost doubling the household income of those beneficiaries who got employment or got self-employed after receiving the training. The focus of the scheme skewed in favour of self-employment is also in tune with AatamaNirbhar Bharat Abhiyan.

To improve the effectiveness of the scheme, the recommendations are as under:

1. There is a strong case for enhancing non-recurring and recurring grants of JSS. The issue of office and training infrastructure being outdated or insufficient was brought out by Members of BoM of JSS, State Officials and even some Community Leaders interviewed. Observations during data collection supported the views of respondents. Most training centres operate from community arranged accommodation having bare minimum or no infrastructure. Less than required materials, tools and equipment were reported by almost all stakeholders

during FGDs. **Per trainee cost of JSS comes to Rs. 2777/- which perhaps is least among the schemes being implemented under MSDE. Issues of low salaries of JSSs staff and low rate of honorarium observed during data collection** have a direct relationship with quantum of financial support provided to JSSs, and this also has negative implications for motivation and commitment of staff and quality of resource persons engaged by JSSs. **Over and above, if JSSs have to move towards NSQF compliance, then minimum standards have to be maintained which requires substantial enhancement in recurring and non-recurring financial support to JSSs.** In addition to financial strengthening, **JSS staff and resource persons also need be strengthened through training and capacity building.** At present ToT for resource person is arranged by JSS with the help of local agency which may not be as professionally competent as those of MSDE. Training of Director and staff of JSS in managerial function was almost absent during the reference period. **Therefore, training and capacity building of JSS staff by management institute/universities should be a regular event. At the same time, training of resource persons may be entrusted to professional organisations of MSDE for enhancing their competencies and improved delivery.**

2. It has been pointed out during FGDs and also observed during field data collection that no training kit and course material is being provided to trainees except for the notes dictated by the resource person/trainer. There is an absence of reading/reference material of JSSs courses. Question of material, and that too user-friendly material, becomes important particularly when JSSs is catering to educationally backward groups. Therefore, **development and provision of course material for JSS beneficiaries and trainers are recommended on a priority basis.** This assumes more importance from point of view of standards (quality) advocated by MSDE in its schemes and programmes. As indicated in vision section of this report, **at some stage digital form of learning material could also be considered.**

3. Responses of JSS resource persons have indicated that they have yet to understand the full concept of NSQF and its implications probably because of their conditioning in on old pattern (non-NSQF) for quite a long period of time. During discussions also, it was gathered that **stakeholders are not comfortable with NSQF complaint course modules.** Reasons cited for discomfort included: no proper ToT of resource persons & inadequate inputs required for

NSQF courses; non-uniform social and educational profile of JSS trainees; more focus on employment instead of self – employment; and course modules spread over longer duration. DJSS also shared these concerns of JSSs and informed that many courses being run by JSSs prior to transfer to MSDE were standardized over a long period of time. In view of this situation, **the study team feels that it would be worthwhile to review and revise old course curriculum of JSS by involving professional agencies of MSDE as these may better suit the needs of JSS beneficiaries.**

4. It is recommended that **DJSS should be strengthened with manpower, material and financial inputs** for reasons stated in this paragraph. At present monitoring is being done mostly through JSS web portal and periodic review meetings. Monitoring visits by the official of DJSS or MSDE are rare. Similarly, only the periodic review meetings are being used for any kind of training or orientation of JSSs. Exclusive training/orientation programmes were found to be rare. Absence of reference/reading material of JSS courses has already been discussed in a preceding point in this section. These situations pertaining to skeletal monitoring, training and resource material indicate towards the absence of a team professional staff and resources in DJSS. At present, DJSS has a Director supported by 1- 2 consultants. Therefore, from short and long term perspective, **DJSS need a full-fledged team of professionals to cater to monitoring, training, material, academic and research needs of the scheme.** Again, it assumes more importance if JSS scheme has to come at par with other schemes under MSDE in terms of standards (quality) and sustainability.

5. Banks not extending loans to trained beneficiaries; and employers not recognising the certificates are the other issues reported during FGDs and field visits. The twin issues are directly or indirectly related to the existing system of assessment and certification. Therefore, it is recommended that **some kind of a third party system of assessment and certification at par with PMKVY may be introduced in JSSs and suitable financial provision for the same may be made** in JSSs annual grants.

6. It was gathered from interviews of BoM members and state officials and also noticed during FGDs that **support and participation of state and district officials in programmes of JSSs need to be augmented to the desired level.** Participation of state representatives in BoM

meetings is not so frequent and so is the position of monitoring by the district mission. Absence of formal/official linkages with state-driven skill training and livelihood programmes were also reported. Therefore, **it is recommended that DJSS/MSDE may write/remind SSDMs and DSDMs officially to extend support to JSS programmes and monitoring of JSS by district level skill development committees may be made mandatory.** DJSS/MSDE with help of JSSs list out state and district level initiatives where linkages may be established with JSS and officially write to such departments/organizations to extend support to JSS. A similar action is recommended for banking institutions. This aspect of less than the desired level of support and participation in JSSs programmes by state and district institutions is also linked to public visibility of the scheme. Even after 50+ years of its existence, the JSS scheme does not attract the level attention as in case of other schemes of MSDE. Therefore, it is recommended that **investment should be made in publicity and branding of JSS scheme and programmes and it may include regional and national level exhibitions of JSSs in a competitive spirit.**

7. Under the vision for future, it is recommended the network of JSSs may be expanded to priority districts followed by inclusion of all districts in the country; and in existing districts, establish well - equipped model advance training centres at Block and Ward levels with fully-equipped feeder training centres for basic level courses at village level.

2. OVERVIEW OF THE SCHEME

The scheme of Jan Shikshan Sansthan was institutionalised in the year 1967 as Shramik Vidyapeeth by the Government of India. The same was rechristened as Jan Shikshan Sansthan in the year 2000. Jan Shikshan Sansthan (JSS) is conceived as an institute for conducting skill upgradation programmes in the non-formal mode in rural and urban slums of a district. As such, Jan Shikshan Sansthan (JSS) represents an institutional framework for offering non-formal mode of skill development programmes to educationally backward and socio-economically disadvantaged groups. The JSS offers vocational and skill development programmes for non/neo-literates and persons having a rudimentary level of education up to 8th standard in both industrial/urban and rural areas and other school dropouts beyond 8th standard i.e. up to class 12th with a cap of 20% of total beneficiaries per year. The scheme is based on the polyvalent approach that attempts to provide knowledge and skills in an integrated manner conditioned on: (1) neo-literate/school dropout must have continuous access to skill upgradation throughout his/her life, (2) the programme has to be need-based, (3) the programmes under the scheme have to be diversified, flexible and adaptable to varying needs and situations, (4) courses under the scheme have to be NSQF compliant, (5) vocational courses having market demand and higher anticipated income should be accorded priority, (6) common brand value, and (7) encourage local traditional arts/courses. The approach involved in the scheme takes into account: (i) learning needs, (ii) convenience of place, (iii) convenience of time for learners, and (iv) trainers. The courses under JSS vary in terms of: (a) contents, (b) duration, (c) method, (d) instructional arrangements and (e) financing (CSR supported/fee-based training). The methodology includes (i) Theory, (ii) Practical, (iii) Live Work Experience/Apprenticeship, (iv) Systematic Internal Assessment System, (v) Online Certification, and (vi) Linkages with Livelihood Services. The scheme concentrates on the educationally backward and socio-economically disadvantaged groups of rural/urban population such as non/neo/semi-literates, SC, STs, women & girls, slum dweller and migrant workers etc. The JSS act as district-level resource support agency especially in regard to the organization of vocational training and skill development programmes in non-formal mode for the neo-literates and other target groups of the continuing education programmes.

The number of JSS (formerly SVP) recorded as 17 in 1983, 40 in 1986 and 58 at the end of 8th five-year plan i.e. 1996-97. The number increased to 108 by the end of 9th Plan (2001-02). 198 by the end of 10th plan (2006-07) and 271 up to 2008-09 during 11th Plan period covering 27 States and 02 UTs. The functional number of JSS are: 242 in 2015-16, 239 in 2016-17, 236 in 2017-18, 228 in 2018-19 and 233 in 2019-20. Overall, the JSS provides vocational training to people by identifying the skills that are relevant to the market or region. It also promotes the amplification of local trades and creates opportunities for the natives. Most significantly, the scheme is expected to meet the uniformity, transparency, flexibility, credibility, branding, the system of assessment and certification and standards of MSDE.

2.1 Background of the Scheme

a) Brief write up on the scheme including Objectives, Implementation Mechanism, Scheme architecture/Design

The Jan Shikshan Sansthan (JSS) as a District Vocational Institute provides opportunities for the beneficiaries to establish their own business and seek wage employment and employment to enhance their income and quality of life. The JSS intends to cater to the educationally backward and socio-economically disadvantaged people in the rural/urban population such as non/neo semi-literates, SC, STs, women and girls, slum dwellers, migrant workers etc. The JSS is entrusted to conduct three categories of vocational courses. These are: (1) Production Oriented Vocational courses, (2) Service Oriented Vocational Courses (3) IT Oriented Vocational Courses. Under the head of production-oriented courses, the JSS is expected to operate vocational courses which have local market demand for production and sale. The JSS may identify the collaborative agencies or establish their training cum production centre. The cutting & tailoring, food processing & preservation, local nutritional food products, local traditional handicrafts, jute products, leather products etc. are the major areas in the training operationalized under the JSS. On the second head i.e. service-oriented vocational courses, JSS may propose courses as per the local demand, for example, two-wheeler mechanism, AC & refrigeration, beauty culture & healthcare, electrical technician and plumber. In the third category, JSS may also propose courses on information technology including digital literacy. JSS may ensure that they have adequate infrastructure, knowledge and capacity to run IT-oriented vocational courses for the target groups. However, life enrichment education is also part of all skill training programmes of

JSS. Digital literacy and Life Skills components are also integrated across the course-curriculum. Side by side, the JSS may counsel the beneficiaries for their interest and skill mapping. The JSS may also seek the help of NSDC and other Government agencies for counselling of the JSS beneficiaries. With polyvalent approach integrated in courses the JSS intends to provide knowledge and skills simultaneously.

b) Name of the Sub-Schemes/Components

The sub-components of the scheme are as under:

1. Vocational Training, and
2. Activities.

In vocational training, programmes are classified into three categories, namely (i) production-oriented vocational courses, (ii) service-oriented vocational courses, and (iii) IT-oriented vocational courses. As part of Activities components, Life Enrichment Education is the main label under which Family Life Education, Life Skills and issues related to lives of the beneficiaries could be taken up. The activities also include observance of important national/international days such as: (1) World Health Day (7 April), (2) May Day (1 May), (3) International Yoga Day (21 June), (4) World Youth Skills Day (15 July), (5) Independence Day (15 August), (6) Gandhi Jayanti/ Swachh Bharat (2 October), (7) World AIDS Day (1 December), (8) Republic Day (26 January), (9) International Mother Language Day (22 February), (10) International Women's Day (8 March), and (11) Other local important days.

c) Year of Commencement of Scheme

The scheme with the name Shramik Vidyapeeth (SVP) was started in 1967. The first Shramik Vidyapeeth was set up in Mumbai After the success of the project, the network of Shramik Vidyapeeths was expanded in the country in a phased manner. By the year 2001 – 02 their number increased to 108. The SVP was renamed as Jan Shikshan Sansthan w.e.f. year 2000 under the Ministry of Human Resource Development. On the instructions of the Department of Expenditure, Ministry of Finance OM dated 02.12.2016, the JSS component of Scheme of Support to Voluntary Agencies for Adult Education was transferred from Ministry of Human Resource Development to Ministry of Skill Development and Entrepreneurship on 2nd July,

2018. However, the guidelines for implementation of the scheme of Jan Shikshan Sansthan were developed by the Ministry of Human Resource and Development in the year 2000 based on the changing scenario in the literacy programme. With transfer of the scheme to Ministry of Skill Development and Entrepreneurship in 2018, required revisions in the scheme has also been done and new guidelines were issued in the year 2019. A dedicated committee has also been constituted to revamp and restructure the scheme at the level of the Ministry of Skill Development and Entrepreneurship, Government of India.

d) Present status with Coverage of scheme (Operational/Non-Operational)

The scheme of JSS has been sanctioned in 30 States/UTs as of 2019-20. These states are: (1) Andhra Pradesh, (2) Assam, (3) Arunachal Pradesh, (4) Bihar (5) Chhattisgarh (6) Delhi-UT, (7) Gujarat, (8) Goa, (9) Haryana, (10) Himachal Pradesh, (11) Jammu and Kashmir, (12) Jharkhand (13) Karnataka, (14) Kerala, (15) Madhya Pradesh, (16) Maharashtra, (17) Manipur, (18) Mizoram, (19) Nagaland, (20) Odisha, (21) Punjab, (22) Rajasthan, (23) Tamil Nadu, (24) Telangana, (25) Tripura, (26) Uttar Pradesh, (27) Uttarakhand, (28) West Bengal, (29) Chandigarh-UT, and (30) Dadra & Nagar Haveli-UT. The coverage of the JSS scheme has been found in a total of 27 States and 3 UTs as on 29.01.2019. Out of total 271 number of JSS sanctioned, 233 are functional, and 23 cancelled or non-operational. Four JSS each from Madhya Pradesh, and Uttar Pradesh, 2 each from Rajasthan and Tamil Nadu, one JSS each from Andhra Pradesh, and Jharkhand, their grants have been withheld due to legal and administrative issues. JSS RK Puram (Delhi) which was under the management of Government of India has been merged with Directorate of JSS.

e) Sustainable Development Goals (SDG) Served

The scheme of “JSS” is aligned with the objectives of the 2030 Agenda for Sustainable Development Goals (SDGs). SDG goal number 1.3 which states, “Implement nationally appropriate social protection of men, women, and children of all ages living in poverty in all its dimensions according to national definitions”; and SDG goal number 4.3: “By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university”. Thus, the scheme of the JSS is aligned with Sustainable Development Goals number 1.3 and 4.3. The scheme intends to facilitate the marginalized and vulnerable sections of the society through skills and knowledge based on polyvalent approach thereby enhancing their access to socio-economic opportunities for improving quality of their

life. The JSS provides skills and knowledge to socio-economically disadvantaged and educationally backward people in both rural and urban areas such as neo-literates, semi-literates, SC, STs, women and girls, slum dwellers, migrant workers etc. To cater to the target groups, the JSS acts district level resource support agencies especially in regard to the organization of vocational training and skill development programmes. As such, these issues are highlighted under the SDG number 1.3 and 4.3 with which the scheme is aligned.

f) National Development Plan Served

To rapidly scale up skill development efforts in India, by creating an end-to-end, outcome-focused implementation framework, which aligns demands of the employers for a well-trained skilled workforce with aspirations of Indian citizens for sustainable livelihoods is one of the central objectives of the Government of India. The policy framework has been developed to accomplish the vision of Skill India by adhering to the objectives laid down in national development priorities through National Policy for Skill Development and Entrepreneurship 2015. The framework outlines eleven major paradigm enablers to achieve the objectives of skilling India. These are (1) Aspiration and Advocacy, (2) Capacity, (3) Quality, (4) Synergy, (5) Mobilization and Engagement, (6) Promotion of Skilling among Women, (7) Global Partnership, (8) Outreach, (9) ICT Enablement, (10) Trainers and Assessors, and (11) Inclusivity. The JSS scheme intends to cater the skill needs of the socially and geographically disadvantaged and marginalized groups like SCs, STs, women, girls and minorities, and differently-abled persons, etc. It is also expected that by promoting increased participation of women in the workforce through appropriate skilling, gender mainstreaming in the different roles in society would be realised. National Skill Development Mission consists of seven sub-missions under its purview. Each mission will act as a building block for achieving the overall objectives of the Mission. Key focus areas of the sub-mission include: (1) addressing the long-term and short-term skilling needs through revamping of existing institutional training framework and establishing new institutions; (2) undertake sector-specific skill training initiatives; (3) ensure convergence of existing skill development programmes; (4) leverage existing public infrastructure for skilling; (5) focus on training of trainers, (6) facilitate overseas employment; and (7) promote sustainable livelihoods. Keeping in view the above sub-missions, one of the underlying postulates of the scheme is to revise and revamp the skill in the light of Goals of Skill India. Hence, the scheme

with its integrated approach comprehensively initiates to bring out the quality change in the socio-economic conditions of vulnerable groups of our society. As outlined in the National Policy of Skill Development and Entrepreneurship, the JSS scheme has passed through periodic review by eminent institutions. The evaluation of the scheme ensures that best practices can be scaled and corrective measures can be introduced. Indeed, the robust monitoring and evaluation mechanism is to ensure successful implementation of the policy initiatives.

2.2 Budgetary allocation and Expenditure Pattern of the Scheme

Table 2.1: Budget estimates & actual expenditure for FYs 2015 – 16 to 2019 – 20 with number of JSSs and beneficiaries

FY	Amount (in Rs. Crore)			No. of JSS	Number of Beneficiaries
	BE	RE	AE		
2015-16	N/A	N/A	69.37	242	413067
2016-17	N/A	N/A	84.11	239	289225
2017-18	N/A	N/A	31.52	236	173476
2018-19	N/A	N/A	61.72	228	167263
2019-20	N/A	N/A	75.60	233	415322

As per the information shared with the study team, Nil has been noticed in the columns of budgeted and revised estimates. However, the actual expenditure of Rs. 69.37 crore in 2015-16, Rs. 84.11 crore in 2016-17, Rs. 31.52 crore in 2017-18, Rs. 61.72 crore in 2018-19, and Rs. 75.60 crore in 2019-20 have incurred. It was reported that the adequate financial flow was not provided for the year 2017-18. The similar situation was noticed for the year 2018-19. The number of beneficiaries covered under the scheme has significantly gone down in the year 2017-18 and 2018-19. However, the scheme has gained its momentum in the year 2019-20 by covering a total of 415322 beneficiary trainees drawn from non-literate, neo-literate, school drop-outs/pass out, and groups with vulnerability and marginality. As the year 2015-16 to 2019-20 have been taken for the evaluation, the outreach trend of the scheme consists peaks and valleys.

It was also reported that the scheme operated under MHRD for the year 2015-16, 2016-17 and 2017-18. The scheme was transferred to MSDE in 2018-19. In 2016-16, grants were deducted on

account of non-compliance of administrative requirements in certain cases such as non-composition of new BoM and appointment of regular Director, Audited UCs etc. In the year 2016-17, grants were released along with previous year arrears balance at the last moment and work plan was also not approved at the beginning of the year. In the year 2017-18, only emoluments and office expenditure were released the future of the scheme stood out to be uncertain. Beneficiaries were trained from their own resources or sponsored programmes. After the transfer of the scheme to the MSDE, an initial 6-7 months were taken to complete the formalities, and accordingly emoluments and office expenditure grants for full year and programme grants for the six months were released by MSDE.

The slow pace of planning part and implementation thereof may be consider as assigned reasons for the trend.

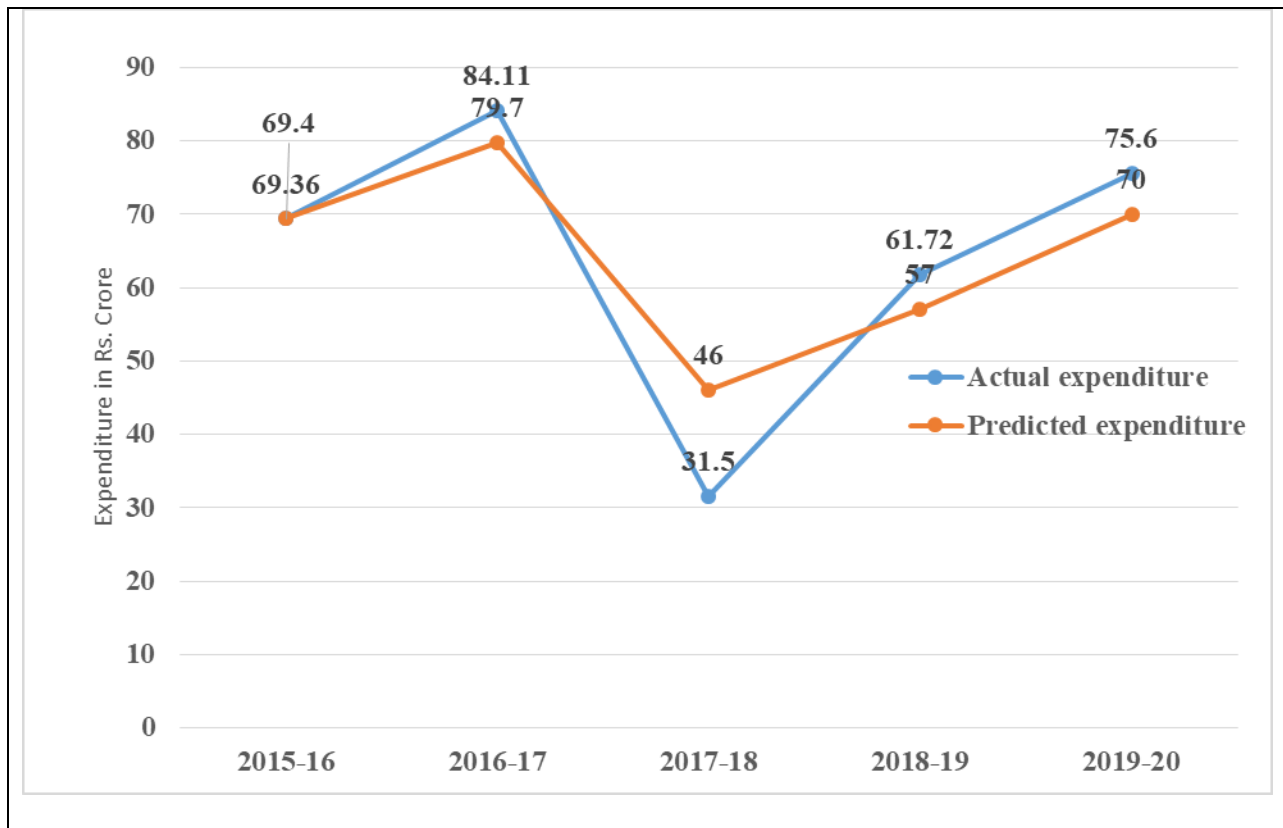


Figure 2.1: Exponential smoothing of expenditure pattern

The ‘exponential smoothing’ presented in the diagram above shows the actual expenditure and forecasted expenditure under the scheme for the last five years. In 2016-17, against the actual

incurred expenditure, the forecasted expenditure has been recorded less. For 2017-18, the forecasted expenditure should have been more than double the amount that have been spent. For 2018-19 and 2019-20, the forecasted expenditure is less than the actual expenditure incurred. Overall, the scheme seems to have taken the major initiative from the year 2018 to expand its outreach and coverage based on the available financial details.

Table 2.2: Forecasting accuracy calculation through ‘Mean Absolute Percentage Error’ (MAPE)

Year	Actual expenditure	Predicted expenditure	Absolute Percentage Error
2015-16	69.36	69.4	0
2016-17	84.11	79.7	5.3
2017-18	31.5	46.0	45.9
2018-19	61.72	57.0	7.7
2019-20	75.6	70.0	7.4
MAPE			13.2

One of the most common measures used to calculate the forecasting accuracy is mean absolute percentage error (MAPE) that has been used in the exponential smoothing. The formula to calculate MAPE is as follows:

$$\text{MAPE} = (1/n) * \sum(|\text{actual} - \text{forecast}| / |\text{actual}|) * 100$$

The MAPE value calculated is 13.2% which shows little difference between the actual expenditure and forecasted expenditure. However, the lower the value for MAPE, the better a model is able to forecast values with the existing forecast and actual expenditure. The difference is considered acceptable when it gets recorded about 10%. As such, the forecasted line graph is able to predict the expenditure pattern against the actual expenditure, considering the expenditure pattern of the scheme across the years.

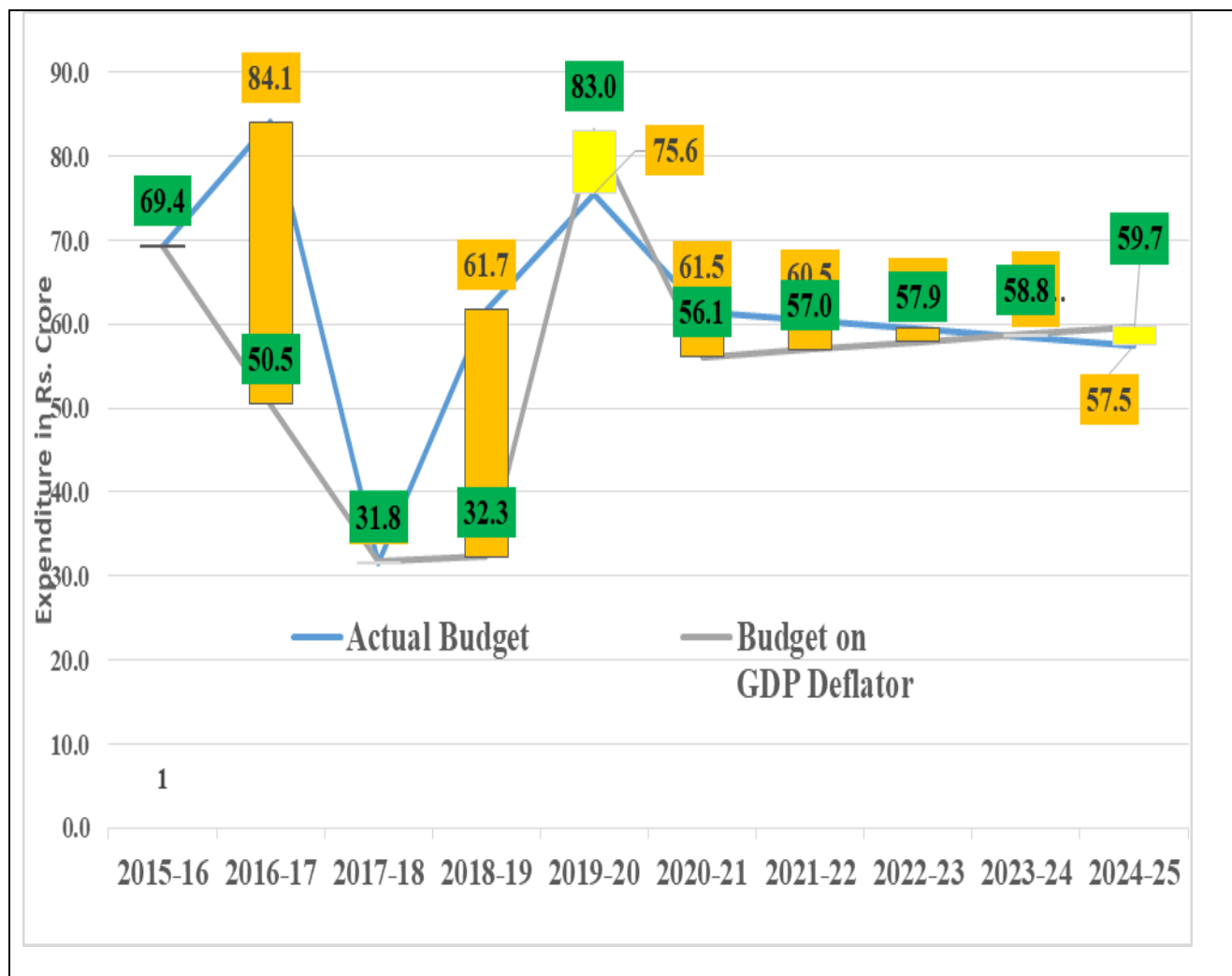


Figure 2.2 :Predictive analysis on different indicators

The figure given above gives an analytical prediction to the budget to be expanded for the next five years for the scheme on constant number of beneficiaries to be covered. The scheme takes 3-4 years for consolidation and expected to improve its outreach by covering more number of JSS and beneficiaries after the year 2023-24.

2.3 Summary of past Evaluation since inception of Scheme

The last evaluation of the scheme was done in 2017 under Ministry of HRD. The evaluation of the scheme of Support to Voluntary Agencies for Adult and Skill Development was conducted by the Centre for Market Research & Social Development, New Delhi.

The recommendations made and partly accepted are as under:

1. Looking at the utility and benefits received by the neo-literates and the type of scheme, both the scheme components need to be continued. However, scheme for support for voluntary agency need to be revised and the State Resource Centres could be treated as an integrated part of Saakshar Bharat Programme than a separate scheme component under the scheme of support to voluntary agencies.

2. SRCs could be developed as State Institute of Adult Education and Lifelong Learning in the State with a broader scope of work and redefined roles & responsibilities as State resource Centre in Kerala State as State Institute of Adult Education and Lifelong Learning materials, conducting training of stakeholders for continuing education centres being run by the State Governments. The SRCs may be assigned the role in adult education as the SCERTs in the field of school education.

3. JSSs need to be upgraded in terms of infrastructure, course curriculum needs to be updated as per NSQF guidelines of Government of India, linkage with industry for placement agencies to be established along with scheme linkage for gainful self-employment of trainees.

4. The recognised certificate should be given to the trainees after completion of training through proper assessment by the respective sector skill councils under Ministry of Skill Development and Entrepreneurship or any Skill development department/agency of the concerned state.

5. In light of changing role of JSSs and the ongoing developments under National/State Skill Development Mission, the Jan Shikshan Sansthan component may still be treated as a special purpose vehicle under Ministry of Skill Development and Entrepreneurship which looks after exclusively skill development activities in the country.

6. The funding for JSS components may be raised by three times of present amount to make the training at par with the other ongoing programme under Modular Employable Skill (MES) and schemes under Ministry of Skill Development and Entrepreneurship (MoSDE).

The above recommendations made by the agency was considered and the scheme of JSS was restructured and revamped in view of the goals of Skill India and the objective of the Ministry of Skill Development and Entrepreneurship.

3. METHODOLOGY

The approach for the study took cognizance of the objectives, processes, and outcomes of the scheme. Parameters were designed to quantitatively and qualitatively assess the objectives of the scheme. The objective-based approach measured if the initially set goals of the scheme were duly met. Apart from the evaluation of the objectives of the scheme, its process, and its outcomes were also studied. Attempts were also made to assess whether the process of the scheme has been instrumental in achieving the desired objectives. Finally, the outcomes of the scheme, in addition to the objectives, were evaluated to understand the impact of the scheme on the trainees receiving skill training in their states from the respective JSS. The evaluation strategy made use of both primary and secondary data for the assessment of the scheme's goals, processes, and outcomes. Secondary information in the form of Scheme Budget, particularly actual budget from the Directorate of Jan Shikshan Sansthan (DJSS), Ministry of Skill Development and Entrepreneurship was obtained. The grant is released at the rate of Rs. 5000000 per JSS. Out of the grant release of Rs. 50 lakhs, Rs. 24 lakhs is prescribed to be spent on programme expenses, Rs. 20 lakhs for emoluments, and Rs. 6 lakhs for office expenses under the scheme. The diagrammatic representation of the grant is as under:

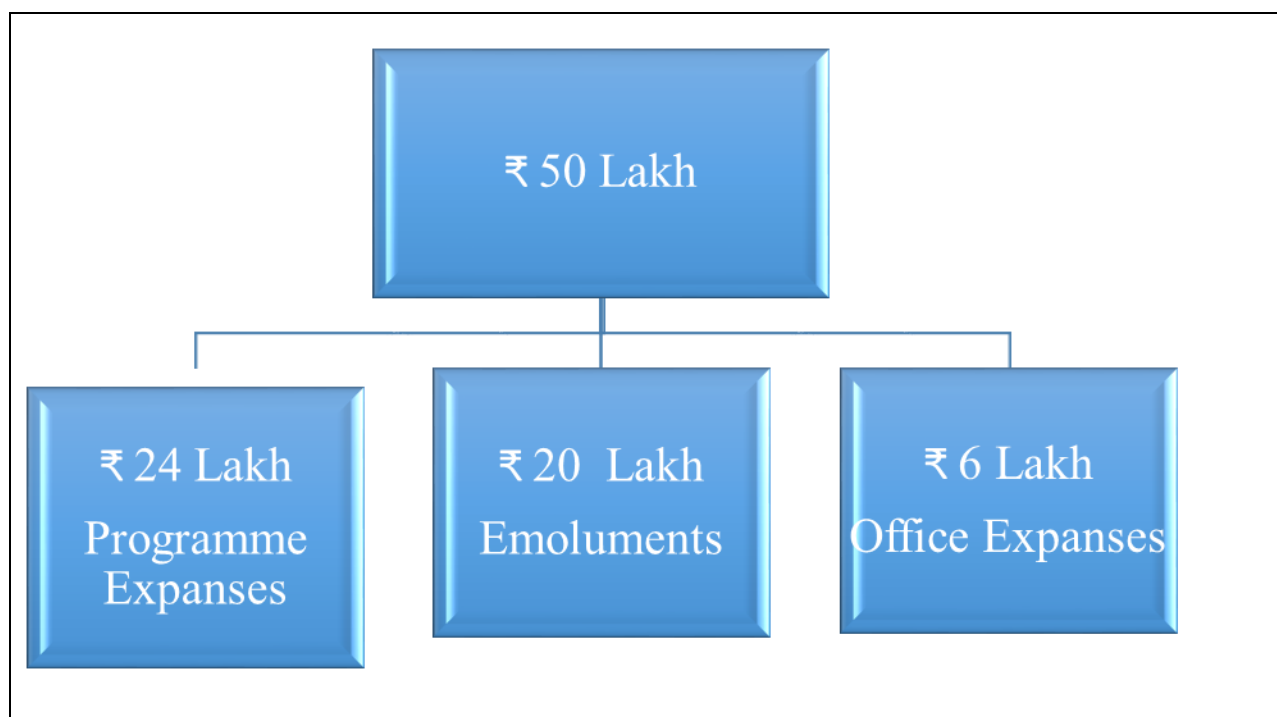


Figure 3.1: Grant under the scheme

The evaluation of the study was conducted across six NSSO classified zones. From each of the zones, two states were selected. Overall, the evaluation of the scheme involved a holistic approach to evaluate the benefits of the scheme and collate suggestions and recommendations received in the form of responses obtained from the candidates who availed the scheme benefits.

The sample selection under the study was a crucial part of the evaluation strategy. The sample under study was selected based on the total number of JSS covered under 2020-21. The total number of JSS to be covered in the year 2020-21 was found to be 222 which was statistically put to a 95% confidence level and a 5% margin of error. Based on this, a total of 52 JSSs were proposed to be proportionally selected from each of the states covered under NSSO classified zones.

In accordance with the provision and guidelines set out by the Ministry for conducting the evaluation study, and taking into account the set of key objectives of the scheme, structured questionnaires were prepared by the study team. The questionnaires were duly sent to the Ministry for approval before being administered to the beneficiaries and other stakeholders of the scheme. They were made available to the direct beneficiaries and other stakeholders of the scheme to understand the effectiveness and gauge the overall success of the scheme.

Subsequent telephonic follow-ups were conducted with the beneficiaries at several stages of the evaluation study to mitigate concerns of attrition bias - a typical factor that tends to undermine the focussed results of the scheme evaluation study. The several interaction rounds proved to be significantly effective in obtaining the feedback in terms of existential challenges faced by the stakeholders of the scheme under study. Telephonic conversation and video conferencing were commenced with many beneficiaries to arrive at objective findings. While interacting with the beneficiary trainees, the observation was also applied. As such, the study has used research tools like observation, questionnaires, focus group discussions and in-depth interviews with the representatives of BOM, trainee, trainers, and community leaders. In primary sources, the study consisted of key-informant interviews and focus group discussions. The key-informant interviews with Ministry/Department Personnel, other stakeholders supporting implementation or indirectly involved in enabling scheme's success and opinion makers at ground level were contacted.

The collected information in the excel sheet was sorted and objective-based processed data tables were brought out. The measures of frequency count, percentages, central tendency and other statistical measures have been used to find the quantitative value of indicators with regard to the findings. We have also assessed the scheme to know the extent to which it has increased the employability of beneficiaries. The study is also backed with extensive meta-analysis to provide the scheme assessment.

3.1 Approach, Division of country into 6 Geographical Regions/zones as classified by NSSO

With the comprehensive methodology, and pragmatic approach, the evaluation of JSS scheme was conducted. The methodology under the study was designed in such a way that it took the sample size representative of the population (universe). Since the scheme has been implemented in 27 states and 3 UTs, so based on the number of the maximum number of JSS, the states were selected from each of the six NSSO classified zones. From central zone, Madhya Pradesh and Uttar Pradesh, from Eastern zone- Bihar and Odisha, from North Eastern zone - Assam and Manipur, from Northern zone - Haryana and Rajasthan, from Southern zone - Karnataka and Kerala and from Western zone - Gujarat and Maharashtra were selected. However, based on the number of JSS implemented in the State, the proportional number of JSS and beneficiaries were selected as per the inception report submitted to the Ministry. The sample selection for the evaluation of the scheme by the state are as under:

Table 3.1: Sample-Size covered under the evaluation study

Zone	State	Number						
		JSS	Beneficiaries	Resource Persons	Community Leaders	BOM	FGD = 6	Total
CZ	Madhya Pradesh	8	128	30	35	8	12	213
	Uttar Pradesh	15	246	58	64	15	6	389
EZ	Bihar	3	61	15	19	3	6	104
	Odisha	5	80	20	17	5	6	128
NEZ	Assam	2	34	8	7	2	12	63
	Manipur	1	11	2	1	1	6	21
NZ	Haryana	2	21	9	7	2	6	45
	Rajasthan	2	16	8	8	2	6	40
SZ	Karnataka	3	59	17	8	3	6	93

Zone	State	Number						
		JSS	Beneficiaries	Resource Persons	Community Leaders	BOM	FGD = 6	Total
	Kerala	2	49	13	8	2	6	78
WZ	Gujarat	3	64	17	13	3	6	103
	Maharashtra	7	120	30	33	7	12	202
Total		53	889	227	220	53	90	1479

3.2 Sample Size and Sample Selection process, Tools Used

In the first stage, the total number of JSS to be covered across states in the year 2020-21 were considered. Applying 95% of confidence level and 5% margin of error, the sample size for the JSS covered under the study was worked out. Furthermore, the total number of JSS covered by the state was proportionally distributed in such a way that matches the sampled JSS. In the third stage, based on the sample size finalized for the JSS, the proportional spread of beneficiary trainees were calculated so that the sample size statistically remains scientific. Though the target JSS to be covered under the study was 52, the study team covered a total of 53 JSS. A total of 889 beneficiary trainees, 227 resource persons, 220 community leaders, 53 BOM representatives, and 90 stakeholders under focus group discussion were covered across the states under the study. Thus, a total of 1479 respondents formed the entire sample-size for the evaluation study. The details are presented in the table above.

Table 3.2: Research tools used for data collection from various stakeholders

Trainee, Trainer, BOM, Community Leader	<ul style="list-style-type: none"> • Questionnaire • In-depth interview • Observation • Focus Group Discussion
DJSS	<ul style="list-style-type: none"> • Telephonic Interaction

a. Questionnaire

The 58 questions for trainees, 34 for the trainer, 17 for community leader, and 27 for BOM were included in the respective questionnaires. Apart from basic details, the questions were raised relating to the implementation process, the intensity of stakeholders' engagement with the scheme and outcome.

b. In-depth Interviews

The study team individually interacted with JSS heads, representatives of BOMs, State officials, and Ministry to elicit responses relating to the overall achievement of the scheme. The instrument provided quantitative as well as qualitative information to the evaluation study. The in-depth interview helped the study team to identify implicit bottlenecks that have been used in the recommendation part of the evaluation study report.

c. Observation

Observation as a tool was used in understanding the issues and challenges of the scheme. It involved three processes, i.e. (i) sensation. (ii) attention, and (iii) perception. The sensation was gained through the idea pre-conceived through secondary information. The attention was paid to the way stakeholders were found responding. The perception comprises the interpretation of benefits vis-à-vis the way JSSs were functioning for the vulnerable groups. Thus, the observation served the purpose of (i) studying collective behaviour and complex situations; (ii) following up of individual units composing the situations; (iii) understanding the whole and the parts in their interrelation; (iv) getting the out of the way details of the situation.

d. Focus Group Discussion

The focus group discussions involved different stakeholders. The focus group discussions involved gathering people from different capacities relating to the scheme. The different nuances of the schemes were discussed to arrive at the precision. The perceptions of both demand and supply-side stakeholders were asked and responses were documented in the research dairy. The participants were given full freedom to explain the issues and concerns in detail. The discussion under FGD was moderated by the study team. One of the objectives of the FGDs was to cross-check the claims of the institutes and actual amenities that were available for the beneficiary trainees.

The data was collected during extreme challenging time i.e. Covid – 19 pandemic. Part of data collection was managed through video conferencing but larger challenge was faced during physical visits by the study teams. Even after maintaining social distance norms and observing other prevention measures, it was challenging to persuade trainees and other informants of the study for the interviews. As a matter of fact one team visiting Assam was quarantined for a day

which caused opportunity costs. Somehow, the situation was managed by IIPA, and our field staff was freed after one day of quarantine.

4. OBJECTIVES OF THE STUDY

Based on the feedback received from DJSS and subsequently, the inception report accepted, the objectives of the evaluation study are as under:

1. to assess the steps involved in the implementation of the scheme, such as mobilization, training of trainer, beneficiary training, assessment and certification, and livelihood linkages;
2. to assess the impact of JSS on socio-economic conditions of beneficiaries;
3. to assess the access of aspirants to JSS programmes;
4. to identify the implementation and knowledge gap in the JSS scheme;
5. to assess the JSS courses in terms of course contents, reading materials, trainer details, infrastructure, self/wage employment, and feedback of the beneficiaries;
6. to analyze the relevance of courses conducted by JSS as per the local-market demand;
7. to identify key factors that would require attention to improve prospects of sustainability;
8. to examine the financial management and system of JSS;
9. to examine the monitoring and supervision system in JSS;
10. to study the effectiveness of BOM and other committees; and
11. to suggest key recommendations to improve the effectiveness of the scheme.

4.1 Performance of the Scheme based on the Output/Outcome indicators

Based on the objectives of the study, the Output/Outcome indicators are as under:

1. Mobilization of trainees, training of trainer, beneficiary training, assessment, certification and livelihood.
2. Impact of JSS on Socio-Economic Conditions of beneficiary trainees.

3. Access of aspirants to JSS programme.
4. Knowledge gap in the implementation of the JSS scheme
5. Assessment of course based on (a) course contents, (b) reading materials, (c) trainer details,(d) infrastructure, and (e) self/wage employment of beneficiary trainees.
6. Relevance of JSS course as per market demand.
7. Key factors for sustainability.
8. Financial management in the JSS.
9. Monitoring and supervision of the JSS.
10. Effectiveness of BOM and Other Committees.

1. Mobilization of trainees, training of trainer, beneficiary training, assessment, certification and livelihood

There exists a total of 13 functions that the JSS has to conduct. The identification of appropriate target areas and groups are major functions because it requires mobilization of potential beneficiaries. The JSS focuses on mobilization for socio-economically disadvantaged and educationally backward groups of urban and rural population such as men, women, and youth, employed, self-employed, neo-literates, prospective workers and their family members as well as unemployed youth. To attain the target of the JSS to impart vocational skills to the non-literate, neo literates and the persons having a rudimentary level of education up to 8th standard and other school dropouts beyond 8th standard i.e. up to class 12th in the age group of 15- 45 years, the effective level of mobilization is required. In the mobilization, Divyanjans, women, SC, ST, OBC and Minorities in the rural areas and urban slums are given priority. The mobilization process takes the support of local publicity channels as well as community leaders, JSS staff, and resource persons. The resources used for mobilization as identified by beneficiary trainees are as under:

Table 4.1: Mobilization of Potential beneficiaries across sampled states

Zone	State	JSS Staff	Resource person	Television / Radio	Newspaper/ Pamphlets	Community Leader	Others	Total
CZ	Madhya Pradesh	86 (67.2)	34 (26.6)	1 (0.8)	2 (1.6)	(0)	5 (3.9)	128(100.0)
	Uttar Pradesh	80 (32.5)	134 (54.5)	1 (0.4)	3 (1.2)	2 (0.8)	26 (10.6)	246(100.0)
EZ	Bihar	31 (50.8)	12 (19.7)	0(0.0)	8 (13.1)	0 (0.0)	10 (16.4)	61(100.0)
	Odisha	50 (62.5)	21 (26.3)	0(0.0)	0(0.0)	2 (2.5)	7 (8.8)	80(100.0)
NEZ	Assam	5 (14.7)	19 (55.9)	6 (17.6)	2 (5.9)	1 (2.9)	1 (2.9)	34(100.0)
	Manipur	3 (27.3)	2 (18.2)	0(0.0)	0(0.0)	0(0.0)	6 (54.5)	11(100.0)
NZ	Haryana	6 (28.57)	13 (61.9)	0 (0)	0 (0)	1 (4.76)	1 (4.76)	21 (100)
	Rajasthan	0 (0)	12 (75)	0 (0)	4 (25)	0 (0)	0 (0)	16 (100)
SZ	Karnataka	32 (54.2)	25 (42.4)	0(0.0)	0(0.0)	0(0.0)	2 (3.4)	59(100.0)
	Kerala	22 (44.9)	19 (38.8)	1 (2.0)	3 (6.1)	4 (8.2)	0(0.0)	49 (100.0)
WZ	Gujarat	24 (37.5)	34 (53.1)	0(0.0)	0(0.0)	1 (1.6)	5 (7.8)	64(100.0)
	Maharashtra	60 (50.0)	31 (25.8)	4 (3.3)	19 (15.8)	4 (3.3)	2 (1.6)	120(100.0)
Grand Total		399 (44.88)	356(40.04)	13 (1.46)	41 (4.61)	15 (1.69)	65(7.31)	889 (100)

The table above presents the resources used for mobilization of potential beneficiary trainees across the sampled states. The views of beneficiary trainees have been received on six classified sources, namely, information received from the JSS staff, resource persons, Television/Radio, newspaper/pamphlets, Gram Pradhan and others. The score on classified resources varies across the states. The information dissemination by JSS staff has been calculated as the highest in the JSS operating in the state of Madhya Pradesh (67.2%), followed by Odisha (62.5%), Karnataka (54.2%), Bihar (50.8%), Maharashtra (50%), , Kerala (44.9%), Uttar Pradesh (32.5%), Gujarat (37.5%) Haryana (28.7%), Manipur (27.3%), Assam (14.5%) and Rajasthan (0.0%). For the mobilization, the role played by resource person/trainer has also been recognized in the study. It has been found that the component has scored the highest in the JSS of Rajasthan (75%), followed by Haryana (61.9%), Assam (55.9%), Uttar Pradesh (54.5%), Gujarat (53.1%), Karnataka (42.4%), Kerala (38.8%), Madhya Pradesh (26.6%), Odisha (26.3%), Maharashtra

(25.8%), Bihar (19.7%) and Manipur (18.2%). The impact of television and radio to mobilize the beneficiaries has been recognized for the training. On the component, it has worked in the state of Assam (17.6%), followed by Maharashtra (3.3%), Kerala (2.0%), Madhya Pradesh (0.8%), and Uttar Pradesh (0.4%). The publicity through newspaper and pamphlets to mobilize the potential beneficiaries for the learning of occupational skills and technical knowledge has scored the highest in the state of Maharashtra (15.8%), followed by Bihar (13.1%), Kerala (6.1%), Assam (5.9%), Madhya Pradesh (1.6%), and Uttar Pradesh (1.2%). The information shared by community leaders/Gram Pradhans has also helped the mobilization of the potential beneficiaries. On the component, the JSSs from the state of Kerala scored the highest (8.2%), followed by Maharashtra (3.3%), Assam (2.9%), Odisha (2.5%), Gujarat (1.6%), and Uttar Pradesh (0.8%).

The other means of mobilization has also been assessed. On this component, the JSSs from the state of Manipur has scored the highest (54.5%), followed by Bihar (16.4%), Uttar Pradesh (10.6%), Odisha (8.8%), Gujarat (7.8%), Madhya Pradesh (3.9%), Karnataka (3.4%), and Assam (2.9%).

Overall, the maximum mobilization has been operated through JSS staff (44.8%), followed by resource persons (40.04%), others (7.31%), Newspaper and pamphlets (4.61%) community leaders (1.69%) and television and radio (1.46%). The diagram drawn below presents the share of different means in the beneficiary mobilization for polyvalent approach driven occupational skills and knowledge.

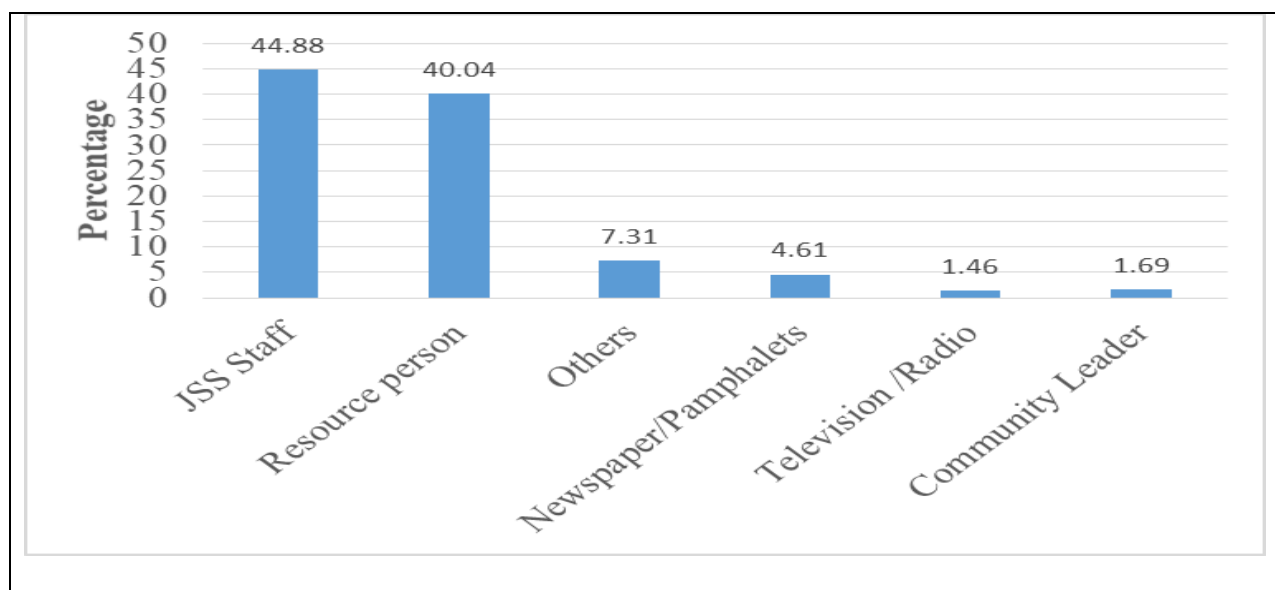


Figure 4.1: Bar Chart presenting means of beneficiary mobilization under JSS scheme

The bar chart shows the share of six channels in the mobilization of beneficiaries in the target area. Almost half of the mobilization work has been carried out by the JSS staff. It is also evident that the role played by resource persons in beneficiary mobilization is equally important.

However, as per the latest addendum, a maximum of 3% of the programme expenses may be spent on mobilization and advocacy through the activities. As part of activities components, Life Enrichment Education is the main label under which Family Life Education, Life Skills and issues related to lives of the beneficiaries could be taken up. The activities also include observance of important national/international days such as:(1) World Health Day (7 April), (2) May day (1 May), (3) International Yoga Day (21 June), (4) World Youth Skills Day (15 July), (5) Independence Day (15 August), (6) Gandhi Jayanti/ Swachh Bharat (2 October), (7) World AIDS Day (1 December), (8) Republic Day (26 January), (9) International Mother Language Day (21 February), (10). International Women’s Day (8 March), and (11) other local important days/issues etc. These activities were also found to be organized by the JSS in the sampled states. These advocacies for beneficiary mobilization proved effective across the states.

Table 4.2: Regression Analysis of JSS staff's mobilization and its impact on enrolled and trained across sampled states

<i>Regression Statistics</i>						
Multiple R	0.98					
R Square	0.95					
Adjusted R Square	0.94					
Standard Error	7.02					
Observations	12.00					
	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%
Intercept	-1.779	4.240	-0.419	0.686	-11.557	8.000
Enrolled	-6.618	1.284	-5.156	0.001*	-9.578	-3.658
Trained	6.617	1.283	5.157	0.001*	3.658	9.576

The mobilization driven by JSS staff has 95% explanation for the mobilization of the beneficiaries under the scheme. The regression model is a ‘good-fit’, as its R-square has figured as 0.95. The model is based on 95% of confidence level and 5% margin of error. In the regression analysis for the trainees enrolled and trained have significant P-value because both the values are less than 0.05. The standard error in the regression model is 7.02. The coefficient against trained 6.617 informs that 1% change in mobilization conducted by the JSS staff leads to 6.62% change in the beneficiary mobilized.

Table 4.3: Regression analysis for the impact of resource persons' mobilization on trainees

Regression Statistics						
Multiple R	0.98					
R Square	0.96					
Adjusted R Square	0.95					
Standard Error	7.5					
Observations	12					
ANOVA						
	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>	
Regression	3	12458.24	4152.74	72.74	3.79	
Residual	8	456.67	57.08			
Total	11	12914.92				
	<i>Coefficients</i>	<i>Standard Error</i>	<i>t Stat</i>	<i>P-value</i>	<i>Lower 95%</i>	<i>Upper 95%</i>
Intercept	13.24	4.56	2.9	0.019	2.71	23.76
Enrolled	7.70	1.38	5.5	0.0005	4.51	10.88
Trained	-7.70	1.38	-5.5	0.0005	-10.89	-4.52

The regression model informs that beneficiary enrolled and trained are effectively explained by mobilization done by resource persons. The mobilization driven by JSS trainer has impact on the attracting the beneficiaries under the scheme. The regression model is a ‘good-fit’ of R-Square (0.96) with a confidence level of 95%. The ANOVA informs that the regression is highly efficient in terms of the role played by the JSS resource persons/trainers in the mobilization of beneficiaries. In ANOVA, the significance of F equals to 3.79 which is less than 72.74 as calculated F value. In the regression analysis for the trainees enrolled and trained, the value for enrolled and trained have been recorded as 0.0005. It shows the significance of P-value. The standard error in the regression model is 7.5. The coefficient against enrolled is 7.70 that informs 1% change in mobilization conducted by the JSS resource persons/trainers leads to 7.7% change in the mobilization of the beneficiaries.

Vide order no. 13-7/2019-JSS (MSDE) dated 06.11.2019, besides 12 functions, one more function was added up in the functional framework of JSSs. This is relating to the capacity building of the trainers/staff of JSS. The JSS is expected to conduct a capacity building programme for its trainers cluster wise to maximize outcome. A maximum of 3% of the

programme expenses may be allocated for the capacity building of JSS staff/instructors. However, under para 4.6, it has also been mentioned that JSS would undertake training and orientation of resource persons/instructors involved in the planning and implementation of various programmes. The findings on training of trainers/resource persons are as under:

Table 4.4: Trainers undergone ToT in the sampled JSS

State	Undergone ToT	Not Attended ToT	Total
Madhya Pradesh	25 (83.3)	5 (16.7)	30 (100.0)
Uttar Pradesh	47 (81.0)	11 (19.0)	58 (100.0)
Bihar	15 (100.0)	0 (0.0)	15 (100.0)
Odisha	20 (100.0)	0 (0.0)	20 (100.0)
Assam	8 (100.0)	0 (0.0)	8 (100.0)
Manipur	2 (100.0)	0 (0.0)	2 (100.0)
Haryana	6 (75.0)	2 (25.0)	8 (100.0)
Rajasthan	8 (100.0)	0 (0.0)	8 (100.0)
Karnataka	17 (100.0)	0 (0.0)	17 (100.0)
Kerala	13 (100.0)	0 (0.0)	13 (100.0)
Gujarat	17 (100.0)	0 (0.0)	17 (100.0)
Maharashtra	28 (93.3)	2 (6.7)	30 (100.0)
Total	206 (91.2)	20 (8.8)	226 (100.0)

The table above presents the percentage of trainers undergone ToT in the sampled JSS. Except for Madhya Pradesh, Uttar Pradesh, Haryana and Maharashtra, 100% trainers received the ToT training in the sampled states. 25% trainer in Haryana, 16.7% in Madhya Pradesh, 19% in Uttar Pradesh, and 6.7% in Maharashtra did not receive the training under ToT.

It may be noted that Training of Trainers just discussed is conducted by local agencies hired by JSS which may not be at par with the professionally competent agencies designated by MSDE for conducting ToTs under its other schemes. Considering the conditions under which resource persons of JSS are recruited (locally hired talent from rural and urban slum areas), need is felt that they should also be exposed to modern technologies through ToTs conducted by MSDE agencies, so that they are able to enhance the quality of their delivery.

Table 4.5: Regression analysis of trainers undergone ToT and performance of JSS trainees

Regression Statistics						
Multiple R	0.95					
R Square	0.91					
Adjusted R Square	0.88					
Standard Error	4.45					
Observations	12					
ANOVA						
	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>	
Regression	3	1816.14	605.38	30.55	9.88	
Residual	8	158.52	19.81			
Total	11	1974.66				
	<i>Coefficients</i>	<i>Standard Error</i>	<i>t Stat</i>	<i>P-value</i>	<i>Lower 95%</i>	<i>Upper 95%</i>
Intercept	-0.90	2.6	-0.33	0.74	-7.105	5.298
Enrolled	-0.26	0.8	-0.32	0.75	-2.141	1.612
Trained	0.26	0.8	0.32	0.75	-1.609	2.143
Assessed	-0.001	0.001	-1.02	0.33	-0.005	0.002

The regression model analyses that the trainer the trainer undergone ToT largely explains the performance of the JSS trainees. The mobilization driven by JSS trainer has impact on attracting the beneficiaries under the scheme. The regression model is a ‘good-fit’ of R-Square (0.91) with a confidence level of 95%. The ANOVA informs that the regression is highly efficient in terms of the role played by the JSS resource persons/trainers in the mobilization of beneficiaries. In ANOVA, the significance of F equals to 9.88 which is less than 30.55 as calculated F value. In the regression analysis for the trainees enrolled and trained, the value for enrolled and trained have been recorded as 0.0005. It shows insignificant P-values. The standard error in the regression model is 4.45. The coefficient against enrolled is -0.26 that informs 1% change in the ToT leads to -0.26% on enrollment, and -0.001% on the assessment. However, the impact of ToT has been found positive on the training with the change leading to 0.26%.

There are four important functions earmarked for the JSS with regard to training for the beneficiaries. It stipulates for organizing vocational training programme with special concern for deprived sections, women/girls and unemployed youth to provide new skills,

refine/sharpen/upgrade the existing livelihood skills for employment, self-employment and income generation. It also provides follow-up services to beneficiaries of the JSS. It also intends to create a livelihood cell for employment/self and wage employment opportunities. Livelihood cell will be linked with the appropriate national/state level portal for the promotion of livelihood opportunities. Moreover, the JSS is also expected to identify and develop curriculum on local traditional skills.

The assessment has been introduced to the trainees of JSS. This has been introduced from the last year. The evidence-based assessment is followed in the JSSs. After the assessment, certificates are given to the beneficiary trainees. The process is in the incipient stage and requires to be systematised. The assessment examines the extent of improvement in occupational skills and technical knowledge of beneficiary trainees raised their efficiency, increased productive ability and enhanced their livelihood opportunities. The assessment details for two years are as under:

Table 4.6: Beneficiaries enrolled, trained, assessed and certified during the last two years

State	2018-19				2019-20			
	Enrolled	Trained	Assessed	Certified	Enrolled	Trained	Assessed	Certified
Madhya Pradesh	20679	20679	19729	19497	50449	50449	49983	49905
Uttar Pradesh	34087	34087	33402	33305	85436	85426	84968	84015
Bihar	9567	9567	8594	8552	22708	22708	21198	21056
Odisha	12240	12240	12203	11999	30677	30677	30114	29905
Assam	3923	3923	3809	3743	9243	9243	8573	8532
Manipur	1937	1937	1097	1097	5387	5387	3194	3193
Haryana	4055	4055	3958	3935	9002	9002	8736	8663
Rajasthan	4002	4002	3961	3956	9069	9069	8958	8957
Karnataka	6211	6211	6201	6123	16201	16201	16116	16091
Kerala	6342	6342	6325	6100	16247	16247	15911	15803
Gujarat	7726	7726	7705	7631	18640	18640	18380	18362
Maharashtra	16051	16051	13693	13416	38023	38023	35715	35561
Total	126820	126820	120677	119354	311082	311072	301846	300043

The table above presents that the number of beneficiaries enrolled, trained, assessed and certified across the samples states in the last two years. It has been found that the number of beneficiaries enrolled and trained has increased by 59.23% in the year 2018-19 and 2019-20. The number of beneficiaries assessed has increased by 60.02% in the above years. The number of beneficiaries

certified has increased by 60.22% in the sampled states. It may be noted that transfer of JSS scheme from MHRD to MSDE took six months. The actual implementation of programme could begin from October 2018 only. Hence, programme expenditure was also released for six months. It shows that the scheme has gained momentum over the years with regard to enrolment, training, assessment and certification of the beneficiaries. The maximum number of enrolment, training, assessment and certification are evident in the state of Uttar Pradesh in both the years 2018-19 and 2019-20, followed by Madhya Pradesh, Maharashtra and Odisha etc. Maximum number of JSSs are catering to the State of Uttar Pradesh (48), followed by Madhya Pradesh (28), Maharashtra (21), and Odisha (17).

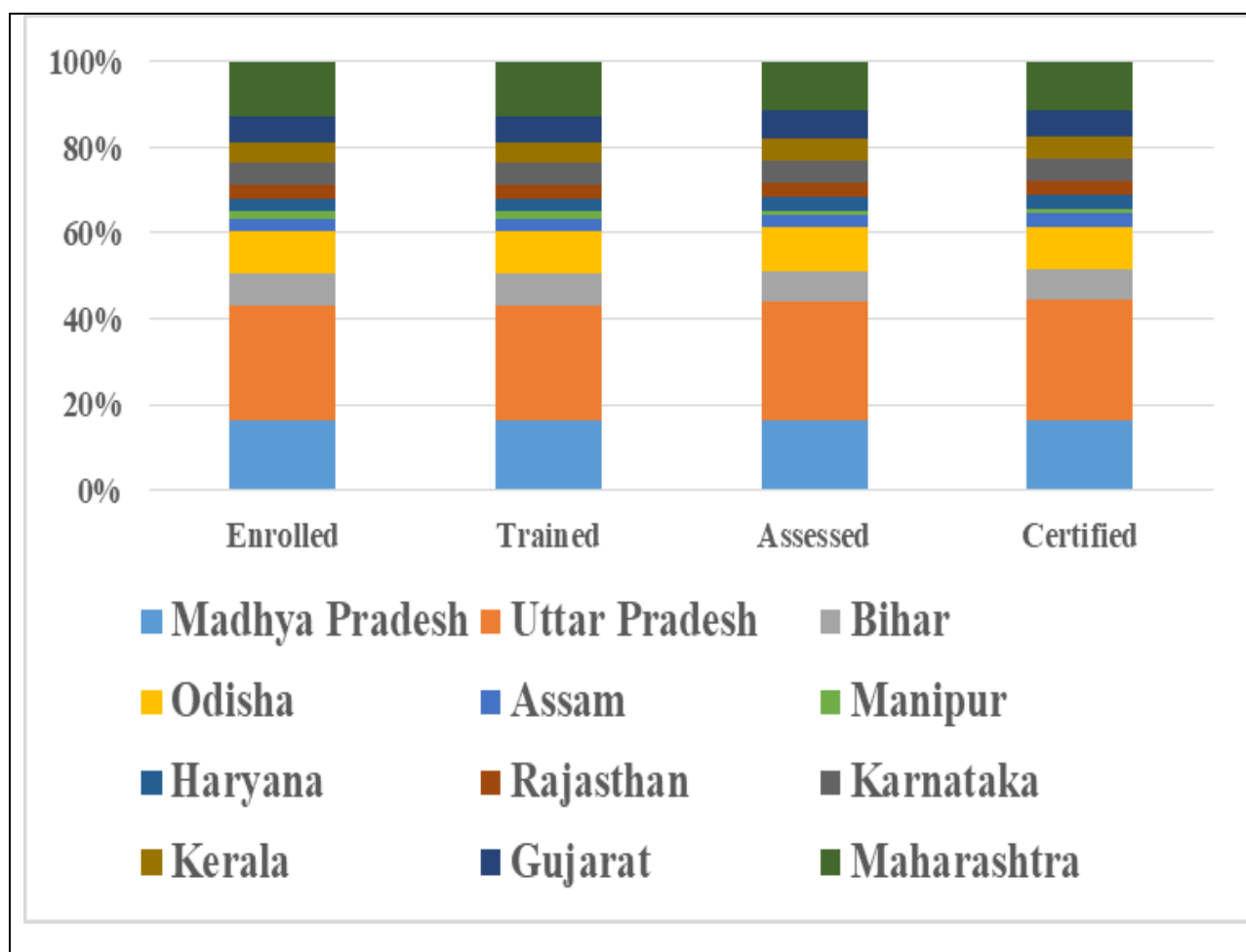


Figure 4.2: Beneficiaries enrolled, trained, assessed and certified during 2018-19

The stacked chart presents the percentage of beneficiaries enrolled, trained, assessed and certified across the sampled states. It is evident that the maximum percentage of beneficiaries enrolled, trained, assessed and certified in the state of Uttar Pradesh during 2018-19. This is worth mentioning that the state of Uttar Pradesh has the highest numbers of JSSs. Each JSS has a target of 1800 beneficiaries per year to be trained irrespective of state or district.

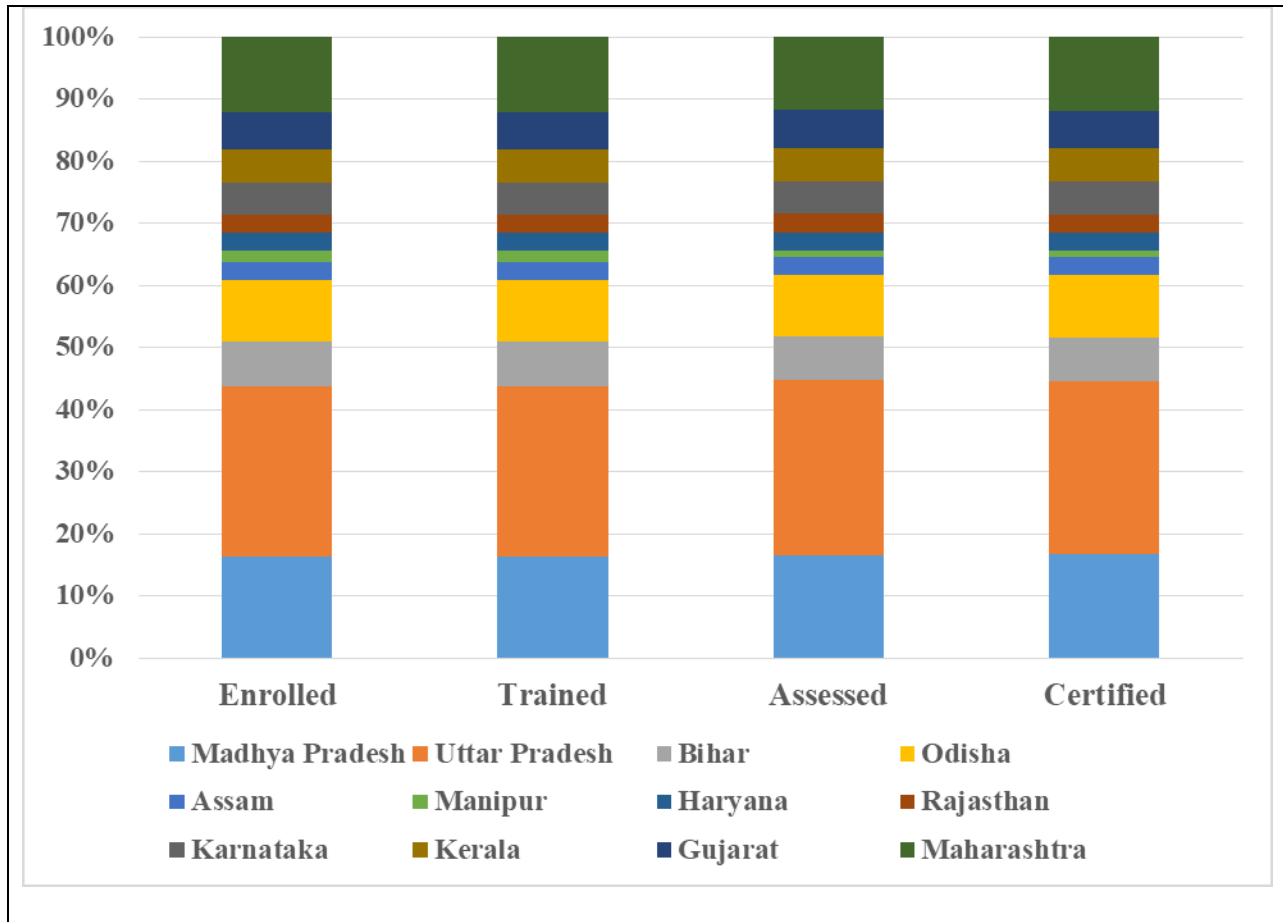


Figure 4.3: Beneficiaries enrolled, trained, assessed and certified during 2019-20

The stacked chart indicates the percentage of beneficiary trainees enrolled, trained, assessed and certified in the sampled states during the year 2019-20.

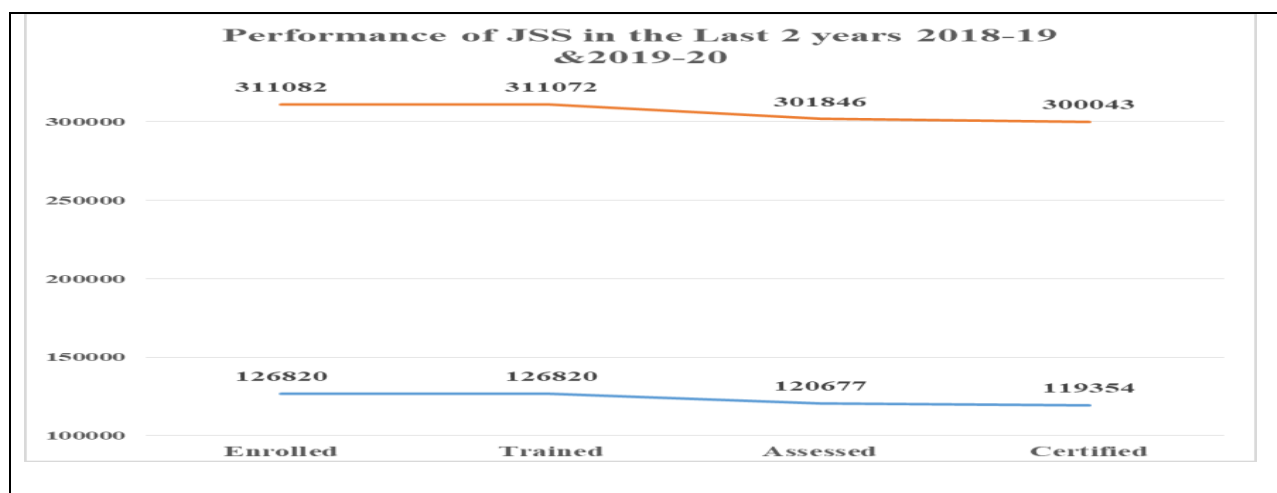


Figure 4.4: Performance of JSS in the last 2 Years 2018-19 & 2019-20

The diagram above shows the performance of JSS in the last two years i.e. 2018-19 and 2019-20. The above line graph depicts the status of 2019-20 whereas, the below indicates its performance in the year 2018-19. The year 2019-20 shows a higher level of performance, as compared to the year 2018-19. It may be mentioned that JSSs could start the programmes only in second half of 2018 – 19 pending transfer of the scheme to MSDE.

2. Impact of JSS on socio-economic conditions of beneficiary trainees

The JSS scheme intends to promote self-employment and facilitate to get financial support including loans/for the target group through linkage with credit and consortium membership. The occupational skills and technological knowledge in beneficiary trainee help improve their socio-economic conditions. The responses on the component were documented from the beneficiary trainees which are as under:

Table 4.7: Marital status of target group across sampled states

State	Unmarried	Married	Widowed	Divorcee	Total
Madhya Pradesh	76 (59.4)	51 (39.8)	1 (0.8)	0 (0)	128 (100)
Uttar Pradesh	187 (76)	58 (23.6)	1 (0.4)	0 (0)	246 (100)
Bihar	42 (68.9)	19 (31.1)	0 (0)	0 (0)	61 (100)
Odisha	51 (63.8)	29 (36.3)	0 (0)	0 (0)	80 (100)

Assam	26 (76.5)	8 (23.5)	0 (0)	0 (0)	34 (100)
Manipur	7 (63.6)	4 (36.4)	0 (0)	0 (0)	11 (100)
Haryana	8 (38.1)	13 (61.9)	0 (0)	0 (0)	21 (100)
Rajasthan	5 (31.25)	10 (62.5)	1 (6.25)	0 (0)	16 (100)
Karnataka	28 (47.5)	31 (52.5)	0 (0)	0 (0)	59 (100)
Kerala	23 (46.9)	26 (53.1)	0 (0)	0 (0)	49 (100)
Gujarat	38 (59.4)	26 (40.6)	0 (0)	0 (0)	64 (100)
Maharashtra	64 (53.3)	52 (43.3)	2 (1.7)	2 (1.7)	120 (100)
Grand Total	555 (62.43)	327 (36.78)	5 (0.56)	2 (0.22)	889 (100)

The table above presents the marital status of the target group. It has been found that majority of the beneficiary trainees are unmarried (62.43%), followed by married (36.78%), widowed (0.56%), and divorcee (0.22%). The maximum unmarried beneficiary trainees have been found in the state of Assam (76.5%) followed by Uttar Pradesh (76%), Bihar (68.9%), Odisha (63.8%) Manipur (63.6 %), 59.4% each in Gujarat and Madhya Pradesh, Maharashtra (53.3%), Karnataka (47.5%), Kerala (46.9%), Haryana (38.1%), and Rajasthan (31.25 %). The highest percentage of beneficiaries with married status has been found in the state of Rajasthan (62.5%), followed by Haryana (61.9%), Kerala (53.1%), Maharashtra (43.3%), Gujarat (40.6%), Madhya Pradesh (39.8%), Manipur (36.4%), Odisha (36.3%), Bihar (31.1%), and Assam (23.5%). The widowed beneficiaries have been found in the state of Rajasthan (6.25%), Maharashtra (1.7%), Madhya Pradesh (0.8%) and Uttar Pradesh (0.4%). The beneficiaries divorced has been found in the state of Maharashtra only (1.7%). No such case has been reported in other states sampled.

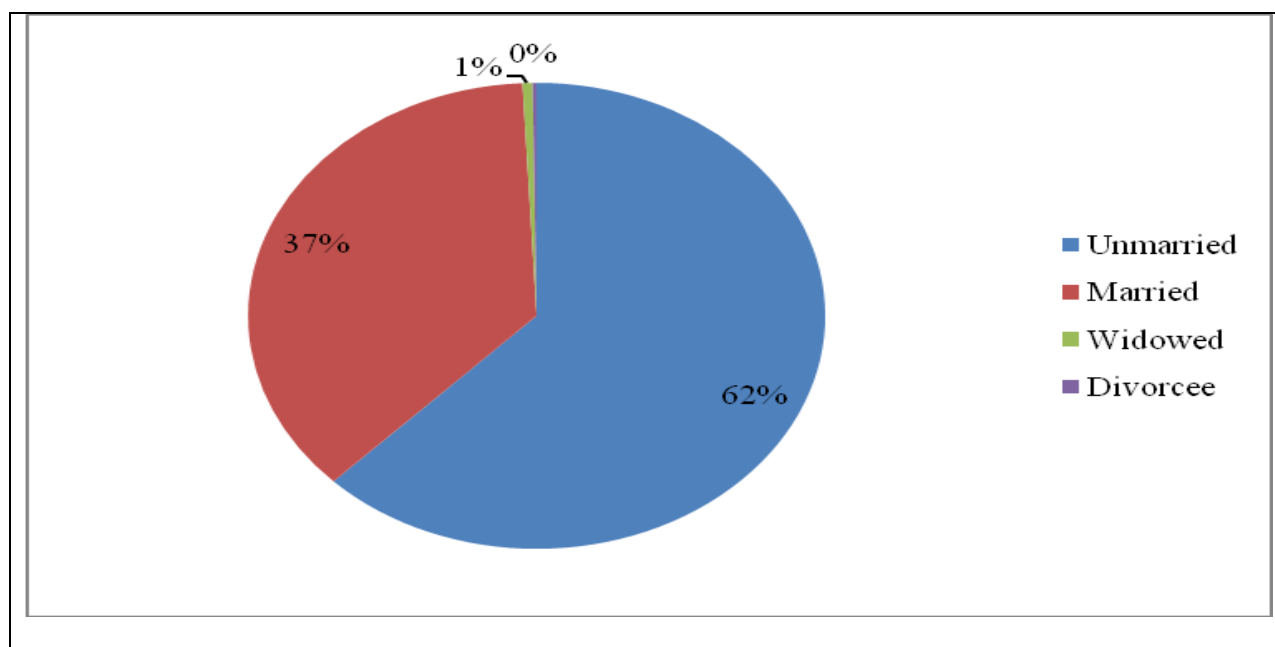


Figure 4.5: Marital status of JSS beneficiaries sampled

The pie chart above presents the marital status of beneficiaries sampled. It discloses that the scheme is catering mostly to unmarried, followed by married and widowed. It has also been found that women representation is significant in the total beneficiary pool. Thus, the scheme mostly takes unmarried women in its ambit.

Table 4.8: Employment status of beneficiary trainees before coverage under the scheme

State	Farming	Agro-labour	Wager	Self-Employed	Govt./Private	Home Maker	Unemployed	Total
Madhya Pradesh	12 (9.4)	20 (15.6)	8 (6.3)	30 (23.4)	3 (2.3)	43 (33.6)	12 (9.4)	128 (100)
Uttar Pradesh	58 (23.6)	7 (2.8)	11 (4.5)	18 (7.3)	4 (1.6)	95 (38.6)	53 (21.5)	246 (100)
Bihar	2 (3.3)	11 (18)	1 (1.6)	4 (6.6)	(0)	33 (54.1)	10 (16.4)	61 (100)
Odisha	12 (15)	4 (5)	12 (15)	2 (2.5)	1 (1.3)	49 (61.3)	0 (0)	80 (100)
Assam	1 (2.9)	3 (8.8)	4 (11.8)	2 (5.9)	1 (2.9)	21 (61.8)	2 (5.9)	34 (100)
Manipur	5 (45.5)	0 (0)	1 (9.1)	1 (9.1)	0 (0)	4 (36.4)	0 (0)	11 (100)
Haryana	(0)	1 (4.76)	2 (9.52)	8 (38.1)	1 (4.76)	9 (42.86)	0 (0)	21 (100)

State	Farming	Agro-labour	Wager	Self-Employed	Govt./Private	Home Maker	Unemployed	Total
Rajasthan	0 (0)	1 (6.25)	0 (0)	0 (0)	0 (0)	15 (93.75)	0 (0)	16 (100)
Karnataka	3 (5.1)	11 (18.6)	6 (10.2)	7 (11.9)	1 (1.7)	31 (52.5)	0 (0)	59 (100)
Kerala	1 (2)	22 (44.9)	8 (16.3)	1 (2)	1 (2)	15 (30.6)	1 (2)	49 (100)
Gujarat	1 (1.6)	0 (0)	0 (0)	4 (6.3)	2 (3.1)	57 (89.1)	0 (0)	64 (100)
Maharashtra	9 (7.5)	4 (3.3)	14 (11.7)	22 (18.3)	6 (5)	65 (54.2)	0 (0)	120 (100)
Total	104 (11.7)	84 (9.45)	67 (7.54)	99 (11.14)	20 (2.25)	437(49.16)	78 (8.77)	889 (100)

Occupation is the major indicator to assess the socio-economic conditions of the beneficiaries covered under the study. Seven classifications of occupational status were designed for the study. It has been found before the scheme, the maximum percentage of farming was associated with the beneficiaries of Manipur (45.5%), followed by Uttar Pradesh (23.6%), Odisha (15%), Madhya Pradesh (9.4%), Maharashtra (7.5%), Karnataka (5.1%), Bihar (3.3%), Assam (2.9%), Kerala (2%) and Gujarat (1.6%). Most of the agricultural labourers were found in the state of Kerala (44.9%), followed by Karnataka (18.6), Bihar (18%), Madhya Pradesh (15.6%), Assam (8.8%), Rajasthan (6.25%), Odisha (5%), Haryana (4.76%), Maharashtra (3.3%) and Uttar Pradesh (2.8 %). Most of the wagers were found in the state of Kerala (16.3%), followed by Odisha (15%), Assam (11.8%), Maharashtra (11.7%), Karnataka (10.2%), Haryana (9.52%), Manipur (9.1%), Madhya Pradesh (6.3%), Uttar Pradesh (4.5%) and Bihar (1.6%). The occupational status with self-employment was found mostly in the beneficiaries of Haryana (38.1%), followed by Madhya Pradesh (23.4%), Maharashtra (18.3%), Karnataka (11.9%), Manipur (9.1%), Uttar Pradesh (7.3%), Bihar (6.6%), Assam (5.9%), Haryana (5.7%), Odisha (2.5%), and Kerala (2%). The beneficiaries with govt./private jobs were found more in the state of Maharashtra (5%), followed by Haryana (4.76%), Gujarat (3.1%), Assam (2.9%), Madhya Pradesh (2.3%), Karnataka (1.7%), Uttar Pradesh (1.6%), and Odisha (1.3%). The beneficiaries being homemakers were found in the state of Rajasthan (93.75%), followed by, Gujarat (89.1%), Assam (61.8%), Odisha (61.3%), Maharashtra (54.2%), Bihar (54.1%), Karnataka (52.5%), Haryana (42.86%), Uttar Pradesh (38.6%), Manipur (36.4%), Madhya Pradesh (33.6%), and

Kerala (30.6%). The maximum percentage of unemployed beneficiaries have been reported from the state of Uttar Pradesh (21.5%), followed by Bihar (16.4%), Madhya Pradesh (9.4%), Assam (5.9%), and Kerala (2%).

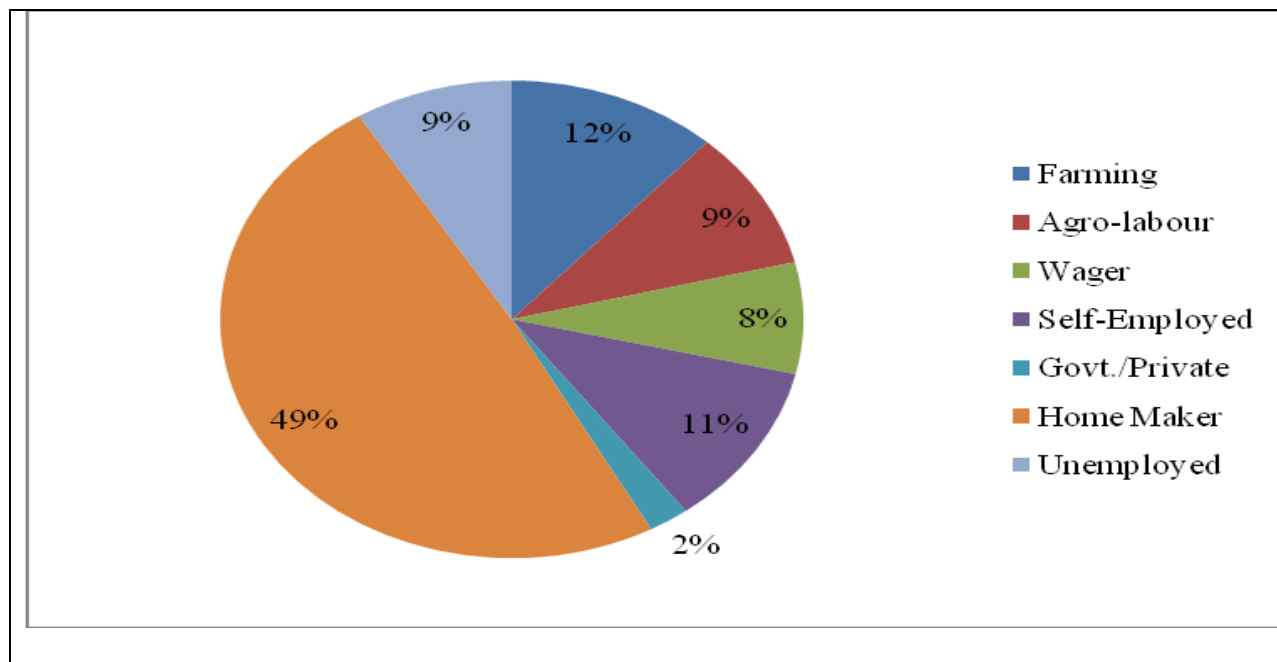


Figure 4.6: Distribution of beneficiary by vocation

The pie diagram drawn above shows that most of the beneficiaries before the coverage under the scheme were home makers, followed by farmers and self-employed entrepreneurs. It shows that the scheme has been extended to people having no perennial source of earnings. The maximum women composition of women under the scheme shows the scheme being women friendly. Most of the skills imparted at JSS centres were in the job-roles related to beauticians and tailor workers.

Table 4.9: Change in the employment due to coverage under the scheme

State	Change in employment	No Change in Employment	Total
Madhya Pradesh	107 (83.6)	21 (16.4)	128 (100)
Uttar Pradesh	209 (85)	37 (15)	246 (100)
Bihar	27 (44.3)	34 (55.7)	61 (100)
Odisha	43 (53.8)	37 (46.3)	80 (100)
Assam	34 (100)	0 (0)	34 (100)
Manipur	1 (9.1)	10 (90.9)	11 (100)
Haryana	21 (100)	0 (0)	21 (100)
Rajasthan	16 (100)	0 (0)	16 (100)
Karnataka	40 (67.8)	19 (32.2)	59 (100)
Kerala	42 (85.7)	7 (14.3)	49 (100)
Gujarat	47 (73.4)	17 (26.6)	64 (100)
Maharashtra	98 (81.7)	22 (18.3)	120 (100)
Total	685 (77.05)	204 (22.95)	889 (100)

The table above represents the impact of the scheme on the change in employment opportunities. As a result of the coverage under the scheme, out of the 889 respondents registered their views, 77.05% beneficiary trainees have undergone occupational shifts. The maximum percentage of the change in the occupation is evident in the beneficiaries of Assam, Haryana & Rajasthan (100% each), followed by Kerala (85.7%), Uttar Pradesh (85%), Madhya Pradesh (83.6%), Maharashtra (81.7%), Gujarat (73.4%), Rajasthan (70.6%), Karnataka (67.8%), Odisha (53.8%) and Bihar (44.3%). The other column in the table shows no change in occupational status. It has not brought about changes in the state of Manipur considerably (90.0%), followed by Bihar (55.7%), Odisha (46.3%), Karnataka (32.2%), Gujarat (26.6%), Maharashtra (18.3%), Madhya Pradesh (16.4%) and Uttar Pradesh (15%). Overall, after the coverage under the scheme, the noticeable percentage in the occupational shift has been recognized across the sampled states. This shows an effective impact of the scheme on the beneficiaries' livelihood.

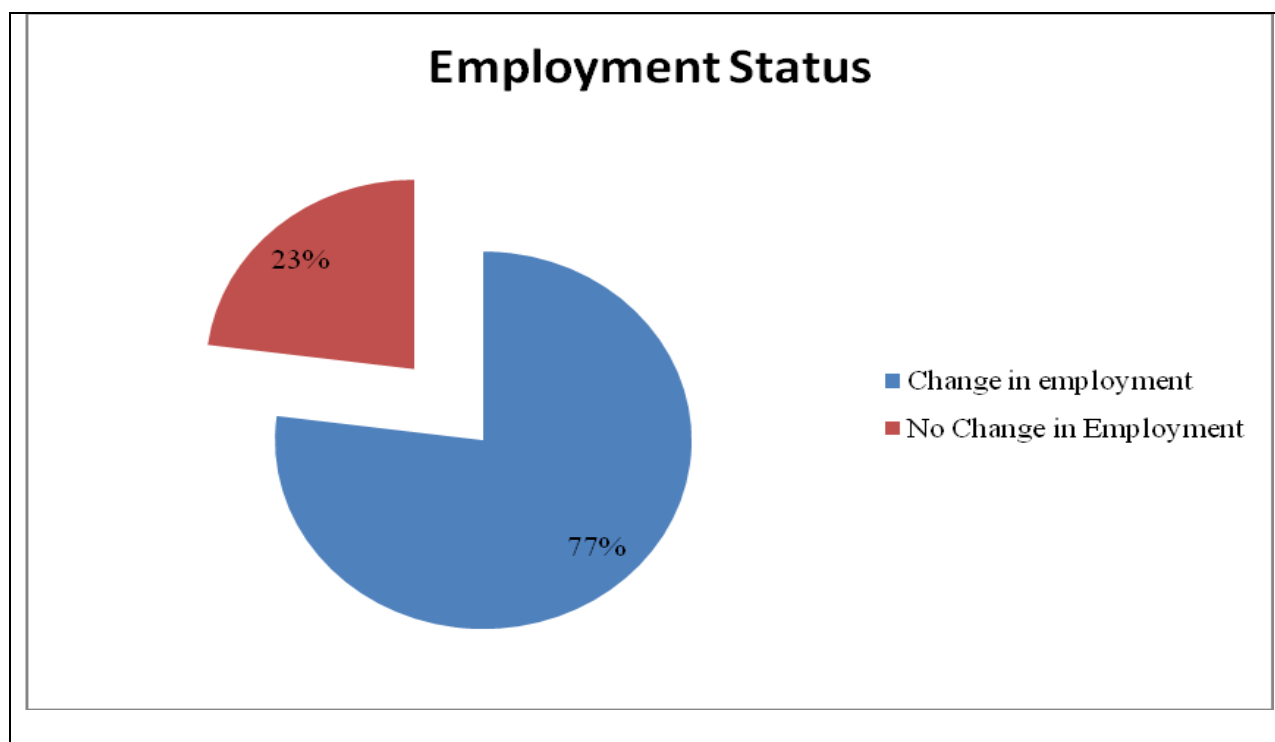


Figure 4.7: Occupations shifts in the beneficiaries sampled

The above pie chart shows the beneficiaries experiencing occupational shifts. 77% of the beneficiaries sampled have experienced occupational shifts after the coverage under the scheme. As a result of the learning the changes in the socio-economic profile of beneficiaries has also been noticed. Since the scheme largely caters to beneficiary women, the scheme is also associated with the global agenda of women empowerment.

Table 4.10: ANOVA for change and no-change in employment

F-Test Two-Sample for Variances		
ANOVA	Change in employment	No Change in Employment
Mean	57.08	17
Variance	3239.72	195.4545455
Observations	12	12
df	11	11
F	16.58	
P(F<=f) one-tail	0.00	
F Critical one-tail	2.82	

The ANOVA for the change and no-change in employment has been done. Under the f-test, it has been found that F Critical one-tail has been accounted for 2.82 with 11 degree of freedom in sharp contrast with calculated F as 16.58. 2. The F Critical one-tail (2.82) is less than calculated

(16.58). As such the hypotheses for the similarity in change and no change fail to be accepted. The change in employment shift is significantly high.

Table 4.11: Change in the annual income level of beneficiaries (Average)

State	Annual Income Before the Scheme each beneficiary (average)	Annual Income After the Scheme each beneficiary (average)	% Change
Madhya Pradesh	₹19455.81	₹27989.60	43.86
Uttar Pradesh	₹26591.84	₹38829.31	46.02
Bihar	₹52533.33	₹90192.31	71.69
Odisha	₹32923.08	₹54770.27	66.36
Assam	₹27300.00	₹75705.88	177.31
Manipur	₹56000.00	₹74272.73	32.63
Haryana	₹17452.38	₹71571.43	310.10
Rajasthan	₹50000.00	₹52187.50	4.38
Karnataka	₹10860.98	₹36818.97	239.00
Kerala	₹19810.81	₹71923.08	263.05
Gujarat	₹13344.68	₹24109.38	80.67
Maharashtra	₹28938.46	₹41161.76	42.24
Average	₹24228.78	₹44771.29	84.79

The table above presents the change in the average income for each beneficiary annually. The information in the tabular form reveals that the maximum change in the annual income has been found in the beneficiaries from the state of Haryana (310.10%) followed by Kerala (263.05%), Karnataka (239.0 %), Assam (177.31%), Gujarat (80.67%), Bihar (71.69%), Odisha (66.36%), Uttar Pradesh (46.02%), Madhya Pradesh (43.86%), Maharashtra (42.24%), Manipur (32.63%), and Rajasthan (4.38%). Overall, changes in average annual income per beneficiary after coverage under the scheme got enhanced by 84.9%. The lowest change has been recognized in the state of Rajasthan (4.38%). Considering the obvious impact of trainers on beneficiary trainees, they are required to put to some especially designed capacity building programmes so that beneficiaries receive impactful training to harvest employment opportunities.

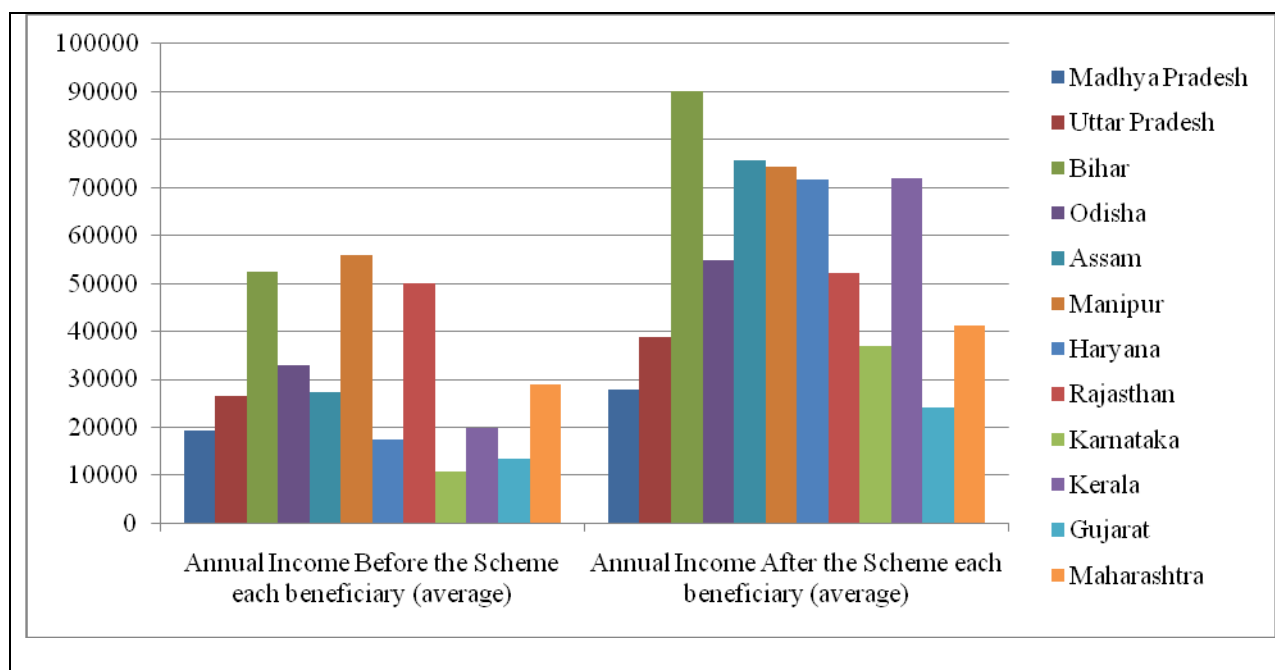


Figure 4.8: Changes in the income status of beneficiary trainees

The figure above presents two clusters of bar graphs. Each cluster consists of 12 states covered under the evaluation study. The length of bars after beneficiaries' covered under the scheme are elongated. It shows that after coverage under the scheme, the beneficiaries have significantly received financial mobility. With difference in intensity, the income level of the beneficiaries sampled have been grown.

Table 4.12: t-Test of unequal variance pertaining to mobility in income level

t-Test: Two-Sample Assuming Unequal Variances		
ANOVA	Annual Income Before the Scheme each beneficiary	Annual Income After the Scheme each beneficiary
Mean	29600.9475	54961.01833
Variance	238778267.2	461358905.7
Observations	12	12
Hypothesized Mean Difference	0	
df	20	
t Stat		-3.32
P(T<=t) one-tail		0.001
t Critical one-tail		1.72
P(T<=t) two-tail		0.003
t Critical two-tail		2.09

The table above shows result of the t-Test conducted on the indicators. It confirms that the value of t-Critical two-tail is less than the absolute value of t Stat i.e. |-3.32|, the hypotheses of

similarity fails to be accepted with 20 as degree of freedom. This implies that annual income after the coverage under the scheme has changed. It shows a good sign of the scheme performance to the extent that knowledge and skill trainings integrated have incredibly influenced the beneficiary trainees.

Table 4.13: Regression analysis of previous employment and change in each beneficiary income annually

<i>Regression Statistics</i>						
Multiple R	0.62					
R Square	0.38					
Adjusted R Square	-0.68					
Standard Error	140.19					
Observations	12					
ANOVA						
	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>	
Regression	7	49726.8	7103.828	0.36	0.88	
Residual	4	78620.92	19655.23			
Total	11	128347.7				
	<i>Coefficients</i>	<i>Standard Error</i>	<i>t Stat</i>	<i>P-value</i>	<i>Lower 95%</i>	<i>Upper 95%</i>
Intercept	150.55	95.29	1.57	0.18	-114.03	415.14
Farming	-6.74	18.57	-0.36	0.73	-58.31	44.82
Agro-labour	1.91	11.00	0.17	0.87	-28.63	32.47
Wager	4.22	25.93	0.16	0.87	-67.77	76.23
Self-Employed	-4.72	8.64	-0.54	0.61	-28.71	19.28
Govt./Private	-4.36	63.61	-0.06	0.94	-180.99	172.26
Home Maker	0.31	3.00	0.10	0.92	-8.01	8.64
Unemployed	5.17	18.20	0.28	0.79	-45.36	55.71

The table above shows that the previous occupational engagements have 38% impact on the change in the percentage income. Though the regression model is not a ‘good-fit’ of R-Square (0.38) with the confidence level of 95%, the P-values show insignificant implications too. All the p-values against farming, agro-labour, wager, self-employed, Govt./Private employment, homemaker and unemployed are more than 0.05. That shows insignificant implications. The ANOVA informs that the regression model for the above results is not efficient. The standard error in the regression model is 140.19. The coefficients for farming, self-employed and govt.

/private employment have inversely connected to the change in the percentage income of the household. However, agro-labour (1.91), wager (4.22), homemaker (0.31) and unemployed (5.17) are positively linked to the percentage change in the annual household income. High level of change has been recognized amongst the unemployed household. It implies that 1% change in the occupation is attributed 5.17% change in the annual income of the beneficiary being unemployed, and 4.22% being wager. Thus, the without intervention such change could not have been brought about.

3. Access of aspirants to JSS programme

The access to JSS programme is essential to cater both the supply and demand-side objectives. The location of the JSS is a major issue that facilitates its access. The accessibility largely depends on the JSS situated near the vicinity of beneficiaries' habitation. The shorter the distance, the larger is the accessibility. The adequacy of training hall, availability of library, electricity, drinking water, toilet, sufficient ventilation and duration of the course are the key determinants in the accessibility. The study team reviewed the distance between the household of beneficiary trainees and JSS. The findings are as under:

Table 4.14: Distance between JSS and beneficiaries' habitation

Zone	State	Less than 1 km	1-2 kms	3-4 kms	More than 4 kms	Total
CZ	Madhya Pradesh	82 (64.06)	39 (30.47)	7 (5.47)	0 (0)	128 (100)
	Uttar Pradesh	117 (47.56)	87 (35.37)	24 (9.76)	18 (7.32)	246 (100)
EZ	Bihar	10 (16.39)	24 (39.34)	5 (8.2)	22 (36.07)	61 (100)
	Odisha	32 (40)	18 (22.5)	15 (18.75)	15 (18.75)	80 (100)
NEZ	Assam	5 (14.71)	14 (41.18)	5 (14.71)	10 (29.41)	34 (100)
	Manipur	10 (90.91)	1 (9.09)	0 (0)	0 (0)	11 (100)
NZ	Haryana	15 (71.43)	6 (28.57)	0 (0)	0 (0)	21 (100)
	Rajasthan	4 (25)	11 (68.75)	1 (6.25)	0 (0)	16 (100)

Zone	State	Less than 1 km	1-2 kms	3-4 kms	More than 4 kms	Total
SZ	Karnataka	45 (76.27)	12 (20.34)	1 (1.69)	1 (1.69)	59 (100)
	Kerala	9 (18.37)	23 (46.94)	10 (20.41)	7 (14.29)	49 (100)
WZ	Gujarat	37 (57.81)	11 (17.19)	5 (7.81)	11 (17.19)	64 (100)
	Maharashtra	57 (47.5)	23 (19.17)	29 (24.17)	11 (9.17)	120 (100)
Total		423 (47.58)	269 (30.26)	102 (11.47)	95 (10.69)	889 (100)

The table above presents the distance from beneficiaries' location to the JSSs across sampled states. Three classified distances {(1) less than one km, (2) 1-2 kms, (3) 3-4 kms, and (4) more than 4 kms)} were worked out based on the responses received from the beneficiary trainees. It has been found that majority of the JSSs or their training centres are located near the households of beneficiaries. Most of the JSSs located near the beneficiaries' households (within 1 km) were found in the state of Manipur (90.91%), followed by Karnataka (76.27 %), Haryana (71.43%), Madhya Pradesh (64.06%). Gujarat (57.81%), Uttar Pradesh (47.56%), Maharashtra (47.5), Rajasthan (25%), Kerala (18.37%), Bihar (16.39%), and Assam (14.71%), Most of the JSSs/centres within 1-2 kms were found in the state of Rajasthan (68.75%) followed by Kerala (46.94%), Bihar (39.34%), Assam (41.18%), Uttar Pradesh (35.37%), Madhya Pradesh (30.47%), Odisha (22.5%), Maharashtra (19.17%), Gujarat (17.19%) and Manipur (9.09%). Karnataka (20.34%). The maximum percentage of JSSs/training within the range of 3-4 kms were found in the state of Maharashtra (24.17%) followed by Kerala (20.41%), Odisha (18.75%), Assam (14.71), Uttar Pradesh (9.76%), Bihar (8.2%), Gujarat (7.81%), Rajasthan (6.25%), and Madhya Pradesh (5.47%). The maximum number of JSSs/training centres within the range of more than 4 kms were found in the state of Bihar (36.07%), followed by Assam (29.41%). Odisha (18.75%), Kerala (14.29%), Maharashtra (9.17%), Uttar Pradesh (7.32 %), and Karnataka (1.69 %), and Overall, 77.84% of JSSs or their training centres have been found within the range of up to 2 kms. Only 22.16% of the JSSs/centres have found above the range of 3 kms. It shows astounding accessibility of JSSs to the beneficiary trainees so far as the distance is concerned.

Table 4.15: Duration of JSS courses expressed by the target group

State	Long	Adequate	Short	Total
Madhya Pradesh	32 (25)	86 (67.2)	10 (7.8)	128 (100)
Uttar Pradesh	38 (15.4)	170 (69.1)	38 (15.4)	246 (100)
Bihar	7 (11.5)	54 (88.5)	0 (0)	61 (100)
Odisha	0 (0)	61 (76.3)	19 (23.8)	80 (100)
Assam	1 (2.9)	32 (94.1)	1 (2.9)	34 (100)
Manipur	3 (27.3)	8 (72.7)	0 (0)	11 (100)
Haryana	0 (0)	21 (100)	0 (0)	21 (100)
Rajasthan	0 (0)	16 (100)	0 (0)	16 (100)
Karnataka	30 (50.8)	25 (42.4)	4 (6.8)	59 (100)
Kerala	10 (20.4)	39 (79.6)	0 (0)	49 (100)
Gujarat	33 (51.6)	27 (42.2)	4 (6.3)	64 (100)
Maharashtra	120 (100)	0 (0)	0 (0)	120 (100)
Total	274 (30.82)	539 (60.63)	76 (8.55)	889 (100)

The table above shows the opinions shared by the beneficiary trainees on the longevity of the courses in terms of duration. The maximum percentage of beneficiaries have expressed that the duration of courses is adequate (60.63 %), followed by long (30.82 %) and short (8.55%). In the state of Haryana & Rajasthan (100 % each), Assam (94.1%), Bihar (88.5%), Kerala (79.6%), Manipur (72.7%), Uttar Pradesh (69.1%), Madhya Pradesh (67.2%) Karnataka (42.4%) and Gujarat (42.2%), the beneficiary trainees have expressed that duration of courses at JSSs are adequate. However, in the state of Maharashtra (100%), Gujarat (51.6%), Karnataka (50.8%) etc., the respondents have found the courses long.

The table given below shows the availability of required infrastructure at the JSS centres. It has been found that out of the total responses received on adequate training hall the highest percentage was in Kerala (59.92%), followed by Odisha & Gujarat (58% each), Maharashtra (57.54%), Rajasthan (56%). Haryana (55.24%), Uttar Pradesh (53.5%), Karnataka (53.05%), Assam (52.32%), Madhya Pradesh (52%), Manipur (51%), and Bihar (48.36%). Availability of library was very less with Madhya Pradesh, Uttar Pradesh, Karnataka, Odisha, Kerala and Maharashtra indicating percentage availability responses between 21.43% - 30%, in Haryana, Rajasthan & Gujarat it was less than 20%, and in cases of Manipur & Assam no library was reported. The availability of electricity was reported over 80% in 11 sampled states except for Manipur where this percentage was 78%. The drinking water facility was available cent percent in Madhya Pradesh, Uttar Pradesh, Odisha, Assam, Manipur, Haryana, Rajasthan, Maharashtra & Gujarat, and slightly less than 100% in Bihar, Karnataka & Kerala. The toilet facility was available between 30 – 35% centres only in Madhya Pradesh, Uttar Pradesh, Manipur, Haryana, Rajasthan, Karnataka, Kerala, Maharashtra & Gujarat, and percentages were even lesser in Bihar, Odisha & Assam. The adequate lighting over 90% respondents have accepted, except Bihar where percentage of such respondents. The overall situation of availability of training infrastructure, indicates the adequate training space was available in 54.55%, library in 23.62% and toilet in 31.27% cases. Remaining facilities were available in higher percentages i.e. electricity (86.05%), drinking water (99.55%) and adequate lighting (93.70%).

Table 4.16: Availability of training related infrastructure – Affirmative views

State	Adequate Training Hall	Availability of Library	Availability of Electricity	Drinking-Water	Toilet Facility	Adequate Lighting
Madhya Pradesh	67 (52)	38 (30)	102 (80)	128 (100)	45 (35)	124 (97)
Uttar Pradesh	132 (53.5)	69 (28)	220 (89.59)	246 (100)	79 (32)	224 (95.53)
Bihar	29 (48.36)	15 (24)	52 (85.36)	60 (98.36)	15 (27)	54 (89)
Odisha	46 (58)	20 (25)	69 (86)	80 (100)	22 (28)	77 (96)
Assam	18 (52.32)	0 (0)	29 (85)	34 (100)	9 (27.06)	33 (97.06)

State	Adequate Training Hall	Availability of Library	Availability of Electricity	Drinking-Water	Toilet Facility	Adequate Lighting
Manipur	6 (51)	0 (0)	9 (78)	11 (100)	4 (32)	10 (91)
Haryana	12 (55.24)	3 (14.29)	18 (87)	21 (100)	6 (30)	20 (93)
Rajasthan	9 (56)	3 (19)	13 (82)	16 (100)	5 (30)	15 (92)
Karnataka	31 (53.05)	15 (25.42)	51 (86.61)	57 (96.61)	18 (31)	55 (94)
Kerala	29 (59.92)	10 (21.43)	42 (86)	48 (97.96)	17 (34)	48 (97)
Maharashtra	69 (57.54)	27 (22.53)	106 (88)	120 (100)	37 (31)	112 (93)
Gujarat	37 (58)	10 (15.16)	54 (85)	64 (100)	21 (33)	61 (95)
Grand Total	485 (54.55)	210 (23.62)	765 (86.05)	885 (99.55)	278 (31.27)	833 (93.70)

Thus, the maximum number of beneficiary trainees have accepted the availability of electricity, drinking water and adequate lighting but lesser percentages of responses for training space, library and toilet are matter of concern.

In response to questions related to suggestions for improvements and weakness of JSS, members of BoM, community leaders and trainers directly or indirectly indicated insufficiency or inadequacy of training material, equipment and infrastructure. Their responses in this direction were even stronger during FGDs. This indicate that facilities were available but were inadequate or less than desirable.

4. Knowledge gap in the implementation of the JSS scheme

The smooth implementation of the scheme requires that the stakeholders are properly aware of the JSS operation. The informed stakeholders always perform better than the non-informed or partly informed. Under the JSS scheme, the major stakeholders are DJSS, BOM members, the executive committee, Director, trainers and trainees. There are two kinds of expenditure related to JSS that the stakeholders should be fully aware of, namely recurring and non-recurring. At the same time, before the commencement of the financial year, each Jan Shikshan Sansthan is

required to formulate a comprehensive action plan indicating the programme to be undertaken during the subsequent year and achievements during the current year along with a detailed budget. Though in the financial pattern the allocation has been broadly earmarked, it would be essential in the detailed budget to indicate the expenditure proposed to be incurred for each activity and sub-items of expenditure is worked out.

Table 4.17: BOM served JSS guidelines

State	BOM Received JSS Guidelines
Madhya Pradesh	8
Uttar Pradesh	15
Bihar	3
Odisha	5
Assam	2
Manipur	1
Haryana	2
Rajasthan	2
Karnataka	3
Kerala	2
Gujarat	3
Maharashtra	7
Grand Total	53

As per the data collected from the sampled states, the table above indicates that all the JSSs have received the guidelines of the scheme. However, it has been observed during the focus group discussion that absence of reading and reference materials of the course for beneficiaries were largely turned to be heard by deaf ears of the JSS functionaries.

5. Assessment of course based on (a) course contents, (b) reading materials, (c) trainer details, (d) infrastructure, and (e) self/wage employment of beneficiary trainees

The assessment of the course is an important component under the scheme. The effectiveness of the courses conducted under JSS is based on course contents, reading materials, trainer details infrastructure and the integrated impact of the items on the self-wage employment.

Table 4.18: Assessment of JSS Course – Affirmative views

State	Availability of Learning Material	Adequate Quantity of teaching Learning Material	Good Quality of teaching learning materials	Training Module received	Training equipment & Tools Available	Good Condition of Equipment	Quantity of Training Equipment Adequate	Satisfaction from trainer resource persons
Madhya Pradesh	115 (90)	64 (50)	122 (95.32)	8 (10)	128 (100)	66 (52.34)	64 (50.01)	128 (100)
Uttar Pradesh	226 (92)	128 (52)	231 (94)	47 (19)	246 (100)	127 (51.75)	127 (51.47)	246 (100)
Bihar	54 (89)	27 (45)	54 (91.36)	4 (9)	61 (100)	30 (49.25)	30 (49.32)	43 (83.61)
Odisha	74 (93)	38 (48)	73 (92)	8 (10)	80 (100)	42 (53.33)	40 (50)	80 (100)
Assam	31 (92)	14 (52.35)	21 (94.65)	5 (14.12)	28 (82.35)	12 (54.65)	18 (52.42)	25 (85.29)
Manipur	10 (94)	5 (48)	2 (92.27)	1 (11.32)	11 (100)	2 (50.27)	5 (50.91)	11 (100)
Haryana	19 (94)	10 (50.24)	15 (93.95)	3 (13.85)	21 (100)	8 (52.43)	11 (55.24)	21 (100)
Rajasthan	14 (91)	8 (47)	6 (93.75)	2 (13.21)	16 (100)	2 (51.23)	8 (52.33)	16 (100)
Karnataka	53 (92)	19 (47.8)	44 (94.66)	7 (12.92)	58 (98.3)	24 (53.58)	20 (54.41)	57 (98.31)
Kerala	47 (96)	23 (48.96)	47 (96.33)	7 (14.32)	49 (100)	27 (55.96)	27 (56.45)	47 (97.96)
Gujarat	59 (93)	32 (51)	60 (94.88)	9 (15.23)	64 (100)	32 (50.76)	33 (51.29)	64 (100)
Maharashtra	112 (94)	56 (47.32)	111 (93)	16 (13.33)	120 (100)	62 (51.86)	63 (52.23)	120 (100)
Total	851 (95.89)	403 (46.85)	801 (94.94)	117 (13.16)	882 (99.21)	435 (52.04)	454 (52.41)	855 (98.09)

The table above presents the score on different items involved in the assessment of the training infrastructure. It includes the availability of learning material, quantity of teaching and learning material, quality of teaching and learning materials, availability of training module, availability of training equipment and tools, the quantity of training and equipment and tools, condition of

equipment and tools and overall satisfaction from the performance of resource persons. In overall sample, the availability of learning material has scored 95.89% but the quantity of teaching learning material was reported by 46.85% only. In other words, training material was available in most centres but its quantity was inadequate in more than half of the training centres. The quality of learning material was good in 94.94% centres. Only 13.16% trainees reported to have received the copies of training module. The availability of training equipment and tools was reported by 99.21% but good condition of equipment and tools and adequate quantity was at 52.04% and 52.41% respectively. The satisfaction from the performance of resource persons was 98.09%, across the sampled states. Overall, the mean score on all the components has been accounted for 67.46%. This shows availability, quantity & quality of teaching learning material, tools & equipment and conduction of trainings at the JSSs across the sampled states based on 889 collected views of beneficiary trainees.

It was also observed during data collection that no reading/reference course material was available with the trainees. It also came out as a knowledge gap during discussions with the officials.

Table 4.19: Feedback of trainees about trainer

States	Regular Attendance of resource Persons	Satisfactory teaching Method	Adequate Knowledge about Subject
Madhya Pradesh	73	49	85
Uttar Pradesh	150	115	189
Bihar	41	38	36
Odisha	71	70	49
Assam	24	25	24
Manipur	4	11	7
Haryana	7	21	5
Rajasthan	10	16	16
Karnataka	30	39	22
Kerala	15	39	12
Gujarat	51	39	31
Maharashtra	68	78	80
Total	544/889	540/889	556/889
Percentage	61.19	60.74	62.54

The table above informs that 61.19% of beneficiaries reported that resource persons conducted classes regularly; and 60.74% found that their method of teaching, satisfactory and had adequate knowledge of subject matter. The percentage responses on the aforementioned components vary across the states.

Table 4.20: Average monthly income of employment receiving trainees after coverage under the scheme (in Rs.)

States	Govt. Job (No. of Respondent)	Private Job (No. of Respondent)	Self-employment (No. of Respondent)	Wage employment (No. of Respondent)
Madhya Pradesh	8000 (2)	4785 (14)	4411 (68)	2906 (16)
Uttar Pradesh	6500 (2)	4712 (33)	4232 (164)	4888 (18)
Bihar	0 (0)	8300 (5)	7850 (14)	9500 (5)
Odisha	0 (0)	5333 (6)	4004 (46)	4833 (6)
Assam	13000 (2)	7900 (10)	8800 (5)	6333 (15)
Manipur	12000 (1)	0 (0)	5975 (8)	11000 (2)
Haryana	0 (0)	0 (0)	7000 (18)	5000 (1)
Rajasthan	0 (0)	0 (0)	4937 (16)	0 (0)
Karnataka	0 (0)	0 (0)	5432 (36)	0 (0)
Kerala	5000 (1)	7333 (9)	6292 (27)	4333 (3)
Gujarat	0 (0)	12000 (1)	8238 (62)	0 (0)
Maharashtra	20000 (1)	6000 (4)	5647 (78)	2500 (2)
Total	10222 (9)	5817 (82)	5354 (542)	5161 (68)

The table above presents the beneficiary trainees receiving the jobs through JSSs after completion of the training. The data reveals that on average, the beneficiary trainees have got the Govt. Job at the rate Rs. 10222/- per month. The emolument attached to the private job is Rs. 5817/- for each trainee per month. The financial remuneration receiving with the help of self-employment is Rs. 5354/- /trainee/month. For wage employment, the amount comes to Rs. 5161/- /trainee/month. It shows that the trainees have received Rs. 5161/- and above as income either a private job or got engaged in self-employment or wage employment. It may be noted that the number of beneficiaries receiving government employment was 9 only (2 each from Madhya Pradesh, Uttar Pradesh & Assam, and 1 each from Manipur, Kerala & Maharashtra) and therefore may not be generalized. The bulk of cases were in under Self Employment (n = 542), Private Job (n = 82) and Wage Employment (n = 68) categories. Thus, it is finally observed that

as an impact of the training programmes conducted at JSSs, the self & wage employment and private job have become evident.

The beneficiaries receiving maximum monthly amount has been identified in the state of Maharashtra (Rs. 20,000), followed by Assam (Rs. 13000), Manipur (Rs. 12000), Madhya Pradesh (Rs. 8000), Uttar Pradesh (Rs. 6500) and Kerala (Rs. 5000) on average from the Govt. jobs. From the private jobs, the beneficiaries receiving the maximum amount from the state of Gujarat (Rs. 12000), followed by Bihar (Rs. 8300), Assam (Rs. 7900), Kerala (Rs. 7333) Maharashtra (Rs. 6000), Odisha (Rs. 5333), Uttar Pradesh (Rs. 4712) and Madhya Pradesh (Rs. 4785). The maximum amount from the self-employment is drawn monthly from the State of Assam (Rs. 8800), followed by Gujarat (Rs. 8238), Bihar (Rs.7850), Haryana (Rs.7000), Kerala (Rs. 6292), Manipur (Rs.5975), Maharashtra (Rs.5647), Karnataka (Rs. 5432), Rajasthan (Rs. 4937), Madhya Pradesh (Rs.4411), Uttar Pradesh (Rs.4232), and Odisha (Rs. 4004). From the wage employment, the maximum amount is being drawn by the beneficiary of Manipur (Rs. 11000), followed by Bihar (Rs. 9500), Assam (Rs.6333), Haryana (Rs. 5000), Uttar Pradesh (Rs.4888), Odisha (Rs.4833), Kerala (Rs.4333), Madhya Pradesh (Rs. 2906) and Maharashtra (Rs.2500).

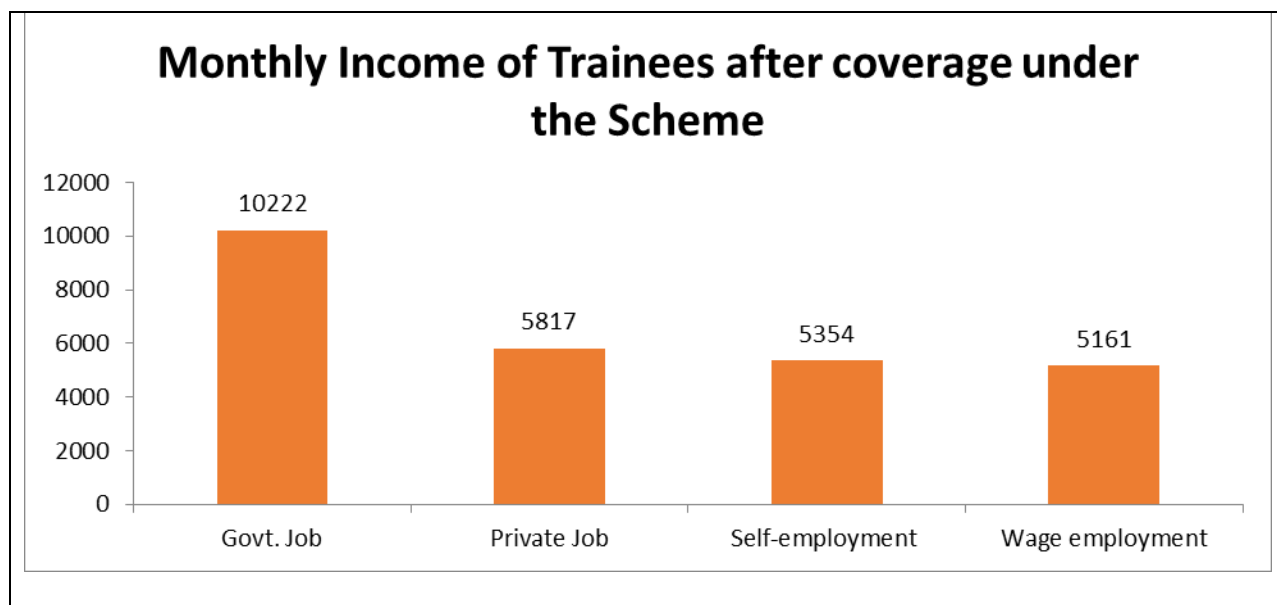


Figure 4.9: Monthly income of trainees after coverage under the Scheme

The bar diagram drawn above presents the average income being earned by the beneficiary trainee across the sampled states. The maximum average emoluments are drawn from Govt. Jobs, followed by private jobs, self-employment, and wage employment.

Table 4.21: Relevance of JSS training for wage and self-employment by community leader

Zone	State	Yes	No
CZ	Madhya Pradesh	35	0
	Uttar Pradesh	64	0
EZ	Bihar	19	0
	Odisha	17	0
NEZ	Assam	7	0
	Manipur	1	0
NZ	Haryana	7	0
	Rajasthan	7	1
SZ	Karnataka	8	0
	Kerala	8	0
WZ	Gujarat	13	0
	Maharashtra	33	0
Total		219	1

Out of the 220 community leaders interacted, 219 community leaders appreciated the courses conducted by the JSS and they expect that after the end of the course the trained beneficiaries either receive wage employment or get self-employed.

6. Relevance of JSS course as per market demand

With the help of resource persons, the curriculum for each of the local skills is developed and finalized. Curriculum content to include not only technical/vocational contents but also general awareness (more related to the course and the clientele) which is polyvalent aspects. In the case of local skills, the curriculum may be prepared with the help of experts/ resource persons and NSQF compliance should be sought before organizing the course. Curriculum content to include not only technical/vocational contents but also general awareness so that the skills can cater to the market demand in a conducive manner. Courses selected from the approved list of DJSS is bestowed with curriculum and awareness components. The relevance of the course as per the market demand was responded by the trainers/resource persons. The views in the summarized form are as under:

Table 4.22: Relevance of JSS course as per the market demand

State	Relevance of JSS course as per Market Demand	Not relevant	NSQF Alignment	
			ToT	Modular alignment
Madhya Pradesh	30	0	0	4
Uttar Pradesh	58	0	10	17
Bihar	15	0	0	9
Odisha	20	0	0	2
Assam	8	0	0	2
Manipur	1	1	0	0
Haryana	3	0	0	2
Rajasthan	3	0	0	3
Karnataka	17	0	1	13
Kerala	13	0	0	1
Gujarat	17	0	0	0
Maharashtra	29	1	0	8
Total	214	2	11	61

The above table provides information regarding whether the JSS courses are catering to the market demand. Out of the 220 views received from the trainers/resource persons, 97.3% views are in favour of the JSS courses that are catering to the market demand. Overall, the JSS courses are aligned with market demand to a great extent. Regarding NSQF alignment of JSS courses, only 72 views were received from the resource persons/trainers. Out of 72 resource persons, 84.7% reported to be doing NSQF alignment through course module or curriculum and remaining 15.3% of trainers give primacy to ToT conducted by JSS. . Only 72 out of 220 resource persons responding to the question on NSQF alignment of courses they are conducting indicates that they have yet to understand the full concept of NSQF and its implications. The probable reason for this could be that majority of them have been working for quite a long period of time with JSS and are used to running courses on old (non-NSQF) pattern. During discussions also, it was gathered that stakeholders are not comfortable with NSQF complaint course modules. Reasons cited for discomfort of trainers included: no proper ToT of resource persons & inadequate inputs required for NSQF courses; non-uniform social and educational profile of JSS trainees; more focus on employment instead of self – employment; and course modules spread over longer duration. DJSS also shared these concerns of JSSs and informed that many courses being run by JSSs prior to transfer to MSDE were standardized over a long period of time. In

view of this situation, the study team feels that it would be worthwhile to review and revise old course curriculum of JSS by involving professional agencies of MSDE as these may better suit the needs of JSS beneficiaries.

7. Key factors for sustainability

Under the programme, planning and implementation, it has been mentioned in sub-clause 7.3 that the JSS can charge course fees from the beneficiaries. However, care shall be taken by the individual organizations not to commercialize the programme. The amount collected shall be deposited in a separate account and be used for specified purposes only. The amount collected as fees shall not be normally used for the purchase of immovable properties. Such expenditure should be initially considered and approved by the executive committee/Board of management and subsequently, by the Government of India. The amount also shall not be utilized for meeting the expenses on emoluments of the staff as well as office expenses. The amount should be not diverted to the parent organization or any other project of the parent organization. The JSS will also be encouraged to leverage corporate CSR funds, Government/Non-Government programmes for skill development including recognition of prior learning in their district. However, the sustainability is largely dependent on the selection of courses, mobilization of trainees, identification of space for training, supervision of training centres, liaison with partners, fundraising, awareness programmes, meetings and trainees assessment. To get the feedback on the above components, the community leaders were consulted. Their views are summarized as under:

Table 4.23: Key factors in sustainability of JSS courses

State	Selection of Courses	Mobilization of Trainees	Identification of Space for Training	Supervision of Training centre	Liaison with Partners	Fund Raising	Awareness Programme	Meetings	Trainee Assessment
Madhya Pradesh	17	19	22	25	10	7	23	20	26
Uttar Pradesh	37	55	50	44	20	19	57	51	40
Bihar	10	19	17	19	9	4	19	18	17
Odisha	13	14	13	16	6	8	17	14	2
Assam	3	6	5	6	7	2	6	7	4
Manipur	1	1	1	1	1	1	1	1	15
Haryana	7	7	7	7	7	7	7	7	7
Rajasthan	2	7	7	8	0	0	8	8	0
Karnataka	4	7	4	4	1	0	8	3	7
Kerala	5	8	6	7	2	4	5	6	25
Gujarat	9	9	13	12	6	6	12	13	11
Maharashtra	32	33	31	29	23	26	31	28	1
Total	140	185	176	178	92	84	194	176	155

The average score for the above key components is 153.3 which is 69.7% for sustainability. The component of mobilization of trainees has scored the highest (84.1%), followed by supervision of training centres (80.9%), the participation of awareness programme (88.2%), 80% each for meeting and identification for space, trainee assessment (70.5%), selection of courses (63.6%), liaison with partners (41.8%) and fundraising (38.1%).

8. Financial management in the JSS

Financial management in the JSS is adhered to the directions received from DJSS with regard to support to Jan Shikshan Sansthan (NGOs) for Skill Development under Ministry of Skill Development & Entrepreneurship. The annual grant is given to the NGOs without any categorization. The scheme endows with detailed provisions regarding financial assistance to empaneled JSSs in the forms of grants-in-aid under the component of recurring/non-recurring heads including emoluments of the JSS staff. There are three designed heads by the Ministry with the annual breakup. The budget heads are: (1) programme expenses to the tune of Rs. 24 lakh, (2) for emoluments-Rs. 20 lakh, and (3) for office expenses- Rs. 6 lakh. From the programme head, Rs. 21 lakh is to be utilized for conducting vocational courses. Rs. 1.50 lakh maximum may be utilized for hiring/maintenance/purchase of equipment/tools. Rs. 1.50 lakh is to be utilized for conducting activities and capacity building for RPs/JSS staff. JSSs are expected to register on PFMS portal of the Ministry of Finance, Govt. of India. The CAG approved auditors conduct a performance audit of JSSs.

9. Monitoring and supervision of the JSS

All the JSS submit Annual Action Plan and Budget duly approved by their Board of management through online mode for the Directorate of JSS, Government of India in the format prescribed by the Directorate, preferably in the first week of February every year. This is discussed and finalized by the officers of Directorate of JSS and MSDE with the concerned Directors of JSS in February/ March during the review meetings. Each JSS submits, along with the annual action plan, complete details of staff strength in the prescribed format and proceedings of all the meetings of the Board of Management, Executive Committee. Every JSS is required to submit a complete list of staff employed, details of contracts drawn-up and emoluments paid to every employee as per the prescribed format, at the time of annual review meetings. List of capital assets acquired by the JSS so far and the details of assets acquired during the last five years is also submitted. The progress of JSS is reviewed bi-annually through review meetings. The progress of the JSS is assessed and observations on the performance of individual JSS is recorded and communicated. The progress of JSS is also monitored through specially designed web portal for the purpose. DJSS is responsible to upload all information required by the web portal. The implementation of the Public Financial Management System (PFMS) has been made

compulsory in the scheme of JSS. All the expenditure details of JSS is uploaded/entered in the EAT module of PFMs. All transactions are through bank only. The above monitoring mechanism is applied, as per the information shared by Directorate, JSS to the study team. Spot monitoring through physical visits of officers was found wanting. Also, there seems to be lack of involvement of District level skill committees in monitoring of JSSs.

10. Effectiveness of BOM and Other Committees

The affairs of JSS is managed by a Board of management. The board of management consists of the following members:

1. Chairman,
2. Nominee of the Ministry In-charge of Skill development in the State (Skill Development Mission)
3. Representative of the District Collector from Skill or Rural Development Department
4. One representative of nominee from District Education Officer/Zilla Parishad
5. One prominent women worker from the field of Skill Development,
6. One principal of Government ITI/Polytechnic or his/her nominee,
7. Two members representing local employer and industry (one of them must be woman),
8. One nominee of the Joint Secretary, Ministry of Skill Development and Entrepreneurship,
9. One nominee of the Joint Secretary, Ministry of Skill Development and Entrepreneurship,
10. One manager of a Lead Bank or his/her nominee
11. One Officer of District Industries Centre (DIC)
12. One prominent persons of SC/ST categories,
13. One woman Principal/Vice-principal or their female nominee of Govt. or CBSE/ICSE/ State School Board recognized Girls' secondary/senior secondary School/inter college.
14. Director of JSS (Member Secretary)

The BoM is responsible for discharging functions like the constitution of committee/subcommittee, recruitment of director, choosing/ suggesting relevant courses, approval of AAP, facilitating network linkages, monitoring AAP implementation, placement trained trainees, staff development initiatives, staff appraisal & grievance handling, fund management & financial monitoring, and mobilization of extra-budgetary infrastructure and resources. The feedback from 53BoM representatives was taken by the study team. The views are summarized as under:

Table 4.24: Functioning of BoM on required components

States	Constitution of Committees	Selection of Director	Suggesting relevant Courses	Approval of AAP	Network Linkages	Implementation of AAP	Trainees Placement	Staff development	Appraisal and grievances	Financial Monitoring	Mobilizing Fund
Madhya Pradesh	4.9	4.4	4.5	4.8	4.1	4.4	4.0	4.8	4.5	4.5	3.6
Uttar Pradesh	4.8	4.8	4.3	4.5	3.9	4.1	5.0	3.9	4.5	4.3	3.9
Bihar	5.0	5.0	4.7	4.7	4.7	4.7	3.0	4.0	4.3	4.0	3.3
Odisha	5.0	5.0	4.6	4.6	4.4	4.6	5.0	4.6	4.0	4.6	3.4
Assam	3.0	3.5	3.0	2.5	3.5	4.0	2.0	3.5	2.5	3.5	2.5
Manipur	5.0	5.0	5.0	5.0	4.0	5.0	1.0	5.0	5.0	5.0	5.0
Haryana	5.0	5.0	5.0	5.0	5.0	5.0	2.0	4.5	5.0	5.0	5.0
Rajasthan	5.0	5.0	4.5	5.0	4.5	4.5	2.0	4.0	4.0	4.5	5.0
Karnataka	4.3	4.7	4.7	4.7	4.0	5.0	3.0	4.7	4.7	4.7	3.3
Kerala	5.0	5.0	5.0	5.0	4.0	4.0	2.0	4.5	5.0	4.5	4.0
Gujarat	4.7	4.7	4.3	4.3	4.7	4.7	3.0	4.3	4.3	5.0	4.0
Maharashtra	4.3	4.6	4.3	4.0	4.0	4.0	3.5	4.0	4.0	4.1	4.0
Average	4.7	4.7	4.5	4.5	4.2	4.5	3.0	4.3	4.3	4.5	3.9

The table above presents the feedback received from the BoM representatives on the Likert Scale. The rating scale has a range of 1-5 where one stands for underperformance and 5, for the excellent performance of BoM. On the scale, the average of 2.5 is considered to be satisfactory. The functions of JSS through BoM has been classified in 11 categories. These are: the constitution of committees, recruitment of director, choosing/suggesting relevant courses, approval of Annual Action Plan, facilitating network linkages, monitoring annual action plan, placement of trained trainees, staff development initiatives, staff appraisal and grievances handling, fund management and financial monitoring and mobilizing extra-budgetary infrastructure. On average, the constitution of the committee has scored 4.7 with highest in six states, namely Bihar (5.0), Odisha (5.0), Manipur (5.0), Haryana (5.0), Rajasthan (5.0) and Kerala (5.0). The other six states are ranging between 4.3 and 4.9. The mean score for the selection of the director has been calculated as 4.7. There are a total of six states scoring the maximum average, namely Bihar (5.0), Manipur (5.0), Haryana (5.0), Rajasthan (5.0) and Kerala (5.0). The other six states are ranging between 3.5 and 4.8. Choosing/suggesting relevant courses has scored 4.5 as a mean value. Three states are scoring the highest on the indicator, viz. Manipur (5.0), Haryana (5.0), and Kerala (5.0). The other 9 states are ranging between 3.0 and 4.7. Approval of Annual Action Plan (AAP) has scored 4.5 on the rating scale. The maximum scorer states are: Manipur (5.0), Haryana (5.0), Rajasthan (5.0) and Karnataka (5.0). The other 8 states are oscillating between 2.5 and 4.8. Facilitating network linkages has scored 4.2 on the Likert scale. The state of Haryana has scored the highest (5.0) whereas, other eleven states are ranging between 3.5 and 4.7. The mean value of the implementation of the Annual Action Plan has scored 4.5 on the rating scale. There are three states, namely Manipur (5.0). Haryana (5.0) and Karnataka (5.0) that have scored the highest. The rest of the states are falling under 4.0 to 4.7. The trainees' placement has scored 3.0 as the mean value. The states above the average are: Odisha (5.0), Uttar Pradesh (5.0), and Madhya Pradesh (4.0). The other states are performing below the average. The component of staff development has scored 4.3 as the mean value. There are five states which are performing above the average, namely Madhya Pradesh (4.8), Karnataka (4.7), Odisha (4.6), 4.5 each for Haryana and Kerala. The BoMs' function of staff appraisal and grievance handling has scored 4.3 on the rating scale. The highest-scoring states are Manipur (5.0), Haryana (5.0), and Kerala (5.0). The rest of the states are ranging between 2.5

and 4.7. The fund management and financial monitoring have scored 4.5 on the rating scale. The states of Manipur, Haryana, and Kerala have scored 5.0 on the rating scale. Remaining states are between 4.0 and 4.7. The mobilization of extra-budgetary resources and infrastructure support has scored 3.9 on the rating scale. The highest scorers on the component being Manipur (5.0), Haryana (5.0), and Rajasthan (5.0) whereas the lowest score being Assam (2.5), 3.3 each for Bihar and Karnataka.

Overall, the BoMs are discharging their functions almost above the average point of the rating scale. However, trainees' placement remains an issue across the sampled states.

4.2 Additional parameters

a) Coverage of Sampled Beneficiaries across States

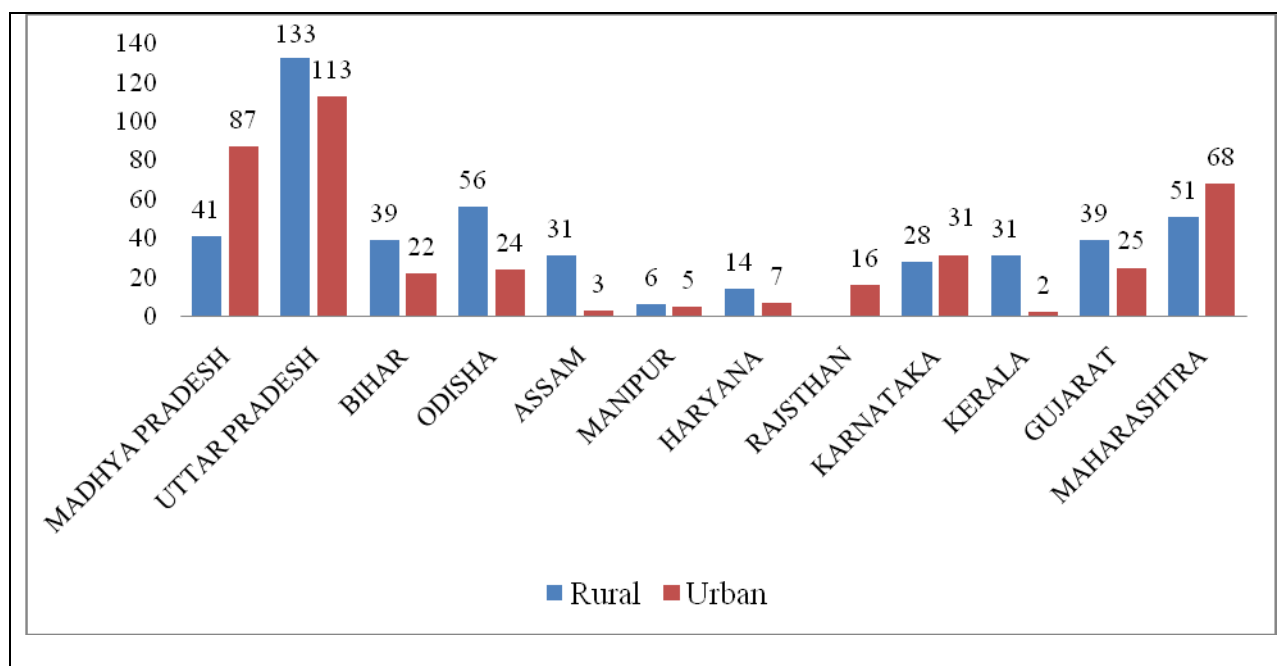


Figure 4.10: Rural, urban and tribal location of beneficiaries across the sampled states

The figure above shows the location of beneficiaries in rural and urban areas. The first bar in the left is for rural, and the second for urban. The maximum number of beneficiaries are evident in Uttar Pradesh, Madhya Pradesh and Maharashtra. Based on the data represented through the bar diagram, it is found that majority of the beneficiaries are from rural area (50.49%), followed by urban area (47.7%), and tribal area (1.8%).

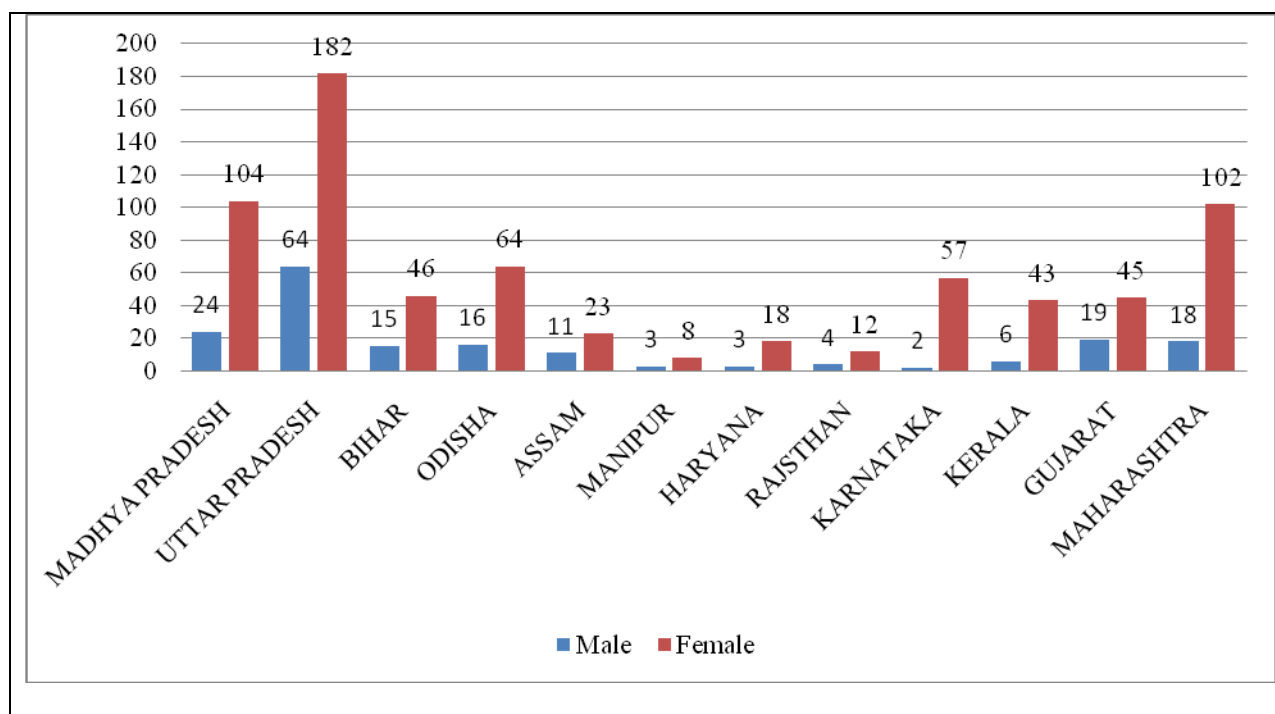


Figure 4.11: Distribution of beneficiaries by gender in sampled states

The diagram drawn above shows the gender-wise distribution of beneficiaries in the sampled states. The first bar in each of the states has been drawn for male while the second bar, for female. It indicates that the maximum share of female beneficiaries has been found in the study sample. The chart drawn below gives a freshly minted picture about the gender distribution in the sample size covered. .

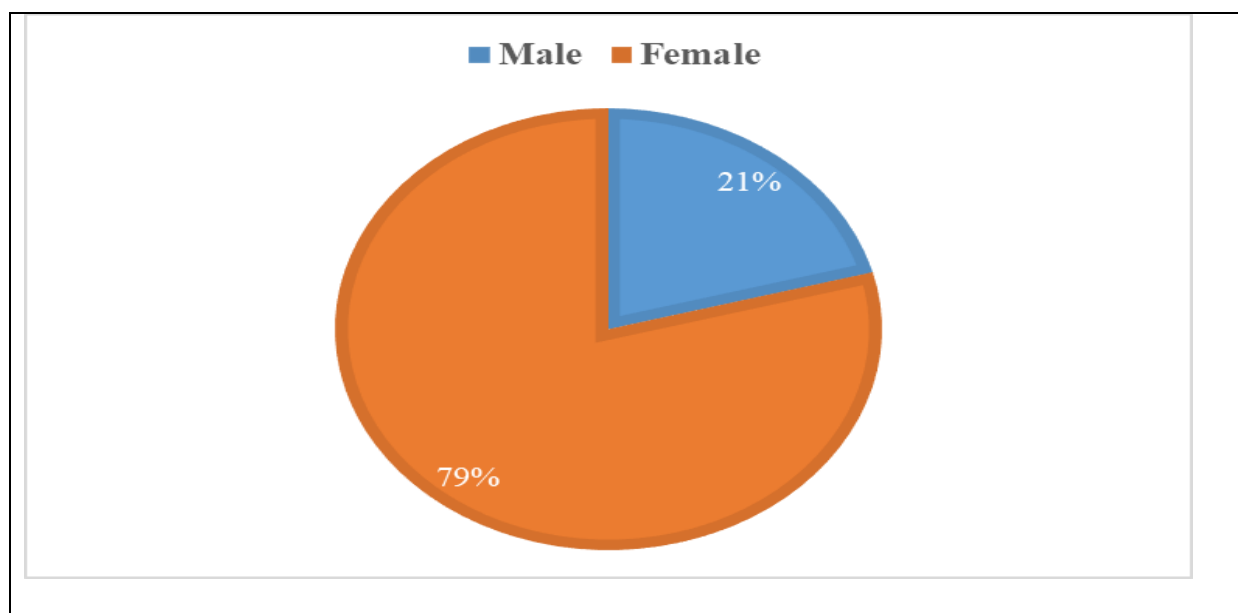


Figure 4.12: Gender distribution in the target group

The pie chart given above confirms that women representation has been recognised as 79% against the male (21%). The scheme is women dominated and catering to the mandated target group. The social category of the beneficiaries has also been worked out. This is as under:

Table 4.25: Distribution of beneficiaries by social category

State	General	OBC	SC	ST	Minority	Total
Madhya Pradesh	25 (19.53)	44 (34.38)	28 (21.88)	8 (10.16)	18 (14.06)	120 (100)
Uttar Pradesh	50 (20.33)	101 (41.06)	57 (23.17)	2 (0.81)	36 (14.63)	246 (100)
Bihar	18 (29.51)	19 (31.15)	14 (22.95)	2 (3.28)	8 (13.11)	61 (100)
Odisha	21 (26.25)	26 (32.5)	23 (28.75)	7 (8.75)	3 (3.75)	80 (100)
Assam	8 (23.53)	5 (14.71)	14 (41.18)	1 (2.94)	6 (17.65)	34 (100)
Manipur	0 (0)	8 (62.73)	0 (0)	3 (10)	3 (27.27)	14 (100)
Haryana	4 (19.05)	13 (61.9)	3 (14.29)	1 (4.76)	0 (0)	21 (100)
Rajasthan	1 (6.25)	11 (66.75)	4 (25)	2 (8.89)	0 (0)	18 (100)
Karnataka	11 (18.64)	17 (28.81)	16 (27.12)	4 (6.78)	11 (18.64)	59 (100)
Kerala	12 (24.49)	14 (28.57)	10 (20.41)	12 (24.49)	1 (2.04)	49 (100)
Gujarat	7 (10.94)	29 (45.31)	21 (32.81)	6 (9.38)	1 (1.56)	64 (100)
Maharashtra	29 (24.17)	52 (43.33)	24 (20)	7 (5.83)	8 (6.67)	120 (100)
Total	186 (20.92)	339 (38.13)	214 (24.07)	55 (6.19)	95 (10.69)	889 (100)

The table above shows the distribution of beneficiary trainee by social category. The social category has been classified into five categories- (1) General, (2) OBC, (3) SC (4) ST and (5) minority. For general category, the maximum percentage of beneficiaries are evident in the state of Bihar (29.51%), followed by Odisha (26.25%), Kerala (24.49%), Haryana (19.05%), Karnataka (18.64%), Maharashtra (24.17%), Assam (23.53%), Uttar Pradesh (20.33%), Madhya Pradesh (19.53%), Gujarat (10.94%), and Rajasthan (6.25%). With regard to OBC category, the maximum percentage of beneficiaries are evident in the state of Manipur (72.73%), followed by Rajasthan (68.77%), Haryana (61.9 %), Gujarat (45.31%), Maharashtra (43.33%), Uttar Pradesh (41.06 %), Madhya Pradesh (34.38 %), Odisha (32.5%), Bihar (31.15%), Kerala (28.57 %), Karnataka (28.81 %), and Assam (14.71%). Regarding SC category, the maximum percentage of beneficiaries are evident in the state of Assam (41.18 %), followed by Gujarat (32.81%), Odisha (28.75 %), Karnataka (27.12%), Rajasthan (25%), Uttar Pradesh (23.17 %), Bihar (22.95%), Madhya Pradesh (21.88 %), Kerala (20.41%), Maharashtra (20%), and Haryana (14.29%). For ST category, the maximum percentage of beneficiaries are evident in the state of Kerala (24, 49%), followed by Madhya Pradesh (10.16%), Gujarat (9.38%), Odisha (8.75%), Maharashtra (7.83%), Karnataka 6.78 %), Haryana (4.76 %), Bihar (3.28 %), Assam (2.94%), and Uttar Pradesh (0.81%). For Minority, the maximum percentage of beneficiaries are evident in the state of Manipur (27.7 %) followed by Karnataka (18.64%), Assam (17.65%), Uttar Pradesh (14.63%), Madhya Pradesh (14.06 %), Bihar (13.11%), Maharashtra (6.67%), Odisha (3.75 %), Kerala (2.04 %), and Gujarat (1.56%). Overall, most of the beneficiaries are falling under OBC category (38.13 %), followed by SC (24.07 %), General (20.92%), minority (10.69%) and ST (6.19%).

The overall spread of the social category in the sample size covered is as under:

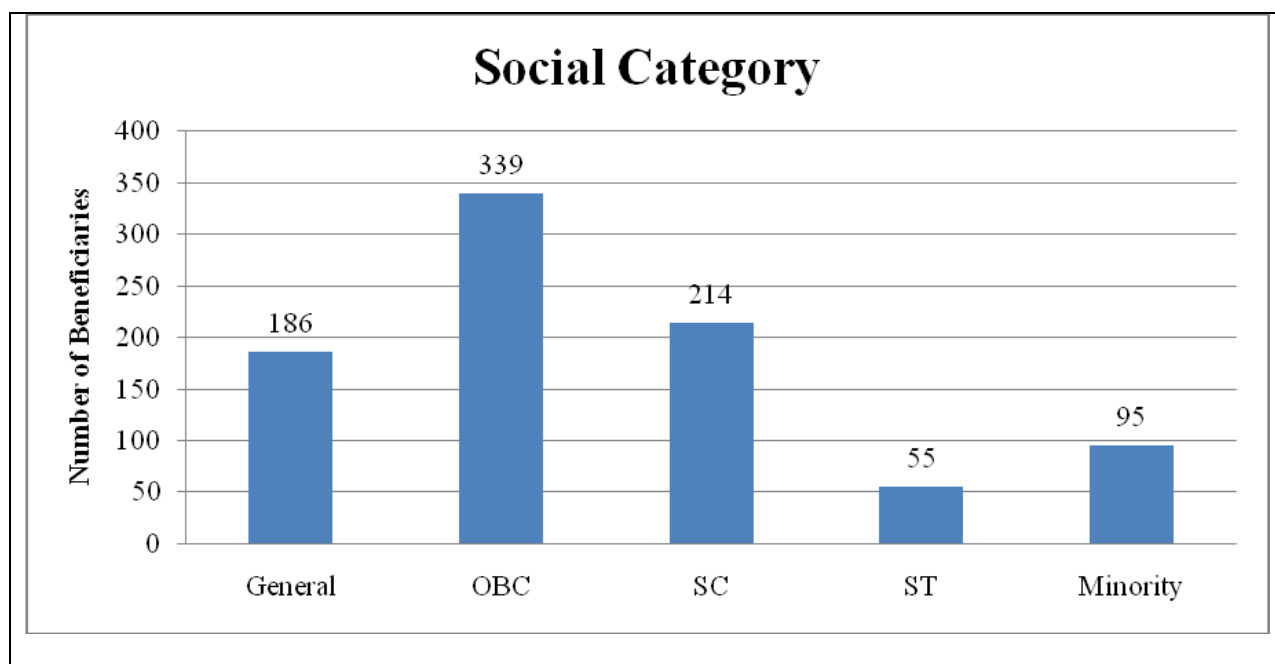


Figure 4.13: Social category of the beneficiaries sampled

The bar diagram drawn above indicates that the share of OBC is maximum in the sample covered, followed by SC, general, minority and ST. The proportional percentage covered in the target group manifests the scheme being inclusive in nature.

Table 4.26: Distribution of beneficiaries by educational status of beneficiary trainees

States	Non Literate	Neo Literate	Class I-V	Class VI-VIII	Class IX- XII	Above Class XII	Grand Total
Madhya Pradesh	13 (10.16)	31 (24.22)	27 (21.09)	37 (28.91)	17 (13.28)	3 (2.34)	128 (100)
Uttar Pradesh	83 (33.74)	30 (12.2)	31 (12.6)	70 (28.46)	28 (11.38)	4 (1.63)	246 (100)
Bihar	15 (24.59)	20 (32.79)	12 (19.67)	5 (8.2)	5 (8.2)	4 (6.56)	61 (100)
Odisha	22 (27.5)	16 (20)	13 (16.25)	16 (20)	9 (11.25)	4 (5)	80 (100)
Assam	5 (14.71)	8 (23.53)	0 (0)	15 (44.12)	6 (17.65)	0 (0)	34 (100)
Manipur	2 (18.18)	5 (45.45)	0 (0)	2 (18.18)	1 (9.09)	1 (9.09)	11 (100)
Haryana	6 (28.57)	2 (9.52)	2 (9.52)	8 (38.1)	3 (14.29)	0 (0)	21 (100)
Rajasthan	2 (12.5)	2 (12.5)	2 (12.5)	9 (56.25)	1 (6.25)	0 (0)	16 (100)
Karnataka	11 (18.64)	15 (25.42)	11 (18.64)	15 (25.42)	7 (11.86)	0 (0)	59 (100)
Kerala	1 (2.04)	24 (48.98)	10 (20.41)	7 (14.29)	7 (14.29)	0 (0)	49 (100)
Gujarat	0 (0)	9 (14.06)	5 (7.81)	37 (57.81)	13 (20.31)	0 (0)	64 (100)

States	Non Literate	Neo Literate	Class I-V	Class VI-VIII	Class IX- XII	Above Class XII	Grand Total
Maharashtra	27 (22.5)	48 (40)	15 (12.5)	13 (10.83)	14 (11.67)	3 (2.5)	120 (100)
Total	187 (21.03)	210 (23.62)	128 (14.4)	234 (26.32)	111 (12.49)	19 (2.14)	889 (100)

The table above shows distribution of beneficiary trainees by their education level. After data collection, their educational status was classified into six categories i.e. Non Literates, Neo Literates, Class I – V, Class VI – VIII, Class IX – XII, and above Class XII. The percentage of Non-Literates was found the highest in Uttar Pradesh (33.74%), followed by Haryana (28.57%), Odisha (27.5%), Bihar (24.59%), Maharashtra (22.5%), Karnataka (18.64%), Manipur (18.18%), Assam (14.71%), Rajasthan (12.5%), Madhya Pradesh (10.16%), and Kerala (2.04). The score of Neo Literate was found greater in Kerala (48.98%) followed by Manipur (45.45%), Maharashtra (40%), Bihar (32.79%), Karnataka (25.42%), Madhya Pradesh (24.22%), Assam (23.53%), Odisha (20%), Gujarat (14.06%), Rajasthan (12.5%), Uttar Pradesh (12.2%), and Haryana (9.52%). The percentage of those in Class I -V was found astounding in Madhya Pradesh (21.09%), followed by Kerala (20.41%), Bihar (19.67%), Karnataka (18.64%), Odisha (16.25%), Uttar Pradesh (12.6%), Maharashtra & Rajasthan (12.5% each), Haryana (9.52%), and Gujarat (7.81%). Among trainees of Class VI – VII percentage was highest in Gujarat (57.81%), followed by Rajasthan (56.25%), Assam (44.12%), Haryana (38.1%). Madhya Pradesh (28.91%), Uttar Pradesh (28.46%), Karnataka (25.42%), Odisha (20%), Manipur (18.18%), Kerala (14.29%) Maharashtra (10.83%), and Bihar (8.2%). The score of those in Class IX – XII category was appeared the highest in Gujarat (20.31%) followed by Assam (17.65%), Kerala & Haryana (14.29% each), Madhya Pradesh (13.28%), Karnataka (11.86%), Maharashtra (11.67%), Uttar Pradesh (11.38%), Odisha (11.25%), Manipur (9.09%), Bihar (8.2%), and Rajasthan (6.25%). In the last and final category i.e. Above Class XII, 19 cases were found with 4 cases each in Uttar Pradesh, Bihar & Odisha, 3 each in Madhya Pradesh & Maharashtra and a lone case in Manipur. In the overall sample size, the highest percentage was of those in Class VI – VIII (26.32%) followed by Neo Literates (23.62%), Non – Literates Manipur (21.03%), Class I – V (14.4%), Class IX – XII (12.49%), and above Class XII (2.14%). Thus, it is evident that scheme has catered to educationally backward groups for those it was meant except for a very small fraction of cases beyond its scope.

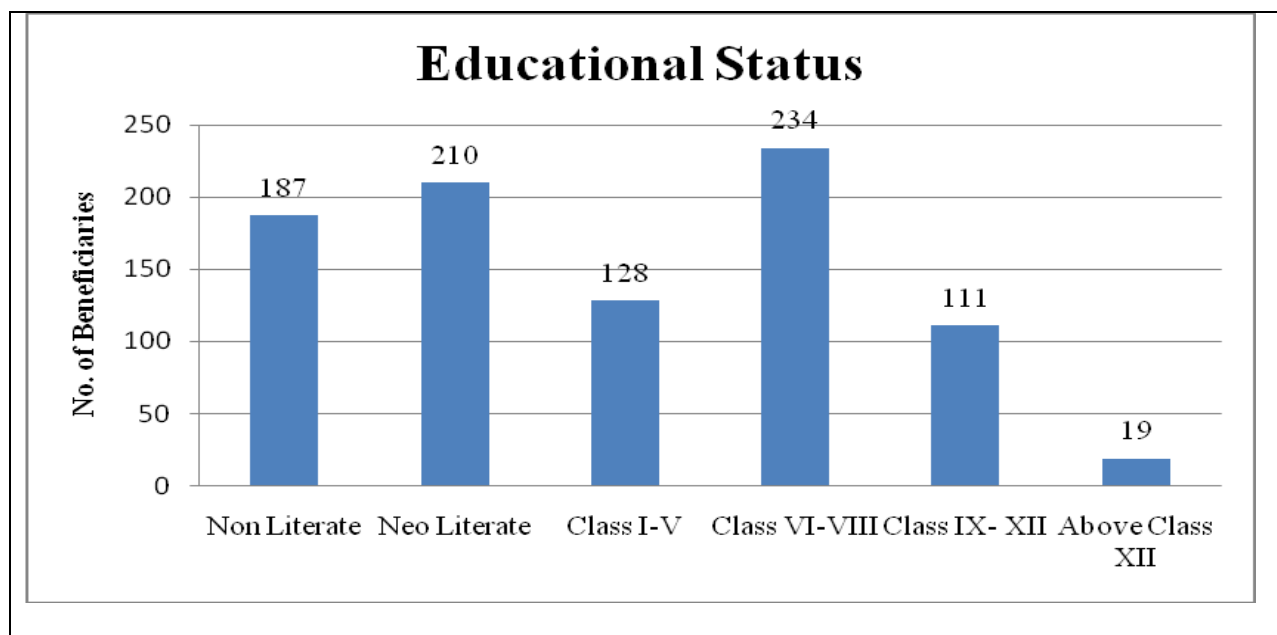


Figure 4.14: Educational status of beneficiaries sampled

The bar chart drawn above shows that the maximum number of beneficiary trainees have educational qualification of class VI to VIII, followed by neo-literates, non-literates, class I-V, class IX and XII and above class XII. Clubbing non-literates, neo-literates and class VI-VII, the majority of the beneficiaries constitutes the target group. Only 2.14% of the beneficiaries sampled are beyond the scope of the scheme found.

b) Implementation Mechanism

The Scheme of Jan Shikshan Sansthan for Skill Development is a centrally sponsored being implemented by Ministry of Skill Development and Entrepreneurship, Government of India through JSS non-government organisations (NGOs) at the district level. At the national level, there is Directorate of Jan Shikshan Sansthans (a subordinate office of MSDE) located in New Delhi which has been assigned the responsibility of monitoring and supervision of the JSS scheme. Through open advertisement, the reputed NGOs/Voluntary Agencies are invited to submit proposals for the establishment of JSS in priority districts. The new JSS is sanctioned following due process involving scrutiny/assessment, field visit, evaluation and ranking of applications. Selected top-ranking applicants may be asked to appear before the selection committee and make a presentation. The selection committee may shortlist the applicants and

make recommendation for consideration/approval of the competent authority (Hon'ble Minister of MSDE). Applicants finally approved by the competent authority may be sanctioned new JSS.

Once new JSS is sanctioned to the applicant (referred to as Parent Body), it will register the JSS under the Societies Registration Act having its Board of Management constituted as per JSS guidelines. Each JSS also has an Executive Committee to manage more frequently the affairs of JSS on behalf of the BoM. There are other sub-committees also to assist the BoM. JSS is also expected to register with the Income Tax Department, Darpan portal of NITI Ayog and Public Finance Management System (PFMS) meant for central scheme monitoring. The newly established JSS receives a one-time non-recurring grant for office infrastructure and equipment and training. The quantum of the non-recurring grant is Rs. 20.00 lakhs. The MSDE also provides recurring grants-in-aid (100%) of Rs. 50 lakh per annum to these JSS having three components:

a) Programme Expenditure:	Rs. 24 lakh
b) Emoluments:	Rs. 20 lakh
c) Office Expenditure:	Rs. 6 lakh

Each JSS has a full-time Director and a small team of programme and support staff. The programme staff under the guidance and supervision of Director, JSS, identify the target population clusters in rural blocks and urban wards and also carry out need assessment/skill gap surveys. Work on the identification of accommodation for the training centre, and the resource person goes hand in hand. Support of local leadership is also sought in these tasks. The JSSs draw their annual action plan of courses to be conducted by them in a year which after approval of the BoM is submitted to DJSS. The annual action plan is approved by the Directorate of JSS (DJSS) after scrutiny. In the normal course, JSS is expected to select courses from the list approved by JSS. Each JSS has to plan for an annual target of 1800 beneficiaries.

The JSS conducts two types of programmes i.e. Vocational Courses & Activities.

i. Vocational Courses: Based on a surveys of the communities vis-a-vis the geographical requirements and market needs, the JSSs identify the types and number of vocational courses to

be conducted by them during the year and they send their proposal to DJSS as their Annual Action Plan (AAP) for approval. DJSS approves the annual action plans subject to the conditions that courses proposed are NSQF compliant, batch size of a course should not exceed 20 and annual target of training is as prescribed for the year which was 1800 beneficiaries for the year 2019-20. JSSs mobilize the beneficiaries through field visits of their program officers and field staff. A 3% of programme expenses may be spent on mobilization through special events and mass media. Data of beneficiaries enrolled is uploaded on the centralized web-portal of JSS and Govt. issued IDs, preferably Aadhaar Card of beneficiaries, are captured. Since the scheme provides imparting of training at the door-step of the beneficiaries, the JSSs manage a public places like Panchayat Bhawans, School, etc. as a training centre for specific batches. JSSs do not have resource persons (trainers) at their pay-roll, instead the payment of resource persons is made on an hourly basis. The training is imparted at flexible timings keeping in view the convenience of the beneficiaries and normally 2 hours of training is imparted a day. The tools and equipment for training are provided by JSSs and if need so arise, the rent of training centres are also borne by JSSs (only in exceptional cases). In some cases, JSS enters into collaboration mode and use training facilities (infrastructure and/or resource person) of its partners for imparting training to its beneficiaries.

ii. Activities: The mandate of Jan Shikshan Sansthan is to conduct activities to develop a cordial relationship with the community for conducting vocational courses. They conduct different activities such as family life education, life skills, health and hygienic and observance of important days in their operational areas. The major programmes that the JSS has to conduct for mobilization and advocacy and observance of important days such as : (1) World Health Day (7 April), (2) May Day (1 May), (3) International Yoga Day (21 June), (4) World Youth Skills Day (15 July), (5) Independence Day (15 August), (6) Gandhi Jayanti/ Swachh Bharat (2 October), (7) World AIDs Day (1 December), (8) Republic Day (26 January), (9) International Mother Language Day (22 February), (10) International Women’s Day (8 March) and (11) Other local important Day/issues etc. The DJSS issues quarterly calendar to JSS for these national/international days/events. JSSs are conducting an evidence-based assessment of the beneficiaries through external subject expert (Resource Person / Instructor). JSSs are involving Headmaster, Sarpanch and prominent local community leaders/social workers etc. as

visitors/observers for the assessment. JSSs also ensure high-resolution action / GPS photograph (batch-wise) of the assessment. Successful beneficiaries are being issued online certificates under the Skill India banner. Post-training handholding for placement and self-employment is also done by JSSs.

c) Training/ Capacity Building of administrators/facilitators

The JSSs are allowed to spend a maximum of 3% of programme expenses on capacity building of JSS staff/Instructors. As mentioned in the report, 91.7% of the resource persons reported having undergone training of trainer (ToT). In the majority of the cases, ToT for resource persons was organised by JSSs in house. In very few cases, the same was organised at trainer's training facility. Regarding training in PFMS/EAT module, a core group of Directors of JSSs was trained in New Delhi. The training programme was organised by DJSS in collaboration with PFMS officials in Nov. 2018. The Directors of JSSs who received PFMS training in New Delhi, organised similar training on PFMS for other JSS in their states; and these state-level trainings were facilitated by state officials of PFMS. Any issues or clarification on PFMS were discussed in periodic review meetings of JSSs where state official of PFMS too were present. All Directors of JSSs had received training in JSS web portal way back in the year 2010. Any subsequent changes or modifications in the portal are clarified or explained from time to time in periodic review meetings of JSSs held thereafter and till date. The need for organised training or refresher training in web portal was not felt perhaps because Directors and staff have regularly been using the same for the last 10 years. The review meetings were also used to orient the Directors of JSSs about the recently introduced system of assessment and certification of beneficiaries.

As regard the training/orientation of the administrators i.e. Chairperson or Members of BoM, no such event took place during the reference period of this third party evaluation of the scheme. Similar was the situation in the case of Director and programme staff, as no managerial training has been received by them during the reference period. In light of the above findings, there appears to be an implementation gap in training and capacity building of administrators and managers on regular basis. It is felt that the staff of JSSs may be given capacity building training in a systematic manner on long term basis through reputed management institutes/universities. This gap may be filled by strengthening DJSS so that it can take initiatives to organise/arrange training and capacity building for the JSSs.

d) IEC Activities

The information, education and communication component deals with details about stakeholders/beneficiaries, details of campaigns, media frequency, feedback etc. The JSS scheme is embedded in providing occupational skills and technical knowledge to the target group who are socio-economically vulnerable. It helps identify and promote traditional skills in the district through skilling. It also created a pool of local master trainers. Apart from imparting training to improve occupational skills and technical knowledge, the scheme also sensitizes about a range of knowledge and understanding of the social, economic and political system and awareness about the environment. The scheme also considers need-based changes in the curriculum design. The advocacy and campaign to mobilise the potential beneficiaries, the scheme has effectively incentivized the 10 major national and international days. The introduction of the PFMS system, online registry system of beneficiary pools etc. shows its in-depth orientation in the IT enablement. The beneficiaries have been found mostly neo-literates, women, destitute and school dropouts beyond 8th standard. The periodic but limited publicity of the scheme is given in the accessible media. The outreach, coverage and access of hoi-polloi have made the JSS scheme inclusively promising. However, the use of IEC material in-field training centres is hardly there.

e) Asset/ Service creation and its maintenance plan

Each JSS has a full-time Director and a team of programme and support staff. The programme staff under the guidance and supervision identify the target population clusters in rural blocks and urban wards and also carry out need assessment/skill gap survey. Work on the identification of accommodation for the training centre, and the resource person goes hand in hand. Support of local leadership is also sought in these tasks. The JSSs draw their annual action plan of courses to be conducted by them in a year and the annual action plan is approved by the Directorate of JSS (DJSS). In the normal course, JSS is expected to select courses from the list approved by DJSS. Each JSS has to plan for an annual target of 1800 beneficiaries. Some of the high-grade beneficiaries are used as trainers/resource persons by the JSS. JSS also utilize the set-up of self-employed ex trainees for placement and other allied purposes. The newly established JSS receives a one-time non-recurring grant for office infrastructure and equipment (including office and training). The quantum of the non-recurring grant is Rs. 20.00 lakhs. The MSDE also provides recurring grants-in-aid (100%) of Rs. 50 lakh per annum to these JSS having three

components: (1) Programme Expenditure: Rs. 24 lakh, (2) Emoluments: Rs. 20 lakh, and (3) Office Expenditure: Rs. 6 lakh. For the livelihood linkages, the livelihood cell is created for self-employment and wage employment opportunities. The Livelihood cell is linked with the appropriate National/State level portal for promotion of livelihood opportunities. The livelihood cell is created at each JSS and programme officer of the concerned JSS heads the cell with the help of other JSS staff and no additional financial implication is involved in it. The JSS scheme is a non-commercial scheme. However, the JSS may charge the fee from general category beneficiaries not exceeding Rs. 100/month. No fees are to be charged from beneficiaries belonging to SC, ST, Divyangjans and economically weaker sections of society i.e. BPL category.

Each JSS has a development fund which is a pool of nominal fee received, sale of products produced during training and fee for sponsored courses. This fund could be spent on staff welfare activities and other purposes as specified in the guidelines after following the due process.

f) Benefits (Individual, Community)

The promotion of traditional skills through skilling and up-skilling help preserve the folk culture of the community. The functionality of 222 JSS for the year 2020-21 would skill (222X1800) approximately 399600 individuals. If they get employment, a total of, @ 4.8 individuals per household, (399600X4.8) 7000094 individuals have receive enhanced livelihood. The calculated enhanced livelihood is shown through the diagram below:

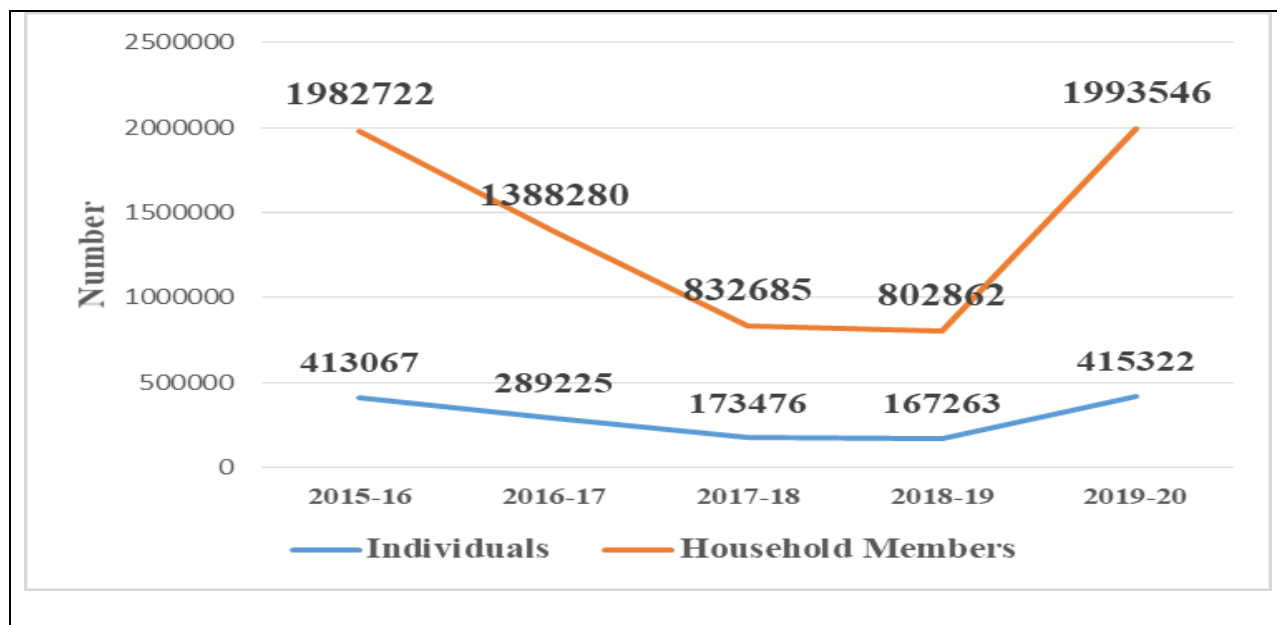


Figure 4.15: Benefits received by individuals and household members

The line graph shown above has been drawn based on the number of beneficiaries trained during 2015-20. As per the Census 2011, household size comprises 4.8 members. The number of beneficiaries trained in the last five years have been multiplied by 4.8 which shows the total number of household members are receiving the benefits. The line graph for the member of households stand elevated in the diagram above. Side by side, the reason for the thrusts experiencing the household members is largely driven by the individuals covered as beneficiaries under the scheme. To enhance the number of households covered, it requires the bandwidth of the JSS centre to be significantly improved. This requires new JSS to be opened to improve the outreach of the scheme and existing ones to be strengthened to cover entire district. The scheme is implemented in 30 States/UTs, thus it helps keep the folk-art memory live among communities.

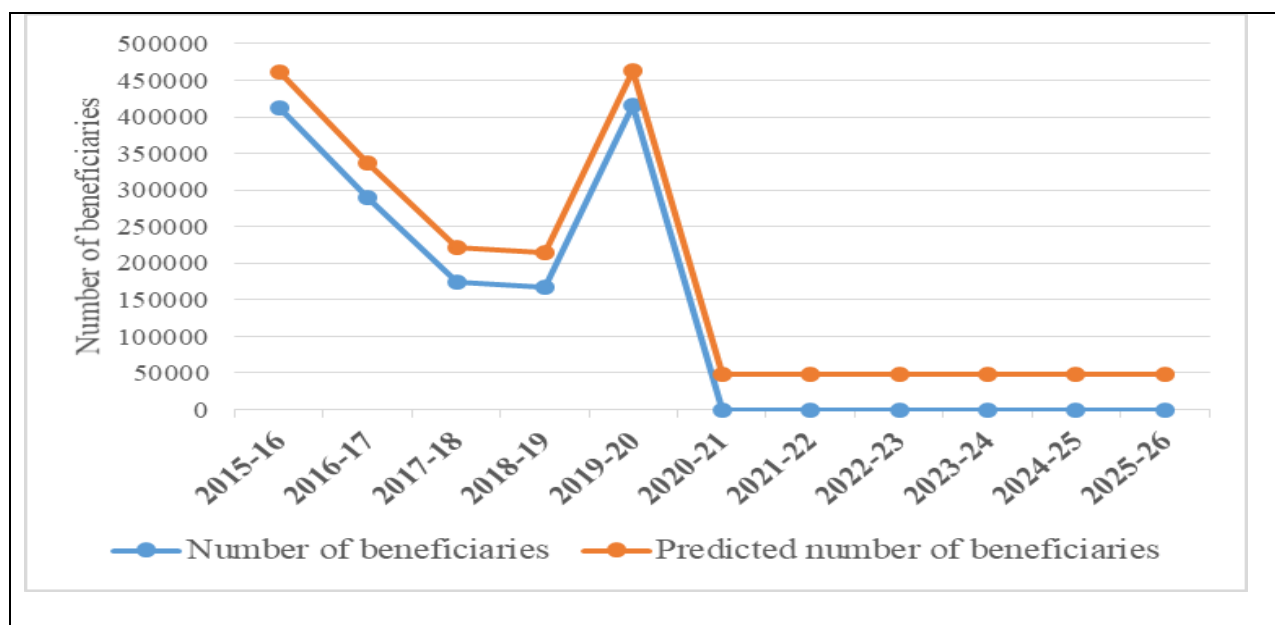


Figure 4.16: Predictive analysis based on actual number of beneficiaries covered in the last five years

The above graph shows the actual number of beneficiaries being covered and the trend for the future. Unless the financial input as the independent variable is increased, there would not be any miracle on the dependent variable i.e. number of beneficiaries to be covered in the next five years. It indicates that existing JSS should be substantially up scaled so that they are able to cover all Blocks in the districts and new JSS should be establish to cover the uncovered districts.

g) Convergence with Scheme of own Ministry/Department or Other Ministry/Department

Being in the non-formal sector, the scheme of JSS has two distinct advantages i.e. flexibility in addressing the needs of target groups and second, focus on awareness generation along with skill training. These distinctions have facilitated the JSSs to seek convergence with flagship programmes of the central government as well as state government and district level initiatives.

Most recently, almost all JSSs worked for creating awareness about Covid-19 pandemic. During the lockdown period, awareness was created by JSS through WhatsApp groups of beneficiaries and resource persons. In post lockdown period, JSSs functionaries in their localities extended support to local health workers in creating awareness about Covid – 19. All JSSs got themselves engaged in free distribution of face masks also. Trainees of cutting tailoring courses used it as an opportunity to earn by producing and selling the facemasks. Some JSSs also prepared sanitizers

and provided free of cost to local health workers. DJSS recognised these efforts of JSSs by awarding certificates.

JSSs have been observing Swachhta Pakhwara regularly since the launching of Swachh Bharat Mission in 2014. During the Pakhwada, a variety of awareness programmes are organised at JSS and centre level which include cleanliness drives, lectures, rallies, natak, tree plantation etc. These programmes are organised with the active support of local administration.

Some of the JSSs are also collaborating with the Development Commissioner (Handicrafts) and getting Artisan Cards issued to the beneficiaries of their selected courses falling under the purview handicrafts.

As part of their Annual Action Plan (AAP) JSSs observe/celebrate important days such as World Population Day, International Literacy Day, International Women's Day, World AIDS Day and International Youth Skills Day. Varied activities are organised on these occasions in which help and support of concerned district level organisations are secured by the JSS.

In Madhya Pradesh, some JSS reportedly are in convergence with state livelihood mission. These JSS have secured paid work of stitching school uniforms for their beneficiaries of cutting tailoring courses. Participation of JSSs in Job Fairs has been reported (by State officials interviewed) from Madhya Pradesh and Maharashtra.

At the local level, JSSs enter in collaboration with entrepreneurs and avail their training facilities and resource persons for the training of beneficiaries and sometimes for post-training placement also.

In the recent past, JSSs worked for Sansad Adarsh Gram Yojna (SAGY). They organised 1–2 batches of vocational training programmes in villages adopted under SAGY in different Constituencies. JSS also worked for Pradhan Mantri Jan Dhan Yojna (PMJDY) and facilitated opening of Jan Dhan accounts of their beneficiaries and their families. Awareness programmes at community level too were organised by JSSs regarding PMJDY. On similar lines, JSS organised awareness programmes about social security schemes such as Pradhan Mantri Suraksha Bima Yojana, Pradhan Mantri Jeevan Jyoti Bima Yojana and The Atal Bima Yojana. Awareness was also created for Pradhan Mantri MUDRA Yojana.

4.3 Gaps in Achievement of Outcomes

To realise the objectives of the scheme, there are provisions prescribed for the coverage of beneficiaries and setting up of JSS. The scheme is catering to the vulnerable sections of our society. The gaps in achievement identified are as under:

1. The involvement of Gram Panchayats and other local community leaders in organising vocational courses and follow-ups of the programme is reasonably desolate, increased contribution amplifies the chances of starting self-employment units in the rural areas.
2. Majority of the courses are job oriented. It is maintained that the main purpose of these courses are 'capacity building' but it cannot be an end in itself. It must lead to employment; therefore, it is extremely important to do systematic feasibility survey before offering the course which might vary one area to another.
3. There is a lack of a concerted effort at offering local specific trades, which would provide better avenues for beneficiaries.
4. It was found during the focus group discussion that the supply of equipment, raw materials, teaching-learning materials are found to be inadequate. The quality of the resource persons employed are also found to be moderate and are required to undergo induction training to update their vocational knowledge at some reputed training centre.
5. The convergence with rural development activities, employment generation and other educational activities need to be more cohesive and functional. The need for an interface with these agencies will go a long way towards fulfilling the common goals and objectives.
6. The JSS Certificates are not given recognition by most states even by their respective employment exchanges. Appropriation of the certificates will further embolden beneficiaries and their skills.
7. A large section of people from weaker sections especially in rural areas are not aware of the training programmes organized by the JSS. Hence they remain out of the purview of the segment of beneficiaries utilising their potential to secure employability.

8. Inadequate teaching-learning material, long duration of training courses, inadequate facilities at the centre like electricity, toilets, drinking water, adequate space, mats, furniture etc., inadequate tools and equipment and bad condition of tools affect the functioning of the JSS and its efficient outcomes.

9. The districts officials were reported to be indifferent to join the meetings of the JSSs so they could have improved direction. It should have made mandatory to issue letters to district collectors.

10. The number of JSS functional need escalation by selected NGOs with a robust track record. That would have provided an impetus to achieve the target more efficiently.

4.4 Key Bottlenecks & Challenges

During the evolution of the scheme, the key bottlenecks and challenges identified are as under:

1. At the time of sanction of new JSS, it receives a one-time non-recurring grant to create office and training infrastructure. Thereafter, such financial assistance to replace/update the infrastructure is seldom provided. As a result of it, the JSSs feel constrained to maintain standards of their office and quality of programmes.

2. Owing to the non-formal nature of JSSs programmes, they are required to establish training centres in the different rural block and urban wards. In the absence of budgetary provision of rent, finding suitable accommodation for the purpose is often a challenge.

3. There is insufficient scope in JSS budget for creating a reasonable infrastructure in-field training centres for quality training and branding. This also inhibits NSQF compliance.

4. Per trainee cost of JSSs is very low (around Rs.2800/-) as compared to other programmes/schemes under MSDE. As a consequence, the inadequacy of training material and equipment and non-engagement of quality trainers was visible across the board.

5. The office of most JSSs operates from rented accommodation which is a constraint on liberty to use the space and make alterations or changes as per need.

6. JSS has limited staff and the same staff is expected to do all functions starting from identification of area to need assessment survey to arranging of beneficiary assessment and

certification. They are also expected to design and supervise interventions related to Life Enrichment Education (LEE). Recently, two new specialized functions have also been added i.e. creation of Livelihood Cell (LC) and the formation of Self Help/Joint Liability Groups (SHG/JLG). In all fairness, absence specialists for functions mentioned later i.e. LEE, LC and SHG/JLG will constraint the existing staff and may not be able to ensure quality delivery. This situation of limited staff has also prevented JSS to register their presence in all blocks of the district.

7. Given the geographic location of training centres in rural areas and slum clusters, JSS often feel constrained to find and recruit trainer of desired qualification and experience. The meagre amount of honorarium payable for the purpose is also a bottleneck in this regard.

8. JSS staff receives consolidated emoluments which remain fixed for a long period of time till next upward revision is made for the entire scheme. The staff emoluments not being compatible with a market that affects negatively on motivation and dedication of the staff.

9. Almost all JSS have only one 4-wheel motor vehicle for field visits and monitoring by staff which constrains the desired mobility and frequency of visits to field training centres. The idea of the fuel-efficient two-wheel motor vehicle would have been considered.

10. At the national level, there is Directorate of Jan Shikshan Sansthan or DJSSs shouldering all administrative and monitoring responsibilities. Monitoring is mostly done through the web portal and review meetings. Monitoring through physical visits by officials or designated monitors is much required.

11. The limited size of staff available with DJSS and routine managerial responsibilities of 200+ JSSs entrusted with them leaves little room to do justice to the academic and technical needs of the scheme. An adequately staffed and well equipped technical and academic support wing may be provided to DJSS.

12. Course material or reference material is important for training and post-training phases particularly when JSSs are catering to persons with low or no levels of education. Reference/reading material was absent for beneficiaries of JSS. The issue needs to be addressed for quality training for skills and knowledge.

4.5 Input Use Efficiency

Input use efficiency, also known as the productivity ratio refers to the extra unit of output generated from an additional unit of input. This indicates how efficient the input (funds disbursed in the context of the scheme evaluation) was in terms of generating the required output (the JSSs covered). The efficiency of input use can be computed by taking a simple ratio of output to input. A higher input use efficiency ratio indicates that output is maximized without requiring more of any input values or use of input is minimized while satisfying at least the given output levels.

Table 4.25: Input use efficiency ratio

FY	AE (INR)	No. of JSS	Number of Beneficiaries Covered	Input Use Ratio	Input Use Ratio Benchmark (GDP Deflator Based)
2015-16	693668987	242	413067	0.00060	0.00060
2016-17	841173684	239	289225	0.00034	0.00057
2017-18	315187654	236	173476	0.00055	0.00055
2018-19	617212123	228	167263	0.00027	0.00052
2019-20	756075807	233	415322	0.00055	0.00050

In the table above, the input use efficiency ratio has been calculated. The input-use efficiency ratio has been 0.00060 in 2015-16, 0.00034 in 2016-17, 0.00055 in 2017-18, 0.00027 in 2018-19, and 0.00055 in 2019-20. The input use efficiency based on GDP deflator for the base year 2011-12 stands out to be 0.00060 in 2015-16, 0.00057 in 2016-17, 0.00055 in 2017-18, 0.00052 in 2018-19 and 0.00050 in 2019-20. It shows the variation in both actual expenditure and the number of beneficiaries covered across the States/UTs. The input use efficiency graph is as under:

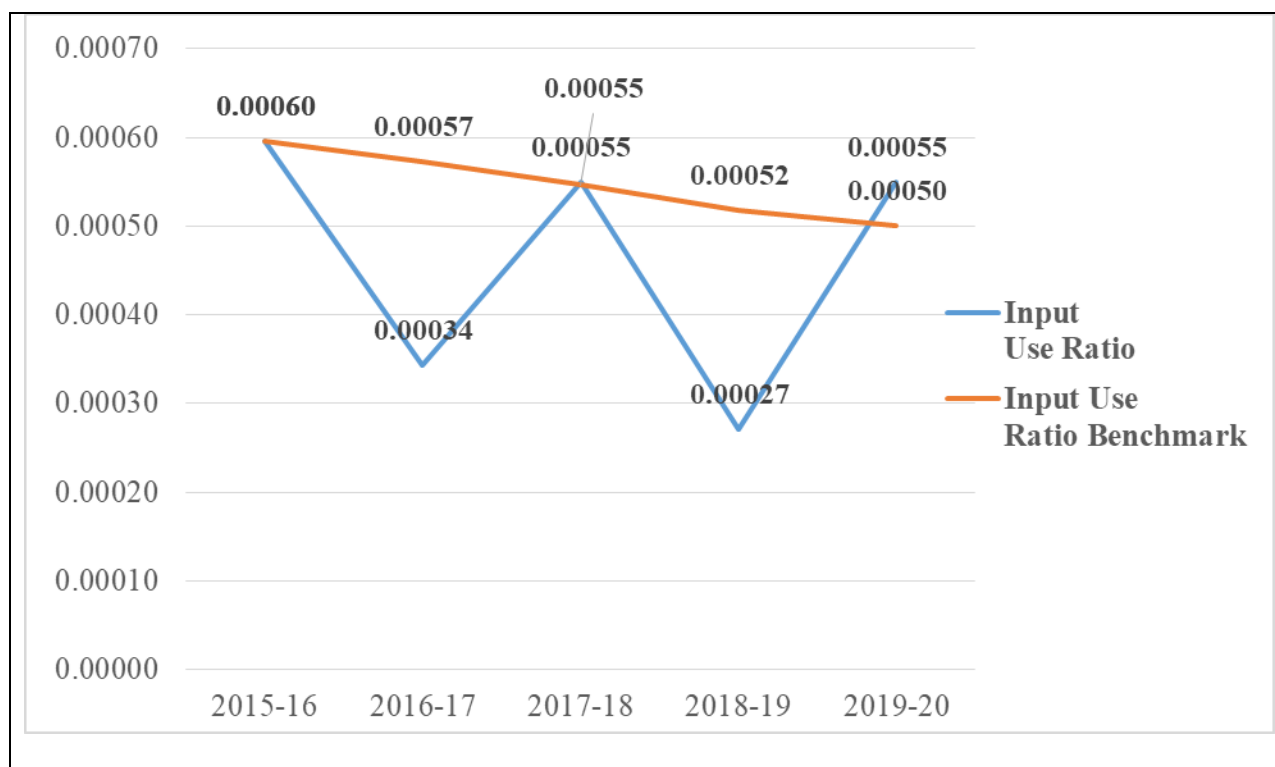


Figure 4.17: Input use ratio graph

The line graph given above represents the input use ratio in the last five years. The maximum efficiency has been detected in the year 2015-16, followed by 2017-18 and 2019-20 with respect to the amount released and the number of beneficiaries covered. The input use benchmark is given

5. OBSERVATIONS AND RECOMMENDATIONS

5.1 Thematic Assessment

1. Keeping in view the specificity required to be involved in accountability, transparency and employment generation, it has been observed that the scheme is bestowed with an accountable system of administration ranging from the selection of JSS to fund disbursement and benchmark target to be achieved each year. It was observed during the focus group discussion that the Board of Managements (BoMs) discharge their responsibilities by forming different committees and sub-committees, recruiting the Director, choosing and suggesting relevant courses, approving Annual Action Plan, facilitating network linkages, monitoring Annual Action Plan, taking

possible efforts in the placement of the trained trainees, staff appraisal and grievance handling, fund management and financial monitoring etc.

2. It was observed during the focus group discussion that one-time non-recurring grant given to the JSS to the arrangement of the required infrastructure was found inadequate. Since the JSSs cannot commercialise the programme, the maintenance requirement required to be considered.

3. Manpower requirement exercise is of utmost necessity and should be taken on a priority basis for the current quantum of work of the JSS and then forecasting be done with the envisaged expanded role.

4. No proper initiatives for the maintenance plan for equipment and tools were taken into consideration by the overall administrative provisions of the JSSs.

5. Though the majority of the beneficiary trainees have found the duration of the training adequate, the neo-literates and females require the duration of the training to be extended to the extent that they become completely equipped with skill-set leading to incentivization and capitalisation of market jobs.

6. Though JSSs are allowed to undertake fee-based training programme and CSR programme without diluting their main function, the fee-based and CSR programmes are hardly accessible to the JSSs, as observed during focus group discussions.

7. It has been prescribed that additional trainees may be enrolled after the achievement of targets allotted to JSS subject to the condition that the JSS scheme should not be diluted by such activities. It has been found based on the financial information of the past five years shared by the DJSS that in no financial year the optimum number of beneficiaries have been covered. The mean value of the total number of beneficiaries covered across five years is 1234 per JSS, probably on account of the fact that scheme was in transition phase from MHRD to MSDE.

5.2 Externalities

Externalities occur in a scheme when the intended outcomes are not achieved or partly achieved due to unintended or latent reasons. The identified externalities under the scheme of JSS are as under:

2. The inadequate fund, inadequate staff, improper assessment and certification and non-compliance with NSQF, lack of adequate training centres and infrastructure facilities are some of the externalities that adversely affect the overall functioning of the JSSs.
3. The certification of trainees is evidence-based under the JSS but not by the third party. Therefore, it is not recognised by the sector skill councils. As observed, based on the demand of the potential beneficiaries, the JSSs were not conducting an adequate number of need-based vocational and skill development training programmes.
4. Private players are running fee-based courses, and based on efficacy they are collecting more revenue than the fund allocated by the central government to NGOs. It shows that somewhere quality component in delivery is little compromised in the JSS trainings.
5. The inadequate number of course material, posters, stickers training materials were reported to the study team that somewhere creates a deficit in learning.

6. CONCLUSION

6.1 Issues and Challenges

At the time of sanction of new JSS, it receives a one-time non-recurring grant to create office and training infrastructure. Thereafter, such financial assistance to replace/update the infrastructure is seldom provided. As a result of it, the JSSs feel constrained to maintain standards of their office and quality of programmes.

Owing to the non-formal nature of JSSs programmes, they are required to establish training centres in the different rural block and urban wards. In the absence of budgetary provision of rent, finding suitable accommodation for the purpose is often a challenge.

There is insufficient scope in JSS budget for creating a reasonable infrastructure in-field training centres for quality training and branding. This also inhibits NSQF compliance.

Per trainee cost of JSSs is very low (around Rs.2800/-) as compared to other programmes/schemes under MSDE. As a consequence, the inadequacy of training material and equipment was visible across the board.

The office of most JSSs operate from rented accommodation which is a constraint on liberty to use the space and make alterations or changes as per need.

JSS has limited staff and the same staff is expected to do all functions starting from identification of area to need assessment survey to arranging of beneficiary assessment and certification. They are also expected to design and supervise interventions related to Life Enrichment Education (LEE). Recently, two new specialized functions have also been added i.e. creation of Livelihood Cell (LC) and the formation of Self Help/Joint Liability Groups (SHG/JLG). In all fairness, absence specialists for functions mentioned later i.e. LEE, LC and SHG/JLG will constraint the existing staff and may not be able to ensure quality delivery. Also limited staff is also inhibiting JSSs to cover all blocks in the district.

At the national level, there is Directorate of Jan Shikshan Sansthan or DJSSs shouldering all administrative, financial and monitoring responsibilities. Monitoring is mostly done through the web portal and review meetings. Monitoring through physical visits by officials or designated monitors is much required.

The limited size of staff available with DJSS and routine managerial responsibilities of 200+ JSSs entrusted with them leaves little room to do justice to the academic and technical needs of the scheme. A technical and academic support wing may be provided to DJSS.

Course material or reference material is important for training and post-training phases particularly when JSSs are catering to persons with low or no levels of education. Reference/reading material was absent for beneficiaries of JSS.

6.2 Vision for the Future

Evaluation of the scheme suggests a threefold vision for future operations. These are short term, medium-term and long term. In all three visions, non-formal nature of the scheme, its target groups and programme focus skewed in favour of self-employment is to be kept intact.

The short term vision is focused on the existing network of JSSs, their programmes and programme targets. In short term, the infrastructure, material and equipment at JSS and training centre levels require to be augmented to bring about quality change in the programme and activities. JSS may be enabled to recruit specialised staff for inputs on livelihood development,

entrepreneurship and SHGs/JLGs management. In this vision, the development of reading and reference material for beneficiaries is included. Initiatives should also be taken for branding and public visibility of JSSs and register their presence in all blocks.

In the medium-term vision, the scheme should gradually move towards standardization by redesigning of qualification pack of its existing courses; including in its calendar the Level I to III NSQF compliant courses; upgrading skills of its trainers through locally but professionally organised ToTs with reasonable financial compensation package; and introduction of third party assessment for better recognition of certificate and opening of avenues in employment market also. High grade certified trainees may also be inducted in ToTs. With the baggage of short term vision in place, the network of JSSs may be expanded to priority districts. Public visibility of the scheme should be further strengthened and it may include regional and national level exhibitions of JSSs in a competitive spirit.

In long term vision, the scheme should be expanded to include all districts in the country. Quality upgrading of inputs and outputs at par with other schemes under Skill Mission is envisaged. JSSs should have well equipped model advance training centres at Block and Ward levels with fully-equipped feeder training centres for basic level courses. The JSS head office will assume the role of district-level resource agency for skill training, research and development in the non-formal sector. At this stage, digital formats of teaching-learning materials may also be introduced.

The national directorate will also need to be suitably equipped and strengthened in terms of manpower & material resources and powers to respond to technical, academic, monitoring, financial and other requirements of each term of vision.

6.3 Recommendation for Scheme with reasons

Considering 79% women representation, 50.5% of the rural share, 73.4% change in the employment for enhanced livelihood, 89.1% change in the average income of each beneficiary, 85.7% mobilization of beneficiaries by JSS, **the study team recommends the scheme of Jan Shikshan Sansthan for continuation.** It is a time tested scheme which has survived since 1967. It is perhaps the only scheme under MSDE in the non-formal sector. It caters to educationally backward (i.e. non-literates, neo literates and persons with rudimentary levels of education) and

socially disadvantaged groups (women, SCs, STs, OBCs, Minorities etc.). It provides doorstep skill training services in rural and urban areas. The study findings indicate that the scheme has helped in almost doubling the household income of those beneficiaries who got employment or got self-employed after receiving the training. The focus of the scheme skewed in favour of self-employment is also in tune with AatamaNirbhar Bharat Abhiyan.

To improve the effectiveness of the scheme, the recommendations are as under:

1. There is a strong case for enhancing non-recurring and recurring grants of JSS. The issue of office and training infrastructure being outdated or insufficient was brought out by Members of BoM of JSS, State Officials and even some Community Leaders interviewed. Observations during data collection supported the views of respondents. Most training centres operate from community arranged accommodation having bare minimum or no infrastructure. Less than required materials, tools and equipment were reported by almost all stakeholders during FGDs. Per trainee cost of JSS comes to Rs. 2777/- which perhaps is least among the schemes being implemented under MSDE. Issues of low salaries of JSSs staff and low rate of honorarium observed during data collection have a direct relationship with quantum of financial support provided to JSSs, and this also has negative implications for motivation and commitment of staff and quality of resource persons engaged by JSSs. Over and above, if JSSs have to move towards NSQF compliance, then minimum standards have to be maintained which requires substantial enhancement in recurring and non-recurring financial support to JSSs. In addition to financial strengthening, JSS staff and resource persons also need be strengthened through training and capacity building. At present ToT for resource person is arranged by JSS with the help of local agency which may not be as professionally competent as those of MSDE. Training of Director and staff of JSS in managerial function was almost absent during the reference period. Therefore, training and capacity building of JSS staff by management institute/universities should be a regular event. At the same time, training of resource persons for enhancing their competencies and improved delivery may be entrusted to professional organisations of MSDE.

2. It has been pointed out during FGDs and also observed during field data collection that no training kit and course material is being provided to trainees except for the notes dictated by the resource person/trainer. There is an absence of reading/reference material of JSSs courses.

Question of material, and that too user-friendly material, becomes important particularly when JSSs is catering to educationally backward groups. Therefore, development and provision of course material for JSS beneficiaries and trainers are recommended on a priority basis. This assumes more importance from point of view of standards (quality) advocated by MSDE in its schemes and programmes. As indicted vision section of this report, at some stage digital form of learning material could also be considered.

3. Responses of JSS resource persons have indicated that they have yet to understand the full concept of NSQF and its implications probably because of their conditioning in on old pattern (non-NSQF) for quite a long period of time. During discussions also, it was gathered that stakeholders are not comfortable with NSQF complaint course modules. Reasons cited for discomfort included: no proper ToT of resource persons & inadequate inputs required for NSQF courses; non-uniform social and educational profile of JSS trainees; more focus on employment instead of self – employment; and course modules spread over longer duration. DJSS also shared these concerns of JSSs and informed that many courses being run by JSSs prior to transfer to MSDE were standardized over a long period of time. In view of this situation, the study team feels that it would be worthwhile to review and revise old course curriculum of JSS by involving professional agencies of MSDE as these may better suit the needs of JSS beneficiaries.

4. It is recommended that DJSS should be strengthened with manpower, material and financial inputs for reasons stated in this paragraph. At present monitoring is being done mostly through JSS web portal and periodic review meetings. Monitoring visits by the official of DJSS or MSDE are rare. Similarly, only the periodic review meetings are being used for any kind of training or orientation of JSSs. Exclusive training/orientation programmes were found to be rare. Absence of reference/reading material of JSS courses has already been discussed in a preceding point in this section. These situations pertaining to skeletal monitoring, training and resource material indicate towards the absence of a team professional staff and resources in DJSS. At present, DJSS has a Director supported by 1- 2 consultants. Therefore, from short and long term perspective, DJSS need a full-fledged team of professionals to cater to monitoring, training, material, academic and research needs of the scheme. Again, it assumes more importance if JSS

scheme has to come at par with other schemes under MSDE in terms of standards (quality) and sustainability.

5. Banks not extending loans to trained beneficiaries; and employers not recognising the certificates are the other issues reported during FGDs and field visits. The twin issues are directly or indirectly related to the existing system of assessment and certification. Therefore, it is recommended that some kind of a third party system of assessment and certification at par with PMKVY may be introduced in JSSs and suitable financial provision for the same may be made in JSSs annual grants.

6. It was gathered from interviews of BoM members and state officials and also noticed during FGDs that support and participation of state and district officials in programmes of JSSs need to be augmented to the desired level. Participation of state representatives in BoM meetings is not so frequent and so is the position of monitoring by the district mission. Absence of formal/official linkages with state-driven skill training and livelihood programmes were also reported. Therefore, it is recommended that DJSS/MSDE may write/remind SSDMs and DSDMs officially to extend support to JSS programmes and monitoring of JSS by district level skill development committees may be made mandatory. DJSS/MSDE with help of JSSs list out state and district level initiatives where linkages may be established with JSS and officially write to such departments/organizations to extend support to JSS. A similar action is recommended for banking institutions. This aspect of less than the desired level of support and participation in JSSs programmes by state and district institutions is also linked to public visibility of the scheme. Even after 50+ years of its existence, the JSS scheme does not attract the level attention as in case of other schemes of MSDE. Therefore, it is recommended that investment should be made in publicity and branding of JSS scheme and programmes and it may include regional and national level exhibitions of JSSs in a competitive spirit.

7. Under the vision for future, it is recommended the network of JSSs may be expanded to priority districts followed by inclusion of all districts in the country; and in existing districts, establish well - equipped model advance training centres at Block and Ward levels with fully-equipped feeder training centres for basic level courses at village level.

RESEARCH TOOLS

QUESTIONNAIRE FOR BOM REPRESENTATIVES

Name of Researcher:

Date:

Basic Details:

1. State:
2. District:
3. Name of the BOM Representative:
4. Mobile Number:
5. Designation in BoM:
6. Category of Nomination (refer list of membership):
7. Age:
8. Social Status: SC/ST/OBC/Minority/General
9. Education (only in case of non-government/non-official member)
10. Have you been supplied a copy of JSS Guidelines?
 - i. Yes ii. No
11. Have you read the JSS Guidelines?
 - i. Yes ii. No
12. In case of non-official member, district you belong to:
 - i. District of JSS ii. Other than JSS district
13. How long you have been the member of present BOM?
 - i. Up-to 1 year ii. 1 – 2 years iii. More than 2 years
14. Term for which you are holding this office?
 - i. First term ii. Second term
15. In your experience, did JSS hold the stipulated number of BOM meetings?
 - i. As stipulated ii. Less than stipulated iii. More than stipulated
16. Did you attend all the meetings of BOM scheduled during your membership?
 - i. All ii. Some iii. None
17. Outside BOM meetings, how often did you interact with JSS?
 - i. Frequently ii. Sometimes iii. Rarely iv. Never
18. Have you been member of any other Committee of JSS also?
 - i. None
 - ii. Executive Committee
 - iii. Selection Committee
 - iv. Others (specify)

Thematic Issues

19. How do you rate the role of BOM in following functions of JSS (on rating scale with 1 representing least performance and 5 the best):

Function	Rating (tick appropriate box)				
	1	2	3	4	5
Constitution of Committees/Sub Committees					
Selection of Director					
Choosing/Suggesting Relevant Courses					
Approval of AAP					
Facilitating network linkages					
Monitoring AAP implementation					
Placement of trained Trainees					
Staff Development Initiatives					
Staff Appraisal & Grievance Handling					
Fund Management & Financial Monitoring					
Mobilising Extra Budgetary Infrastructure Support					
Any other (specify)					

20. Do you have any suggestions for modifications in composition, process of composition, membership tenure and role etc. of BOM of JSS? If yes, please specify:

.....

21. How do you rate the contribution of Parent Body/Organisation in functioning of JSS?

- i. Supportive ii. Not Supportive

22. Do you think courses offered by JSS are relevant for local market?

- i. Mostly ii. Some iii. None

23. List out the strengths and weaknesses of JSS courses (not more than three each)

Strengths:

- i.
 ii.
 iii.

Weaknesses:

- i.
 ii.
 iii.

24. Do you think the JSS training is aligned with the following?

- i. Gender equality/Women development

- ii. Decent working conditions
- iii. Economic development
- iv. Self Confidence/Self image
- v. Others, specify:
- vi. None of the above

25. List out the strengths and weaknesses of your JSS (not more than three each)

Strengths:

- i.
- ii.
- iii.

Weaknesses:

- i.
- ii.
- iii.

26. Do you think, funds received from government are sufficient to run JSS comfortably?

- i. Yes
- ii. No

If no, please give specific suggestions:

27. Please give your comments/suggestions to further strengthen the functioning of scheme of JSS?

.....

Signature of the Researcher

INTERVIEW SCHEDULE FOR COMMUNITY LEADER

Name of Researcher:

Date:

Basic Details:

1. Name of the Community Leader:
2. Leader Type

Leader Type	Designation & Name of Organization	Level (Gram Panchayat/Block/Town/District)
Elected		
Non - elected		

3. Gender: i. M ii. F
4. Age (in years):
5. Social Category:
 - i. SC ii. ST iii. OBC iii. Minority iv. General
6. Current Qualification:
7. State :
8. District :
9. Mobile Number:
10. Extent to which you are familiar with the JSS and its programmes?
 - i. Little
 - ii. Moderate
 - iii. Full
11. Source of information about JSS
 - i. JSS Board Members
 - ii. JSS Director/staff
 - iii. Public media (tv/newspaper/radio)
 - iv. Literature distributed by JSS
 - v. JSS trainees
 - vi. Friends/Relatives
 - vii. Others

12. Extent to which you have been associated with programmes and activities of JSS?

Activity	Frequency of association			
	Not at all	Rarely	Sometimes	Regularly
Selection of courses				
Mobilization of trainees				

Identification of space for training				
Supervision of training Centre				
Liaison with partners				
Fund/loan raising				
Awareness programmes				
Meetings				
Trainee Assessment				
Others				

13. Do you offer suggestions/recommendation for further strengthening/improvement of JSS programmes/activities?
i. Yes ii. No
14. If yes, how do JSS respond to your suggestions/recommendations?
i. JSS take action ii. JSS welcome but don't take action iii. JSS does not welcome
15. Do you think the vocational course/s offered by JSS have potential of employment/self-employment in your area (Panchayat/Block/District)?
i. Yes ii. No iii. Can't say
16. In your opinion, what impact JSS programmes and activities are making on lives of people of your area/client groups?
i. Economic improvement
ii. Social Empowerment
iii. Better image of women/girls
iv. Better participation in local elected body activities
v. Better awareness/participation in govt programmes
vi. Others, specify
17. What are your suggestions to enhance outreach of the programmes and activities of JSS?

Signature of Researcher

QUESTIONNAIRE FOR TRAINEE

Name of Researcher:

Date:

1. Name of the trainee:
2. Father's/Husband's Name of trainee:
3. Address of the trainee:
4. District:
5. State:
6. Residential Location:
 - i. Rural
 - ii. Urban
 - iii. Tribal
7. Mobile Number:
8. Sex:
 - i. Male
 - ii. Female
 - iii. Transgender
9. Age:
 - i. 15- 25
 - ii. 25- 35
 - iii. 35-45
10. Social Category:
 - i. General
 - ii. OBC
 - iii. SC
 - iv. ST
 - v. Minority
11. Marital Status:
 - i. Single
 - ii. Married
 - iii. Widow
 - iv. Divorcee
12. If married, number of children:
 - i. None
 - ii. 1 – 2
 - iii. More than 2
13. Physical Status :
 - i. Abled

- ii. Divyangjan

14. Category of Income group:

- i. APL
- ii. BPL

15. Educational status of trainee's:

- i. Father _____
- ii. Mother _____

16. Educational status of trainee:

- i. Illiterate
- ii. Neo-Literate
- iii. Studied up to class: _____

17. Occupation before vocational course/training:

- i. Cultivation/Farmer
- ii. Agriculture labour
- iii. Wage employed
- iv. Self-employed
- v. Employed in Government/Private Sector
- vi. House maker

17. JSS Vocational course(s) attended:

S.No.	Name of vocational course	Year of enrolment	Duration of course

18. How did you come to know about the vocational course of JSS?

- i. JSS staff
- ii. Resource Person
- iii. Television/Radio
- iv. Newspapers/pamphlets
- v. Gram Pradhan
- vi. Others

19. Purpose to join training (More than one response)

- i. For certificate
- ii. To pass leisure time (Hobby)
- iii. For improving economic status (support family by generating additional income/for securing future/to set up own business)

- iv. Any other
20. Who motivated you to join course:
- i. Self
 - ii. Family/ Relatives
 - iii. Peers/Friends
 - iv. Community Members
 - v. JSS functionaries
 - vi. Others

21. How do people react/respond when you come to the class (more than one response)?

Response	Tick \surd (in box against response)	
	Family	Community
i. Talk positively about the training		
ii. Appreciate your efforts		
iii. Don't value it		
iv. Think it is a waste of time		

22. How far do you travel to attend the training?
- i. Less than 1 Km
 - ii. 1-2 Kms
 - iii. 3-4 Kms
 - iv. More than 4 Kms

23. Do you think that the classes (Theory/Practical) conducted for your course are sufficient?

Class	Yes	No	If no, suggestion please
Theory			
Practical			

24. Duration of the course:
- i. Long
 - ii. Adequate
 - iii. Short

25. Were LEE components/social awareness topics discussed during the course

- i. Yes ii. No

26. Please answer the following about the Training Accommodation:

Training Accommodation		Response \checkmark	
		Yes	No
i.	Area of Training Hall Adequate		
ii.	Library Available		
iii.	Electricity Available		
iv.	Drinking water facilities Available		
v.	Toilet facility Available		
vi.	Lighting Adequate		
vii.	Ventilation Sufficient		

27. Please answer the following about Learning Materials:

S, No.	Variables of Learning Material	Tick \checkmark against response
1.	Availability of Learning Material Available	1. Yes 2. No
2.	Quantity of Teaching-Learning Material	1. Adequate 2. Inadequate
3.	Quality of Teaching-Learning Material	1. Good 2. Average 3. Poor

28. Whether you received Training Module:

- i. Yes ii. No

29. Please answer the following about Training Equipment and Tools:

S, No.	Variables of Training Material	Tick \checkmark against response
1.	Availability of Training Equipment and Tools	1. Yes 2. No
2.	Quantity of Training	1. Adequate

	Equipment and Tools	2. Inadequate
3.	Condition of Equipment and Tools	1. Good 2. Average 3. Poor

30. Are you satisfied with the overall performance of Resource Persons:

- i. Yes ii. No

31. Please answer the following about the Resource Persons:

S, No.	Variables of Training Material	Tick \sqrt against response
1.	Attendance	1. Regular 2. Irregular
2.	Teaching Method	1. Satisfactory 2. Unsatisfactory
3.	Knowledge	1. Adequate 2. Inadequate

32. How many classes were held in a week?

- i. 7 days a week
ii. 5 - 6 day a week
iii. 3 - 4 day a week
iv. Less than 3 days a week

33. According to you is the timings for classes is suitable?

- i. Yes ii. No

34. Who decided Timings of the classes?

- i. Beneficiaries
ii. Resource Person
iii. By mutual cooperation
iv. By JSS

35. Who do you approach for suggestions/complaint about the training programme?

- i. Resource Person
ii. Programme Officer
iii. Director

36. How many times have the JSS functionaries visited your vocational centre in the past month?

- i. Once
- ii. Twice
- iii. Thrice
- iv. Four Times
- v. More than 4 times
- vi. Not visited

37. How does the JSS respond to suggestions/complaints about the training programme?

- i. Not entertained
- ii. Listen but takes no action
- iii. Takes action
- iv. Did not offer complaint/suggestion

38. Do you think that there should be a fee for the course you enrolled into

- i. Yes
- ii. No

If No, why

39. According to you, is the programme beneficial?

- i. Yes
- ii. No

Please give reasons in support of your views

40. Did you change your occupation after training?

- i. Yes
- ii. No

If yes, what is your occupation after training:

41. What was your annual income before training: Rs. _____

42. What is your annual income after training: Rs. _____

43. What change did you experience in your monthly expenditure/income after training?

- i. Increased
- ii. Unchanged
- iii. Decreased

44. If income level increased after training, are you satisfied with the monthly income after training?

- i. Yes
- ii. No

45. No. of days you got employed /self - employed in a month after training:

- i. Increased
- ii. Unchanged
- iii. Decreased

46. Did you appear in the assessment test after completion of course?

- i. Yes
- ii. No

47. Did you get the certificate for vocational course?

- i. Yes
- ii. No

48. Do you think certificate helped you achieve the following:

S.No.	Certificate helped in	Insert \checkmark in appropriate box	
		Yes	No
1.	Started Income generating activities		
2.	Getting financial assistance for starting own business		
3.	Greater credibility/authentication of skill		
4.	Recognition among fellow community members		
5.	Getting employment		
6.	Further upgrading of skill		
7.	Others, specify		

49. After completion of skill development training, have you formed / joined any of the following:

S.No.	Certificate helped in	Insert \checkmark in appropriate box	
		Yes	No
1.	Self-Help Groups		
2.	Mahila Mandals		
3.	Cooperatives		
4.	Yuvati/Yuvak Mandal		
5.	Any other		

50. Details of loan obtained by Trainee with the assistance of JSS:

S.No.	Scheme/Bank/Agency	Amount of loan	Purpose

51. Details of employment got by trainee through JSS:

S.No.	Sector	Salary/Income/Wages per month in Rs.
1.	Public (Government/Public Sector Undertaking)	
2.	Private Sector	
3.	Self-employment	
4.	Wage employment	
5.	Any other	

52. Do you think, the skill development training has desired impact on your life? If Yes, indicate the areas of life:

S.No.	Impact	Tick please \checkmark in appropriate box
1.	Increase in income	
2.	Improvement in skill	
3.	Increase in productivity	

4.	Improved standard of living	
5.	Better health care facilities	
6.	Better education facilities for children	
7.	Self Confidence/Self Image	
8.	Social Status/Image in Community	
9.	Any other	

53. If Not, why?

S.No.	Reason	Tick please <input type="checkbox"/> in appropriate box
1.	Lack of opportunity	
2.	Lack of post training assistance from JSS	
3.	Financial constraints	
4.	Did not want to go out of the village	
5.	Any other	

54. After completion of training programme did not get any guidance/support for employment?

- i. Yes ii. No

55. If so, who provided you the support and in what way?

Person Provided Support	Nature of Support
Trainer	
JSS Staff	
Panchayat member	
Others, specify	

56. Could you achieve the objective with which you enrolled in the programme?

- i. Yes ii. No

57. In addition to the training that you get from JSS, please tell what other assistance do you want/expect from JSS?

58. What are your suggestions/recommendations to improve the programme?

Questioner for Resource Persons/Trainer

Name of Researcher:

Date:

Basic Details:

1. Name of the Resource Person/Trainer:
2. Designation
3. Mobile Number
4. District:
5. Current qualification:
6. Gender: i. M ii. F
7. Social Status:
 - i. SC ii. ST iii. OBC iv. Minority v. General
8. Status of employment; i. Regular ii. Contractual iii. Ad-hoc
9. Years of experience:

Course Details:

10. Name of the course:
11. Course is on the list of:
 - i. DAE
 - ii. MES
 - iii. NIFT
 - iv. Others
12. Duration of the course in days:
13. No. of batches you are conducting at present:
14. How many classes per batch do you take in a week?
15. Duration of the class per day (in Hours):
16. Has JSS provided you a copy of course curriculum?
 - i. Yes
 - ii. No
17. Have you undergone the training of the trainer?
 - (i) Yes
 - (ii) No

18. Venue of Training

- i. JSS Office
- ii. Public Building
- iii. Trainer’s House
- iii. Trainees House
- iv. Trainer’s Training Facility
- v. Others

19. Does Training Venue the following

Training Venue	Has√ in box against response	
	Yes	No
Proper Ventilation		
Drinking water		
Electricity		
Toilet		
Adequate Space		
Environment suitable for training		
Easily Accessible by trainees		

Thematic Details:

20. Does the course address the market needs?

- i. Yes
- ii. No

21. To what extent the course material and equipment provided by JSS is sufficient? (Rating Scale 1-5)

1-----2-----3----4----5

22. Do you use different digital devices/media platforms while conducting learning sessions?

- i Yes
- ii No

23. What are the major challenges you face while imparting training?

- i. Balancing diverse learning needs
- ii. Language related
- iii. Entry behavior of trainees
- iv. Different education level
- v. Gender related
- vi. Others

24. Whether the course is attracting a sufficient number of students?

(i) Yes (ii) No

25. Number of trainees enrolled in your current batch (in case no current batch, mention the figure of last batch):

26. What is the percentage of student attendance in your classes?

(i) Up to 40 (ii) 41 -50 (iii) 51-60 (iv) 61-70 (v) 71-80 (vi) 81-90 (vii) 91-100

27. Do the trainees approach you after the successive completion of training slots?

(i) Yes (ii) No

28. If yes, purposes for which trainees approach you after completing the course:

- i. Courtesy call
- ii. Further refinement/enhancement of skill
- iii. Guidance for placement/employment
- iv. Guidance for self-employment
- v. Others, specify

29. Do you find the course beneficial for creating employability?

(i) Yes (ii) No

30. How do you align the content delivery with NSQF?

.....

31. Frequency of supervisory visits by JSS staff?

- i. 1 – 2 times a month
- ii. More than twice a month

- iii. Very rare/not fixed
 - iv. No visit at all
32. Do you share your problems/suggestions with JSS staff/
- i. Yes
 - ii. No
33. If yes, what is the response of JSS?
- i. No action
 - ii. Rebuff/Not welcomed
 - iii. Action is taken
 - iv. Others, specify.....
34. What are your suggestions to improve the training at the JSS Institute?

Signature of Researcher

SCHEME GUIDELINES

1. BACKGROUND

1.1 Jan Shikshan Sansthan (JSS) formerly known as Shramik Vidyapeeth (SVP) was one of the popular and polyvalent schemes in non- formal education sector crafted by the then Ministry of Education and Culture, Government of India. Initially the focus of scheme was to cater the needs of the industrial worker and urban slum dwellers. Polyvalency of the SVP scheme means that SVP programmes were designed to cater to vocational cum general education needs of the target group. The polyvalent (multifaced) approach to adult education of workers represents an attempt to provide knowledge and impart skills simultaneously and in an integrated manner.

1.2 The first Shramik Vidyapeeth was established in Mumbai (Worli) in March 1967 and was commissioned by the Bombay City Social Education Committee, a voluntary organization engaged in the field of Adult Education for several; years. After the success of the project, the Govt. of India developed as scheme for setting up a network of Shramik Vidyapeeths in the country in the country in a phased manner. For establishment of more such institutions specific provisions have been made in the plan and it was envisaged that this programme will be extended to all the States and UTs.

1.3 With the emergence of millions of neo-literates through the Total Literacy Campaigns launched across the length and breadth of the country and the transformation that has taken place in the economic and social set up over the years, the role and scope, the focus of Sharmik Vidyaapeeth (SVP) was shifted from industrial workers in urban areas to the numerous neo-literates and unskilled and unemployed youth throughout the country especially underprivileged people in the rural areas. The SVPs were accordingly renamed as Jan Shikshan Sanstan (JSS) w.e.f. 2000. It concentrates on the socio-economically backward and educationally disadvantaged groups of urban/rural population such as neo-literates, semi-literates, SC, Sts, women and girls, slum dwellers, migrant workers. Etc. Now these Sansthans act as district level resource support agencies especially in regard to organization of vocational training and skill development programmes for the neo-literates and other target groups of the continuing education programme.

1.4 The number of SVPs/JSSs gradually increased to 17 up to 1984, to 40 in 1986 and to 58 by end of 8th Five Year Plan i.e., 1996-97. The number increased to 108 by the end of 9th Plan (2001-02),

198 by the end of 10 plan (2006-07) and 271 upto 2008-09 during the 11th Plan Period and covering 27 Sattes and 02 UTs.

1.5 The JSSs are functioning under the NGOs with annual lump- sum grant from the Govt. of India. The administrative and financial affairs of the JSSs are managed by the respective Boards of Management. In order to enjoy a considerable degree of autonomy, these institutes are required to be registered under the Societies Registrations Act, 1860 with their own Memorandum of Association, rules and Regulations.

1.6 The first review of the experimental SVP at Bombay was conducted in 1969 by Dr. M.S. Gore of Tata Institute of Social Sciences. The review emphasized the need for systematic preparation of syllabi and training materials as well as proper selection of participants in each programme. It further recommended that educational needs of the learners be assessed and experienced educationists and experts associated with developing courses and materials. The second review of SVP, Bombay was again done by dr. M.S. Gore and Mr. P.K. Muttagi of the Tata Institute of Social Sciences. The Ministry of Education set up a review committee in 1976 under the Chairmanship of Mr. Anil Bordia to make a comprehensive review of SVPs. The committee reported that programmes were not based on identified needs; pedagogical methods were not satisfactory and lack of resource support to SVPs. In 1986, a review study of SVPs commissioned by the Government of India to Dr. Prayag Mehta once again reported that “the thrust for quantitative targets resulted in a competitive game of numbers. This was done largely at the cost of the stated objectives. Functions such as identification of needs, programme planning, course development, integrated educational approach, training preparation of materials and promotion of linkages got largely side tracked. The quality was the inevitable casualty in the process. “The Scheme was once again reviewed by Dr. Jacob Aikara of Tata Institute of Social Sciences in 1993 and the Indian Institute of Management, Bangalore (IIM-B) in 2008. IIM Bangalore recommended that the Scheme of JSS is a laudable one and very well-conceived. It is undoubtedly a time- tested and prestigious scheme which has proven its worthiness in the field. Its overall success has generated a great demand for the Scheme. In this light, it is strongly recommended that the Scheme must be continued.

1.7 The scheme of JSS was again reviewed by Indian Institute of Management (IIM) Lucknow in 2014 and based on their findings and growing demand for vocational education in the country, they recommended continuation of the programme.

1.8 The scheme of support to Voluntary Agencies for Adult Education and skill Development was again reviewed by Center for Market Research and Social Development, New Delhi in 2017 and it recommended that JSSs need to be upgraded in terms of infrastructure, course curriculum need to be upgraded as per NSQF compliant, linkages with industries for placement, recognition of certificate and JSS component may be treated as Special Purpose Vehicle under Ministry of Skill Development and Entrepreneurship which exclusively looks after skill development in the country.

1.9 Hon'ble Prime Minister of India has launched the National Skill Development Mission on 15.07.2015 on the occasion of World Youth Skill Day. The Mission has been developed to create convergence across sectors and States in terms of skill training activities. Further, to achieve the vision of 'Skilled India', the National Skill Development Mission would not only consolidate and coordinate skilling efforts, but also expedite decision making across sectors to achieve skilling at scale with speed and standards.

1.10 Ministry of Skill Development and Entrepreneurship (MSDE) will streamline the institutional mechanism in the implementation of skill development programmes in the country. The Vision, objectives and design of the Mission, draw on the lessons learnt from the implementation of skill development efforts over the past decade. It seeks to provide the institutional capacity to train a minimum of 300 million skilled people by the year 2022.

1.11 The Ministry of Finance, Department of Expenditure vide their O.M. dated 02.12.2016 instructed the Ministry of Human Resource Development that the Vocational Education component of Adult Education Scheme should be carried out within the Pradhan Mantri Kaushal Vikas Yojana.

1.12 Consequently the Jan Shikshan Sansthan component of Scheme of Support to Voluntary Agencies for Adult Education has been transferred from Ministry of Human Resource Development to Ministry of Skill Development and Entrepreneurship on 2nd July, 2018.

1.13 The guidelines for implementation of the Scheme of Jan Shikshan Sansthan were developed by Ministry of Human Resource Development in the Year 2000 based on the changing scenario in the literacy programmes.

1.14 There is a need to revise the guidelines of the Jan Shikshan Sansthan in view of the goals of skill India and objective of the Ministry of Skill Development and Entrepreneurship. In this context,

a committee has been constituted to revamping and restructuring of the Jan Shikshan Sansthan under Ministry of Skill Development and Entrepreneurship.

2. CONCEPT

2.1 Jan Shikshan Sansthan (JSS) is conceived as an institute for conducting skill Upgradation programme in Non- formal mode in rural and urban slum of a district. It would also provide academic and technical resource support to target group in both urban and rural areas.

2.2 Thus, Jan Shikshan Sansthan (JSS) represents an institutional framework for offering Non-formal mode skill development programmes to disadvantage groups.

- JSS would offer vocational and skill development programmes for non/ neo-literates and persons having rudimentary level of education upto 8th standard in both industrial/urban and rural areas and rural areas and other school dropouts beyond 8th standard i.e. upto class 12th with a cap of 20% of total beneficiaries per year

- The programmes would be based on the polyvalent or multi-dimensional approach

2.3 The polyvalent approach attempts to provide knowledge and skills in an integrated manner and rests on the following principles:

- Neo-literate/school dropout must have continuous access to skill up gradation through her/his life

- Each programme should be need-based

- Programmes have to be- diversified, flexible and adaptable to varying needs and situations;

- Courses have to be NSQF Compliant

- Vocational courses having market demand and higher anticipated income should be accorded priority

- Common Brand Value

- Encourage local traditional arts/courses

2.4 The Polyvalent approach takes into account; learning needs, convenience of place & time for learners and trainers and hence courses vary in

- Contents

- Duration

- Methods

- Instructional Arrangements

- Financing (CSR supported/ Fee based trainings)

2.5 The methodology includes

- Theory
- Practical
- Systematic Internal Assessment System
- Online Certification
- Linkages with Livelihood Services on National/State Portal

3. OBJECTIVES

3.1 To improve the occupational skills and technical knowledge of the non/ neo-literates and persons having rudimentary level of education upto 8th standard and other school dropouts beyond 8th standard i.e. upto class 12th to raise their efficiency, increase productive ability and enhance their livelihood opportunities

3.2 To identify and promote traditional skill in the district through skilling/upskilling

3.3 To create a pool of master trainers working across the department/agencies of skill development through training/orientation programme

3.4 To collaborate and coordinate with other departments/agencies working in the field of skill development

3.5 To widen the range of knowledge and understanding of the social, economic and political systems and create awareness about the environment

3.6 To promote national values and to align with national programme

3.7 To promote self-employment and facilitate to get financial support including loans/for the target group through linkage with credit and consortium membership

4. FUNCTIONS

- 4.1 Identify appropriate target areas and groups by developing socio-economic profiles.
- 4.2 Identify and ascertain educational and vocational needs of different categories of clients groups.
- 4.3 Explore, innovate, work out alternatives and try new methodologies to meet the need of different groups through programmes of vocational education and trainings.
- 4.4 Cooperate with educational, cultural and social organizations involved in organizing programmes and activities to meet educational, vocational, social, and cultural and welfare needs of target groups.
- 4.5 Act as a co-coordinator, facilitator and catalytic agent by developing a system of net-working in collaboration with other vocational and technical institutes, development departments, welfare agencies, employers and worker's organizations, voluntary agencies, economic enterprises etc.
- 4.6 Undertake training and orientation of resource persons/instructors involved in planning and implementation of various programmes.
- 4.7 Provide consultancy services to agencies and enterprises planning to organize programmes for training and vocational education of similar target groups.
- 4.8 Organize vocational training programmes with special concern for deprived sections, women/girls and unemployed youth to provide new skills, refine/sharpen/upgrade the existing livelihood skills for employment, self-employment and income generation.
- 4.9 Promote organization of forums such as co-operative societies, mandals and associations of women, youth and workers with a view to undertake collective activity for socio-economic development.
- 4.10 Provide follow-up services to beneficiaries of the JSS.
- 4.11 Create Livelihood Cell for employment/ self and wage employment opportunities. Livelihood Cell will be linked with appropriate national/ state level portal for promotion of livelihood opportunities.
- 4.12 Identify and develop curriculum on local traditional skills.

4.13 The capacity building of the trainers/staff of JSSs will be organized. JSS will do it cluster wise to minimize financial implication and maximize outcome. A maximum of 3% of the programme expense may be allocated for Capacity Building of JSS Staff / Instructors.

5. TARGET GROUP

5.1 Jan Shikshan Sansthan will concentrate on the socio- economically backward and educationally disadvantaged groups of urban/rural population such as men, women and youth, employed self-employed neo literates, prospective workers and their family members as well as unemployed youth.

5.2 The main target of the JSS is to impart vocational skills to the non-literates, neo literates and the person having rudimentary level of education upto 8th standard and other school dropouts beyond 8th standard i.e upto class 12th in the age of 15-35 years. Age limit could be relaxed in case of ‘Divyang’ and other deserving cases.

5.3 Priority is to be given to women, SC, ST, OBC and Minorities in the rural areas and urban slums.

6. ORGANIZATION & MANAGEMENT

6.1 Jan Shikshan Sansthan will function as registered society under the aegis of: Voluntary agencies of repute

6.2 Jan Shikshan Sansthan will be sanctioned to voluntary agencies/organizations/charitable trust/nonprofit companies

6.3 Jan Shikshan Sansthan already functioning under the aegis of Universities must be brought under the aegis of registered voluntary agencies/organizations/charitable trust/nonprofit companies

6.3 Jan Shikshan Sansthans already functioning under the aegis of Universities must be brought under the aegis of registered voluntary agencies/organizations/Charitable trust/ nonprofit companies in a phased manner as soon as one of these is located

6.4 Sanctioning of new Jan Shikshan Sansthan will be considered the organizations/institutions registered under Societies Registration Act 1860, Trusteeship Act, and Section 8 Companies Act 2013. The organizations/institutions may be registered under section 12A & 80G of Income Tax Act and NGO Darpan Portal of NITI Aayog

6.5 Jan Shikshan Sansthan already functioning as autonomous organizations must be allotted to suitable registered voluntary agencies/organizations/charitable trust/nonprofit companies in a phased manner as soon as one of these is located

6.6 Jan Shikshan Sansthan already functioning under the aegis of State Government must be brought under the aegis of registered voluntary agencies/organizations/Charitable trusts/nonprofit companies in a phased manner as soon as one of these is located

6.7 The affairs of each Jan Shikshan Sansthan are to be managed by a Board of Management representing interest of the target group

6.8 An Executive Committee (EC) shall assist THE Board of Management

6.9 Each Jan Shikshan Sansthan shall have a nucleus of qualified and competent staff to plan, coordinate and conduct the programmes

6.10 Services of local qualified and experienced instructors/resource persons/experts/master craftsmen to impart different skill shall be hired against honorarium fixed on hourly basis.

6.11 Each Jan Shikshan Sansthan should be registered independently under the Societies Registration Act of 1860 and shall operate as per the Memorandum of Association and By-laws provided by the Government of India and work under leadership of mother NGO.

6.12 The Parent NGO as well as the Jan Shikshan Sansthan should get their registration renewed as per the law of the land and copy of the renewal certificate shall be submitted to GOI.

6.13 The affairs of the Jan Shikshan Sansthan shall be managed by a Board of Management (hereinafter referred to as BOM) which shall consist of the following members:

1. Chairman
2. Nominee of the Ministry In-charge of Skill Development in the State (State Skill Development Mission)
3. Representative of the District Collector from Skill or Rural Development Department
4. One representative of nominee from District Education Officer/Zila Parishad
5. Two eminent persons from the field of Skill Development (one of them must be a women)
6. One prominent women worker from the field of Social/Woman Development
7. One Principal of Government ITI/Polytechnic or his/her nominee
8. Two members representing Local Employer and Industry (one of them must be women)
9. One nominee of the Joint Secretary, Ministry of skill development & Entrepreneurship
10. One Manager of a Lead Bank or his/her nominee
11. One Officer of District Industries Center (DIC)
12. One prominent person of SC/ST Categories
13. Director of Jan Shikshan Sansthan (Member Secretary)
14. One women Principal/Vice-Principal or their female nominee of Government or CBSE/ICSE/State School Board recognized girls' Secondary/Senior Secondary school/Inter College.

6.14 Constitute/ Reconstitution of BOM

6.14.1 The Governing Body of the Parent organization to whom JSS has been sanctioned, is authorized to nominate the Chairperson and members of the BoM of JSS as per composition and process laid down in these Guidelines.

6.14.2 The Governing Body of the Parent organization shall pass in its meeting a resolution to constitute the BoM of JSS. A copy of the Resolution passed by the governing body of the parent organization, duly signed by all the members present, nominating Chairman of the JSS; complete minutes of the meeting where Resolution is taken should be sent to Ministry. The minutes of the meeting should be on the letter head with seal and signature of the President/Chairperson of the Parent Organization.

6.14.3 A “Non- relation” affidavit to the effect that no proposed member of Board of Management of JSS is related by blood to each other and to the Chairman of BoM. This affidavit signed by the Chairman will have to be submitted to GOI.

6.14.4 Duly signed bio data containing photographs of all the proposed members and chairman is essential.

6.14.5 In the case of reconstitution, a committee comprising the Chairperson and official nominees of BoM nominated against Slot No. 2,3,4 and 7 shall have to hold a meeting and finalize the names of non- officials to be nominated as per the slots no. 5,6,8 and 12 in the Board of Management. Non- official members may be chosen within the district. The recommendation of the committee duly signed by all the members is necessary.

6.14.6 Proposal for reconstitution of BoM, complete in all respects is required to be sent at least three months before the expiry of the term of existing BOM. In case of new Board of Management the proposal should be sent within six months from the date of registration of JSS. In case of non-compliance of this provision appropriate action will be taken by the GOI.

6.14.7 In the first meeting of the Board of Management, one non-official member of the BOM shall be selected as vice-chairman.

6.14.8 Keeping in view the nature of the JSS scheme, in the case of a JSS set up by a university, the vice –chancellor or his nominee not below the rank of the dean of a faculty shall be the chairman of the Board of Management and in the case of the JSS set up by a voluntary Agency, it shall be the

chairman/president of the voluntary agency .where the chairman/president of the JSS ,then the Governing Body shall nominate any member any member of the Governing Body of the parent organization to be chairman of the JSS. The tenure rule will similarly be applicable to all chairmen .

6.14.9 The Chairman and the non-official members may serve for two terms of three years each which may or may or may not run consecutively. No chairman /vice-chairman or member shall be entitled to more than two terms in his/her lifetime. However, based on the performance, evaluation of JSS and past record of chairman may be considered for a third term of three years.

6.14.10 one person can be a chairman at most for 02 Jan Shikshan Sansthans provided the Jan Shikshan Sansthans are in close vicinity.

6.14.11 The total membership of the Board shall not exceed 15 including its Chairman and Member-Secretary, except with the specific permission of the Government of India. Care may be taken to provide adequate representation to women on the Board and their number should not be less than two.

6.14.12 The Chairman and the Director (Member-Secretary of the Board of Management) will remain in office as long as they enjoy the confidence of the Government of India. The Government of India will have the final say as far as their membership and their terms of office are concerned.

6.14.13 In case of any dispute, conflict, non-functioning or unsatisfactory functioning of the JSS, in matter shall be referred to the government of India whose decision shall be binding on the Jan Shikshan Sansthan.

6.15 Powers and Functions of the Board

The powers and functions of the Board shall be as follows:

- i. Serve as the policy making and supervisory body for the Jan Shikshan Sansthan.
- ii. Enlist the continued cooperation and support of voluntary agencies, welfare organisations, workers' unions, industrial establishments, developmental agencies, Zilla Saksharata Samities etc. for the programme.
- iii. Establish such centres and sub-centres as are necessary to organise and implement the programme.
- iv. Set up such sub-committees as are found necessary.
- v. Periodically review and from time to time assess, the programmes implemented by and through the Sansthan with a view to effect modifications and improvement.
- vi. Assess the financial requirements of the Sansthan in keeping with its objectives and approve the budgetary estimates.
- vii. Exercise overall supervision and to ensure that the money spent achieves the objectives and the targets are reached.
- viii. Purchase, take on or otherwise acquire any land, building or other property moveable, immovable, which may necessary for carrying on the functions of the Sansthan .All properties should be determined by it
- ix. Invest funds or money in nationalized banks only entrusted to the Sansthan in such a manners as periodically, be determined by it.
- x. Draw, accept, make, endorse, discount and deposit Govt. of India and other promissory notes, bills of exchange, cheques, or other negotiable instruments.
- xi. Make rules and regulations for conducting the meetings and affairs of the Sansthan and to adopted and modify them from time to time.
- xii. Regulate the expenditure and manage accounts of the Sansthan.
- xiii. Sell, exchange, lease or otherwise dispose of all or any portion of the properties of the Sansthan movable or immovable on such terms as it may think fit and proper without prejudice to the activities of the Sansthan.
- xiv. Raise and borrow money on bonds, mortgages, promissory notes or other obligations or securities, founded or based upon all or any of the properties and assets of the Sansthan with or without any

securities and upon such terms and conditions as it may think fit and to reply and redeem any money borrowed.

- xv. Appoint all categories of staff for conducting the affairs of the Sansthan, to fix the amount of their remunerations, to define their duties and to grant allowances and other enrolments.
- xvi. Take all such measures as may be found necessary, from time to time, to promote the objects for which the sansthan has been set up.

Power to frame, amend or repeal by laws

6.16 Subject to the approval of the Government of India, the Board shall have the power to frame, amend or repeal any bye-laws for furtherance of its objectives and in particular to provide for the following matters:

1. Matters relating to appointment, removal, resignation and term of office of the office bearers, other than the Chairman and the Member-Secretary.
2. The preparation and submission of the budget estimates to the Government of India, sanction of expenditure, entering into contracts, investment of the funds of the Sansthan, the sale or alteration of such investments and audit of accounts.
3. The terms and tenures of appointments, emoluments, allowances, rules of discipline and other conditions of service of the staff of JSS.

Duration of Membership

6.17 The duration of the membership of the Board shall be as follows:

1. The term of Board of Management would be for three years and shall commence from the date the approval as given by government India.
2. Upon expiry of the term of the BoM, all its members except the chairman and the member – secretary shall vacate office. The director who is the ex-officio member secretary of the Board of management will continue as member secretary as long as he remains the director .Vacancy caused by the superannuation (retirement) of director would be filled by the new Director .The chairman and the member –secretary will remain in office as long as they enjoy the confidence of the government of India. Government of India will have the final say as far as membership and their term of office is concerned.
3. Outgoing non-official members of the Board of management shall be eligible for re-nomination for another term but not more than two terms in their life time which may or may not be consecutive. However, based on the performance, evaluation of JSS and past record of chairman may be considered for a third term of three years.
4. Outgoing non-official members of the Board of Management shall be eligible for re-nomination for another term but not more than two terms in their lifetime which may or may not be consecutive. However, based on the performance, evaluation of JSS and past record of chairman may be considered for a third term of three years.
5. The Government of India shall, after consideration, approve the constitution of the BOM incorporating such changes/alteration/additions /modification as it deems fit.
6. If there is any vacuum between the expiry of the term of the BOM and the constitution of a fresh one the Government of India shall appoint an Administrator as an interim arrangement.
7. In case of any dispute, conflict, incompetence, mismanagement, misappropriation of funds, non-functioning or unsatisfactory functioning of Jan Shikshan Sansthan, the matter shall be

referred to the Government of India whose decision will be binding on the Jan Shikshan Sansthan.

8. During the term of office of the board, vacancies may arise for the reasons indicated below:
 - a. Death
 - b. Resignation addressed to the member –secretary in writing and accepted by the board;
 - c. Becoming of unsound mind or insolvent
 - d. Conviction for a criminal offence involving moral turpitude; or
 - e. Failure to attend three consecutive meetings without proper leave the board.
9. Any vacancy of the membership of the board (or any of its committee) caused by any of the reasons mentioned above shall be filled in accordance with the provisions of guidelines. But the person appointed in the vacancy hold office only held, his membership.
10. Where a member of the Board [or any of its committees] becomes a member by reason of the office or appointment held, his membership of the Board [or its committees] shall terminate when he ceases to hold that office or appointment; and in his vacancy, his successor in office or appointment shall automatically be a member of the Board for the unexpired period of the term of membership.
11. The Board and all its committees shall function notwithstanding that any person who is entitled to be a member by reason of his office is not a member of the Board or its committees for the time being and notwithstanding any other vacancy, whether by non-appointment or otherwise; and no act or proceeding of the Board [or its committees] shall be invalidated merely by reason of the happening of the above events or any defect in the appointment of any of its member.
12. The Member-Secretary of the Board shall be the Director of Jan Shikshan Sansthan.

Meeting of the Board

6.18 The following shall be observed with regard to the meetings of the Board:

1. Every meeting shall be presided over by the Chairman, and in the absence of the Chairman, the Vice-Chairman shall preside over the meeting.
2. In the absence of Chairman and Vice- Chairman, one of the members of the Board of Management present and selected from among the members will preside over that meeting.
3. Seven members of the Board present at any meeting shall constitute the quorum. No meeting shall take place in the absence of the Member-Secretary except in unavoidable circumstances when the next senior most staff member will act as substitute.
- 4. Meetings of the Board shall be held quarterly. There should not be more than six months gap between two consecutive meetings and a minimum of 2 meetings in a year is compulsory. The time and place may be determined by Chairman not less than 15 days notice shall be given to the members.**
- 5. The draft annual report and the yearly accounts of the institution for the preceding financial years working shall have to be approved by the Board.**
- 6. The proceedings of each meeting shall be recorded and a copy of the minutes of such meetings shall be furnished to all the members, Directorate of JSS, Govt. of India within 15 days after the meeting.**
- 7. An emergency meeting of the board shall be summoned in extraordinary circumstances. On such occasions, the members shall be given at least three days notice. Discussions that have taken place in the emergency meetings need to be placed before the full meeting of the Board of Management when it meets next.**
8. In case of a difference of opinion among the members and where there is an equal division, the Chairman shall have the right of casting a vote.
9. Any disputed matter shall be referred to the Government of India whose decision would be binding.

Composition of the Executive Committee

6.19 To aid and assist the BoM in management and control of the affairs of the JSS, there will be an Executive Committee with following members:

- Vice Chairman of Jan Shikshan Sansthan.
 - Two non-officials from among the members of the Board of Management.
- Representative of the Collector from Skill or Rural Development Department**
- One member representing principal from Govt. ITI/Polytechnic
 - Member secretary

Powers of Executive Committee

6.20 The power of the Executive Committee as follows:

1.The Executive Committee is fully empowered to manage the affairs and funds of the Sansthan. It shall also have the authority to exercise such powers of the Board as may be delegated to it periodically.

2.The Executive Committee shall have the power with the sanction of the Board to make such bye-laws as it thinks proper for the preparation and sanction of budget estimates, sanction of expenditure, entering into contracts, making investments and for any other purpose as may be necessary.

3.The Executive Committee may, by resolution, appoint such sub- committees for such purposes and with such powers as the Executive Committee may think fit. Such sub-committees may consist of persons who are the members of the Board but who, by reason of their experience and qualification may be considered useful for promoting the aims and objectives of the Sansthan. The sub-committees shall have power to co-opt any person with the prior approval of the Executive Committee.

4.The Executive Committee may, by resolution, delegate to a sub- committee or to the Director (Member-Secretary) such of its powers for the conduct of its business as it may deem fit, subject to the condition that the action taken by any sub-committee or the person under the powers delegated to them by this sub-rule shall be reported for confirmation at the next meeting of the Executive Committee.

5.The Executive Committee is empowered for conducting enquires of the staff, and selection of staff members.

6.The Executive Committee shall also act as vigilance and Grievances cell and Internal Complaint Committee for prevention of sexual Harassment of women at workplace, and shall submit reports to BoM.

Meeting of the Executive Committee

6.21 Meeting of the Executive committee shall be held quarterly. There should not be more than three months' gap between two sensitive meetings and 02 meetings in a year is compulsory. Normal frequency should be meeting every 02 months. These meetings shall be convened by the vice chairman. Notice for the meeting shall be issued under the signature of the member secretary. The notice shall indicate the date, time and place of the meetings.

6.22 The notice of the meeting shall be served on members either personally or by post not less than 15 days in advance.

6.23 The proceedings of each meeting shall be recorded and a copy of the minutes of such meetings shall be furnished to all the members, Directorate of JSS, Govt. of India within 15 days after the meeting.

6.24 Four members of the Executive Committee present in person shall constitute a quorum at any of its meetings.

Residual Powers of the Government of India

6.25 The chairman and Member-secretary of the JSS will remain in office as long as they enjoy the confidence of the Government of India. The government of India will have the final say as far as their membership and the term of office is concerned.

6.26 Delegation of powers

1. The board may, by resolution, delegate to its member –secretary and sub-committee(s) as may be constituted from time to time, such of its powers for the conduct of the affairs of the board as may be considered necessary.
2. The board or the executive committee may delegate to the officer of JSS or any of its committees such routine or administrative or financial powers as it may consider necessary

Selection, power, function and duties of chairman

6.27 Selection of the Chairman Can Be as Follows:

- In case of JSS not affiliated to any voluntary organization or university, the chairman will be decided by the govt. of India.
- In such cases, where the JSS is under the aegis of a voluntary organization, the chairman of the voluntary organization will be the chairman of the JSS.
- Provided that when a person ceases to be the chairman of the voluntary organization, he/she will also cease to be the chairman of the JSS.
- Provided also that a chairman of the voluntary organization will be the chairman of the JSS for a term of not exceeding three years. Any single person remain chairman of the JSS for a maximum of three such terms in his/her lifetime which may or may not be consecutive. Third term shall be assigned based on performance of last two terms.
- Provided also that where a chairman of the parent voluntary organization ceases to be the chairman of the JSS, the governing body of the parent voluntary organization shall nominate one of its members as chairman of JSS.
- Chairman should have experience of 10 years in social sector.

6.28 The powers, functions and duties of the chairman as follows

1. Chairman shall be the honorary head of the Jan Shikshan Sansthan
2. He/she shall preside over all meetings of the Board and Executive Committee.
3. He/she shall have powers to invite any other person to attend to the Board meetings as a special invitee

4. He/she have powers to invite any other person to attend to the Board meetings as a special invitee
5. He/She shall have the right of coasting vote in case of division
6. He/She shall issue the appointment order for the Director
7. He/She shall place the matter regarding disciplinary action against the Director in the Board of Management meeting when Director shall not be present in the said meeting.
8. He/she shall convey the decision of the Board of Management and the Government of India's decision is final and binding
9. He/she shall address a communication to be the government of India where there is difference of opinion between the chairman and the Board of Management and the Government of India's decision is final and binding
10. The member-secretary of the BOM and Director will give prior intimation to the chairperson /Vice Chairperson about his tour outside the headquarters
11. Annual appraisal report of the Director will be written by the chairperson

Powers and functions of Vice –Chairman

6.29 In the absence of chairman, the vice-chairman shall preside over the meetings of the Board of Management and Executive Committee.

Powers, Functions and Duties of Director (Member Secretary)

6.30 The Director of the JSS shall be the Member-Secretary of the Board of Management. The recruitment and other matters concerning the post of Director shall be in conformity with the guidelines issued by the Government of Indian from time to time.

The Powers, Functions and Duties of the Director shall be as follows:

1. The subject to any orders, rules and by-laws of the institution, The Director of the Jan Shikshan Sansthan shall be responsible for the proper administration of the affairs of the JSS under the direction and guidance of the Board.
2. The Director shall be the executive head of the Jan Shikshan Sansthan .
3. The director shall prescribe duties of all the members of the staff of the Sansthan and shall exercise supervision and disciplinary controls as may be necessary under rules.

4. The Director as member-secretary shall maintain a record of the minutes of all meetings of the Board, Executive committee and shall be responsible for the proper execution and implementation of the decisions of the Board and the committee.
5. The Director shall be the drawing and Disbursing officer.
6. A panel of three persons will be identified by board as signatory of cheques including the Director and Chairman. A minimum of two signatures will be required including that of Director for operating bank accounts or incurring any expenditure. Further, for expenditures beyond Rs. 25,000/- signature of chairman is mandatory. The splitting of expenditures is not allowed.
7. The Director is empowered to purchase items upto Rs.5000/- in each case. Purchase of items beyond Rs.5000/- shall be done through a purchase committee to be appointed by the Board of Management/Executive Committee. All purchases above Rs.5,000/- shall be placed before the Board of Management when its meets next for ratification. Any purchase made beyond Rs.25,000/- must have the prior approval of the Executive Committee/ Board of Management.
8. For all the appointments, the Director shall issue the appointment order.
9. The Director shall act as a nodal point for communication between the Department of School Education and Literacy, Ministry of Human Resource Development, Government of India, Directorate of Adult Education, Government of India and the Jan Shikshan Sansthan.
10. The Director shall entrust responsibility for activities to the programme functionaries proportionately to ensure their full and potential participation. He/she shall also hold regular meetings with the staff members, particularly with the programme functionaries to plan and implement and to review the activities as allocated.
11. The Director will initiate action for conducting and periodically updating socio-economic profiles and survey and for identifying areas, locations and target groups for planning and formulation of the work plan.
12. The Director will initiate action for assessment of learning needs and requirements for training for identified groups and in areas selected for programme operation.
13. The Director will initiate action for developing and maintaining a system for identification, selection and training of resource persons and part-time instructors.
14. The Director will initiate action for identification and mobilisation of resources needed for conducting the programmes.

15. The Director will initiate action for planning of programmes such as the preparation of course designs; teaching/learning material; procedures for learning assessment, programme schedule, selection and enrollment of participants, timing and location for conducting programmes.
16. The Director will establish and develop contacts with appropriate agencies with a view to facilitate exchange of information and promoting mutually beneficial linkages in programmes and activities to be organised for different target groups by JSS itself or as joint ventures in cooperation/collaboration.
17. The Director will render and facilitate consultation and counseling services to individuals and agencies, workers' organisation, employers and enterprises and other such organisations in matters of programmes of adult education and participate in meetings and discussions involving adult education issues.
18. The Director will undertake activities for programme support communication availing various means of media, organizing or participating in exhibition, special group meetings, inter- agency seminars etc. for promotion and publicity.
19. The Director will pursue action connected with the follow-up conclusions and recommendation of seminars and workshops held by the Directorate of Adult Education, Ministry of Human Resource Development, Government of India for improving and publicity.
20. The Director will pursue action connected with the follow-up conclusions and recommendation of seminars and workshops held by the Directorate of Jan Shikshan Sansthan, Ministry of skill Development and Entrepreneurship, Government of India for improving and publicity.
21. Director shall ensure for uploading learner's data in the JSS portal and expenditure details in public Financial Management System
22. The Director will institute a system of follow-up activities for JSS programme beneficiaries.
23. The Director will evolve and monitor a system of annual performance appraisals (confidential character rolls) of every officer and clerical staff.

Selection and Emoluments of Director

6.31 The Director is the Principal Executive Officer of the Jan Shikshan Sansthan and is the Member –secretary of the Board of Management. The recruitment and other matters concerning the

post of Director shall be in conformity with the guidelines issued by the Government of India from time to time.

6.32 Method of Recruitment:

1. Director's post should be filled on regular basis within six months from the date of falling vacant, failing which the grant will be discontinued without any further notice.
2. The vacancy for Director's post shall be advertised in at least edition of National Daily and two state editions including local dailies giving all requirements of the post. The advertisement is also being uploaded in the JSS portal.
3. The scrutiny of the applicants and short listing of the candidates should be done by the Executive committee in presence of officials Members of the District and Govt. ITI/Polytechnic.
4. The shortlisted candidates for the post of Director will be submitted to the chairman, of JSS for convening the selection Committee.
5. The position may be filled on contract basis for a period ordinarily not exceeding five years.
6. The candidates applying for the position shall not exceed 55 years as on the date of application.
7. The composition of the Selection Committee for the position of Director shall be:
 - a. Chairman, Jan Shikshan Sansthan - Chairman;
 - b. Nominee of the Ministry In-charge of skill development in the state or Nominee of the District Collector
 - c. Nominee of GOI preferably principal from Govt .ITI/Polytechnic.
 - d. One Non-official member from Board of Management.
8. The recommendation of the Selection Committee shall be placed before the Board of Management for ratification in subsequent meeting.
9. The intimation of appointment of regular Director on contract basis should be sent to the GOI within a week.
10. A Contract in the suggested model format (Annexure V) shall be executed between the person selected for the post and the chairman of the Jan Shikshan Sansthan.
11. The appointment letter for the position of Director shall be issued under the signature of the chairman of the JSS.

6.33 Extension and Termination Procedure of Director

1. The position shall be filled purely on contractual basis for a period of ordinarily not exceeding five years out of which the first year of the term will be probation period.
2. The Board of management may consider renewal of the contract /extension of the contract period of Director for a further period of five years on expiry of each five-year tenure or termination of the scheme which is earlier.
3. Age of superannuation of the Director Should be 60 years.
4. The Board of Management may decide pre-mature termination of the services of the Director in a meeting of selection committee which would be mandatory. A resolution of Board meeting in this regard is mandatory.
5. The Annual Assessment Report of the Director should be maintained by the chairman of JSS.
6. Director should not be removed without prior notice of three months. A copy of the notice may also send to GOI for the record and information immediately. In case of immediate release, JSS in lieu of notice may give the appointee as sum equivalent to the amount of consolidated pay of three months. This provision will be applicable on both sides.

6.34 Emoluments

Depending upon the qualification of the person so selected, the Board of Management may consider offering a minimum consolidated amount. It is, clarified that each JSS is free to decide the quantum of emoluments to be paid to the Director and to the members of the staff.

6.35 Appointment of Director In –Charge

- I. For temporary arrangements, the Board of Management may appoint may appoint Director in charge to look after the day to day work JSS. It is advisable that senior most programme staff may be appointed as Director in charge. In case of non -availability of programme staff, an outsider having experience of administration may be appointed as a Director In –charge with a intimation to the Board of Management and GOI.
- II. The Director in –charge should not be holding the charge than six months. If, the Director in charge continued beyond six months, the emoluments share of the Director’s post will be deducted by GOI from the annual grant.
- III. The supporting /junior staff of JSS as clerks and accountant, UDC, computer operator may be avoided for appointment of the Director in charge
- IV. No Blood /Family relations of the chairman of parent Body /JSS to be appointed as Director in –charge.

V. The persons having criminal cases should not be appointed as Director, In –charge or a staff of JSS.

6.36 Selection of other Staff

- All positions other than the Director shall be filled by following the prescribed procedures as decided by the Board of Management through Executive committee.
- No relatives of the chairman (family members of the chairman and his spouse which would comprise of their parents, brothers and sisters, children, grandchildren and their spouses and them in laws) shall be appointed either as Director or staff of Jan Shikshan Sansthan. In this regard, an affidavit shall be submitted to MSDE.
- Age of superannuation of all staff of JSS shall be 60 years.

7. PROGRAMME, PLANNING AND IMPLEMENTATION

7.1 The JSS shall organise programmes keeping in view the objectives and target group in the city/town/district in which it is located. The activities may include:

- 1 Plan and organize skill development programmes.
- 2 Integrate programmes of general education-cum-skill training designed for the needs of the target groups.
- 3 Organising programmes to improve vocational/occupational skills for vertical/ horizontal mobility.
- 4 Conduct Family Life Education, Life Skills and Entrepreneurship Programme.
- 5 Creating awareness on issues such as health, hygiene, environmental sanitation, pollution, women's empowerment, child care, communal harmony and national integration.
- 6 Organising cultural/recreational programmes including film shows, meetings, sports and games, excursions and tours.
- 7 Organize such programmes and activities which promote goals and activities of skill India.

The steps required

- 8 Coordinating and overseeing groups of Nodal Continuing Education Centres/Continuing Education Centres.
- 9 Acting as resource centres for vocational education in post literacy and continuing education programmes.
- 10 Organising equivalency programmes through open learning systems.
- 11 Integrating programmes of general education-cum-skill training designed for the needs of the special homogeneous groups.
- 12 Conducting family life, population and development education.

Organise such programs and activities which promote goals and activities of skill India. A maximum of 3 % of the programme expense may be spent on the mobilization and advocacy through the following activities:

1. World Health Day (7 April)
2. May Day (1 May)
3. International Yoga Day (21 June)
4. World Youth Skills Day (15 July)
5. Independence Day (15 August)
6. (Gandhi Jayanti/Swachh Bharat (2 October)
7. World AIDS Day (1 December)
8. Republic Day (26 January)
9. International Mother Language Day (21 February)
10. International Women's Day (8 March)

11. Other local important days/issues etc. DJSS will issue quarterly calendar to JSS for these National/international days/events.

7.2 The steps required to be followed for organising programmers:

- 1 Obtain and regularly update the list of non/neo-literates and other target groups available in the office of the concerned authority.
- 2 Prepare district profile. Apart from the secondary data available with District/Municipality/Corporation and other departments, primary data may be collected through a door to door survey.
- 3 Identify and adopt a gram panchayats /slums /labour colonies for intensive coverage where economically, socially poor sections live.
- 4 Allot adopted areas to the programme staff of JSS for planning and implementation of the programme.
- 5 Each of the programme staff may plan a programme of action including budget based on the need/requirement (the plan shall include vocational education, identification of resource persons, number of persons to be trained in each batch and the course fees per person per month/per programme etc.)
- 6 With the help of resource persons, curriculum for each of the vocational courses may be developed and finalised. Curriculum content should include not only technical/vocational contents but also general awareness (more related to the courses and the clientele) which is otherwise called polyvalent aspects.
- 7 In case of local skills, curriculum for each of the local skills may be developed and finalized. curriculum content to include not only technical /vocational contents but also general awareness (more related to the courses and the clientele) which is otherwise called polyvalent aspects.
- 8 At the end of each course, the beneficiaries may be administered through internal assessment system and certificate will be issued under skill India Banner.
- 9 Collaboration with agencies for organizing programmes (both physical and financial) shall enhance the percentage of coverage of the beneficiaries. However, in the name of collaboration, the JSS should not surrender the basic objectives of the institution.

7.3 JSS can charge course fees from the beneficiaries. However, care shall be taken by the

individual organisations not to commercialise the programmes. The amount collected shall be deposited in a separate account and be used to further benefit other candidates. The amount collected as fees shall not be normally used for purchase of immovable properties. Such expenditures should be initially considered and approved by the Executive Committee/Board of Management and subsequently, by the Government of India. The amount also shall not be utilized for meeting the expenses on emoluments of the staff as well as for office expenses. The amount should not be diverted to the parent organisation or to any other projects of the parent organisation.

7.4 The jurisdiction of a JSS should be the entire district including rural and urban areas.

7.5 Assessment of Beneficiaries

7.5.1 An assessment is defined as a structured process in which evidence of performance is gathered and evaluated against agreed criteria. It is process of evidence collection of a person's competence level through agreed criteria. It is a process in which collection of a person's competence level through different methods –practical assignments, tests, observations, interviews and professional discussion.

7.5.2 Jan Shikshan Sansthans are required to assess the skill competencies of beneficiaries through a systematic internal assessment system. The JSS will appoint the external resources person as an examiner /assessor to the training center. The same resource person should not be assessor of her/his training center. The same resource person should not be assessor of her/his training centre.

The test of the beneficiaries should be on evidence based. The assessment test should be video recorded and the same may be uploaded in the JSS portal. The individual assessment results may also be uploaded in the JSS Portal.

The assessment of the beneficiaries shall be the responsibility of the Jan Shikshan Sansthan JSS shall also be responsible for any claim and dispute on the assessment MSDE will not be a party of any such dispute or claim. The detailed guidelines for assessment will be issued separately

7.6 Certification

- The successful beneficiaries will be issued online certificates under Skill India Banner. The certificate will be signed by Director and programme officer of JSS.
- Certificate will be portal generated. Certificates will be having 2 logos –JSS, and skill India. Certificates shall have bar code entailing information about candidate, course duration and certification.
- JSS will be responsible for any dispute, malpractices, misuse and data /record of individual beneficiaries only. MSDE will be not the party of any dispute /claim.

7.7 Training of Trainers

Training of the Trainers (ToTs) at the JSS will be conducted through National Skill Training Institutes (previously called ATI's) across the country. In areas which don't have an NSTI, the sector skill council (SSCs) and other Central Agencies will be engaged for ToTs through the PMKK network.

7.8 Livelihood Linkages

The Jan Shikshan Sansthan will establish Livelihood Cell to encourage beneficiaries for self and wage employment. Livelihood cell will be linked with National /state portal for promotion of employment and job mela etc.

7.9 Standard and Branding

All JSSs shall adhere to approved and understanding branding norms, Guidelines should be issued shortly.

7.10 Self-Finance Programmes

JSS will also be encouraged to leverage corporate CSR finds, Government/ Non-Government programs for skill development including Recognition of Prior Learning (RPL) in their districts. The details will be issued separately.

8. SELECTION OF VOCATIONAL COURSES

The Jan Shikshan Sansthan (JSS) are unique because they offer quality vocational skills and technical knowledge at a minimal cost with ease of accessibility. Most of the JSSs are located in close proximity to the target population and work with community and hence, have enhanced understanding of the needs about the candidate. Working closely with the community puts JSS in a unique position wherein it is not only a skill centre but also focal point towards empowerment and capacity building.

The vocational curriculum plays a vital role in imparting skills to the beneficiaries. Since inception of the scheme, priority is given to the need based vocational courses which are suitable to the locality or for the group. The directorate OF Adult Education (DAE) has developed 36 vocational curriculums on different trades for the target group. DAE also developed vocational curriculum through National Institute of Fashion Technology (NIFT) on textile technology. JSS adopted courses of modular Employable Skill (MES) and NIOS suitable to its target group.

National skill Development corporation (NSDC) has accorded its approval for 30 vocational curriculums of DAE which are in compliance with NSQF norms. MES courses which are suitable to the target group of JSS during 2018-19 were adopted. the JSSs may choose the vocational courses according to their local market demand.

The JSSs should carefully plan the vocational courses based of local market /industry. JSS may identify the local traditional skills/artisans and provide training to candidates. they may also plan vocational courses which have maximum employable opportunities such as self and wage employment in their local areas.

8.1 Criteria for selection of Vocational courses:

8.1.1 vocation should be local demand

8.1.2 should lead to enhancement of income

8.1.3 should be comparatively low cost. Ideally it should be inexpensive having greater demand higher anticipated income.

8.1.4 Should be ethical and relevant to the clientele.

8.1.5 JSS should have capacity to administer the training

8.2 Vocational programs should be conducted for those who are in the age group of 15-35 years having no or rudimentary levels of education up to 8th standard and other school dropouts beyond 8th standard i.e. upto class 12th.

8.3 Match making may be arranged for different vocational courses for job opportunity.

8.4 No vocational course should be conducted for educated masses other than those permitted in these guidelines, from the funds released by the government of India.

8.5 JSSs should emerge as a district vocational institute to provide opportunities for the beneficiaries to establish their own business, wage employment and employment in the local industries to enhance their income and quality of life. It is suggested that the JSSs may propose vocational courses broadly in 03

categories.

8.5.1 Production oriented vocational courses

The JSSs should propose vocational courses which have local market demand for production and sale. JSSs may identify the collaborative agencies or established its own training cum production Centre. As, cutting and tailoring, Food processing and preservation, local traditional artisans, jute products, leather products etc. may be proposed as training cum production centres.

8.5.2 Service oriented vocational courses

JSSs may propose service oriented vocational courses as per the local demand. For example: two wheeler mechanism, AC Refrigeration, beauty culture and health care, electrical technician, plumber etc.

8.5.3 IT oriented vocational courses

JSSs may also propose courses on information technology including digital literacy. JSSs may ensure that they have adequate infrastructure, knowledge and capacity to run the IT oriented vocational courses for the target group.

8.6 Life Enrichment Education

Life Enrich Education will be the part of the skill training programmes of JSS. The digital literacy and life skills will also be incorporated across the course curriculum.

Jan Shikshan Sansthan may counsel the beneficiaries for their interest and skill mapping. JSS may also seek the help of NSDC and other government agencies for counselling of the JSS beneficiaries.

8.7 Counselling

Jan Shikshan Sansthan may counsel the beneficiaries for their interest and skill mapping. JSS may also seek the help of NSDC and other government agencies for counselling of the JSS beneficiaries

9. STAFFING AND FINANCE

9.1 The scheme of support to Jan Shikshan Sansthan (NGOs)I meant for skill development under the leadership of voluntary agencies enabling them to run the programme with the aims and objectives provided in chapter 3 of the guidelines.

9.2 In order to fulfil the objectives of the institution and to organise programmes for the identified clientele groups, each Jan Shikshan Sansthan should have qualified and experienced staff for the

planning and organisation of the programmes, for developing and maintaining collaboration with other institutions/agencies and for the general administration of the Jan Shikshan Sansthan. It is, therefore, suggested that every Jan Shikshan Sansthan must have core staff which will include one Director who will be the administrative head of the organization. He should be assisted by suitable selected personnel who would ensure:

- a. Smooth administration;
- b. Regular planning and monitoring;
- c. Regular and accurate maintenance of accounts;
- d. Systematic conduct of programmes; and
- e. Adequate supervision of activities, both at office and field levels.

The decisions with regard to the number of employees, their emoluments, their duties and functions and their designations will rest entirely with the Board of Management. The structure and shape of the staffing pattern will also fall within the purview of the Board of Management. As far as possible, the support services should be managed by hiring suitable service agencies so that works of a manual nature are not entrusted to employees.

9.3 The member of the staff of JSS are employees of the Sansthan/parent organization ,as the case may be ,and are not employees of the government of India .The role of the government of India is strictly limited to providing the registered society with financial assistance as per the approved financial pattern .This too ,it is providing the registered society with financial assistance as per the approved financial pattern .This too, it is providing strictly on a temporary basis and is at liberty to withdraw such assistance as per the approved financial pattern .No legal cases ,notices in the name of government of India will be entertained .

9.4 The members of the staff of JSS shall be engaged on contract basis with consolidated emoluments, as may be fix by the Board of Management. This will be effective from the date of issue of the guidelines by the Government of India. All the positons/posts shall be filled only on contract basis.

9.5 No contract of staff members other than of the Director shall be signed for a period exceeding three years. The staff contract should be reviewed every year based on the performance. Contracts for shorter period shall be signed at the discretion of the Board of Management. No contract shall be renewed after the period of expiry of the contract. A fresh contract shall be entered into in each case.

9.6 The resources (human, physical and financial) of the JSS shall be utilised for the purpose of JSS only. Utilization of services of the Members of staff of JSS by the parent organisation, use of JSS vehicle for other purposes and other transgressions shall be treated a serious violation of these guidelines.

9.7 The Board of Management of the Sansthan may decide the emoluments to be paid to staff members within the ceiling fixed by the Govt. of India. Model Guidelines for staffing and emoluments will be issued separately.

9.7.1 The Annual Appraisal Report for the positions in JSSs will be written by functionary's one level above the position to be reported upon. The positions for which Director will be the Reporting Officer will be reviewed by the Chairperson. For others the Director will be the Reviewing Officer. (The Annual Appraisal report format will be provided by the Directorate Jan Shikshan Sansthans)

9.8 Financial pattern for JSS

The category of JSSs into A,B and C is not justified in the present scenario .the recommendation of the scheme evaluation conducted by IIM, Bangalore (2008) is the current pattern of grants to JSS based on categorization into A,B and C is to be disbanded immediately as all JSSs have been doing the same kind of activities .They are now expected to cover all blocks in the district .Henceforth ,the annual grant will be same for all the JSSs without any categorization .The annual grant of the JSS has been approved Rs.40 lakhs for 2018-19 .the JSS can purchase vehicle upto Rs.10 lac. Subject to realizing the funds from other items of non-recurring expenditure without compromising without compromising the equality and required the quality and required quantities of the revenue.

Revised financial assistance for recurring and non-recurring expenditure of JSS will be as under:

Budget Head	2018-19 (in lakh)
Emoluments	16
Programme Expenses	19
Office Expenses	05
Total	40
*includes employer's subscription towards EPF and gratuity subject to actual expenditure – 100% assistance	

Recurring Expenditure

Non-recurring expenditure: one time grant of Rs.20 lakh for infrastructure and equipment will be as under:

1	Vehicle	1	6.00**
2	Computer with printer	5	3.00
3	Audio visual equipment	1	1.00
4	Photocopier	1	1.50
5	Office furniture		1.25
6	Course related material /equipment		7.00
7	Misc. expenses		0.25
	Total		20.00

9.8.1 Building Grant

Jan Shikshan Sansthan may construct or repair of them of their building from their Development Fund, subject to conditions that:

- The land or building should be registered in the name of Jan Shikshan Sansthan.
- Building Plan should be approved by the local competent authority.
- Estimates should be prepared by the Public Works Department

9.8.2 Action Plan and Budget

- Before the commencement of the financial year each Jan Shikshan Sansthan would be required to formulate a comprehensive action plan indicating the programmes to be undertaken during the subsequent year and the achievements during the current year along with a detailed budget. Though in the financial pattern the allocations have been broadly indicated, it would be essential in the detailed budget to indicate the expenditure proposed to be incurred for each activity and sub items of expenditures should be worked out.
- Jan Shikshan Sansthan may submit their annual action plan in two parts. The part A action plan will be based on the grant sanctioned for programmes. The part B action plan will be fee based training programmes to be undertaken.

9.8.3 Settlement of Accounts

As in the past, the Jan Shikshan Sansthan will continue to submit the audited statement of accounts and utilization certificate from panel of CAG empaneled auditors appointed by MSDE auditing of JSS covering both performance and financial parameters.

In no case expenditure above the ceilings laid down under each item would be entertained unless the approval for excess expenditure under each item has been given by the Board of Management.

The unspent balance remaining at the end of the year shall immediately be reported to the Department so that the same is taken into account while releasing the grants for the next year. Permission of GOI would also have to be obtained for utilization of the unspent balance of the previous year.

9.8.4 Re - Appropriation of funds

a. Normally the ceiling imposed under each broad category of expenditure will be adhered to. The general principles governing the re-appropriation under each item of expenditure would be as under:

b. Emoluments As in the initial years, the provision under this item may not be utilised in full and the savings may be appropriated to Programme Expenditure, if required.

c. Office Expenses it is expected that the provision made under this item should be adequate. However, if excess expenditure is anticipated on account of any unforeseen/ unavoidable expenditure, re-appropriation may be allowed from the savings under “Emoluments”

d. Programme Expenditure (i.e. honorarium & T/L Material) Board of Management of the Jan Shikshan Sansthan may allow re-appropriation from “Emoluments” and “Office Expenses” towards „Programme Expenditure“ based on the need and requirement.

e. It would be desirable that the approval of the Board of Management for any re-appropriation is obtained by Jan Shikshan 50 Sansthan, when the representative of the Government of India is present at the meeting.

Release of Funds

The grant will be released to the Jan Shikshan Sansthan in three instalments every year

(a) The first instalment of grants will be released at the beginning of the financial year.

(b) The second instalment of grants will be released after the issuance of the utilization certificate by this Department on the basis of the Audited Statement of accounts for the previous financial year. While doing so, the unspent balances available with the JSS/ reimbursement, if any due to them, will also be adjusted.

9.9 Development Fund

The Development fund of the JSS is a fund generated by the Sansthan on account of the following

- Fees collected from the trainees.
- Donations.

- Consultancy fees for the programmes conducted by JSS on behalf of the other departments/agencies.

- Any income other than grant-in-aid received from Government of India.

9.9.1 A separate account shall be maintained for the income received under the Development Fund from different sources as mentioned above and it shall be subject to audit and it shall be reflected in the audited statement of the accounts of the JSS.

9.9.2 The fee for different courses/activities shall be decided by the Board of Management. The fee for the SC/ST may be given concession or exemption.

9.9.3 The amount under the Development Fund shall be spent broadly on the following items:

- Programme and activities of JSS.
- Purchase of land, construction of office building for JSS, repair and renovation of JSS building.
- Necessary infrastructure facilities
- Development fund may be used for incentivizing staff performance up to a limit of 20% of the fund generated in a year as decided by Board of Management

9.9.4 The proposals for incurring expenditure from the Development Fund shall be placed in the meeting of the Board of Management.

9.9.5 Acceptance of Funds from other Source

- I. Recurring grants released to Jan Shikshan Sansthan are released on year to year basis to provide vocational programmes.
- II. The JSS shall not engage in activities which are not related to the objectives of the scheme. If funds are received from other sources for similar objectives as of Jan Shikshan Sansthan, the same would be deposited separately but should be reflected in the annual statement of audit accounts of JSS. The unspent amount of such grants would be credited to the Development fund account and the expenditure would be incurred as per the rules of development fund.

- III. Jan Shikshan Sansthan will be allowed to undertake fee based training programme and CSR programme without diluting the main functions of JSS. The separate guidelines will be issued in this regard.

10 MONITORING

10.1 All the JSS shall submit Annual Action Plan and Budget duly approved by their Board of Management (the presence of the representative of the Government of India is mandatory at the meeting of the Board of Management when the Action Plan and Budget is considered and approved) to the Directorate of Adult Education, Government of India, New Delhi in the format, as prescribed by the Directorate of Adult Education, preferably in the first week of February every year. This will be discussed and finalized by the Officers of DAE and AE Bureau with the concerned Directors of JSS in the month of February/March.

10.2 Each JSS will also submit, along with the annual action plan, complete details of staff strength in the prescribed format and 53 proceedings of all the meeting of the Board of Management, Executive Committee.

10.3 Every JSS shall provide at the annual action plan review a complete list of staff employed, details of contracts drawn-up and emoluments paid to each and every employee in the prescribed format.

10.4 List of all capital assets acquired by the JSS so far and the details of assets acquired during the last five years will also be submitted.

10.5 The progress of the JSS will be assessed and observations on the performance of individual JSS will be recorded and communicated.

10.6 The progress of the JSS will be assessed and observations on the performance of individual JSS will be recorded and communicated.

10.7 The progress of JSS will also be monitored through specially designed web portal for the purpose. Director JSS will be responsible to upload all information required by the web portal.

10.8 Public Financial Management system (PFMS)

Implementation of public financial management system (PMFS) will be made compulsory in the scheme of Jan Shikshan Sansthan. All the expenditure details of JSS

should be uploaded /entered in the EAT module of PFMS. All transaction should be through bank only.

10.9 More online tools will be applied for delivery and monitoring of programmes

11 EVALUATION AND FOLLOW UP

11.1 Every Jan Shikshan Sansthan will be evaluated once in three years by an external agency appointed by Directorate of Jan Shikshan Sansthans.

11.2 A system of self-evaluation shall be a part of the programme organized by each JSS. Evaluation shall include:

- Review regarding fulfilment of the objectives
- Feedback for the improvement of the programme particularly curriculum, methods, cost and organization.
- Impact of the programme on the beneficiaries.

11.3 Responsibility for the concurrent evaluation shall vest with Board of management and full time staff of JSS.

11.4 Directorate of Jan Shikshan Sansthan, Government of India, New Delhi shall formulate evaluation guidelines and circulate to JSS for compliance

12

12.1 The scheme of Jan Shikshan Sansthan has own Logo as given above, symbolizing the concept of the scheme. It is mandatory and all JSSs are to adopt this Logo without any alteration along with Skill India Logo

12.2 The JSS logo incorporates the human figure and flower petals. The human figure represents holistic development of the individual and the society The blooming flower represents the progress and success.

12.3 The logo shall be used by the Jan Shikshan Sansthan in all their documents, communication, papers and letter heads without any modification or distortion.

13 Procedure and Criteria for Sanction of New JSS

Jan Shikshan Sansthan –the scheme for supporting voluntary agencies for adult education and skill development has been transferred from MHRD to MSDE on 02/07/2018.

The objective of the ministry of skill development and Entrepreneurship is to provide the institutional capacity to skill 300 million people by the year 2022.

The standing Finance Committee has recommended to continue the scheme with revisions and amendments. The new Jan Shikshan Sansthan through NGOs/Voluntary Agencies to be established to provide vocational training programmes in the Aspirational Districts and hill regions such as Himachal Pradesh, NER, LWE, and Island territories in the country.

Jan Shikshan Sansthan used to be awarded to the NGOs /Voluntary who met the laid down eligibility criteria from time to time. The following are the procedure and eligibility criteria:

Procedure

- 1 Proposal for setting up new Jan Shikshan Sansthan may be invited through open advertisement.
- 2 Request for Proposal (**RFP**) would be called for establishing new JSS.
- 3 The entire process of scrutiny /assessment, field visit, evaluation and ranking of the applicants may be handled by a third party expert agency.
- 4 Selected top ranking applicants may be required to appear before the selection committee of MSDE and make the presentation.
- 5 The selection committee may shortlist the applicants and makes the recommendation for consideration /approval of the competent authority (Hon'ble Minister of MSDE).
- 6 Applicant(s) finally approved by the competent authority be sanctioned new Jan Shikshan Sansthan.

Eligibility Criteria

1. The organization should be registered for a minimum period of 3 years at the time of application (preference of 05 years and more may be given weightage)
2. The organization should have proper constitution memorandum or articles of association.
3. The organization should have a properly constituted managing /governing body with its powers and duties clearly defined in its constitution.
4. The organization should have report of annual activities for last three years.

Desirable criteria:

- NGOs which have received awards from reputed organizations /Governments should be given preference in evaluation and selection.
- NGOs which have reputation and well established.
- An application form to apply for new JSS is given at Annexure –vi.

14. DIRECTORATE OF JAN SHISHAN SANTHAN

14.1 The role of directorate of Jan Shikshan Sansthan, government of India, New Delhi:

- Approval of annual action plan of JSSs
- Recommendation for release of grants to JSSs
- Facilitating and coordinating technical support services
- Supervision and monitoring the performance of JSSs
- Facilitating and ensuring the evaluation of JSSs
- Training and orientation to the programme/administrative staff
- Periodical visits
- Clearing house services
- Providing guidance to the members of Board of Management /executive committee and programme /administrative staff
- Conducting half yearly /annual review meetings
- Development of curriculum
- Coordination with NSTI, NSDC and NSDA
- Publicity and media
- Organization of national level meetings /workshops/seminars
- Undertake other activities /programmes which are necessary for promotion of objectives of the scheme and goals of skill India.

14. TERMINATION PROCEDURE

Diagnostic study of Jan Shikshan Sansthan reveals that substandard quality and bad management are the most prominent modalities inflecting the scheme. The woes of JSS s are aggravated because of the ineffective supervision, monitoring and evaluation. the remedy therefore lies in improving quality, strengthen the good management practices, robust monitoring and evaluation system.

The challenging task of the vision of JSS scheme is that one hand to meet the aspirations of the stakeholders and on the other hand to synchronize government contemporary policies, framework and Skill India goals.

There is a need to streamline all procedure and process and to bring about transparency, ethics and accountability into the system for better results. the good governance like equality, enhances reputation and credibility of an institution. JSS not only to follow zero tolerance policy towards corruption but also adopted transparent and best management practices.

There are some parent organization who have violated the guidelines of JSS and are involved in serious financial irregularities and poor administration. due to serious complaints on financial irregularities and administration a quite number of JSSs have been cancelled and their grants withheld. due to fault of NGO, the beneficiaries are victimized.

The Government of India has the discretion to deduct /withhold or terminate the grants of JSS on observation of any of the following points:

1. Any aspect of annual targets not achieved
2. Major financial irregularities
3. continuous failures to take corrective measures
4. Violation of guidelines
5. Non-compliance of PFMS
6. The JSS office not easily accessible or being run in the houses of family or relations of chairman or Director.
7. Staff appointed in blood/family relation of the chairman of parent Body /JSS or Director, JSS.
8. Register and record related to accounts are not kept under the control of director and in the office.
9. Bio-metric attendance system of the staff maintained.

10. Director post is not filled on regular basis within six months from the date of falling vacant.
11. Non-official Board members are below the age of thirty years and not from the district.
12. Non-official Board members are below age of thirty years and not from the district.
13. BoM member and chairman having criminal cases (will not be entrained summarily).
14. The parent organization's registration not renewed as per the state policy.
15. The continuous poor performance for two preceding years, the grants will be discontinued without any prior notice.
16. NGOs found on blacklist of government of India /state government.
17. The sale of property /equipment /vehicle etc. of JSS is found to be in violation of procedure mentioned in the GFR rules of GOI.
18. Major CAG Audit Objections against the JSS may leads to discontinuation of grants without call for the explanation.
19. Non-compliance of the orders of the MSDE may leads to discontinuation of the grants without prior notice.

15.2 Winding up or dissolution of JSS

If one winding up or dissolution of the JSS, there in remains, after settlement of all its debts and in such manner as the Government of India may determine Alternation or expansion of the purpose of the board.

The board may alter, extend or bridge any propose for which established, subject however, to such propositions being agreed to by the votes of three fifth of the members of the board at meeting duly convened for the purpose and finally approved by the government of India.

The rules may be altered at any time the prior approval of Government of India by a resolution passed by not less than half of the total number of member of the Board at any meeting of the Board which shall have been duly convened for the purpose.

MEMORANDUM OF ASSOCIATION OF THE JAN SHIKSHAN SANSTHAN

[Registered under the Societies Registration Act {XXI of 1860}]

1. Name of the Society The name of the society shall be Jan Shikshan Sansthan,
[hereinafter referred to as the “Sansthan”.]
2. Location of the office The registered office of the Sansthan shall be situated at _____ at the time of registration it is situated at _____. Area of operation The area of Jan Shikshan Sansthan activities and programmes shall be limited to district
3. Objectives the objectives of the programme for which the JSS, _____ is established are:
 - 3.1. To improve the occupational skills and technical knowledge of the neo-literates and the trainees and to raise their efficiency and increase productive ability; having rudimentary level of education upto 8th standard and other school dropouts beyond 8th standard i.e. upto class 12th to raise their efficiency, increase productive ability and enhance their livelihood opportunities.
 - 3.2. To provide academic and technical resource support to Zilla Saksharata Samities in taking up vocational and skill development programmes for neo-literates in both urban and rural areas;
 - 3.3. To create a pool of master trainers working across the department /agencies of skill development through training /orientation programme ;
 - 3.4. To widen the range of knowledge and understanding of the social, economic and political systems and create awareness about the environment
 - 3.5 To promote national values and to align with national programmes.
 - 3.6 To promote self-employment and facilitate to get financial support including loans /for the target group through linkage with credit and consortium membership. Jan Shikshan Sansthan, is an institution for conducting programmes of non-formal, adult and continuing education and for providing academic and technical resource support to Zilla Saksharta Samities in taking up vocational and skill development programmes for neo-literates in both urban and rural areas. Its primary responsibility is to explore, innovate, work-out alternatives, try new methodologies and thus, meet the needs of different target groups through programmes of education and training. Since the multi-sided development of adult learners cannot be visualised without their families being involved in that process, and also considering the fact that generally their spouses are also engaged in some kind of work, the

Jan Shikshan Sansthan programme should also be extended to their families.

4. FUNCTION:

The Function of the JSS shall be:

- 4.1 Identify appropriate target areas and groups by developing socio-economic profiles
- 4.2 Identify and ascertain educational and vocational needs of different categories of clientele groups.
- 4.3 Explore, innovate, work out alternatives and try new methodologies to meet the need of different groups through programmes of vocational education and trainings.
- 4.4 cooperate with educational, cultural and social organizations involved in organizing programmes and activities to meet educational, vocational, social, and cultural and welfare needs of target group.
- 4.5 Act as a coordinator, facilitator and catalytic agent by developing a system of net-working in collaboration with other vocational and technical institutes, developing departments, welfare agencies, employers and worker's organizations, voluntary agencies, economic enterprises etc.
- 4.6 Undertake training and orientation of resource persons/instructors involved in planning and implementation of various programmes.
- 4.7 provide consultancy services to agencies and enterprises planning to organize programmes training and vocational education of similar target groups.
- 4.8 Organize vocational training programmes with special concern for deprived sections, women /girls and unemployed youth to provide new skills, refine /sharpen /upgrade the existing livelihood skills for employment, self-employment and income generation.
- 4.9 Act as a coordinator, facilitator and catalytic agent by developing a system of net-working in collaboration with other educational and technical institutions, development departments, welfare agencies, employers and workers organisations, voluntary agencies, economic enterprises.
- 4.10 Undertake training and orientation of resource persons/instructors involved in planning and implementation of various programmes.
- 4.11 Provide consultancy services to agencies and enterprises planning to organise programmes for training and education of similar target groups.
- 4.12 Organise vocational training programmes of special concern for deprived sections, women/girls and unemployed youth, to provide new skills, refine/sharpen/upgrade the

existing skills leading to employment, self-employment and income generation.

4.13 Promote organisation of forums such as co-operative societies, mandals and associations of women, youth and workers with a view to undertake collective activity for socioeconomic development.

4.14 Provide follow-up services to beneficiaries of the JSS.

4.15 Create Livelihood cell for employment /self and wage employment opportunities. Livelihood cell will be linked with appropriate national/state level portal for promotion of livelihood opportunities.

4.16 Identify and develop curriculum on local traditional skills.

The name, address, designation, occupation and signature of the members of the Governing Body (Board of Management) are:

SL.NO.	Name and Designation Address	Occupational full signature

We, the undersigned are desirous of forming a society namely JAN SHIKSHAN SANSTHAN,in accordance with the rules prescribed in the Societies Registration Act, 1860 and in pursuance of this Memorandum of Association and we believe that the facts stated above are true to the best of our knowledge.

SL.NO.	Name and Designation Address	Occupational full signature

Witness: Name and Address

Signature

JAN SHIKSHAN SANTHAN -----

(Name of the place)

We are a leading voluntary agency of ----- located at ----- we have an excellent track record of performance in the field of skill development.

We have been running the Jan Shikshan Sansthan for a number of years /have set up the Jan Shikshan Sansthan to provide skill development training in non-formal mode to the neo-literates, non-literates, school drop outs and other under privileged youths. The Jan Shikshan Sansthan is also responsible for providing vocational and skill development programmes for neo-literates in both urban and rural areas.

We are looking for a dynamic person to head the organization as its Director. The Director would be the member –secretary of the Board of Management (BOM) and would be in charge of providing the organization with leadership, direction and drive. He/she would also be fully in charge of providing the organization. He/she should have good management skills and be a team – builder, he/she should have fluency in spoken and written knowledge in state language.

Qualification and Experience:

Essential:

Secondary class master degree from a recognized University /Institute or equivalent

Seven years' experience in a supervisory capacity, preferably but not necessarily, in the field of education or social sciences

Working knowledge of the local language both written and spoken.

Desirable

- BBA OR MBA –diploma/Degree
- Experience in administrative or management /accounts
- Experience in leading a team
- Experience in heading an organization
- Experience in guiding /conducting of research or education
- Age maximum 55 years as on the date of application

Terms and Conditions

The position shall be filled purely on contractual basis for a period of ordinarily not exceeding five years out of which the first year of the first term will be the probation period.

The Board of Management may consider renewal of the contract /extension of the contract period of the director for a further period of five years on expiry of each five-year tenure or termination of the scheme whichever is earlier.

Age of superannuation of the Director should be 60 years

The selected candidate will be paid by the Board of Management of the Jan Shikshan Sansthan a remuneration of Rs. _____.

Interested persons may send in their application to:

The chairman (Address of the Jan Shikshan Sansthan)

The last date of receipt of application is one month after the date of appearance of the advertisement in the newspaper.

Eligible candidates will be shortlisted and called for interview by the Board of Management.

Outstation candidates called for interview will be reimbursed to and fro IIAC Rail fare.

In case of persons employed in organizations would be required to have applications sent through proper channel. They would be required to have applications sent from their employer at the time of interview.

ANNEXURE-III

POST SELECTION PROCEDURE FOR APPOINTMENT OF DIRECTOR TO JAN SHIKSHAN SANSTHAN

Steps to be taken:

1. Offer of appointment by the chairman of management of the Jan Shikshan Sansthan to be the selected candidate stating the terms and conditions for the appointment as fixed by the Jan Shikshan Sansthan within the board framework of guidelines issued by MSDE.
2. Signing of contract between the Jan Shikshan Sansthan and the selected candidate after the candidate has given the letter of acceptance to the offer of appointment. (The contract shall be for a period of 5 years, first year will be the probation period) Such extension must be ratified by the Board of Management of the Jan Shikshan Sansthan.
3. Appointment letter to be issued:
(The appointment letter should be a speaking order giving all the terms and conditions stipulated in the letter of offer of appointment and also the date of appointment to the post and emoluments)
4. A set of all the above papers to be sent to MSDE for record.

ANNEXURE-IV

TERMS AND CONDITIONS TO BE OFFERED TO SELECTED CANDIDATE FOR THE POST OF DIRECTOR JAN SHIKSHAN SANSTHAN

1. Shri/Smt./Kum._____shall serve under the agreement for a period of two years with effect from _____(that is date of joining the post) to_____ (that is the date on which this contract will expire) .The first year of the contract may be probation period .The contract will be renewable for a period of one calendar year only by mutual agreement. Such extension of one year must be ratified by the Executive Committee of the Jan Shikshan Sansthan.
2. Shri/Smt./Kum._____shall be the Principal Executive Officer of the Jan Shikshan Sansthan and serve the JSS as Director with powers and duties provided for in the rules and regulations of the Jan Shikshan Sansthan.
3. Shri/Smt.Kum_____ shall devote his/her whole time to the service of the JSS and shall be subject to the provisions of the rules and regulations of the Jan Shikshan Sansthan.
4. During the period of his/her service except in respect of any period of suspension and also of any period of leave without pay, Shri/Smt/Kum. _____ shall be entitled subject to the Indian Income-tax Act, to a consolidated amount of Rs._____per month.
5. During his/her service the appointee shall be governed by 98 the Contributory Provident Fund/Employees Provident Fund (EPF) Scheme of the Jan Shikshan Sansthan, if any.
6. The appointee shall be entitled to leave as admissible to the employees of the JSS.
7. The appointment shall be eligible for the following other privileges.
 - (i)
 - (ii)

(iii)

(iv)

8. The service of the appointee may, during the period of this contract, be terminated by the JSS at any time by 90 days' notice in writing. Provided always that the JSS may in lieu of the notice herein provided give the appointee a sum equivalent to the amount of his consolidated pay for three months.
9. The appointee may terminate his/her own service by giving the JSS three months' notice in writing.
10. In respect of any matter for which no provision has been made in this agreement, the appointee may be governed by rules and regulations of the Jan Shikshan Sansthan .
11. The appointee will sign a contract which will laid down the broad terms and conditions of his/her appointment.

ANNEXURE-V

SUGGESTED MODEL FORMAT

CONTRACT OF SERVICE

An AGREEMENT for service made thisday of thousandbetween(hereinafter called the appointee) of the one part and the(hereinafter called the JSS), of the other.

“WHEREAS The Board of Management of the _____JSS, has been pleased to approve engagement of Shri/Smt./Kum._____ as the Director of (Name of the JSS) on contract terms for a period of_____years and Shri/Smt./Kum.

_____ has accepted such appointment upon the terms and conditions hereinafter appearing. NOW THESE PRESENT WITNESSES and the parties hereto respectively agree as follows:

(1) The agreement of service shall be deemed to have been entered into subject at all times, to the conditions of this contract.

(2) Shri/Smt./Kum._____shall serve under the agreement for a period of____years with effect from _____(that is date of joining the post) to_____(that is the date on which this contract will expire).

3)The Director of JSS _____ is the employee of the NGO.He/She has no right to use the name of the Government of India and claim to be employee of the central Government

4) Shri/Smt./Kum._____shall be the Principal Executive Officer of the JSS and serve the JSS as Director with powers and duties provided for in the JSS guidelines as issued by the Government of India from time to time.

(5) Shri/Smt.Kum_____ shall devote his/her whole time to the service of the JSS and will be subject to the provisions of the JSS guidelines as issued by the Government of India.

(6) During the period of his/her service except in respect of any period of suspension and also of any period of leave without pay, Shri/Smt/Kum._____ shall be entitled subject to the Indian Income-tax Act, to a consolidated amount of Rs._____per month.

(7) During his/her service the appointee shall be governed by the Contributory Provident Fund/PPF Scheme of the JSS, if any. The appointee shall be entitled to leave as admissible to the employees of the JSS.

(8) The appointee shall be eligible for the following other privileges:

- (i)
- (ii)
- (iii)
- (iv)

(10) The service of the appointee may, during the period of this contract, be terminated by the JSS at any time by 90 days' notice in writing. Provided always that the JSS may in lieu of the notice herein provided give the appointee a sum equivalent to the amount of his consolidated pay for three months.

(11). The appointee may terminate his/her own service by giving the JSS three months' notice in writing.

(12). In respect of any matter for which no provision has been made in this agreement, the appointee may be governed by rules and regulations of the Jan Shikshan Sansthan .

(13). The appointee will sign a contract which will laid down the broad terms and conditions of his/her appointment.

(14) The appointment /extension of his/her tenure purely subject of the scheme and no right to claim as a government servant.

IN WITNESS WHEREOF on the day and the year first above written, the Chairman of the Board of Management of JSS has hereinto set his/her hand and the appointee has hereinto said his/her hand.

Signed _____ and _____ delivered _____ for
Chairman

By the Chairman of Board of Management of JSS _____ Board
Management

In the presence of _____ Signed and delivered

by the said appointee in the presence of

Signature of Witness with
Name and Complete address

ANNEXURE –VI

(The Application Must Be submitted to the Under Secretary, Ministry of Skill Development and Entrepreneurship, Government of India, Shram Shakti Bhawan, New Delhi -110001)

A. Information About the Organization

1	Name of the organization with complete postal address with pin code, telephone and fax no. if any.	
2	Whether the organization is registered under Societies Registration Act? If yes, give Registration No. and date and attach photocopy of the certificate along with copy of the Memorandum of Association, Constitution, Rules and Regulations of the organization.	
3	Management of the institution (enclose details with regard to the Chairman, Members, their occupation and complete address in the separate sheet).	
4	What are the sources of income of the organisation? (Enclose copies of the audited statement of accounts for the last three years)	
5	Employees of the organization. Enclose details - names of the persons, post held, qualification and emoluments in the separate sheet.	
6	Brief history of the agency, its objectives and functions along with annual reports of last 3 years	
7	Whether the organization has any previous experience in adult education/ community development programmes? If yes, indicate the period, type, size and location of the programme organised and achievements.	
8	If any grant from Government of India or the State Government has been received previously, mention the sanction order and date of grant indicating the purpose for which the grant was sanctioned.	

B. INFORMATION ABOUT THE DISTRICT

1. Attach the profile of the city containing information about: i)Its historical background, location and topography, population growth, literacy rate among men and women, (SCs, STs, OBCs, Minority), socio-economic conditions of the deprived sections of the urban community, slum dwellers, migration trend, employment structure, educational structure, workers colonies, banking facilities, business and commercial organisations, major 105 and minor industries, agencies working in the field of adult education and social welfare, civic problems, employers/workers association/unions etc.

2. Position of the of the skill development programme in the district

3. List of organizations /industrial units/business and commercial enterprizes/ workers“ organisations/ employees“ associations, educational institutions and other non-governmental agencies whose cooperation and coordination would be sought by the proposed JSS.

C.INFORMATION ABOUT THE PROPOSED JSS

i) Justification for setting up the JSS in the city.

ii) Copy of the resolution of the organization to set up JSS

iii) Memorandum of Association, Constitution, Rules and Regulations of the proposed JSS as suggested.

Acceptance:

- 1 To register the JSS under the Societies Registration Act 1860, Trusteeship Act, and section 8 companies act 2013 Memorandum of Association and Rules and Regulations suggested by the Government of India.
- 2 To open a separate bank accounts of the JSS with a nationalized bank.
- 3 To abide by the Rules and Regulations, terms and conditions issued by the Government of India from time to time.

4 List of proposed members of the Board of Management of JSS as per the guidelines with their names, address and occupation.

5 Any other relevant information.

i. Signature of the Chairman

(Name in Block letters)

ii. Signature of the Secretary

(Name in Block letters)

Stamp of the organisation

Date: Place:

Stamp of the organization

Date: Place

LIST OF DOCUMENTS TO BE ATTACHED DULY SIGNED AND STAMPED

1. Attested copy of the Registration Certificate of the organization.
2. Copy of the Constitution, Memorandum of Association, Rules and Regulations of the organization.
3. List of members of the existing Board of Management of the organization with particulars.
4. Brief history of the organization with its objectives and achievements.
5. Copies of Annual Reports of the organization for the last 3 years
6. Copies of the audited accounts, statements and assets of the organization for the last 3 years along with certified balance sheet for previous years.
7. List of the present employees of the organization as desired vide them No.A-6.
8. Note on the previous expenditure of the organization in the field of adult education, if any, as desired by item No.A-8.

9. Statement of grant, if any, received from the Government of India/State Government earlier as per item No.A-9.

10. Profile of the city as desired vide item No.B-1 of the application form. 108

11. List of organization/industrial units/economic enterprises/workers organisations/employers associations/institution/ government departments and their developmental schemes whose cooperation would be sought by the JSS (IPE) with the plan of their involvement in programme implementation.

12. Copy of the Memorandum of Association and Constitution of the proposed JSS (IPE) as per the guidelines issued by the Government of India

13. List along with brief bio-data of the proposed representatives serving various interests in the Board of Management of the proposed JSS (IPE).

14. Acceptance to abide by the terms and conditions, procedures etc. as required vide item No.C-4 (I,II and III) of the application form.

15. Additional papers/information, if any.

Signature of the Chairman (Name in Block letters)

Signature of the Secretary (Name in Block letters)

Stamp of the organization

Stamp of the organization

Date:

Place:

Date:

Place:
