



“Securing Job by the Educated Tribal Youths of Tripura: Issues and Challenges”

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Abstract: The Government or the Pvt. Job is very needful to an educated man's life for surviving a moral life. An educated young person is searching his better job to earn money for the development himself and for his family welfare. He tries to fulfil his desires and for his family needs. It can change a person's life style. It brings the confidence; self-respect and social status which makes them feel the part of society. But for securing the better job of an educated Tribal candidate is the challenging issue in this present era. The government of India and the states have been given the good opportunity of reservation especially for the Tribal and others community but could not fill up vacant in higher level posts. The government facilitates more and more through the welfare departments sponsoring the educational coaching centres for the different and better job or employment of Tribal community but not been success. There are a lot of reasons to fail of achieving the jobs for the Tribal youths of Tripura. The main factor of failing job securing among the tribal youth of Tripura is socialization. Department of central and state governments, Companies of government and private, Institutions and NGOs are the main platform and scope of formal job but thousands of Tripura Tribal Youth being unemployed.

Key words: Unemployment, tribal youth, socialization, Tripura.

Introduction

India has more than 50% of its population is in the working age group of 15 to 59 and 28% in age group 15-29. Whereas the report, titled Unemployment Rate in India, said from 407.9 million employed individuals in 2017 the number came down to 397 million in 2018. But the biggest brunt of unemployment was witnessed in the rural areas, which accounted for 84% of all the jobs lost. This amounts to nearly 9.1 million jobs. Most of those who lost their jobs were uneducated—wage labourers, agricultural labourers and small traders, and those who were mostly below 40 years of age or above 59 years.

Present caste-based reservation system of Government of India. The reservation rule of the Government of India is as category wise and according to the base on the total numbers of concern Category as Scheduled Castes (SC) 15% Scheduled Tribes (ST) 7.5% Other Backward Classes (OBC) 27%. Total constitutional

reservation rule is 49.5% General (Open to all including SC/ST and OBC). This reservation percentage has been raised to 49.5% by including an additional 27% reservation for OBCs.

Tripura is the highest number of unemployed people in India. It had 28.8 % unemployed of the total population in the state followed by Haryana State stood in 2nd position at 24.4 per cent.

Almost one fourth of Tripura's total population is educated but unemployed. According to the report of employment exchanges the number of educated unemployed youths are 7,89,140 of the total population of the state. Out of the total **numbers 1,66,000 are ST** and 1,15,000 are SC category unemployment youths. A large number of technically educated youths are among the unemployed while youths having general qualification varying from Matriculation to Masters Degree construed almost half of the total. The technically educated youths includes 109 MBBS, 137 BDS, 291 Agri. BSc., 78 Agri. M.Sc., 1845 Diploma Engineer, 1933 Degree Engineers.

Wherein the reservation policy in Tripura for the interest of the tribal people according to the population ratio **is presently 31 %** reservation for admission in various educational institutions and jobs in Government Departments (both for direct recruitment and promotion) had been introduced by the State Government since 1978. But still the ST people of the state have been lying under unemployed in the higher post of government and government under taking sectors caused of non eligibility and unfit candidates. Under Matriculation to Class-12 standard middle-educated Tribal unemployed youths abundant of them have been crossing away from the state for searching jobs to different metropolitan cities like Bangalore, Maharashtra, Chennai, Delhi etc. Very few numbers of ST Youths Degree and Diploma holders Civil and Computer Science Engineers are only having job opportunity in the state and working in some IT sectors and civil construction sides. Huge numbers of ST educated youths of Post Graduate and Graduate general degree holders are being laid without government and private jobs in the state. The lack of upright employment opportunities forces youth to take up self-employment and low paid contractual jobs with unacceptable working conditions in the state.

Challenges of ST Youth Unemployment of Tripura

India is facing an inconsistent situation in terms of setting skill and fit candidate for a job. The educated youths are searching their favourable jobs and on the other hand in where industries and institutions are suffering from availability of skilled persons. The unskilled workers are the reasons to make more unemployable. This is a result of supply driven and not demand driven education system due to lack of interface among different stakeholders viz. policy makers, industry, training providers and educational institutions. The training institutes need to educate as per industry's requirements so that demographic dividend can be tapped fruitfully. It is expected that in a decade, 40 percent of the 15-29 age group will enter the labour force, which needs to be provided with decent employment opportunities. Further, the manufacturing employment in India has not increased to the extent desired. In rural areas, majority of the labour force is engaged in the agriculture sector, indicating almost negligible presence of employment opportunities outside of agriculture. The government of India try to places of posting through MSDE (Ministry of Skill Development Entrepreneur) schemes but most of the ST trained candidates left and come back home due to mismatch of working style. The training provider could not create a rationale work

facility due to lack of faculty in our state specially. Maximum of the unskilled ST youths use to join in the guard or security type of jobs which is deplorable, no guaranty, no security such kind of work but unfortunately bound to be engaged to earn for surviving them. In the higher post of jobs is more critical to achieve by the ST candidates of Tripura specially in all India service like the top most IAS, IPS, IFS, various posts conducted by UPSC, in UGC jobs i.e. NET, SLET, GATE, RET as well as in judicial service of high court and supreme court of India.

Rationale of the study

The educational institutions of primary level in the rural are very underestimate in terms of providing quality education. There were no such of environment to afford quality education. The report of TTAADC-2016 published by the education department that total number of school is 1714 and having 73,030 students are being controlled by the TTAADC governments. According to the report there were 23,323 students in slow learners (who cannot read and write the lesson themselves). The rest of them also have not been providing a rationale quality education. Whereas the tribal students are 80% living in the ADC area but they are our next generation to be handed over the charged to restore everything in related uplift in all sides. How do we trust such kind of quality students? How can we expect to achieve the goals? It is very difficult to promote them. The unemployment of young people in the labour market is high, due to their lack of marketable education and skills. The unemployment rate for the youth labour force into the literacy status of the youth labour force, the distinction in terms of unemployment rate between literates and illiterates was significant where the unemployment rate was higher among the literates than that of the illiterates.

Lack of Universal Education

However huge number of children encouraging to Enrol in the primary and upper primary level but could not complete the primary stage as well as elementary stage also. Huge numbers children meet drop-out among Tribal Children due to various reasons. The reasons for dropout among the marginalized students largely include the poor financial conditions of their parents and their lack of interest in studies. Unfair practices in schools by both teachers and upper class make studies less attractive for some children especially ST students. The school infrastructure and environment of locality people their behaviour, life style, language (community wise among tribal) also become major blockage in the continuance of education for the tribal people of Tripura. The tribal students of our state have been facing in many problems to develop their education on the one hand financial crisis, uneducated parents not given the important to the education, support less, lack of good faculty so on are the barrier of developing Rural Tribal students in the state. The teachers specially in the primary level cannot create educational environment because of low level education and training achieved by the provider. As example out of 350 Kokborok (a regional language) teachers 50 numbers are not able to read and write themselves. Because most of teachers were under Matriculation or Madhyamik Plucked but the government of TTAADC recruited once such kind of ineligible candidates. A part from this type of maladministration is caused the underdevelopment of government as well as affecting upon the next generation. The result of maladministration the students become weak and unfit for their aspiring jobs. They have broken down automatically. There is no chance to think for the higher post jobs. Some of policies taken by the

government been diverted towards underdevelopment in future. Thousands of youths tribal in Tripura more than two lakh are under matriculation.

The candidates of class 8th passed or madhyamik plucked youth who are the main body of jobseekers today, especially among tribal youth of Tripura. Even when there are vacancies in the job market, such youth prove to be unemployable because they lack the skills that are in demand.

They never expect to join in good jobs. Mere the way to work daily labour wedged. We cannot blame to all the students in perseverance. Some of students among the ST students tried to come up on the stage but failed for various reasons. There are few residential schools to bring to the demands of the tribal students. Lack of infrastructure such as adequate classrooms and separate toilets for girl students, along with poor teaching resources are the other problems that lead to higher drop-out rates. Only 36.5 per cent of the teachers in schools in rural areas are female, which further discourages the enrolment of the girl child. The challenge, therefore, is to provide quality education to large masses under the Right of Children to Free and Compulsory Education Act, 2009.

The tribal drop out youths of Tripura are being compile to appear by one sitting examination through NIOS / IGNOU and other open mode institutions. This type of institutions are the autonomous body under the government of India having a good study materials and administering with modern facilitations and affiliated to the governments and privates institutions both. The existing examination centres are the responsible to observe the huge numbers of students with carefully. But most of the existing examination centres are being supported to the examinees for means of unfair exchanging with a huge amount and ensured them to pass the examination. As we know that the Right to Education Act 2009 bound to all the teachers to be eligible having 50% marks scored in class-12 examination with D. El. Ed. fit for primary teachers and graduate having 50% scored with B. Ed for upper primary likewise in Secondary and Sr. Secondary level teachers also required as honours and master degree having 50% with B. Ed or special teaching education as well as in the colleges and universities are being recruited in same process. The government employments those who don't have class 12 passed certificates need to be produced in terms of keeping continue of their job or to get the promotion from their present post hold to the next promoted rank. The fact of matter is most influence among the subordinate staff in the departments. As government employee the money power controlled and facilitated them for passing the examination in easy way. The unemployed youths faced a big challenge in comparison with the official staffs. The circumstance is the true and a good marketable for some of the fake people. The formality is the cause of unfit and low quality education providing to the upcoming generation. This is a part of reason of growing and counting as an unemployed youth but useless to fit for a particular job.

Impact of family on the unemployment of Tribal Youths of Tripura

Tripura has several diverse ethno-linguistic groups, which has given rise to a composite culture. The dominant cultures are Tripuri, Reang, Jamatia, Chakma, Nuatia, Koloï, Murasing, Halam,

Garo, Hajong, Kuki, Mizo, Mog, Munda, Orang, Santhal, Uchoi etc. They use to talk in different regional languages. Among them 80% stayed in the hill area. 'Jhum' cultivation is the main sources of crops for hill area tribal people but now the government of India restricted to the 'Jhum' cultivation due to deforestation.

Some of the government policy is the cause of crisis to tribal family in the state. They have no bank balance and when in need to send for interview to their sons or daughters some of family unable to arrange required amount also. No awareness, planning, support and guide, no advantage and idea to achieve the job for the tribal youths in the state. So that the tribal people of Tripura some families could not arrange daily square meal also. Their family are trodden and turn upward to downward systematically.

Impact of smart phone on the unemployment of ST Youths of Tripura:

There has been a rapid increasing in the use of cell or mobile smart phones in the state as well as India. Maximum numbers of tribal youths use to play games and watch the prone pictures in the smart phones. The worst habit is the most effected upon the tribal youths in the state. Some of ignorant teenagers especially of class-VIII – XII students are demanding smart phone to their parents. The innocent poor guardians had not been refused and over come from the difficult situation due to scare from their children incident. Many of guardians unable to fulfil the teenager requirements and the effect of unaffordable are endanger that had decided or chosen to suicide himself or some of them try to create problems in their own family. This type of character among ST teenagers or youths been observed in the tribal areas or villages in the state. The major reasons such kind of teenager's behaviour are innocent guardians due to uneducated. The valuable time is wasting and could not give in the practice of lesson learning related with job. On the other hand some of teenagers group abusing drug tablets, dendrite etc.

So naturally they become unfit for the job securing in all the job sectors.

Sources of Jobs opportunity for the Tribal Youths of Tripura:

Creation of jobs especially for the tribal people of Tripura is in the Forestry, Agriculture, Animal Husbandry, Horticulture, Floriculture and Handicraft. Entrepreneurship training or skill development training is the common to get the job. There are a lot of scopes in the state to join in this type of training. Rural development department, industries and commerce, NGOs have been organizing such kind of training regularly. Tripura is a hilly state. The indigenous or tribal people use to cultivate 'Jhum'. The 'Jhum' cultivation is now restricted due to deforestation. There is a good scope to plant the trees like Sal, Segun, Ghamai, Kesiar etc. to make woods for furniture. These type of trees are growing rapidly and favourable in the red soil hilly areas. The common fruit trees like Mango, Jackfruit, Jalapa and big medicinal trees like Arjun, Neem make a good environment, the Papaya, Pineapple are also favourable in the state. In this senses the government should take an initiative action to take the opportunity for planting these types of trees directly through the department of forest, NGOs and other medium or individual. The State Ministry of forest can give offer job to all the hill areas people by targeting a numbers of trees plantations in a year with the minimum wedge. The tribal youths job to be expected to resolve among the hill tribal youths as well as for the urban tribal youths too. Bamboos are different types are being produced in the state. In the dip Jungles the bamboos are huge numbers destroyed every year due to lack of transportation. A part from these some of tribal people are being collected bamboo shoot to make curry. Now the common is rubber trees have been growing but some of interested tribal people are being suffered to plant it due to landless. According to the forest act all the tribal and indigenous hilly people suppose to

be provided land equally. The allocation system was illegal and unconstitutional because the guideline of forest department govt. of India -----

There are two stages to be eligible under Forest Rights Act 2006. First, everyone has to satisfy two conditions:

1. Primarily residing in forests or forest lands;
2. Depends on forests and forest land for a livelihood (namely “bona fide livelihood needs”) Second,

you have to prove:

- ✦ That the above conditions have been true for 75 years, in which case you are an *Other Traditional Forest Dweller* (s. 2(o);

OR

- ✦ That you are a member of a Scheduled Tribe (s. 2(c); and
- ✦ That you are residing in the area where they are Scheduled (s. 4(1).

In the latter case you are a *Forest Dwelling Scheduled Tribe*.

The Forest Rights Act 2006 recognises three types of rights:

Land Rights

No one gets rights to any land that they have not been cultivating prior to December 13, 2005 (see section 4(3)) and that they are not cultivating right now. Those who are cultivating land but don't have document can claim up to 4 hectares, as long as they are cultivating the land themselves for a livelihood (section 3(1) (a) and 4(6). Those who have a *patta* or a government lease, but whose land has been illegally taken by the Forest Department or whose land is the subject of a dispute between Forest and Revenue Departments, can claim those lands (see section 3(1)(f) and (g).

There is no question of granting 4 hectares of land to every family. If I am cultivating half a hectare on December 13, 2005, I receive title to that half a hectare alone; and if I am cultivating nothing, I receive nothing. If I am cultivating more than 4 hectares without documents or a dispute, I receive title to only 4 hectares.

The land cannot be sold or transferred to anyone except by inheritance (see section 4(4).

Use Rights

The law secondly provides for rights to use and/or collect the following:

- a. Minor forest produce things like tendu patta, herbs, medicinal plants etc “that has been traditionally collected (see section 3(1) (c). This does not include timber.

- b. Grazing grounds and water bodies (sections 3)
- c. Traditional areas of use by nomadic or pastoralist communities i.e. communities that move with their herds, as opposed to practicing settled agriculture.

Right to Protect and Conserve

Though the forest is supposed to belong to all of us, till date no one except the Forest Department had a right to protect it. If the Forest Department should decide to destroy it, or to hand it over to someone who would, stopping them was a criminal offence.

For the first time, this law also gives the community the right to protect and manage the forest. Section 3(1) (i) provide a right and a power to conserve community forest resources, while section 5 gives the community a general power to protect wildlife, forests, etc. This is vital for the thousands of village communities who are protecting their forests and wildlife against threats from forest mafias (*cutting and falling trees for woods*), industries and land grabbers, most of whom operate in connivance with the Forest Department.

There were no indigenous of the tribal or hilly people that who had allocated proper and right allocation among the allotted forest land. Some of the target would be achieved within the next 12-15 years and the state becomes a rich and abundant hopeful property in terms of woods in the state.

The Tribal of Tripura means the indigenous people of the state. Being the aboriginal of the state, they have the right of forest land property. From the beginning they use to cultivate 'Jhum' Cultivation. 80% Tribal people of this state have been staying in the hill areas and depending on 'Jhum' cultivation. After the restriction of 'Jhum' cultivation due to deforestation now they become poorer than earlier. Though the governments restricted 'Jhum' cultivation but no further source of income had been focused or launched in advance for the welfare of hilly or tribal people of the state. The state government tries to uplift them by sponsoring with abundant small schemes but being failed due to lack of proper awareness and guidance.

Reasons of unemployment of the Tribal Youth of Tripura:

There are some causes of unemployment of the tribal youth of Tripura. These are specially the economic factors, communication and transportation factors, local and site environment and situation affections, factors of food habits in relation with their base of religion, cultures and customs. Style of socialization and nurse by their ancestors, non-cooperation among the family members as well as the neighbouring or relatives, factors of lacking knowledge among the Tribal forefathers, factor of languages, lack of good faculty or guidance in locality, factors of quality education in the state, lack of necessity teaching aids or equipments and study materials in the locality. Least numbers of education awareness programs among the tribal people for the better way of the present and future life, factors of less time using in the perseverance, lack of advisors to encourage them for the giving concentration in a particular sector by the tribal people of Tripura. To solve the critical issues are the big challenges for all the expertises from different fields. It

is the time to come up together marching to achieve the target for the welfare members of the tribal society of Tripura.

Conclusion and Recommendation:

It needs to form a special constitutional body to organize to the Tribal educated youths for arranging or searching jobs individual or group, and family counselling in every month for the development of tribal job securing to tribal youths in Tripura. Maximum tribal people retire to participate in different kind of programs due to getting nervousness, shameful, confusing, uninteresting, laziness, impatient, self-worth or ego, blaming and lack of knowledge. First of all we need to remove their mentality from the nuisance.

The tendency of emigration for out of state or abroad to earn least amount or to serve lower post job should stop and have to create in the state by the government as well private companies.

It needs to establish a quality skill development training centres for the facilitation of ST youths in Tripura.

It needs to create reservation policy for the tribal candidates in the private sectors also merely for a concern period. Tribal unemployment youth should not be restricted to only learning but should suggest the responsibilities of the concerned individual towards his entire community. For the progress of the tribal community, there is a dire need of educational bodies that blend well with the tribal background and lifestyle.

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