



Training Need Analysis – High Risk Group with Special Reference to Vellore City

* Dr.R.Indradevi ** Ms. Annie Monica

* Associate Professor, VIT Business School, VIT University – 632 014

** Final Year Int.MBA Student, VIT Business School, VIT University – 632 014

ABSTRACT

In today's world, Humans are too busy to think about the lives of certain community people whom they see often in their day to day lives. Such a community people are almost seen as some aliens and untouchables than as HUMANS. Who are those people? They are termed as High Risk Group (HRG) - Transgenders (TGs), Female Sexual Workers (FSWs), Males having sex with Males (Gays) and Injecting Drug users (IDUs), who do not gain proper status or basic rights which a human is bound to enjoy in the society where we live in. It was perceived that these problems will have an end only if they are accepted in the society.

Hence this study focused on the demographic characteristics, education interest and their employment training need required by them for their upliftment in their livelihood. Researcher realized that there is a greater scope for entrepreneurial opportunities with this set of population. Social entrepreneurship can be developed with such people for better India. Let us strive to overcome our internal barriers towards this group. With these developmental changes, we can be proud to say that India is a developing country!!!

Keywords : High Risk Group, Transgender, training

INTRODUCTION

HIGH RISK GROUP

A group of people in the community with a higher-than-expected risk for developing a particular disease, which may be defined on a measurable parameter—example, an inherited genetic defect, physical attribute, lifestyle, habit, socioeconomic and/or educational feature, as well as environment, are considered as HIGH RISK GROUP (HRG)

TRANSGENDER (TG)

Transgender refers to mostly, physiological males who acquire feminine gender roles as and when they grow up. In most of the world, they face extreme discrimination in health, housing, education, employment, immigration, law, and any bureaucracy that is unable to place them into male or female gender categories. This community claims their inability of getting a mainstream job due to lack of education and unusual behavior which is often not acceptable for the working environment. (Health PopulNutr. 2009)

FEMALE SEX WORKERS (FSWs)

Women who practice sexual services under complete pressure for their livelihood are classified as "Female Sexual Workers" or "Commercial sex workers" or "Prostitutes". A study supported by TANSACS undertaken in Chennai reveals the facts that the reasons for entering in to this profession as lover or husband deserted, family debts, sake of income.. Exceptionally, in contrast some are engaging it for pleasure and enjoy being in this profession (Indian Community Welfare Organization 2002).

MALE SEX WITH MALE (MSM OR Gay or Kothi)

MSM have many sexual partners, and are therefore not at a substantially increased risk for HIV compared to others. However, there are MSM subpopulations which do have high rates of partner change (Targeted Interventions under NACP III 2007).

INJECTING DRUG USER (IDU)

IDUs are HRG for which targeted interventions are of critical

importance. HIV is highly transmissible through the sharing of needles and other injection equipment, so it can spread very rapidly within networks of IDUs who share injecting equipment with each other. Some IDUs are also sex workers, which can quickly link HIV transmission in the IDU networks to transmission in the larger high risk sexual networks.

NEED OF THE STUDY:

Transgenders (TGs), Female Sexual Workers (FSWs), Males having sex with Males (Gays) and Injecting Drug users (IDUs), do not gain proper status or basic rights which every human is bound to enjoy in the society where we live in.

Lack of education, acceptance, employment opportunities and lack of access to basic needs of human being has made them being socially marginalized. These problems will have an end only if their skills are properly identified and necessary training is provided to acquire the desired status.

This study aims to analyze the training needs leading them to employment opportunities which may in turn pave the way for mainstreaming them in the society.

REVIEW OF LITERATURE

The entrepreneurial opportunities made Kajol (TG), President of Social Action for Emancipation (SAFE), a welfare society for transgenders, to approach actor Karthi Sivakumar for funding of juicer machines costing Rs 28000/- to six of their transgender members for improving their livelihood which included commercial juicer machine, Milton igloo for ice, 10 tall glasses and four plastic stools so that they can sell juices and earn for their livelihoods. This was considered as one of the positive step towards removing a social stigma associated with the transgender community. It is a binding responsibility of the transgender members to view such non-governmental initiatives as confidence building resources, said Yashoda District welfare officer.

Aruna Iyer, (The Hindu, 10th May 2012, Trichy). Identify-

ing opportunities and creating employment made Simmy at Faridabad turned to be an entrepreneur to overcome a rush during karwachauth (Hindu Festival), started beauty parlor by name "Queer beauty parlor" exclusively for male customers run by transgenders. The new looks of this unique centre gives gays not only beauty solutions but also free space of their own (The Times of India, 1st October, 2009).

Although, many people from this community are not able to strive with the social discrimination after being employed, some corporate and organizations had made attempts to train such people to overcome their societal problems. In a thought to encourage transgenders, a BPO in New Delhi stated that gender is no bender in their company and so they preferred people with skills and creativity only. This gave an open opportunity for transgender with big recruitment options. Ritu Singh, CEO, NIIT smart serve said her company would love to recruit transgender if they are creative and sensitive and therefore it will be more suitable for customer service jobs. (Hindustan Times, New Delhi 14th August, 2011).

Members of DOJO CHAKRA, a private organization have found placements for 30 transgender as security guards in apartment complexes, hotels and corporate offices in the city. A six day training program was conducted to train them in areas like self defense, yoga and meditation. Reshma Sharma, founder of the organization, stated that they have been working with community of transgenders across the city and trying to have counseling sessions and motivate them in improving their skills, so that they can become employable (The Times of India, 27th October, 2009). Financial Institutions are making their way in creating a dignified life for transgenders when Indian Bank has opened its 7th self employment training institute (INDSETI) to extend its hands for helping over 60 transgender living in the city to lead a respectful life by providing them training in entrepreneurial skills (The Hindu, February 27, 2012).

The first initiative of its kind in the country is that transgender will be soon working as Life Insurance Corporation (LIC) agents. This was an initiative made to include them in social main stream said R.Vasuki, state director of social welfare and this will be even expanded to other districts for the welfare of transgender community (The Times of India, 16th October, 2010.). Dollar club, the rotary club of Tirupur city is all set to start a common facility centre (CFC) to enable transgender to carry out textile-related jobs without any investment from them on any of the machinery. The "stimulated factory environment" at "SMART" centre would be used to train the candidates as technicians, sewing masters etc. (The Hindu, 10th June, 2011). In future the organization will also start beauty parlor and tailoring training programs too at Bhubaneswar, (Times of India, 27th September, 2011).

OBJECTIVE OF THE STUDY:

From the literature review, researcher analyzed the existing gap is that the training programs are conducted focusing transgenders and gays but not sexual workers and IDUs. Thus the study focuses the other community members like FSWs and IDUs.

Objectives:

- To create an awareness of the employment opportunities available for them
- To find out the area of interest in which training is required
- To analyze the support expected by them after training.
- To help them groom as social entrepreneurs in future

RESEARCH METHODOLOGY

The study constitutes 36 samples which was drawn from Community Based Organization (TAI undertaken by TANSACS, CBO)

The study is limited to the High Risk Group's demographic characteristics, educational qualifications, aspirations and training need analysis.

DATA ANALYSIS AND INTERPRETATIONS
Demographic Profile of the respondents

From the sample selected, 44% belongs to MSM, 31% come under transgender category, 22% belong to FSW and 3% is from. It indicates that about 50% of the sample comes under the income level of Rs.100-500. About 14% of respondents come under the income level of Rs.500-1000 and about 25% of respondents come under the income level of Rs.1000-5000 and only 3% of the respondents come under the income level of Above Rs.5000. The study reports that 23% till middle school, 4% of the respondents have completed their schooling up till primary education, 5% till high school, and 2% have completed their UG in different stream.

AREA OF INTEREST FOR TRAINING
Chart 1 to be inserted here

It is indicated from the above given chart that 31% of the respondents are interested in household activities whereas the least interested area is tailoring. But they have a wide scope of interest. If they are trained in their in their area of interest and are provided with career opportunities, they will excel in it.

SUPPORT EXPECTED AFTER TRAINING
Table 1 to be inserted here

After training the help required by HRG is additional training and placing in corporate and providing them the opportunities for entrepreneurship

CONCLUSION

From the study, it is found that, this community can be trained in the areas like catering, beauty clinics, journalism and media, interior decorations, blue collar jobs, carpentry works and many other back end jobs. Gradually this may help them change their pattern of life style. It is essential to educate our self about such community people and be aware of our attitudes concerning people with gender-nonconforming appearance or behavior. These communities do not want segregation or quotas but a consideration in the mainstream. Most of their demands relate to health, education and welfare schemes, many of which are being run by the government but in a piecemeal manner. There is a need for greater awareness and interaction with the community to ensure institutional support for these communities."

We see the world not as it is, but as we are. We think that the way we see the world is the "truth"; in reality, that's merely denial and delusion. We also think we see the world the way everyone else does, but that's another delusion. A key step forward in unleashing the potentials of such HRG comes from understanding that the way we see the world doesn't necessarily reflect the facts.

Chart 1: Area of Interest

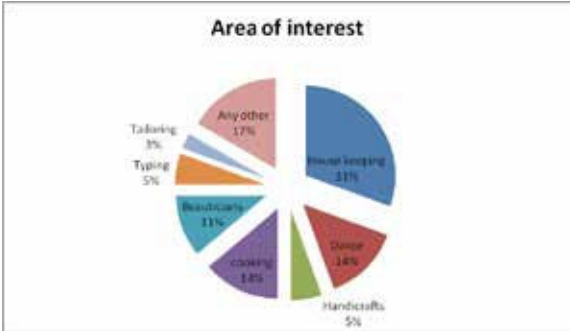


Table 1: Support expected after training

Statement	Frequency
Additional Training	4
Helping for job placement/ opportunities	23
Any other	9

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