

***“Reformation & Rehabilitation of
Professional Criminals”***

**Micro Mission: 02
(Community Policing)**

‘Promoting Good Practices and Standards’

REFORMATION & REHABILITATION OF PROFESSIONAL CRIMINALS

Some tribes of India, who were forest inhabitants or nomadic, were dependent on forest produce until about two centuries back. They were divested of their traditional means of livelihood with increasing commercial exploitation of forests and large scale land grabbing by influential people. This resulted in abject poverty which forced several such tribes to take to crimes, particularly crimes against property, apart from illicit brewing of liquor and prostitution to eke out a living. During the colonial rule, the British-Indian government enacted the Criminal Tribes Act in 1871 to confine “Notified Tribes” to specified settlements and impose restrictions over their movements with a view to curb their criminal activities. Though these tribes became ‘De-notified Tribes’ (DNTs) after the repeal of the Act in 1952 by the government of independent India, there was no initiative either from the government or the non-governmental organizations to improve their pathetic conditions, provide them basic amenities, give them alternate means of employment and wean them away from crime. Some vested interests in the Criminal Justice System and receivers of stolen property who were the actual beneficiaries of thefts, burglaries, robberies and dacoities committed by the DNTs ensured that they remain entangled in a web of crime. Though the enforcement measures against the DNTs have always been pretty harsh, these measures did little to reform the DNTs or to reduce their criminal activities. Even today, crimes committed by the DNTs constitute a fairly high percentage of property crimes in India, particularly in the States having high DNT population.

The standard crime prevention measure of the Indian Police, viz., actions u/s 109, 110 CrPC, Habitual Offenders etc, have little impact on the crimes committed by the DNTs because of the difficulty in apprehending them and service of processes on them. The impact of such traditional preventive action on the other professional criminals is also highly doubtful as it is intended to be a statistical exercise, often these complaints are not put up against active criminals and the end result of most of these complaints is discharge.

Hence, there is need for exploring alternative interventions to wean away professional criminals, particularly the DNTs, from pursuing crime as their means of livelihood. Innovative steps taken by some police officers in Rajasthan and Tamil Nadu have demonstrated that reformation and rehabilitation of DNTs and other professional criminals is a low cost and workable initiative that can actually bring down drastic reduction in crimes committed by both these categories. The programme in Rajasthan included measures like providing basic amenities to the settlements of DNTs in order to gain their trust, their counselling by police officers, religious gurus and social workers, arranging alternate means of employment with the help of voluntary organizations etc. In Tamil Nadu, Trichy Police was able to do the same with several professional criminals and a whole village which was involved in criminal activities by using more or less the same methods. Community participation is an essential ingredient of this intervention as the community can assist in provision of basic amenities, offer alternate employment

opportunities, organize counselling and provide volunteers to facilitate one or more of these activities. This proposal intends to draw lessons from the above two interventions and come out with an effective crime prevention technique.

DOCUMENT INFORMATION

Project	Reformation and Rehabilitation of Professional Criminals
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Version No.	3
Draft as on	06-04-2015

1. INTRODUCTION/BACKGROUND

Some tribes of India, who were forest inhabitants or nomadic, were dependent on forest produce until about two centuries back. They were divested of their traditional means of livelihood with increasing commercial exploitation of forests and large scale land grabbing by settlers in forests and influential people. This resulted in abject poverty which forced several such tribes to take to crimes, particularly crimes against property, apart from illicit brewing of liquor and prostitution, to eke out a living. During the colonial rule, the British-Indian government enacted the Criminal Tribes Act in 1871 to confine “Notified Tribes” to specified settlements and impose restrictions over their movements with a view to curb their criminal activities.

Though these tribes became ‘De-notified Tribes’ (DNTs) after the repeal of the Act in 1952 by the government of independent India, there has been no significant change in either their life-style or means of livelihood. There are many

reasons for this. Generally they live in separate settlements away from the villages. These settlements lack basic amenities like water supply, drainage, roads, proper housing, sanitation etc. Some vested interests in the Criminal Justice System and receivers of stolen property who were the actual beneficiaries of thefts, burglaries, robberies and dacoities committed by the DNTs ensured that they remain entangled in a web of crime. There was no significant initiative either from the government or the non-governmental organizations to improve their pathetic conditions, or to provide them basic amenities, give alternate means of employment and wean them away from crime.

Though the enforcement measures against the DNTs have always been pretty harsh, these measures did little to reform the DNTs or to reduce their criminal activities. Even today, crimes committed by the DNTs constitute a fairly high percentage of property crimes in India, particularly in the States having high DNT population. The standard crime prevention measure of the Indian Police, viz., actions u/s 109, 110 CrPC, Habitual Offenders etc, have little impact on the crimes committed by the DNTs because of the difficulty in apprehending them and service of processes on them. The impact of such traditional preventive action on the other professional criminals is also highly doubtful as it is intended to be a statistical exercise, often these complaints are not put up against active criminals and the end result of most of these complaints is discharge.

Hence, there is need for exploring alternative interventions to wean away professional criminals, particularly the DNTs from pursuing crime as their means of livelihood. Innovative steps taken by some police officers in Rajasthan and Tamil Nadu has demonstrated that reformation and rehabilitation of DNTs and

other professional criminals is a low cost and workable initiative that can actually bring down drastic reduction in crimes committed by both these categories. The programme in Rajasthan included measures like providing basic amenities to the settlements of DNTs in order to gain their trust, their counselling by police officers, religious gurus and social workers, arranging alternate means of employment with the help of voluntary organizations etc. In Tamil Nadu, Trichy Police was able to do the same with several professional criminals and a whole village which was involved in criminal activities by using more or less the same methods.

Community participation is an essential ingredient of this intervention as the community can assist in the provision of basic amenities, offer alternate employment opportunities, organize counselling and provide volunteers to facilitate one or more of these activities.

After the reformation/surrender of the criminals, one of the major challenge before the Police Department was the rehabilitation of those who had stopped committing crime. Meeting this challenge required interventions at two ends, one, to put down the criminal incidents and second, to ensure availability of alternative sources of livelihoods. Accordingly, the department made several efforts to keep a check on the crime and to link them to other sources of livelihoods. The department also took initiatives to improve their accessibility to basic amenities of life. Given below is a detailed project report, based on the experiences of the above two police forces, about the initiatives that can be launched by the Police Department to bring about lasting crime prevention by reforming and rehabilitating the DNTs.

2. OVERVIEW

2.1 Project Title

Reformation and Rehabilitation of Professional Criminals

2.2 Vision

To prevent crimes committed by professional criminals by weaning them away from crime and resettling them in strictly legal means of livelihood.

2.3 Organisational Objectives

1. To identify DNTs and other professional criminals for reformation.
2. To involve government departments concerned, community leaders, NGOs, other organisations and social workers in solving the problems of such criminals and their settlements.
3. To provide basic amenities in the settlements of professional criminals and facilitate provision of benefits of government schemes for them.
4. To persuade the professional criminals through counselling to stop committing crime and adopt legal means of livelihood.
5. To provide sustainable means of livelihood to the reformed criminals and their family members with the help of government departments concerned, community leaders, NGOs, and other organisations.
6. Thus, to effect real prevention of crime and sustain this by institutionalising the programme.

3. THE BUSINESS CASE

3.1 Purpose of the Business Case

1. To achieve real and lasting prevention of crime.
2. To facilitate provision of the benefits of various welfare and other schemes of the government to this section.

3.2 Sponsor

The programme will be jointly sponsored by both the Central and State Governments.

3.3 Responsibility of the State/UT Governments:

1. The primary responsibility for the implementation of the scheme will be that of the State/UT Government concerned.
2. For the effective implementation of the scheme, and institutionalization of the programme, the State/UT Government will have to play an active role through issue of necessary executive instructions and constitution of State level and district level monitoring committees consisting of the representatives of the Revenue, Police, Rural Development, Medical, Forests, Mining, Social Welfare, Tribal Welfare, Women & Child Welfare and other departments concerned.
3. The state government shall instruct the departments concerned to use their existing schemes, and formulate new schemes, where required, to provide basic amenities in the settlements of the DNTs and to arrange adequate means of livelihood. It shall provide additional budget for the implementation of the program, where required.

4. Once the implementation starts, the State Governments may consider approaching some of the UN and other international funding organizations/foundations for funding.

5. They should ensure independent monitoring of the implementation of the programme.

3.4 Responsibility of the Central Government:

1. To start with, the MHA may provide funds for implementation of pilot projects in at least half a dozen States, as it is proposing to do in some other projects of MM2 and other Micro Missions.

2. Once the implementation progresses, the Central Government through its Ministries for Rural Development, Tribal Welfare, Women and Child Welfare, Social Justice and Empowerment, Rural Development etc will provide appropriate grant-in-aid for the implementation of the scheme and/or develop tailor-made schemes for the decriminalisation and resettlement of DNTs or specific components of the programme.

3. It is reliably learnt that the Ministry of Social Justice and Empowerment is launching an ambitious scheme for the upliftment of the DNTs. The Ministry may consider funding this project from this scheme.

4. The Central Government, through the BPR&D and the members of the MM2, will provide support in terms of the initial briefing of the officers as well as arrange independent evaluation of the programme.

5. A selected group of officers from MHA,

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BPR&D and MM2 will be constituted to monitor the implementation of the programme by the States/UTs.

6. MHA may consider increasing the percentage of the grant-in-aid for the States/UTs that are implementing the scheme well and achieving the desired results. MHA may consider taking up the scheme with the Finance Commission and the Niti Ayog for provision of additional resources for the implementation of the project.

4. SITUATIONAL ASSESSMENT AND PROBLEM STATEMENT

The distrust between the common citizens and the police is the highest among the DNTs. Hence, implementing this project would be a huge challenge for the police, but certainly not an impossible task. The task can be achieved by a dedicated team of officers and men. Further, the team and their seniors will have to convince the officers and staff of the other departments concerned as well as the local population, social workers and various organisations about the feasibility of the scheme and the possibility of significant crime reduction through its implementation.

5. CRITICAL ASSUMPTIONS AND CONSTRAINTS

1. It will be possible for the senior officers of police to convince the local police officers and staff about the feasibility and utility of this project and get their willing cooperation and commitment.
2. The DNTs will be willing to abandon their age-old tradition of committing crimes and reform themselves.

5.1 Constraints....

1. Attitudinal road blocks and mind-set issues like unwillingness on the part of police personnel to reach out to the DNTs.
2. Lack of willingness on part of the other departments, the local public and other organisations to cooperate.
3. Recidivism among the DNTs.
4. Difficulties likely to arise in resettling the reformed criminals and in providing them with immediate alternate means of livelihood.

6. IMPLEMENTATION STRATEGY

To wean away the DNTs from crime, it is necessary to have an innovative outreach programme on the part of the police to create an environment conducive for them to give up crime, join the mainstream of the society and lead dignified lives. This would involve a genuine effort by the police station staff, especially the SHO and the beat constables, to remove the age-old prejudices and to establish a dialogue with elders of the tribal community to bridge the gap created by mutual distrust and suspicion. Paying attention to basic amenities that the settlements of DNTs are lacking like availability of water, sanitation, electricity, facilities for education, medical help, etc. would help in reducing the longstanding trust deficit and make them more susceptible to counselling and change. For this, the senior police officers will have to contact their counterparts in other government departments responsible for the development of those settlements. Meetings of all the relevant government officers will have to be held to impress upon them the importance of the project. They should be requested to help the efforts of the police to reform and rehabilitate

the tribals. Various existing schemes of the government can be used to improve the living conditions of the tribals. Close association and involvement of the District Collector and the revenue officers subordinate to him will facilitate such efforts considerably.

Once the police is able to win the trust and confidence of the DNTs, a sustained literacy campaign will have to be launched in these settlements to send their children to schools. The children of most DNTs never go to schools, or even if they do, they drop out early. The other communities also may not permit the children of DNTs in the schools where their children study. The police, administration officials and education department officials may have to intervene to solve the problem. It would be advisable to send the children to residential schools, wherever such facilities are available. 'Bridge Courses' already available in some special residential schools for elder children can be used, where appropriate. Where ever necessary, the Central/State Governments may consider establishing special schools for the children of DNTs, from the funds earmarked for the resettlement of DNTs. Philanthropic organisations can be persuaded to distribute text books, note books, school bags and uniforms to the children to nurture the feeling in them that the community cares for them and wants to bring them into the mainstream.

Since the health status of the DNTs, especially that of the women and children, is generally quite poor, adequate attention should be paid to improve it. Periodical medical check-ups, preferably by organising health camps, taking corrective measures, improving children's nutrition through aanganwadis, etc. will help. Government/private hospitals, aanganwadi workers and philanthropic organisations can be roped in to improve their health and nutrition.

The next step will be counselling of elders of the community and the group counselling of the community at large to wean them away from social evils like excessive drinking, illicit brewing of liquor, prostitution, and crime. Apart from using police officers, social workers, NGOs, etc. for such counselling, use of religious preachers and gurus in whom the DNTs have faith, will be very effective. Rajasthan Police even used yoga and organised Art of Living camps to change the mindset of the DNTs and for inculcating a sense of pride in the community. The counsellors will have to emphasise about the negative consequences of crime. Identifying persons in the community who are in favour of reformation and using them as role models and change agents to supplement the counselling done by social workers, police officers and religious preachers, will be important for persuading them to abandon crime, prostitution, alcoholism and illicit brewing of liquor.

Once the police is able to gain the trust of these DNTs, wanted criminals among them can be persuaded to surrender and undergo trials in the cases pending against them. They can even be persuaded to confess their crime to avoid legal expenses and to get away with lighter punishment. The patels/patelans/elders of the DNT settlements can be persuaded to issue identity cards, maintain attendance register and/or to appoint trustworthy persons from the community as 'Community Police Officers' to ensure that members of the community do not commit crimes. Regular police patrolling and intelligence collection are also necessary to prevent recidivism, especially in the initial stages.

Arranging alternate means of livelihood for those tribals who agree to abandon crime as their means of livelihood will be a major

challenge. Voluntary organizations, traders associations, social workers etc. may be involved and made to interact with the tribals and for ensuring improvement in the living conditions in the villages and for arranging immediate livelihood measures for the community. Existing schemes of the State and Central Governments can also be used for this purpose by involving the district administration and other relevant departments. Many of the members of these DNTs may not be in possession of ration cards, job cards issued under MGNREGS and BPL cards. Getting them BPL cards will make them entitled to the benefits under several government schemes including money for house construction. This should be followed by organizing vocational training for the development of employment linked skill sets. Training of the youth as security guards, drivers, mechanics, etc. should be taken up after ascertaining job opportunities for the trained youth locally. Traders, industry organisations, mine operators, local people, etc. can be persuaded to give employment to the trained youth as it is in their interest to prevent these youth from slipping back into crime. Creating awareness among the DNTs about the opportunities for education and avenues for employment is also very important. Experience has shown that engaging both the women and men of these communities in setting up small enterprises can help the members of communities to improve their economic and living conditions. For this they may need the help of the police and the administration to secure loans from the banks. Efforts should also be made to organise Self Help Groups.

Members of several DNTs traditionally are proficient in arts and crafts. Among such DNTs, efforts should be made to develop and upgrade the skills of such artisans and craftsmen so as to make them a viable source of livelihood.

Arrangements for marketing of good products made by tribals are already available through the TRIFED, a Government of India outfit.

Since most of the DNTs tend to reside in or near forest and mining areas, mine owners and senior officers of forest department can render considerable assistance in the rehabilitation of the reformed criminals by arranging job opportunities for them. Forest department should be asked to consider joint forest management with the assistance of the reformed DNTs which can, in addition to giving them gainful employment, prevent deforestation, poaching and other related problems.

Rehabilitation of prostitutes by arranging for alternative employment avenues, and in a few cases even arranging their marriage to DNT youth, who abandoned crime, was a step which significantly facilitated the efforts of Rajasthan Police in reforming DNTs in some places and hence this should be considered where appropriate.

It would be advisable to involve reputed NGOs in these efforts right from the beginning and hand over the running of the programme to it once the major tasks of decriminalisation, rehabilitation and surrender of wanted criminals are achieved. Thereafter, the funding needed for sustaining the project can be routed through the NGO; it can even seek assistance of international funding agencies and philanthropic organisations. Close involvement of the NGO will ensure that the 'predecessor-successor' syndrome does not kill the programme.

6.1 Mission Statement

The mission statement of the project is: **“Reaching out to the most neglected sections in the society and extending a helping hand to pull them out of their age-old problems.”**

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6.2 Deliverables

1. Implementation of the various schemes of the Central/State Governments in the settlements of the DNTs.
2. Providing basic amenities to the DNT settlements and improving their quality of life.
3. Lasting crime reduction.
4. Community participation in policing and problem solving.

6.3 Stakeholders

1. Government
2. Police
3. Community

6.4 Milestones

1. Drafting of GOs and Standing Orders by MM2 – will be done after getting the approval of the MHA for the project.
2. Submission of the project to BPR&D end-Nov 2013
3. Submission of the project by BPR&D to MHA Mid-Nov 2013
4. Final approval of the project by the MHA
5. Issue of advisory to states/UTs by MHA to adopt the project within 15 days of approval.
6. Meeting of Nodal Officers of states/UTs within one month of approval.
7. Issue of GO by States/UT-‘s Home Departments within two months of approval
8. Sanction of Budget by Government within three months of approval
9. Issue of Standing Orders by the DGPs of

the States/UTs within three months of approval

10. Implementation of the project by the District SPs/CoPs within four months of approval.

7. BUDGET REQUIREMENTS

It is suggested that the project be implemented in about half a dozen States on a pilot basis – two projects per State, in different districts. Since the size of the settlements, their requirements in terms of basic amenities and other facilities would differ and since many of the requirements can be met out of the existing schemes, it is difficult to come to a specific calculation of the budget required for implementation of the project. Hence it is suggested that the Central Government may sanction Rs. 25 lakhs per project, ie. a total of Rs. 3 crores, as grant in aid for implementation of the project in 12 DNT settlements in 6 States on a pilot basis. This funding may be provided by the Ministry of Social Justice & Empowerment from the scheme it is launching for the upliftment of DNTs.

The budget of Rs. 25 lakhs will be spent more or less on the following activities:

1. Organizing Counselling Sessions – Rs. 25,000 per session – 8 sessions : Total Rs. 2 lakhs
2. Organizing Medical Camps – Rs. 25,000 per camp – 4 camps : Rs. 1 lakh
3. Organizing awareness campaigns for literacy, de-addiction programmes, campaigns against social evils like prostitution etc; arranging immediate alternate means of livelihood; upgrading the skills already available among the community members; skill development among those who lack any employable

skills – all to be done through a suitable NGO or other agency. – Rs. 22 lakhs.

Note: all the above activities would cover a period of approximately 2 years.

8. RELATED PROJECTS

1. Community Policing Programme for Low Intensity Conflict Areas.
2. Community Policing Programme for Slums
3. Overarching Model for Community Policing
4. Soft Skills Training for Police Personnel

9. WORK PLAN

1. Issue of advisory by GOI to State/UT governments
2. Issue of GO by state government
3. Sanction of budget GoI/State Government
4. Issue of Standing Orders and appointment of Nodal Officers by DGPs
5. Meeting of Nodal Officers
6. Setting up Project Co-ordination Committees at the national and states levels.
7. Organising soft skills training of police station staff
8. Selection of the NGO, if it is decided to run the project through an NGO.
9. Organising meetings with other government departments concerned at the district level

10. Organising meetings with DNT elders, social workers and representatives of various organisations at the project implementation site.
11. Actual implementation of the project as per details given above.
12. Continuous monitoring and review by the state's Nodal Officer and Project Coordination Committee
13. Laying down judging criteria for internal and independent evaluation
14. Annual evaluation and audit by an external agency approved by the State/MHA/BPR&D

10. CONCLUSION

The steps spelt out in the above scheme provide an opportunity to the police not only to prevent crime on a lasting basis, but also to use its influence and good offices to bring succour to the most needy sections of the society, with the assistance of the community and other government departments. **Though the write up of the project concentrates only on the decriminalisation of DNTs, it needs to be emphasised here that the same steps can be used to reform and rehabilitate other individual professional criminals.** Both the Rajasthan and Trichy Police forces have reformed individual professional criminals through counselling and rehabilitated them. Hence, the efforts of reform minded police officers should extend to such criminals as well.

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EGMM Training Programs

INTRODUCTION

English Work Readiness and computers (EWRC):

English Work Readiness and Computers (EWRC) is the flagship program of Employment Generation and Marketing Mission (EGMM). The course is of 90 day duration during which time the youth will be inducted through a module which is designed and developed by experts after thorough understanding of the rural youth and their aspirations. So far 20000 people have been trained and employed in entry level and supervisory level jobs in leading companies in service sector and retail industry.

Demand Vs Supply gap in the entry level labour market: While the market demands skills instead of degrees, youth are increasingly having degrees which do not match the required skills. Thus, in English Work Readiness at EGMM, emphasis is laid on developing the raw youth into a confident, energetic and positive thinking manpower who can work his way to become a dignified soldier part of the workforce. This comes from the back drop of India being projected the youngest nation by 2026. If India were to achieve economic superpower status by then, most of the young Indians should be willing to work. This course addresses the need and is considered the very important first step in the process of gearing up for the bigger challenge ahead.

Process/ Milestones of the course:

- Sensitizing and coordinating with the Community Based Organization (CBOs), Women and tribal welfare departments for mobilization of the most eligible underprivileged youth.
 - Developing Database of all the unemployed youth from the Villages.
 - Mobilize them for training based on database generated call letters.
 - Establishing training centres
 - Selection of Trainers
 - Conducting ToT (Training of Trainers)
 - Developing modules, diagnosis, study material, audio-visual aids, etc.
 - Setting up the required infrastructure
 - Training the selected candidates
 - Regular diagnosis and quality control through quality team visits.
 - Exposure visits to youth and search for jobs on their own to appreciate the value and importance of a job
 - Placement to the candidates after successful completion of the training.
 - Post placement support for sustainability on Job.
 - Forming an Alumni Network with the youth successfully got jobs and sustained on that.
- Sectors for placing youth: Based on the experience of placing youth, we have identified tertiary sector as a major focus area since services is witnessing a logarithmic growth. Industries which are recording phenomenal growth in this sector are
- Retail
 - Pharmaceutical industry and health care

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- Hospitality
- IT and enabled services

Key objectives of the program:

- To create robust model training centres with fully equipped audio-visual tools supported by special English software
- To develop English and Personality Skills among the rural unemployed youth.
- To create a comprehensive suite of skills delivery programmes to meet main industry needs.
- To develop and promote career pathways to support the recruitment of people in the entry levels.
- Ensuring employers’ needs are met by good quality trained people with adequate skills and capable of meeting all the challenges for good performance.
- Develop and implement a sustainable employment model which is based on English, Work Readiness and Computer training.


Methodology followed: Adapting a unique training methodology is the USP of EWRC program. The methodology provides platform for an interactive and easy to learn manner. Methodology focuses widely on three major areas.

Basic Skills	Higher-Order thinking skills	Affective skills traits
1. Oral Communication (Speaking & Listening) 2. Reading, Understanding & Following Instructions 3. Basic Arithmetic 4. Writing	1. Problem solving 2. Learning skills 3. Creative, innovative thinking 4. Decision making	1. Initiative & Leadership 2. Working as a team 3. Adaptability 4. Enthusiasm, motivation 5. Personal presentation (Appropriate dressing & grooming) 6. Honesty & Reliability 7. Positive attitude towards work 8. Punctuality

Expected outcomes and impact: EWRC course is planned with an intention of setting up an example for quality conscious trainings which will lead to placements, in turn facilitating a poor family to come out of poverty through sustained monthly income.

1. 1 Job to a poor family brings the family out of poverty with this vision EGMM’s efforts will help at least 10,000 families coming out of poverty through the successful implementation of this program.
2. Youth energies get channelized positively reducing social problems arising out of unemployment related unrest.
3. Youth acquire self confidence and self-esteem through dignified jobs.

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4. Sustained income improves the quality of life of the family.
5. Triggers village economy growth in turn giving back the lost economy of village thus checking the negative impact of urbanisation.
6. Improve and sustain productivity and income-earning opportunities at work.
7. It serves to enhance their mobility in the labour market and offer the potential for increased career choices. By investing in their human resources, enterprises are able to improve productivity and compete more successfully in increasingly integrated economies.
 - ii) Training Centers across the state - updated
8. iii) Major Recruiters-
9. In Retail Sector : More (Aditya Birla Group); Big Bazaar (Future  s Group), Reliance Fresh; Heritage Fresh; ITC Choupal and Futures group
10. In Security: Raxa/G4 Securitas.
11. In Sales: Hindustan Unilever; Reliance telecom; Tata Indicom; Vodafone; Airtel; Eenadu
12. Rural BPO: HDFC Bank
13. Manufacturing : Apache (Adidas Shoes)
14. Hospitality: Mc Donald, KFC, Pizza Corner, Cafe Coffee Day
 - iv) Success Stories will be provided
 - b) Other Trainings Single page
 - i) Training Program
 - ii) Description with Eligibility
 - iii) Training Centers with Addresses

Textiles

Introduction:

Clothing is the basic necessity of any human being. The textile garment industry is the largest foreign exchange earner. It is also the Second largest employment provider next to agriculture. About 15 million people are employed in textile sector. Today, world over “Fashion and Garment Industries” is looked at as an Industry of future. No wonder, because, these industries open up some of the Biggest Job opportunities for the new millennium especially for women sector. The current trend shows more and more opportunities for this sector in both domestic and export opportunities

Comparatively, the attention on export opportunities seems to be more. Ready made garment industry in India has a vast potential for growth. According to experts the Indian garment Industry is termed as a sleeping giant. Eighty percent of people employed in the Indian garment Industry are women. World wide the garment industry is the third largest employer of women, after Agriculture and Fishing Knitwear occupies a significant place in India’s textile exports. Around 40-45% in terms of quantity is knitwear exports. Key centers of knitwear exports in India are Tirupur, Ludhiana, Delhi, Kolkata, Mumbai and Bangalore in the order their contribution to the over all exports. Tirupur contributes around 60% of knitwear exports from India

The Socio-Economic changes and the rapid growth of electronic media have resulted in the increased development of ready to wear garments. Being well dressed has become part of everyday life as it is one of the factors for enhancing the personality of a person and receiving appreciation in social life. This in term has led to rapid industrialization and growth of fashionable garment

manufacturing units. These manufacturing units employ well-trained manpower, which is aware of present fashion trends, quality expectation and modern techniques of garment manufacturing. Keeping this aspect in view the present demand in the market for variety garments the present curriculum of fashion and garment making has been developed so that the youth acquires training suited to the garment industries and related areas.

OBJECTIVE:

1. To train the youth to use modern industrial garment machinery
2. Ability to construct paper patterns
3. Develop the skill of designing fashionable garments
4. Create awareness for self employment in garment units

SPECIFIC OBJECTIVES:

- Understand, Analyze and apply principle and elements of design related to textiles fashion garments.
- Mobilize them for training based on database generated call letters.
- Know about different types of fabrics
- Use pattern making techniques and grading methods to create patterns
- Decide an economic way for cutting fabrics
- Understand and operate various machinery used in garment constructing
- Stitch and finish garments
- Quality assessment of garments
- To develop awareness of career opportunities in the garment industry
- Exposure visits to youth and search for jobs on their own to appreciate the value and importance of a job
- Placement to the candidates after successful completion of the training.
- Post placement support for sustainability on Job.
- Forming an Alumni Network with the youth successfully got jobs and sustained on that.

SKILLS:

1. Illustrate fashion figures skilfully
2. Design garment which are functional and decorative
3. Know to select appropriate fabrics suited to the design of the garment with special reference to colour, texture and design of the fabric
4. Operate industrial modern machines
5. Stitch and finish garments
6. Quality assessment
7. Finishing and packaging

Security

Security: EGMM has Security Training Centers in all the districts of Andhra Pradesh. The youth are trained on concepts relating to Spoken English for 15 days at the district level and on

safety & security for 12 days at the state. The training module is developed in consultation with the leading & world renowned security agencies. After successful completion of the training, the trainees will get placed with a minimum salary of Rs. 6200/-

EGMM- Direct Placements:

Background

Direct Placement - Industry Understands Better is a new initiative of EGMM. Before universalising the concept EGMM has tested the model in different parts of the state i.e. Chittoor, Vishakapatnam, Karimnagar and Rangareddy. The results from all the regions are positive and encouraging. EGMM as part of its strategy for 2010-11 has decided to place 30000 youth through direct placements.

Concept:

Provide employment to the qualified youth equipped with skills preferred by the industry by bringing both youth and the employer on a common platform. The employer will select the youth and the youth accepts the job when the terms are mutually agreed upon.

Implementation Strategy: It is a three-staged process

Stage-1: Finalizing the employer

EGMM- HO and District teams will identify potential employers. Employers willing to recruit manpower from EGMM will register online. This online registration is an initial step. Once registered EGMM-HO will assess the company/ organisation on its credentials and once satisfied with the company EGMM will enter into anMoU with them. After signing the MoU the company can place the manpower requirement with all the details briefing about the nature of job, location of work, Salary structure etc online.

Stage-2: Selection of Youth

When the requirement is placed with the district, district teams will identify the youth from the existing database or through normal mobilisation process. The mobilisation will be followed by a screening and counselling phase, which is very crucial step. In the screening stage the youth who are mobilised will be assessed for the skills and qualifications required for the company and the youth meeting the criteria will be shortlisted for the final selection by the company. District team will conduct the screening. Effective screening will improve the selection rate in selection.

















Stage-3: Induction

The youth selected in the final interview will undergo a 10 days induction program. The training centre which conducts the induction will act like a finishing school. These centres are maintained and run by the district teams. For this special trainers are appointed for every district. Though this ten days induction is compulsory there are exceptions that are to be decided on case to

case basis. Youth selected for Companies which have facility to train their employees will undergo a 2 day orientation program before they report to the organisation. When the youth are placed in the organisation the District teams have to collect the details of candidates reported and update the status in the EGMM software. After 15 days of youth reporting at the organisation district team has to conduct a post placement verification and address issues if any.

Strategic advantage:

This creates a win-Win situation as companies get access to the EGMM youth database to identify the right employee and the youth will get an opportunity to work in reputed organizations.

Sl.No	Partner Name	DownloadMoU
1	Sahithi Systems Pvt Ltd	
2	National Academy of Construction	
3	Skylark	
4	CMC Ltd	
5	Tally India Pvt Ltd	
6	Global College	
7	IIHM	
8	NIIT	
9	Satyam Computers	
10	Jeans Apparels	
11	Hyderabad Gems SEZ Ltd	
12	Ants and Partners	
13	Dr. Reddys Foundation	
14	DataPro	
15	Sri Ram Ednl. Society	
16	Apparel Retail Trainings & Jobs Solutions (ARTJS)	
17	Design Operations Pvt. Ltd.	
18	Windows Software Tech.	
19	Synchro Serve Global Solutions Pvt. Ltd.	
20	OCFIT	
21	BIT Computers	
22	Redox Laboratories	
23	India Skills	