

## **Report on the YES Network Launch in Nagaland, India**

Date:02-12-04 – 03-12-04

Venue–AIDA (Agency For Integral Development Actions),  
Don Bosco School Campus, Circular Road, Dimapur, Nagaland.

A state level YES Network Consultation workshop was held from 2<sup>nd</sup> to 3<sup>rd</sup> December 2004 at Dimapur, Nagaland. The workshop was hosted AIDA (Agency For Integral Development Actions), Dimapur and sponsored by the Indo-Global Social Service Society (IGSSS, N.E Region). The purpose of the workshop was to facilitate an enabling environment to sensitize the youths about the need for self-development and self-employment. The focus of the workshop was employment issues among youth and identification of sectors for employment.

**December 01:** Arrival & Registration

**December 02:** Day 1

### **Inaugural Session**

**Chief Guest: Prof. G.D. Sharma**, Vice Chancellor, Nagaland University.

**Guest of Honour: Thomas Mulayinkal SDB**, Provincial, Salesians of Don Bosco, Dimapur

The inaugural session started with a prayer song by the AIDA staff team. The Director of AIDA, Rev. Fr. Tony Pellissery gave the welcome address, which was followed by introduction and presentation of the dignitaries.

Mr. Paul Lokho, Regional Manager IGSSS, highlighted the perspective of the “YES” Campaign. He said that more than 50% of the world’s issues revolve around youth. Youth employment is one of the core issues the UN has set targets as Millennium Development Goals (MDG). The UN initiative of calling the global community to work to reduce employment problem among youth was carried forward through the YES Campaign. The EDC (Education Development Centre), Boston, led by Ms. Poonam Ahluwalia, took the initiative to give a solid start to this campaign where 120 countries participated in the Alexandria Summit. Now many countries have carried the YES campaign forward.

IGSSS NE has long been supportive of programs associated with young people. The purpose of the “YES” campaign is to identify and enhance the potentialities among the youth for generating sustainable employment as well as providing a platform to the young to contribute to community building. The Regional Manager shared his concern on the lost work culture among youth of today. Looking for employment only in the government sector has created the present jobless situation. He stressed on the need of a paradigm shift when it comes to jobs, employment and sustainable livelihood for youth. A multi-stakeholders approach is required to bridge and resolve the barriers to youth employment. He also exhorted the youths to start the process of thinking outside the box -“to start talking about “employment” rather than “unemployment” and to seize the great opportunities that are available in sectors other than the government sector.

The introduction of the delegates followed.

Then Fr. Thomas Mulayinkal SDB, Guest of honour for the event, spoke on the Mission of the Salesians the world over who have focused on youth development and empowerment. He said his organization takes it as a privilege to be part of a movement to embark upon a momentous journey, and this gathering is a sign of hope for all.

Prof. G.D. Sharma, Vice Chancellor, Nagaland University, talked on how we can create opportunities in our land with locally available resources provided we think on a larger scale involving other parts of the world. This can only be done when we give ourselves room for growth. He also stressed on the need to invest in areas where there is scope.

He also listed the different areas where there are tremendous scope of generating employment. He advocated for curriculum changes in schools and colleges to fit into the plan of developing human resources that help in the smooth transition from education to life-careers.

The inaugural session came to a close with a vote of thanks was given by Sethrichem Sangtam, Coordinator, “YES” campaign in Nagaland.

#### 1<sup>st</sup> Session 9:30 A.M

The topic for the 1<sup>st</sup> session was on “*Information Communication Technologies & Employment*”. The resource person for the session was Prof. N. Rajan (Retd), IIT-Mumbai. The session was chaired by Mary Sonar, Smile Youth Coordinator, Kohima. The session began with song sang by Miss Emily (AIDA) after which the Rector, Don Bosco Dimapur led the group in prayer.

Prof. Rajan spoke on the vital role of ICT (Information Communication Technology) in sustainable development. North-East being one of the regions with great potential, ICT is going to play a pivotal role in the all-round development of the region. Prof Rajan spoke on the economic benefits through proper management of resources through ICT. Technological innovation is essential for human development. Technology is not inherently good or bad, the outcome depends on how it is used. Investment in the ICT sector has become a necessity if one wishes to emerge as a key player as it corners a large chunk in the international market. There are ample avenues in this sector and we can pave a way of generating employment for youth. We need to trigger the chain process of making use of IT in the lives of common people in a sustainable way and to influence profoundly the quality of life.

He stressed on the need to demand for access to technology and the benefits derived from this sector that are cost effective, enabling us to be capable of sustaining our self in the long run. With careful thought, advance planning and innovative implementation IT promises a prosperous future.

#### **Employment Avenues ITC sector for sustainable development:**

Globalization and the IT revolution have opened unprecedented opportunities for enterprise where as an entrepreneur one can be a global player.

- ✍ Quality Education through Satellite Based Distance Education.
- ✍ Trainings/skill orientated courses.

- ✍ Healthcare.
- ✍ Food security.
- ✍ Environment management.

## **2<sup>nd</sup> Session 11AM-12:30 PM**

“*State of Nagaland’s Economy & Employment Opportunities*” was the subject for the next session where the resource person was Mr. Alemtemshi Jamir, IAS, Agriculture Production Commissioner & Principal Secretary Industries & Commerce, Government of Nagaland. The session started with a warm introduction of the speaker by Fr. Mathew. C. Paul. The focus was on certain micro issues like education and bio-diversity with agriculture as the thrust area. Majority of the population comes from the rural sector where agriculture is the main source of sustenance. Yet compared to the cultivable land available (43.58%), only 17.07 % of the cultivable land is being utilized. A number of factors (both external as well as internal) contribute to the dismal growth in this sector- lack of work ethics, lack of skilled labour, Governments’ apathy, lack of access to marketing linkages etc.

Unless we invest in the agricultural sector and make a paradigm shift from the old mindset of dependency on the government sector we will not be able to equalize and rationalize our economy. One major factor contributing to the alarming raise of unemployment is the dependency on the government sector for job opportunities. A degree holder will seek only white color jobs, work that is labour intensive are mostly left to the migrant community.

The speaker emphasised on co-relating tribal thinking with modernity which also called for reforms in our traditional system of governance (e.g. Inheritance right for women). Development cannot take place without change in our attitude and mindset. In order to build up our economy we have to look at our core strength and build up on that.

### **Employment Avenues in Nagaland:**

- ✍ Proper utilization/management of land.
- ✍ Biodiversity-R & D/patent of locally available flora and fauna not found in other parts of the world.
- ✍ Medicinal plants.
- ✍ Entrepreneurial activities
- ✍ Eco and cultural tourism.

## **3<sup>rd</sup> Session 3PM-5:30 PM**

Mr. S. Sinha, Asst Development Officer, KVIC, was the resource person for the evening session. The topic covered was “*Role of KVIC in Rural Development*” . Mr. S. Sinha briefly shared the objective of the KVIC based on the Gandhian principle of self-sufficiency.

- ✍ self-sufficiency without depending on outside factors.
- ✍ providing and generating employment.
- ✍ building up a strong rural community.
- ✍ environment friendly products.
- ✍ promotion of indigenous products.

✍ Area of implementation: Rural areas.

## **Facilities provided**

- ✍ Network all over India/ training facilities with TA/DA and free board and lodging. There is neither age limitation nor qualification required to avail the schemes in the Rural Employment generation program. Mr. S. Sinha also shared about the difficulties shared by the banks in Nagaland due to low recovery rate (4%).

The evening session was very interactive as well as enlightening. Issues relating to government policies, marketing linkages (competing and catering to the demands in the open market without comprising on quality and our indigenous culture), issues on business ethics were strongly debated. Majority of the youths were of the view that business ethics should be integral for any transactions.

## **December 3 Day-2**

### **1<sup>st</sup> Session 9AM-10:30 AM**

Prof. N. Rajan again took the morning session, as the resource person on Bamboo Technology could not make it. It was a continuation of the topic discussed on the previous day where the focus was on information as the prime objective of ITC.

- ✍ ITC enables the processing and storage of enormous amounts of information along with rapid distribution of information through communication networks.
- ✍ The Internet plays a fundamental function in ITC role
- ✍ The growth of the ICT poses the challenge of providing developing countries with an adequate way to be linked with the rest of the world, to avoid the risk of being cut out from the mainstream of information flow.
- ✍ The community is the obvious starting point of these efforts that will permeate to the rest of the society. Local agencies should be motivated to carry out intensive training activities for the community and establish a development centre targeted towards raising the capabilities of the community.

### **To progress we need to:**

- ✍ Stop making excuses
- ✍ Understand the importance of ICT
- ✍ Learn how to use ICT effectively
- ✍ Work hard at improving local skills
- ✍ Learn how to care and share through the internet
- ✍ Keep up with the rest of the world

### **2<sup>nd</sup> Session 11AM-12:30 PM**

DR. Joyce Angami, Director RRTC-NE2 (Kripa Foundation), a renowned person in the field of HIV/AIDS was the resource person on the topic “*HIV/AIDS & Youth Employment*”. Dr Joyce briefed the participants on HIV/AIDS pertaining to the current

scenario in the N.E region. She also talked on the different aspects involved in this area, with special reference to the needs of a PLHA (person living with HIV/AIDS).

### **Employment Avenues**

- ✍ IEC (Information Education Communication) IEC materials through skits/dramas/drawings/songs etc).
- ✍ Research & Documentation
- ✍ Counseling
- ✍ Medicals professionals (doctors/nurses/lab technicians etc)
- ✍ Technicians
- ✍ A documentary film on Stigma & Discrimination was shown at the end of the session.

### **3<sup>rd</sup> session 1:30PM –3PM**

The afternoon session was a panel discussion on “*Youth Employment In Nagaland*”. The moderator was Paul Lokho. The panelists were Dr. Mhabemo (Physician, Civil Hospital, Dimapur), Ms Monalisa Chankija (Editor, Nagaland Page), Mr Neichute Doulo (Coordinator, Entrepreneurs Association, Kohima), Mr. Bendang Longkumer (Manager NIDC, Dimapur) and Fr. Mathew C Paul (Director, Don Bosco Youth Centre, Wokha).

Each of the panelists was asked to give a presentation on the issue for 10 minutes before the question hour. Fr. Mathew. C. Paul spoke on tribal mindset of making decisions from the heart rather than being a rationalist. This has created a barrier in business transactions and hampers the person from being pro-active. Lack of work ethics amongst the youths further adds to the unemployment ratio each year. They have degrees but no knowledge of the skills required, neither are majority of the youths prepared to access the trainings. Free flow of money to the state has also stopped the youths from competing in the mainstream.

### **Solutions:**

- ✍ Make use of the assets we have.
- ✍ Be amiable in our approach.
- ✍ Majority of the youths have gone to English medium schools-use English as an asset for gainful employment.

Fr. Mathew was confident of every youth being gainfully employed; all that is needed is hard work and perseverance.

Mr. Bendang Jamir’s solution to the unemployment problem in Nagaland is to invest in entrepreneurial activities. The 20<sup>th</sup> century recognizes entrepreneurship as a vital factor of production. Studies on technology development in the USA and the U.K recognize the role played by the entrepreneur in the field of information technology and biotechnology. Today, as disciplines merges, the importance of the motivational, the managerial and coordinative functions, together with the innovative and inventive attributes of the entrepreneur, have shot to fame. The Indian Govt as well as the State Govt recognizes the importance of entrepreneurship. To be successful one has to “know where to get what you want” and be able to start at the bottom. What is important is to rise above the stereotypes and select a business, which brings out your best. To be self employed one has to constantly upgrade one’s skills; this can only be achieved when we give space for growth in our lives.

Neichute, Coordinator, Entrepreneurs Association, Kohima.

Entrepreneurship go beyond the ordinary mindset for “*Entrepreneurs are movers not only of the economy but movers of the future*”. More than the Government sector it is the third sector that has played a vital role in community development. Government sector is over saturated in Nagaland (42,000 educated unemployed were registered till March 04). At this rate we cannot stabilize nor sustain our economy. Market is unlimited for one who undertakes to organize, manage and assume the risk of the business. Entrepreneurship is the answer to the unemployment problem in Nagaland.

Monalisa, Editor, Nagaland Page.

“Where are all those lakhs of educated unemployed youths of Nagaland?”  
Participants were asked to ponder and respond to the above question.

Dr. Mahbemo.

Dr. Mahbemo spoke on the subject of HIV/AIDS and also on how the youths can play a vital role on the promotional aspect of HIV/AIDS (IEC).

Monalisa, Editor, Nagaland Page

A lot of impact on the decision you make in your career/life depends on the value system. Our people have an underdeveloped mindset. Two key issues for development is culture and education. The demand is for experts/skilled labour in every field not mere college degree. People who have made the best use of the resources have made it in life without going to elite institutions. Value system is an integral part for individual as well as community development. We need to go back to our value system to reconnect us back to our past and also find a place in the future.

### **Action Plan**

The participants were divided into three groups and asked to come out with an action plan. The Thrust Areas Identified were:

- Advocacy and Networking between diverse stakeholders.
- Awareness/Motivation Creation and Attitude Change
- Capacity building for youth: Skills Training
- Support & Mentoring of potential Entrepreneurs
- Research and Documentation of needs, possibilities and resources
- Development of a curriculum for building up the entrepreneurial spirit.

**Reported by Miss Akali Shikhu**