The Sentinels of Hope
A Study of Security Guards Trained by EGMM
April 2008

Study Report By:

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Contents

Table of Figures .................................................................................................................. 4

Acknowledgements ............................................................................................................. 6

Executive Summary ............................................................................................................ 7

1. Generating Employment in Mission Mode ................................................................. 9
   1.1 The Programme ...................................................................................................... 9
   1.2 Outreach ............................................................................................................... 9
   1.3 Strategy of outreach ........................................................................................... 10
   1.4 Implementation of the programme ..................................................................... 10

2.0 Security Guard Training Programme ...................................................................... 12
   2.1 Objectives and methodology of the Study ............................................................ 13
   2.2 Limitations of the study ..................................................................................... 16

3.0 Hope at the Doorstep .............................................................................................. 17
   3.1 Profile of the respondents ................................................................................ 17
   3.2 What the youth said ........................................................................................... 18
      3.2.1 Channels of Communication ........................................................................ 18
      3.2.2 The Training Programme ............................................................................ 19
      3.2.3 Expenditure and Willingness to Pay ............................................................. 21
      3.2.4 Selection and Placement of Security Guards ................................................. 22
      3.2.5 Extent of Influence on family and peers ....................................................... 23
      3.2.6 Career Growth Plans ................................................................................... 25
      3.2.7 Self Image compared to Colleagues ............................................................. 25
      3.2.8 Economic and Social Changes at the individual and household levels .......... 26
      3.2.9 Details of Remittances ................................................................................. 28
      3.2.10 Priorities for Expenditure ........................................................................... 29
      3.2.11 Changes in sources of finance ................................................................. 30
# Table of Figures

| Figure 1: Placements through EGMM | ................................................................. | 9 |
| Figure 2: Map of the Study Districts | ................................................................. | 14 |
| Figure 3: District wise break-up | ........................................................................ | 17 |
| Figure 4: Respondents education status | ................................................................. | 17 |
| Figure 5: Breakup by Caste | ........................................................................ | 17 |
| Figure 6: period for which respondents had been working | ................................................................. | 18 |
| Figure 7: Information Channels | ........................................................................ | 18 |
| Figure 8: SHG office bearers in family | ........................................................................ | 19 |
| Figure 9: Duration of EGMM training programme | ................................................................. | 19 |
| Figure 10: Learnings from EGMM programme | ........................................................................ | 20 |
| Figure 11: Perceptions on the opportunity- households | ................................................................. | 20 |
| Figure 12: Willingness to pay for the training | ........................................................................ | 21 |
| Figure 13: Further participation in the training and spending for the same- household responses | ........................................................................ | 21 |
| Figure 14: Place of work | ........................................................................ | 22 |
| Figure 15: Plans for development | ........................................................................ | 22 |
| Figure 16: The lure of the city! | ........................................................................ | 23 |
| Figure 17: Challenges faced | ........................................................................ | 24 |
| Figure 18: Working overtime | ........................................................................ | 24 |
| Figure 19: Career Growth | ........................................................................ | 25 |
| Figure 20: Self image of the youth | ........................................................................ | 25 |
| Figure 21: Basic Monthly Salaries | ........................................................................ | 26 |
| Figure 22: Monthly expenditure | ........................................................................ | 26 |
The Sentinels of Hope

Figure 23: Bank accounts and utilizing banking facilities ................................................................. 27
Figure 24: Preferred modes of savings .............................................................................................. 27
Figure 25: Households receiving remittance ...................................................................................... 28
Figure 26: Amount remitted .............................................................................................................. 28
Figure 27: Duration and frequency of remittance .............................................................................. 29
Figure 28: Prioritization of expenses- Individual ................................................................................ 29
Figure 29: Prioritization of expenses-Household .............................................................................. 30
Figure 30: Sources of emergency finance .......................................................................................... 30
Figure 31: Perceptions of the Individual-1 ........................................................................................ 32
Figure 32: Perceptions of the Individual-2 ......................................................................................... 33
Figure 33: Household economic status ............................................................................................. 33
Figure 34: Household asset creation and entertainment .................................................................... 34
Figure 35: Household social and financial status ............................................................................. 34
Figure 36: Household feedback on ward .......................................................................................... 35
Figure 37: Changes in the ward's role ............................................................................................... 35
Figure 38: Individual Aspirations ...................................................................................................... 36
Figure 39: Household Aspirations for ward ....................................................................................... 36
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We are happy to have been afforded this opportunity to work with EGMM, an initiative of the Government of Andhra Pradesh, to undertake this study to understand the changes in the lives of the Security Guards trained through the agency’s programmes.

At the outset, we would like to express our sincere gratitude to Ms. Santha Kumari, Commissioner, Rural Development, Government of Andhra Pradesh, for her support to the initiative.

We would like to express our deepest gratitude to Ms. Meera Shenoy, Executive Director of EGMM, for her guidance and involvement during the entire course of this study, notwithstanding her busy schedule.

We are obliged to the State Mission Managers of EGMM, Mr. Tapan Kumar Das and Mr. Gopal Garg, for providing us with all the information and contacts that we required to carry out the study effectively and on time. Their support is highly valued by the study team. Our thanks to other members of the state team of EGMM, especially Mr. RamaKrishna, for their time.

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Our deepest gratitude to the district teams for helping us conduct this study smoothly- the Jobs District Managers, Livelihood associates, (especially Mr. Gunashyam, Mr. Srikanth), Job Resource Persons, and all other personnel.

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We would like to extend our heartfelt thanks to all the respondents, their families and friends and the VOs and village elders for their inputs to the study. This initiative would not have been possible without their trusting interactions with us.
The Sentinels of Hope

Executive Summary

The Employment Generation and Marketing Mission (EGMM), an initiative of the Government of Andhra Pradesh is trying to eradicate unemployment in the state by providing them job opportunities through a unique private-public partnership model. Under this programme, the EGMM has trained and placed 47,908 unskilled youth with multinational companies in various capacities in the year 2007-08.

It is understood from various sources that the magnitude of growth of the industry for security guards is likely to be 35% per annum. Given this, the EGMM identified this as a focus area for training and placement for rural youth with minimum 10th class qualification and specified physical stature. The EGMM trains them to clear the preliminary screening for security guards with G4S, a large multinational security services company. The programme has placed around 4775 youth under the programme currently.

This study, entitled “The Sentinels of Hope” was undertaken to understand and quantify some of the changes taking place in the lives of these youth and their families because of them having moved from being unemployed or unorganized labour to the organized labour segment. The main objectives are:

• To understand the socio economic and other effects of transforming rural youth from informal to organized labor markets on them and their families.

• To document case studies of the youth, thus qualitatively describing the impact of the intervention.

A sample of 100 individuals from the three districts of Karimnagar, Ananthapur and Chittoor was contacted. These individuals were working as security guards in Hyderabad and Bangalore, their families were interviewed in their native villages. The study also conducted Focus Group Discussions and interviews with key stakeholders in the implementation process.

The highlights of the study are summarized below.

• **The people in the sample:** 87% of the youth held BPL ration cards, 71% were either 10th pass or intermediate fail and 82% of the sample consisted of weaker sections. 84% of the respondents were associated with non-office bearing SHG members, and the source of information regarding the programme had been through the SHG channel.

• **Feedback about the training programme:** 65% think that the duration of the training programme is appropriate, 73% think the training programmes are well organized and 92% say that they have gained comfort with the English language after the training. 60% of the respondent households mentioned that these training programmes help their children to learn better skills.

• **Paying for the training:** 31% of the families said they would send another suitable family member for training, 23% of the families were interested in paying up to Rs. 2000 towards training fees.
• **Opportunities through the training**: 96% were selected as security guards in the first attempt. 89% think the advantage of this job is regular pay, 23% say this provides them an opportunity to pursue higher education in the city.

• **Perceptions about the job**: 76% of the respondents motivated more than one person to undergo the training, 60% found night shifts challenging, 86% worked overtime.

• **Change in self perception**: 100% of the respondents agreed that they possess better communication skills, 100% agreed that they possess better job related technical skills, 96% thought they spent less to get the job in comparison with their colleagues.

• **Salaries and savings**: Broad range of salaries, the study could only capture conservative estimates, ranging from under Rs. 4000 to Rs. 6000, 93% of the respondents spent under Rs. 3000 as monthly expenses, 79% still preferred to save money as cash in hand.

• **Financial benefits to the family**: 96% families receive remittance from their wards in the city, 61% of the wards send home between Rs. 1001 to Rs. 3000, 79% still preferred to save money as cash in hand.

• **Sources of credit**: Hand loans from relatives and/or friends increased from 67% before employment to 89% after employment as a source of emergency finance. Dependence on Local Moneylenders for emergency funds decreased from 74% to a mere 14%.

• **Quality of life**: 99% thought they could afford their preferred food, 98% responded that they could afford quality healthcare, 92% said they are less dependent on external sources of finance, 100% think they can now provide financial support to others, 100% of the respondents were more confident in dealing with their external environment, 81% think they can provide a better standard of living for their family members, 100% think that respect in the village for them and their family members has increased.

• **Newfound independence**: 100% of the households say that their son is not dependent on them now, 100% say he has started taking responsibility of the family, 99% say that he has developed a more disciplined life.

**From the FGDs, it was found that** The youth across all the three districts observed positive self development changes in the individuals who underwent training as security guards. All the groups found that the English Speaking ability of the job holders had improved and the working individuals expressed high confidence levels. The most interesting feedback from all the groups is that they did not observe any change in attitude of the job holders towards their counterparts in the village post placements. This implies that the getting a job has helped the youth to grow in a positive direction and share their experiences with others helping them find better opportunities to earn income.

The youth in all the districts perceive that respect for the families had increased because of the son/daughter's work in a salaried job.
1. Generating Employment in Mission Mode

1.1 The Programme
EGMM, Department of Rural Development, Government of Andhra Pradesh began its initiative in the year 2006, with the vision to create employment opportunities for the socially and economically underprivileged youth from remote villages, semi urban and urban areas. It is a unique initiative where both the public and private sectors play an important role to eliminate poverty by providing jobs to unemployed youth. The programme is focused on the employing the next generation of the large network of Self Help Groups created and nurtured by the Indira Kranti Pathakam (IKP). The programme is being run in 22 districts of AP with the help of Collectors, Project Directors, District Rural Development Agency (DRDA) and PO, Integrated Tribal Development Agency (ITDA).

1.2 Outreach
In the year 2005-2006, the programme has been successful in making a huge impact on their livelihoods by placing around 15,000 youth with multinational companies. In the year 2007-2008, the programme reached out to 47,908 youngsters. The individuals trained through EGMM are working with various sectors and the sector wise break-up of the EGMM placements for the year 2007-2008 is given below:

![Figure 1: Placements through EGMM](image-url)

The data is obtained from the website [http://www.rd.ap.gov.in/EGMM/Abstract-egmm.htm](http://www.rd.ap.gov.in/EGMM/Abstract-egmm.htm).
1.3 Strategy of outreach
While employment avenues are increasing rapidly in India’s fast-growing economy, there is a
dearth of human resource with the requisite skill-sets. In particular, many blue and low-end white
collared jobs in the security industry, data entry and the BPO industry require specific skills that
can be easily acquired.

On the other hand, there are large numbers of youth in rural and lower class urban and semi-
urban areas with minimum education, who, with proper training could take advantage of the
opportunities due to the growth in the economy. These youth often have limited options for
income generation through means that are highly susceptible to seasonality and market
fluctuations, etc. They aspire to acquire a job that provides them a regular income, but are either
ignorant of the opportunities or are not equipped with the necessary skills.

EGMM aims to facilitate bridging this demand-supply gap through a public-private partnership
model. Through their targeted training programmes, the EGMM augments their technical and
communication skills to help them gain entry into the competitive job market in appropriate areas
such as security guards, organized retail and others.

1.4 Implementation of the programme
EGMM is a community driven programme where the unemployed children of Self Help Groups
created through the IKP programme are targeted. The EGMM has taken a bottom to top
approach and the stakeholders involved in the effective implementation are represented in the
table below:

<table>
<thead>
<tr>
<th>Stakeholders</th>
<th>Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Committee chaired by the Honorable Minister, Rural Development.</td>
<td>• Meets once in three months to discuss and approve all policy decisions</td>
</tr>
<tr>
<td><strong>Vice Chairman:</strong> Principal Secretary, Rural Development. <strong>Members in the EC:</strong> CEO-SERP, CRD, ED-EGMM, Secretary- SEEDAP</td>
<td></td>
</tr>
<tr>
<td>State EGMM Unit</td>
<td>• Conducts planning of budgets, targets, training partners, training of project staff, placement and rehab and post placement support.</td>
</tr>
<tr>
<td>Collectors</td>
<td>• Support smooth implementation of the programme as a part of the DRDA programme in their districts.</td>
</tr>
<tr>
<td>Project Directors</td>
<td>• Leads the various activities related to the programme in their districts.</td>
</tr>
<tr>
<td>Jobs District Manager</td>
<td>• EGMM representative monitoring the activities related to the programme</td>
</tr>
<tr>
<td>Livelihood Associates</td>
<td>• EGMM representative reporting to JDM and monitoring the training programmes and recruitment</td>
</tr>
<tr>
<td>Job Resource Person</td>
<td>• Person within the community who interacts and motivates youth. Works in close</td>
</tr>
<tr>
<td>Association with the SHG Groups.</td>
<td></td>
</tr>
<tr>
<td>---------------------------------</td>
<td></td>
</tr>
<tr>
<td><strong>Trainees</strong></td>
<td></td>
</tr>
<tr>
<td>• Educated unemployed youth from within the community are trained. Various strategies are used to reach out to these youth, including job fairs.</td>
<td></td>
</tr>
</tbody>
</table>

On completion of the training programmes, the newly-skilled workers are put through the regular screening and recruitment process of the partner company.
2.0 Security Guard Training Programme
There were primarily two drivers for the EGMM to enter the Security Guard Training space:

- The high growth rate of the security space: Given the growth rate of nearly 35% per annum, and IT parks and multinationals making their presence felt in India, there exists a large demand for human resource involved in security and housekeeping services.

- A large number of fly-by-night operators in the emerging space: The presence of many operators who would cheat the rural youth with promises of secure jobs in large companies.

“There used to be are around 900 fly by night operators in the business of security guards in Andhra Pradesh alone. They would lure the rural youth with the promise of providing them with secure jobs and not pay them any salary.

In cases where they were actually placed, the youth were exploited with longer than permissible hours of work, and reduced payments with no benefits like ESI and PF.

Apart from the growth story, this was one reason why the EGMM decided to enter the space, hoping that the entry of a large Government Agency would stop this exploitation.

We have observed that most of these fly by night operators have now shut shop, which is an added plus point apart from providing the good opportunities to the right individuals.”
Meera Shenoy, Executive Director, EGMM

The EGMM programme grooms suitable and motivated youth through a fortnight-long training programme. This training programme does not cost the youth anything, as their training fees and classrooms are taken care of by the agency.

G4S Corp. is the company that currently absorbs most of the trained candidates after putting them through a selection process. Upon clearing the selection process they youth are trained with G4S before they are deployed at a client location.

G4S is a $2 billion company with 124 branches and employing 340,000 employees globally has a track record of paying decent salaries and providing opportunities for career growth to the aspiring youth. The salient features of the job with G4S Securities are given in the table below:

Table 1: Salient Features of the Security Guard Profile

<table>
<thead>
<tr>
<th>Salient Features</th>
<th>Particulars</th>
</tr>
</thead>
</table>
| Salary           | - Pays a starting monthly salary of INR 3710 *during the period of study* for working 8 hours per day for 26 days / month. G4S has hiked the monthly salary to INR 4500 since April, 2008.  
- There is scope to earn more through working in shifts. |
The Sentinels of Hope

<table>
<thead>
<tr>
<th>On an average, they earn INR 6000 per month.</th>
</tr>
</thead>
<tbody>
<tr>
<td>The salary is debited in the individuals bank accounts (a salary account) and is withdrawn through ATM.</td>
</tr>
</tbody>
</table>

**Insurance Coverage**

- All the employees are covered under the Group Personal Accident Insurance Policy.
- Sum Assured is INR 1,50,000

**Other Benefits**

- The employees are eligible for Provident Fund, ESI and Gratuity and Superannuation policy.

**Promotions**

- Eligible guards can grow up the ladder through written and personal interviews.
- Suitable guards can become home guards in a six months period and posted as the vacancies arise.

Most of the individuals who have undergone the EGMM training are placed in cities such as Hyderabad and Bengaluru/Bangalore. Apart from this, there are around 10 individuals who have been trained and placed with G4S Securities in Dubai with proper work permits and a part of the investment channeled through bank loans.

This training program is developed and delivered through industry experts and designed to enhance the technical, English speaking and soft skills of the youth to help them clear the screening interviews conducted by G4S.

**2.1 Objectives and methodology of the Study**

EGMM has been running the security guard programme since two years and around 4775 individuals have joined the security services sector in the year 2007-08. While they Mission has undertaken to understand the changes and developments at the village level, there was a need to document the changes in a formal manner.

The EGMM commissioned Intellecap to undertake a study to understand the changes. The main objectives of the study are:

- To understand the socio economic and other effects of moving the rural youth from informal to organized labor markets on them and their families.
- To qualitatively describe the changes in their lives through case studies.
The study was undertaken by interacting with major stakeholders involved in the implementation of the programme.

Beneficiaries of the programme:

- Youth working as security guards—the study attempted to reach out to those youth who had been working for at least one year or more
- Their households in the villages / home towns
- Youth undergoing trainings / motivated to take up trainings in the villages
- Village Organizations

Key Respondents:

- Collectors
- Project Directors
- Village Organizations
- Job Resource Persons / Volunteers
- Community Coordinators
- G4S Securities staff

Figure 2: Map of the Study Districts
The study can be described in five stages, as in the table below:

<table>
<thead>
<tr>
<th>Stage Number</th>
<th>Activity</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>One</td>
<td>Developing tools for data collection</td>
<td>Specific tools were developed for data collection from the primary respondents of the study.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Respondents</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Survey Tools</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Individuals working as security guards</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Individual Questionnaire(^2), Case Studies(^3)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Family members of the security guards</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Household Questionnaire(^4)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Youth at the village level / Village Organizations</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Focus Group Discussion(^5)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Key Respondents</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Personal Interview</td>
</tr>
<tr>
<td>Two</td>
<td>Pre-testing of the data collection tools</td>
<td>• Interacted with a few successful security guards from Warangal district(^6).</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• The tools were modified based on the responses from the individuals, their family members and the focus group discussions at the village level.</td>
</tr>
<tr>
<td>Three</td>
<td>Logistics, Sampling and Planning</td>
<td>• Sample of 100 individuals was surveyed(^7)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Documenting 12 Focus Group Discussions with the village youth and village organizations (members of Self Help Groups / Federations).</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 30 case studies of the individuals where a substantial improvement has been noticed in their standard of living due to the regular income earning</td>
</tr>
</tbody>
</table>

\(^2\) Refer to Annexure 2  
\(^3\) Refer Annexure 4  
\(^4\) Refer Annexure 3  
\(^5\) Refer Annexure 1  
\(^6\) The districts that are not part of the sample had to be chosen and the district nearest to Hyderabad was chosen to save time spent on pre testing of tools.  
\(^7\) The field survey was conducted by a team of four field investigators, supervised and assisted by Intellecap staff. The field survey team administered interview schedules that were translated in Telugu to the security guards working in the Hyderabad and Bangalore and to their respective family members.
opportunities.

| Four | Data Collection | • Field visits were undertaken between the 30th of Jan and the 26th of February 2008  
|      |                 | • Interview with the Security Guards working in Hyderabad and Bangalore  
|      |                 | • Interview with the family members of the security guards in their villages.  
|      |                 | • Focus Group Discussions at the village level  
|      |                 | • Personal interviews with the various district level  
|      |                 | • Visits to EGMM training centers were made for better understanding of the programme.  

| Five | Data Entry, Cleaning and Analysis | • Data collected in the hard copies was digitized and cleaned  
|      |                                | • Data analysis and report writing undertaken  

### 2.2 Limitations of the study

While the team made all attempts to ensure the veracity of the data collected, the team faced some challenges in collecting data regarding the exact incomes per month of the interviewees. In the light of them being reluctant to provide complete details, their base salaries have been taken for analysis. All income figures reported are on the conservative side.

The design of the study called for interacting with respondents who had been in the job for at least one year in order to ensure that there were noticeable changes. However, due to a sufficient number of such individuals not being available, the team did end up interviewing a few respondents who were less than one year old at the job.

The EGMM team in Chittoor was completely new, and the study team was unable to trace back any suitable cases worth documenting for case studies in the district. As a result, the cases are from Karimnagar and Ananthapur.
The Sentinels of Hope

3.0 Hope at the Doorstep

3.1 Profile of the respondents

- 87% held BPL ration cards
- 71% were either 10th pass or intermediate fail
- 82% of the sample consisted of weaker sections

The breakup of the sample from the three districts is given below. Chittoor, being the oldest district for the intervention, has the largest sample.

The study reveals that 87% of the individuals interviewed are from poor families and hold BPL ration card. There are 2% of individuals from families holding Antyodaya cards, about 9% are from APL category and 1% are Annapurna card holder.

86% of the respondents are in the age group of 18 to 30 years. Only 12% of the respondents were married. The minimum educational qualification required for getting employed with G4S Securities is 10th class / matriculation. Of the sample of 100 respondents, 71% are 10th pass and 22% have qualified in their intermediate examination. Around 7% of security guards are qualified graduates.

Given that SC/STs/OBCs and Minorities comprised of 82% of the sample, it seems to positively reflect on the targeting of the EGMM intervention.
To substantiate the success of EGMM targeting the unemployed, the study results show that about 61% of the respondents used to be dependent on their families prior to the job and rest 39% were involved in activities such as agriculture, agriculture labour and wage labor.

It can be seen from the sample that 59% of the respondents had been working for more than a year.

3.2 What the youth said

- Source of information regarding the programme has been through the SHG channel and EGMM
- 84% of the respondents were associated with non-office bearing SHG members

3.2.1 Channels of Communication

The three major formal channels of educating the youth about the security guard training programme were found to be Self Help Groups, IKP personnel and Job Resource Persons / APM (Jobs) of EGMM working at the village level. Among the informal sources of information friends played an important role in disseminating information about the training programmes.

The other sources of information include advertisements in newspapers, television, radio etc, which accounted for only 9% of the respondents.
Further it is noticed that the SHG member in the family of only 16% of the respondents were leaders / office bearers in SHG federations / Village Organizations. This point to the equitable opportunity provided by EGMM.

The study reveals that about 78% of the security guards were motivated to undergo the training programme by their family members while the rest were influenced by their friends, relatives and village leaders.

3.2.2 The Training Programme

- 65% think that the duration of the training programme is appropriate
- 73% think the training programmes are well organized
- 92% have gained comfort with the English language after the training

We attribute the success of the EGMM Programme in Ananthapur to the proper coordination between Velugu and EGMM Personnel. The officials working in Velugu always include “Info on EGMM programmes” as an agenda point in all the meetings being held of Mandal Samakya, VO and SHG Level. The children of SHG members are working as tailors in the textile firms of Mumbai and Bangalore and this had a very positive impact on the repayment rates in SHGs.

Ms. Aruna Kumari, Area Coordinator, Ananthapur

One special aspect of the EGMM training programmes is that they have been evolving with the needs of the trainees. About 30% of the respondents working as security guards mentioned having undergone a 10-day long training module while 60% of them have been trained for 15 days.

Interestingly, only 13% feel that a 10 day programme is sufficient to impart the necessary skills, while 65% find 15 days to be the ideal duration of the training programme.

The general opinion about the training programme is that it is well organized (73%) and is facilitating
The aspiring youth to learn the required skills to face the job interviews conducted by different security services companies. 16% of the respondents mentioned that the EGMM training programme takes care of their expenses.

The major impact of the training has been an improvement in physical their comfort levels with the English language, and 57% mentioned improved physical fitness amongst others.

60% of the respondent households mentioned that these training programmes help their children to learn better skills, 21% mentioned that these programmes helped them to understand various other career opportunities and 19% view the training as an opportunity to earn a regular income.

<table>
<thead>
<tr>
<th>Views on Programme</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Well Organized</td>
<td>73</td>
</tr>
<tr>
<td>Take care of our expenses</td>
<td>16</td>
</tr>
<tr>
<td>Focused training</td>
<td>8</td>
</tr>
<tr>
<td>EGMM staff are reliable</td>
<td>3</td>
</tr>
</tbody>
</table>

This is a very good source of regular income, and I can also increase the amount I earn by doing overtime.

_Jupally Kranthi Kumar, Chittoor_
3.2.3 Expenditure and Willingness to Pay

At present, the EGMM is conducting trainings free of cost, which means that there are no training fees charged. In some districts, the Mission gives each individual a grant of Rs. 1200 to meet their expenses in the city till they get their first salary. Of the 100 respondents interviewed, 16 of them said that they spent money to undergo the training and the cost was incurred for traveling to the place of training, clothing, getting necessary documents etc.

When the respondents were asked for their willingness to pay for similar programmes, 42% were willing to pay money. Of the 42%, around 30% of the respondents were willing to spend less than Rs. 2000 while the rest 12% said they were willing to pay more than Rs. 2000. This reluctance to pay could be due to the effect of having received the same training for free in the past.

The family members of the respondents showed a similar response when asked for their view on the willingness to spend for job related training programmes.

- 31% of the families said they would send another suitable family member for training
- Only 27% of the households were willing to pay for similar programmes
- 23% of the families were interested in paying up to Rs. 2000 towards training fees
3.2.4 Selection and Placement of Security Guards

- 96% were selected as security guards in the first attempt
- 89% think the advantage of this job is regular pay, 23% say this provides them an opportunity to pursue higher education in the city

The study reveals that 96% of the individuals were selected in the first attempt itself. The reasons for rejection were given as height and communication concerns, and it is interesting to note that G4S has also made some compromises on the height aspect because of the shortage of manpower.

92% of the respondents were working with G4S as a security guard at the time of interview, while 8% mentioned they were with a company other than G4S.

About 89% of them feel that the advantage of being in this job is regular pay while 7% feel that this gives them an opportunity to understand various other career opportunities in cities.

The training from EGMM has made me self-sufficient. Now I can support my family and fulfill my dreams.

Rajireddy Subramanya, Chittoor
3.2.5 Extent of Influence on family and peers

- 76% of the respondents motivated more than one person to undergo the training.
- However, only 43% of the respondents mentioned more than one person being willing to shift to the city for the job.
- 60% found night shifts challenging.
- 86% worked overtime.

It is noticed that in the initial phase of EGMM programme, 76% of the security guards motivated more than one person to undergo the training. From discussions, these were likely to be their friends and siblings. However, respondents having more than one person willing to shift were only 43%. This might indicate a reluctance to undertake the job of a security guard, but it might also indicate a lack of courage to go out to the city and make one’s own living in an alien environment.

Interestingly it was observed that 74% of the security guards working in cities are not interested in bringing other family members / friends to take up the job of security guard to the city. One explanation for this could be an effort on the candidate’s side to provide the family a better life in the village itself because of his

Thorough counseling and proper guidance in the initial phase of training are the reasons for high retention rate of candidates from Ananthapur. The EGMM Personnel are laying more emphasis on mobilizing youth from naxal affected mandals and the interior areas to curb the anti-social activities in the district. They also keep track of the candidates working as security guards and address their grievances, if any post placement by directly interacting with the G4S personnel. They even managed to place more than 10 candidates in Ananthapur itself who resigned from their jobs in Hyderabad due to genuine personnel reasons.

As there is a huge demand in G4S for security guards possessing gun license, the district authorities are planning to issue license to the deserving security guards. The EGMM personnel along with the SP, PD are working with perfect synchronization to reduce unemployment in the district. Apart from the security guards programme, the authorities placed huge no of candidates in Mumbai and Bangalore in textile firms and the PD visits these cities on regular basis to keep track of the well being of the candidates. Finally, the district authorities plan to undertake the programmes on a large scale and are confident of doubling the no of recruits in the next year.

Mr. Sridhar, Collector, Ananthapur
When asked about the challenges being faced working as Security Guards, 60% mentioned night shifts. The security guards are paid for the night shifts, and most of them earn more than their actual salary by doing so. Their job involves lot of strenuous work and sometimes has to go for forced shifts due to lack of adequate manpower. All these are highly taxing on the health of the security guards and are becoming one of the major causes for youth showing a dislike.

“It was found that the youth working in Bangalore had to contend with more problems than those working in Hyderabad. They stated the following as challenges towards their work:

- EGMM authorities not paying Rs. 1200 and other allowances to the selected candidates to help them get through the first few days of living in the city.
- Lack of proper food, dismal living conditions, new language and lifestyle.

Our repeated initiatives to keep track of the selected candidates failed; hence we don’t have any information about the % of the people retained and resigned from their respective jobs. The approximate attrition rates in Chittor may be at 60%.

Based on the feedback, G4S Bangalore is providing lodging wherever possible.”

- Mr. Basha, Ex-Livelihood Associate, Chittor

In spite of disliking night shifts, 86% of the respondents mentioned working overtime, which would include longer shifts or night shifts. 61% also mentioned working on more than 4 overtime shifts in a month.
3.2.6 Career Growth Plans

Most of the respondents in the study had clarity on the next career growth plans and chose to move to professions in Military, Police Department, retail sector and other office jobs.

![Career Growth](image)

- 100% of the respondents agreed that they possess better communication skills
- 100% agreed that they possess better job related technical skills
- Surprisingly, 94% mentioned that they would not like to continue with the present job for long
- 96% thought they spent less to get the job in comparison with their colleagues

3.2.7 Self Image compared to Colleagues

The youth had a very positive self image with respect to peers who joined without the trainings.

![Self image of the youth](image)
3.2.8 Economic and Social Changes at the individual and household levels

- Broad range of salaries, the study could only capture conservative estimates, ranging from under Rs. 4000 to Rs. 6000
- 93% of the respondents spent under Rs. 3000 as monthly expenses
- 79% still preferred to save money as cash in hand

As mentioned, there was a hesitation on the part of the respondents to reveal the extent of their earnings, and hence the numbers in the earnings section are conservative estimates. The recorded salaries for the security guards ranged from less than 4000 to Rs. 6000.

The average monthly expenses of 93% of the respondents were under Rs. 3000.

Though initially my parents protested against my joining the training, they are now very happy about my bright future.

P. Sailaja, Karimnagar
96% of the respondents mentioned having bank accounts, and 5% mentioned having two bank accounts. 96% of the respondents mentioned that their company deposits their salaries in their bank accounts. While 69% of the respondents mentioned using the ATM facility provided by the bank accounts, only 28% mentioned using the savings facilities.

Figure 23: Bank accounts and utilizing banking facilities

- 52% of the respondents used their salaries to pay off old debts within 7-12 months
- 34% of the respondents bought a cell phone within six months of starting on their job
- 19% bought consumer durables within 7-12 months
- Health and house renovation were the other most mentioned investments

79% of the respondents prefer to save money in the form of cash in hand to meet any kind of emergency expenses.

Figure 24: Preferred modes of savings
3.2.9 Details of Remittances

- 96% families receive remittance from their wards in the city
- 61% of the wards send home between Rs. 1001 to Rs. 3000
- 79% still preferred to save money as cash in hand

96% of the households sampled for the study said their sons working in the city send money back to support their family expenses in the village.

61% of the respondent household received between Rs. 1001 and Rs. 3000 as remittance from their wards. 26% received between Rs. 3001 and Rs. 5000, while only 4% received above Rs. 5000 as remittance.

The frequency of sending money back to their families is mostly monthly and quarterly. The work experience of most of the individuals interviewed was above 1 year and an interesting fact is about 62% of them were sending money to their families only since the past 6 months.
It seems that the trainees take a few months to settle down in the city, and then begin to send remittances to their families in the villages.

3.2.10 Priorities for Expenditure
The security guards prioritize expenditures after joining employment, as is given in the figure below.

![Figure 27: Duration and frequency of remittance](image)

![Figure 28: Prioritization of expenses- Individual](image)
Utilization of the money sent to the families is for paying of old debts and renovation or construction of a new house. This clearly indicates that an improvement in the financial and living conditions of the individuals and their family members.

3.2.11 Changes in sources of finance

- Hand loans from relatives and/or friends increased from 67% before employment to 89% after employment as a source of emergency finance
- Dependence on Local Moneylenders for emergency funds decreased from 74% to a mere 14%

The data indicates that the working individuals have started depending more on the hand loans from friends and relatives. They might either be borrowing from friends who are also gainfully employed in the city, or their credit worthiness might have improved in the eyes of the relates they borrow from. Either way, it is a positive development, s they are able to access finance at zero interest.
The Sentinels of Hope

EGMM program has given me employment when I had no hope. My family members are very happy as I am now repaying the loan taken and the family finances are now stable to some extent.

Chintakindi Master Ramesh, Karimnagar

EGMM training has provided stability in my financial status. This is a very nice initiative by DRDA to economically empower the less educated village youth. EGMM training has infused an enthusiasm in me due to which I want to resume my studies and am confident I can achieve a Government job in future.

Dubbalu Devanjineyulu, Ananthapur

EGMM program gave stability by providing a nice job in a reputed company. I want to become a computer or data entry operator for which I am learning computers. This became possible only because I came out of the village through this program.

Deva Devender, Karimnagar
3.2.12 Perception of the Respondent on economic and social status

The respondents were asked to rate their perceptions and their way of living after getting a regular salaried job, it was found that better food was given priority. In case of the behavioural aspects of the respondents, all of them believe that they have gained self confidence in dealing with their external environment, and say that respect for him and his family has increased in the villages.

- 99% thought they could afford their preferred food
- 98% responded that they could afford quality healthcare
- 92% said they are less dependent on external sources of finance
- 100% think they can now provide financial support to others
- 100% of the respondents were more confident in dealing with their external environment
- 81% think they can provide a better standard of living for their family members
- 100% think that respect in the village for them and their family members has increased
- Only 26% mentioned that their spending clothing has increased
- Only 36% mentioned their spending on entertainment has increased
- 94% said they spend more time socializing

**Figure 31: Perceptions of the Individual-1**
3.3 Data from the Household

3.3.1 Social and Economic Status

The data collected at the household level reveals that there has been a substantial improvement in the living conditions of the family members and the findings are:

- 94% of the families say that they started having nutritious food.
- As stated earlier, in the expenditure pattern of the households, most of the households involve in improving their living conditions by repairing their existing houses or constructing new rooms. About 30% of the household have spent money for this purpose.
- 93% of the families purchased a new vehicle like cycle, motorbikes, bullock cart etc;
• 86% of them bought consumer durables such as television, refrigerator and other household items.

• 52% invested in creation of livestock that would result in further income generation.

• 99% of the families have reduced their dependence on the local moneylenders for financial support.

• 67% of the families feel that their credit worthiness has gone up in the village and it is now easier for them to get credit during their need because the villagers trust their repaying capacity.

• It is quite interesting to note that 97% of the households have improved their interactions with the villagers, and this indicates EGMM reaching the right segment of the people in the village and helping them to rise above their social status through this kind of programmes.

Figure 34: Household asset creation and entertainment

Figure 35: Household social and financial status
3.3.2 Perceptions of Household on the changing role of their ward

When asked about the role their son used to play prior to being employed through EGMM programme, 49% said their son used to be dependent on them while 47% said that the individuals now working as security guards used to earn money that was enough to sustain the family expenses.

The youth when employed and start supporting their family, their role in the family changes and they become a major influential and decision makers in the families.

This can be proved by the results obtained by asking the family members of the individuals interviewed in cities about the shift in the role of their son in the family.

- 100% of the households say that their son is not dependent on them now
- 100% say he has started taking responsibility of the family
- 99% say that he has developed a more disciplined life

Figure 36: Household feedback on ward

Figure 37: Changes in the ward’s role
3.3 Future Aspirations
The study indicates that only 3% of the respondents want to continue as Security Guards, while 38% of them want to join military force because they later being a government job is completely secured. 25% of them were interested to earn money for few years and then return back to their villages and start their own businesses. Respondents were keen to improve their standard of living and jobs through skill enhancements.

When the family members of the individuals were interviewed about 60% felt that they would see that their children are well settled and have a regular income source.

During the initial phase of the security guard training, due to the stringent selection process, the rejection rate after attending the interviews was very high and this created dissatisfaction among with the youth. At present, there is a significant turn around in the situation; however the number of youth willing to take up security guard job reduced. The youth who got placed in the initial phase are happy with their jobs and they are earning very well.

Ms. Vasanta, Community Coordinator, Karimnagar.
4.0 Analysis of FGDs

Twelve Focus Group Discussions (FGDs) were conducted, 4 each in all the three sampled districts. The participants of 9 FGDs comprised of only youth, 1 each of teachers and SHG women and one mixed group of youth and SHG members. Most of the participants had knowledge about the training programmes conducted by EGMM and the eligibility criteria of the youth to enroll in this kind of programmes. They knew that those who were trained will secure jobs in the cities. In Ananthapur, it was observed that the EGMM personnel and the Velugu officials are functioning in perfect synchronization to spread the message about the programme.

The perceived changes in the individuals already working as security guards are as follows:

- The youth across all the three districts observed positive self development changes in the individuals. The security guards working in the cities witnessed positive changes in the behavioral aspects, i.e. (Dressing, talking style and their confidence).
- All the groups found that the English Speaking ability of the job holders has improved and the working individuals expressed high confidence levels.
- The most interesting feedback from all the groups is that they did not observe any change in attitude of the job holders towards their counterparts in the village post placements. This implies that the getting a job has helped the youth to grow in a positive direction and share their experiences with others helping them find better opportunities to earn income.
- During FGDs, the youth across three districts mentioned that it is very difficult to get placement as security guards due to stringent selection process. They group felt that the selection process for the security guards programme should be loosened to accommodate more youth. Post training programme the youth felt that the government should provide accommodation enabling security guards to concentrate on the job.

JRP's are responsible to identify and mobilize unemployed youth from the mandals assigned to them. I am working for the past 6 months and have enrolled 20 youth for security guards programme of which 10 returned back to the villages, 7 are working as security guards and 3 have shifted to other professions. Lack of proper accommodation and high travel time were the reasons sited for the quitting the job. He says that only 10th class failed youth are willing to work as security guards and others are interested in computer training, primary school teacher training, land surveyor jobs etc.

-Ashok, Job Resource Person, Timmapur,
Regarding the changes observed in the families of the youth working in cities, the feedback is as follows

- The participants of the FGDs conducted in Karimnagar and Chitoor feel that there is no improvements in the standard of living of the families of the security guards, however the families of the Security Guards from Ananthapur district believed that there was a considerable raise in the standard of living.

- The youth in all the districts perceive that respect for the families has increased.

- The participants mentioned that there is no change noticed in the attitude of the family members towards the other villagers after their son started working.

The analysis of all the 12 FGDs show that although all of them believe that the programme is a successful means to create employment opportunities for the youth.

- There is only 1 group in Karimnagar and 4 groups in Ananthapur who treat this job like a government job. The groups in Chitoor feel that the jobs offered through EGMM programme are insecure.

- There are 2 groups in Karimnagar and all the 4 in Chitoor who do not prefer the job of the security guard where as in Ananthapur there is strong positive response among the youth to take the security guard job.

- The majority of the participants even felt that only the youth residing close to the district headquarters are benefiting from the EGMM Programmes and the youth in the interiors areas remain untapped. They mentioned that there is an impending need to reverse the trend.

“The youth residing close to the district headquarters are benefiting from EGMM programmes; however the youth residing in the tribal and interior areas are still untapped. It is of paramount importance to motivate these people as they are involved in tree felling and other anti-social activities. The district authorities along with the EGMM Officials are laying more emphasis on counseling pre and post placement and to setup half way home to address attrition rates. He felt that it is essential to screen documentary films on the EGMM programmes to motivate and mobilize youth from the interior villages.”

Mr. Veeramallu, PD, Karimnagar.

The general perception of the youth is that these kinds of training programmes help them to learn English and writing skills and equip them with some job related specific skills. The youth are willing to pay for this kind of programmes but majority of them are not interested in the security guard programme. The reason for this being they perceive the job of security guard does not have dignity of labor and involve hard work and physical strain. The participants of 10 FGDs are willing to spend money for computer training and soft skills provided there is an assured placement.
5.0 Looking Ahead

The training programme for security guards has greatly assisted the youth who have been part of it. EGMM also seems to have fine tuned the training programme as well as the process of selection and placement to make it much more effective at present.

However, there are challenges at multiple levels of the programme.

**Retention of the individuals** - the youth being placed are of rural backgrounds, and are often not used to the 24X7 service provision mentality that is prevalent in the cities. This is one reason why they consider the work of security guards to be stressful. Creating the mindset amongst the youth regarding the fast paced work environments in the city, and also a change in their perspective towards work would help a great deal in retaining the trained guards, leading to greater growth with the organization.

**Ensuring Standards of work and safety** - EGMM, being a socially responsible intervention, has made sure that they work only with companies that have the highest ethical standards with regard to labour laws and resource utilization. This ensures that the candidates whom they send to the city are safeguarded from the ill effects of exploitation, and that the placement is also safe for the fairer sex. However, there are many other opportunities in the city, and the youth, who are constantly on the look out to move up in life, are likely to be attracted to other offers. Since there likely to be insufficient due diligence on the offers that they get, it is a challenge to ensure that these individuals remain unexploited, and get a safe working environment.

**Infrastructure and adjustment in urban areas** - the infrastructure in the urban areas is very different from that in the rural areas. Often, a breakdown of infrastructure in urban areas is much more difficult to deal with than in the rural areas, where natural resources are abundant. Accommodation, water and food, all become challenges for the newly displaced youth, who have to cope with various aspects of the change including living away from home, working hard, and often having shared facilities and living spaces. Scarcity of water and altogether different types of food and changing food habits are also a challenge. Often, accommodation is difficult to find for unmarried youth, because house-owners often look for married and stable clients.

**Cost of living** - these youth are often placed with state of the art companies, and these companies are often located in the most expensive areas of town. This means that the youth have to live close to more expensive areas, and this drives up their cost of living. An attempt to bring down that cost often results in long commutes and hence a reduction in the standard of living for these youth.

**Other risks** - While living in the cities provides access to better healthcare to these individuals and consequently their families, there is a downside as well. Health and other risks would emerge
in the face of this rural-urban circulation of youth, and HIV/AIDS and other risks would need to be considered.

They youth are often able to make good the opportunity provided to them by the EGMM training programme, and the more ambitious and smart of would them go on to make a good living for themselves, while progressing in the area of their choice. These youth may require financial support during the transition, but more importantly, they need moral support. In order to help them cope easily with the changes, EGMM is offering displacement counseling to the youth, which is a welcome step. In addition, there are some other interventions that EGMM might consider to ensure that their good work through the training programmes impacts the beneficiaries positively in the long run:

**Temporary support for essential infrastructure**-In order to make this programme more successful, the Government of Andhra Pradesh is considering Half-way homes for the youth shifting to cities. This is a welcome initiative. In addition, the Mission could consider providing documentation certifying the good character/guarantee of the youth after due checking in order to help them secure accommodation and other facilities in the city.

**Local opportunities**- while EGMM has found it a challenge to find ethical business organizations, and has made the best of its tie ups with the companies that have high standards, it might be worth considering smaller but socially motivated entrepreneur outfits in various parts of the country. Social businesses are now a growing lot, and there is much happening in AP itself in the form of rural BPOs, organizations, etc. these interventions have the advantage of being ethical, because they are socially motivated, and also of having a distributed rural presence, helping the youth work closer to their home, and earn salaries that are comparable to their counterparts in the cities.

**Diversification of trainings**- there are many other areas in which the shortage of skilled manpower is acute, and EGMM could consider taking up trainings for new areas such as trained car drivers, office boys, domestic cooks, etc. Having the support of the state Government also makes the Mission best placed to respond to identifying and tapping local opportunities, which may be city or region specific.

Skills training and the kind of support that has been provided by the EGMM is commendable, as can also be seen by the responses from the youth. There are opportunities galore that are waiting to be tapped, and EGMM, with its mission mode implementation is sure to adopt strategies that reach out to and change the lives of many more rural youth and their families.
Case Studies of youth trained by EGMM
1. Building a New Life

The story of Mr. Anil Kumar

Early life
Anil was born in 1985 in a very poor family in Kadapa district, Andhra Pradesh. He had a small family of 4 people—father, mother, sister six years elder to him and himself. His home is located near Nirmala Convent and was a source of inspiration and motivation for him to study. Anil has been working since he was 11 years. His sister has been married off and his father expired two years ago.

From an early age he has been working very hard. Anil’s family did not own any land and his father contributed very little towards family income due to his drinking habits. Anil worked as a laborer, mason, carpenter, painter, etc. for bringing in money for the family.

His chores involved a lot of physical labour and this now seems to be taking a toll on his health. Anil has been suffering from body pain for quite some time now. But Anil is not complaining. He has always been self motivated to rise in life not just for a good life for himself and his parents but the society at large. Though his own life is full of difficulties and hardships; he has not shied from helping anyone in his capacity.

The first step
Anil came to Hyderabad when he realized that there are better employment and educational opportunities in the city as compared to his village. He had only Rs. 600 in his pocket and had no idea where to go or what to do. Coming to a metro city from a small village with no idea about the future course, less money and high cost of living in the city Anil had a long way ahead. His only assets at that time were his determination and strength of motives. Anil believed in charting his own path and seized any opportunity coming his way with both hands rather than waiting for some charity.

He used to have only one meal in a day or go without food for the entire day to save money. He had not only to support himself in the city but also his parents in the village and his further education. He started working at the wage rate of Rs. 40 per day. Then he got a chance for working in a Chemicals factory. The work was very tough as well as dangerous because they had to deal with chemicals with strong concentration. The supervisor had warned him that nobody is able to work there for more than six months because of the strenuous and hazardous effects it had. But Anil stuck with the job for almost a year. His salary at that time was Rs. 1800 per month.

By then he had taken steps towards pursuing his education and visited a Government school. He approached a teacher Ms. Laxmi, who suggested him to meet Mr. Karnakar Reddy, the
The headmaster of Reddy Foundation who would help him better as he was very poor and the foundation would support all his requirements of books, tuitions, dress, etc. He studied Hindi, Telugu, Social Science, Mathematics and General Science. He took tuition for some days from the teachers for Mathematics and Hindi, but studied rest of the subjects on his own. Anil cleared the SSC examination in his first attempt despite the pass percentage of his class being low. He is very thankful and feels obliged to Ms. Laxmi and all other teachers who have helped him in his studies.

**EGMM Happened**

Anil’s father was a home guard for 28 years and was known as a freelance fight master. So Anil too wanted to try out his luck in this field. From his childhood he had dreamt of becoming an army commando or a police officer. So he thinks that taking up the job of a security guard was his natural course of action towards fulfilling his dream. His first formal employer was Falcon Securities who paid him a salary of Rs. 2500 per month. Though a better salary than before, Anil was not satisfied with the supervisor because of his erratic behavior. He says he believes in hard work and learning from every job he does but he did not get such an opportunity there and was not treated very well. He was sending Rs. 1000 per month back to his village and in addition supporting two nephews whom he had invited to Hyderabad so that they may also get better opportunities to work and study. His nephews though are not quite enthusiastic about taking up a job as Security Guards and want to do some course in computer systems.

He did not spend anything on himself except for the bare necessities of food, clothing and housing. He says, “I have never seen even a movie in a theatre. While my colleagues used to watch movies and drink, I work overtime.” One of his colleagues told him about Protex Securities and suggested him to apply for the job. He liked this place more than before as he was treated well and also got the chance of working overtime and earn more. He was in this job for a longer period and took a break when he had to go to the village to see his father who was seriously ill. His father was a patient of Tuberculosis and had also developed throat cancer. He was treated in the nearby town and was sent home after some recovery. He wanted to take his father to Chennai for advance cancer treatment but his father didn’t give up his drinking habits and expired after three months.

Despite the entire struggle and the varied work experience Anil was not getting what he wanted. In his own words, “I was not able to progress and climb the next step in the ladder.” He felt stagnated with no further salary increments and roles/responsibilities extension. He then took the initiative of putting up an application with the SP office for working as a Home Guard. He was given various assurances and promises but nothing was materializing and he was getting disheartened though he continued with his job with previous zeal. Then one day, his persistence paid off and he got a call from the SP office for attending the EGMM program conducted by the
The Sentinels of Hope

Government of Andhra Pradesh in collaboration with G4S.

Anil believes that as soon as he heard of it he understood that this was a great opportunity for him. He had not even thought of getting any professional training for his job position or that it would become his means of growth and progress. The enthusiasm and confidence that Anil was exuding was very noticeable when he spoke about the EGM program. He says that there were many people who came for the training because it was free, conducted by a Government agency and gave job guarantee. People came through DRDA, Panchayat office, etc. Anil is glad that he took the initiative on his own. They took physical measurements of the candidates- chest, height, weight, etc. and a batch of 60 students was selected for a 10 day training program for Security Guards. Anil believes that the training was comprehensive and did not just include running exercise, etc. They were imparted basic training in many aspects like English communication, Personality Development and basics for dealing with the people, which he thinks are the biggest asset in today’s competitive world. He has picked up the language fast and at present also struggles to find some extra time to learn the language. He also appreciates the Personality Development sessions and explains very vividly what all he has learnt in that class. The other two sessions included Physical training, some Karate exercises etc.

He was placed with G4S after the training. He said, “I had heard that it is one of the best security agencies, is employee friendly. I wished that they pick me.” But he was nervous because he was neither the tallest nor the person with best built in the batch. He was the second person to be picked by G4S from their batch and he was very excited. After the selection, G4S also gave them another round of formal training for 10 days with full expenses paid. After the training the selected people were asked to appear for a written test which Anil was able to clear in first attempt. After wards, the company gave him a chance to select his area of choice for working whichever is close to his place of residence. Since then Anil has been working with the Jubilee Hills branch of G4S, drawing a good salary and there is lot of work with the company to offer if the person is willing. Anil very proudly says that the salary of a person working at routine times is close to Rs. 6000 but since the day he has joined he has never taken home a salary less than Rs. 9000 and many times exceed Rs. 10000 as he takes up overtime duties. His roles and area of work has not been restricted to serving as a standing guard all the time. He has learnt and trained for sometime in operating security systems. While working for QUALCOMM he was responsible for taking care of the registration desk and other responsibilities as well. At present he is working for Amazon which is a call centre. He has been entrusted with the responsibility of escorting the female employees to their home in the office cab after their shift gets over. So he is not only enjoying the work but is also getting to learn a lot of things which he thinks will help him in future.

Personal Life
Anil follows Christianity and is quite philanthropic in nature. He loves doing charity as has been taught by Church and Bible. He cites various incidents when he has helped poor people. He has donated notebooks, pencils, food, etc. in the orphanage and old age homes. He sets aside 10% of his monthly income for this purpose and makes special contributions on the Christmas. He says he wants to do more but his current levels of income do not permit him to do so. He pledges that once he starts earning more he will definitely do more for the needy.

Working within the software and technology sector as a security guard Anil has also developed a
liking for getting into this field. His immediate plans are to complete his degree education, learn some spoken English and also computer operations so that he can apply as a Computer operator or Systems person sometime. Though he still aspires to be a police officer, he doesn’t want to stay at the lower positions as they don’t have the capacity to bring changes. He knows that merely thinking won’t help and has already taken steps towards achieving his goals. He has enrolled himself in the B.A. course by Ambedkar Open University. His subjects are Political Science, Public Administration and History.

Anil had taken a loan of Rs. 20,000 for his father’s treatment and later for his funeral processions. The loan was taken without any mortgage from friends and relatives and the interest rates were 3-5% per month. But his job has allowed him to repay the loan fast. Anil has started investing his income in various schemes now. He invests an amount of Rs.2500 per month in chit funds. He is also building a home in Hyderabad under the Indiramma Yojana. He is proud and confident of his investment decisions. He is also planning to invest some amount in getting an LIC policy, which shows that Anil intends to improve his standard of living and aspires to have a respectable social and economic life.

A snapshot of Anil’s life

1985: Born
1996 to Nov 2003: worked as a laborer in village
Dec 2003: came to Hyderabad
Dec 2003-Sep 2005: Performed a multitude of tasks
Jan 2004: Started studying in Dr. Reddy’s Foundation
May 2005: Passed 12th Std.
Sep to Nov 2005: Worked for Falcon securities
Nov 2005 to Apr 2006: Worked with Protex Securities
Mar 2006: Submitted application in the SP office for home guard
Apr 2006: Returned to village to look after father

Sept 2006: Father expired
Jan 2007: Got a call from SP office to attend the EGMM program for security guards. Selected by G4S
Feb to Oct 2007: Worked with Accenture
Nov 2007 to Apr 2008: Worked with Qualcomm
Mar 2008: bought a house under the Indiramma yojana
Apr 2008: enrolled for B.A. in Ambedkar Open University
May 2008 onwards: Working with Amazon call centre

Anil is not very fond of the village life though he misses his mother and sister. His mother is alone in the village and her sister looks after her. So he has started sending the money to his sister so that she and her husband don’t feel the extra financial burden of feeding their mother. He is also reconstructing the house for his mother. He is also extending help to the people who helped his mother during the time of his father’s death. Despite doing all this he still has a feeling of not being able to do as much as he should as an only son. He is confident that the training received from the EGMM program and the work he is doing for G4S currently will always play an instrumental role in his life. They have provided him good opportunities to learn various aspects of the job and now will increase his horizons to achieve what he wants to.
2. On an Exploratory Voyage

The story of Mr. Subba Reddy

Early Life
Subba is from village Kochamreddipalli in Viyanpalli mandal, Kadappa district. Besides his parents, they are three brothers in the family Subba being the eldest. He is 21 years old and his younger brothers are of 14 andears. He is educated till class X from the Government school in the village. His younger brothers are studying in ITI and aspire to go to Singapore for further studies and employment prospects.

Looking at the Subba’s family assets it seems they are not very poor. They own five acres of land and ten buffaloes. But digging a bit below the surface, the hardships that his family had suffered came to the fore. His family’s source of income was farming and dairying. Prior to joining the EGMM programme Subba was also involved in these activities. His family income was Rs. 10,000 per month. Some of the milk was sold in the village while most of it was sold to a middleman coming from another village.

The Unfortunate Incident
His family suffered a major setback and came under great financial crisis when his father lost both his legs in an accident in 2006. He was hit by a Sumo while coming back home on a bike with a friend. The sumo driver ran off after hitting him and it was too late to take him to hospital. Both his legs were amputated. Thus the entire responsibility of his family fell on his shoulders. They also had to take loans for his father’s treatment. The loan was taken from one of his grandfather’s friend at the rate of 3% per month. The good part was that they did not have to mortgage anything in return. This loan was in addition to the earlier loans taken by his father and grandfather on previous occasions. He reminisces that this debt is being carried and multiplying since a long time and at that time stood at Rs.500000. His family was facing a very tough time, as their expenses were more than the income and his father himself becoming dependent on them after the unfortunate accident while his younger brothers were still studying.

He was feeling helpless and could see no option of bailing his family out of this crisis. He was planning to buy more buffaloes but had no money to do the same neither they had any option of augmenting the income.

Something which changed his life: EGMM program
Subba’s mother is a member of an SHG called ‘Ramaa’ and she came to know about the EGMM program through DRDA in one of the SHG meetings. When Subba came to know about this he decided to grab the opportunity and join the training. While he was eligible for the EGMM program; his brothers were younger than the eligible age and hence he came to the city alone to try his luck. Though his family was quite supportive of his decision, his mother was a little
apprehensive about sending her son to the city where he was alone and knew no one. She had heard various stories of exploitation of villagers in the city. But seeing no other option and hoping for some positive result of his joining the programme Subba set out for the city. He came to Hyderabad with a borrowed sum Rs. 3000 from the same person. He was determined to prove himself and started off with his training at EGMM. Subba says with a tone of great relief in his voice that “Had EGMM not happened, God knows what would have happened to my family. Probably my brothers would have left their studies and all three of us would be doing some contracted labour.”

After he came to Hyderabad his brothers took the responsibility of agriculture and dairy with their mother that took care of the monthly household expenses. The money sent by him back home was used to pay the debts. His monthly income is Rs. 6800 and he does five overtime duties per month to earn around Rs. 8000 per month. He sends Rs. 4000 per month to his home, after keeping some amount for his own expenses.

About the EGMM program he remembers that there were 15 people in his batch who received the training. Among them he was the only one who stayed in the city and started working with G4S. Some were rejected and some thought the job to be very tough and hence went back to their villages. Subba accepted the challenge. He now lives in a men’s hostel in Kukatpally the rent of which is Rs. 2000 per month. His co-workers were very helpful and he did not have much problem in finding an accommodation. He has taken a bus pass for his daily commuting. He is working for an Construction company named Maducon whose office is in Hitech city. He is happy with the work environment. His duty is record keeping at the main gate. He records the names of people and notes their vehicle numbers coming to office. He is very thankful for the training received in the EGMM program and is willing to attend any other similar training programs.

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>1987</td>
<td>Born</td>
</tr>
<tr>
<td>2006</td>
<td>Father met with an accident and is handicapped</td>
</tr>
<tr>
<td>2007</td>
<td>Came to Hyderabad to join EGMM program. Got a job with Maducon</td>
</tr>
<tr>
<td>2007</td>
<td>Period of difficulty, no way of augmenting income... Increasing loans</td>
</tr>
<tr>
<td></td>
<td>Large amt of loan repaid as family income increased by Rs. 8000 per month... plans to study</td>
</tr>
</tbody>
</table>

**The turmoil of Subba’s Life**

**His Dreams**

He has not built up any assets in the city except for buying a wrist watch and a colour television. Due to his efforts; his family has been able to repay a loan of Rs. 3 lakhs so far. He is also planning to expand his dairy business and is planning to buy some buffaloes in future, with his savings. Subba has very enthusiastically propagated about the benefits of the program in his
village. His success has inspired six other boys from his village most of whom were his friends to come to the city and attend this program. He has helped them in whatever way possible for him. They have also benefited a lot from this training and have joined G4S as security guards.

Subba also aspires to pursue his further studies and take exams for class 12th with Physics, Chemistry and Mathematics as his subjects but has not yet taken an admission because of time and money constraints. He is planning to enroll for the same by the end of July. One of his friends has told him about an option of “Earn while you Learn” and he is weighing both the options. He says that the programme has given him a purposeful life and has broadened his horizons to take further steps towards a better life.
3. A Man of Determination

The story of Mr. G Nagaraju

Early Life
23 year old G.Nagaraju is a resident of Kurnool District, Devanaconda Mandal. He is the sole male member in his family and has the responsibility of his mother and younger sister. His father expired because of some unknown illness, when he was just five years old. He reminisces that his mother has worked very hard to provide food and education to her children. He too has been working for the past 7 years. His sister is 16 years old and is doing her SSC in the village school.

He completed his SSC from village in 2001. He was a good student and was interested in studying further but couldn’t carry on because of the dwindling finances and the expectation of shouldering the family responsibilities. Since then he was working as a lineman at Telephone exchange in village on a contract basis.

His mother distributed milk to the other households and nearby areas and barely earned Rs.800 per month. His own salary as a lineman was only Rs.1500. Nagaraju says that though this income was sufficient for our sustenance but it did not ensure security. The family faced very hard times and sometimes, there was no work and thus no income, so they had to go without food as well.

Joining EGMM
Then a Job Resource Person, from Pathukonda Village contacted him for the employment opportunities available. Nagaraju responded quickly and considered it to be one of the golden opportunities to get out of the vicious circle of financial constraint and everyday problems. Unfortunately Nagaraju could not clear the interview and was not selected for the program. But Nagaraju understood that this program can have a great positive impact on his life. He was determined and started working on the points he thought were insufficient for him to be selected for the program. He learnt speaking in English as well as Hindi. Now he again contacted the Job resource person six months later. His efforts paid off and this time he was selected for the training program by EGMM.

Training Session at EGMM & G4 Securities
Nagaraju is very happy from the kind of skill training he received during the training program. He was taught spoken English and given classes in Personality Development which taught him how to deal and behave with people. This program was conducted at Bithandrapatu in Kurnool district, his native place. All the expenses for food, and stay were borne by the DRDA. The duration of
training was 10 days. There were 20 more people along with him. After the completion of training period, they were brought to the city for employment with the G4S securities. Nagaraju was able to clear the selection process and thus got the employment contract with G4S people. It was the result of his confidence in himself, his sincerity towards learning and the initial training provided by EGMM.

After being selected by G4S for the job, he was further trained on for the next ten days. Training was given for the first aid, how to control fire in case of any fire break out, safeguard security, material checking, both incoming and outgoing. After completion of his training period, he was asked to report at the East Maredypally branch of G4S office. After completion of G4S training DRDA gave Rs.1500 as the support money to him, along with Rs.450 for the other expenses like belt and shoes for the job.

Deputed to DELL
He is now working for Dell in Hi tech City as an escorting person for the employees working in there. It is a twelve hours job and he is currently working in night shift. He is quite satisfied with his job and Supervisors.

Income Levels and Economic Status
His income has now gone up from Rs.1500 per month in village to around Rs.7000 per month. But he generally earns upto Rs.9000-10000 as he gets to do overtime duties.

His sister is still in village and is staying with their uncle for completing her SSC. He visits his sister once every month to see her progress and to provide emotional support to her. As a result every month he has to spend Rs.1000 for the commuting expenses. As and when required he sends money to his uncle, in order to finance her books and other requirements. Till now he has sent Rs.2000 within three months for her education expenses. After settling in his job he had called his mother from village to stay with him. Since past three months, his mother is staying with him. He is now staying in a flat with his mother and is paying Rs.1500 as rent per month along with additional Rs.2000 as maintenance (including water bill, electricity bill).

He had taken a loan to get his mother treated for malaria one and a half years back. He had applied for a loan under Rajeev Shakti program, run by the Government, offering subsidized loans, but his application was rejected. Seeing no other alternative, he took a loan at the rate of 2% per month from one of his friends. Despite the recurring expenses in the city, he has been saving some amount in order to repay this loan. He would be able to repay the whole amount by next month, along with the interest due on it.

Hyderabad Blues: Problems confronted
Initially, when he came to Hyderabad after completion of training session he had to face a lot of problems like searching for a good accommodation, adjusting to the new way of life and commuting problems from his work place to his home. In this hour of need, his colleagues helped him and provided the required emotional support during the transition phase of his life. Now since his mother is with him, he is at peace with himself and quite satisfied with the way his life is moving on.
Helping his friends!!
Since he was quite satisfied with the training sessions of EGMM, he also asked his friends to join the same. He proudly informs that two more of his friends have joined the EGMM program and are now undergoing the training by G4S.

Future Plans:
He still has the urge to learn more and pursue his studies further. So, after consulting his friends at his native place; he has joined Dr. B.R. Ambedkar Open University for doing his B.A. He has taken Political Science, History, Public Administration, English and Telugu as his subjects. He will study through correspondence program so that he may continue with the job.

Nagaraju is now settled in the city and has started learning its ways. He has his account with Andhra Pragati Grameen Bank, also known as Rayalseema Bank, Derakonda Branch. This bank has no branch in the city so he operates his account through ATM card from the AXIS Bank ATMs. His immediate plans are focused on repaying the loan and his sister’s education. He has an optimistic attitude towards life and hopes to gain a stronger foothold in the city soon. His face was brimming with hope and confidence to get his dreams fulfilled.
Annexure 1: Focus Group Discussions

Focus Group Discussion 1

<table>
<thead>
<tr>
<th>Facilitator Name</th>
<th>Venkat &amp; Dandu</th>
</tr>
</thead>
<tbody>
<tr>
<td>EGMM Staff</td>
<td>-</td>
</tr>
<tr>
<td>Village</td>
<td>Veparala</td>
</tr>
<tr>
<td>Location</td>
<td></td>
</tr>
<tr>
<td>Panchayat</td>
<td>Veparala</td>
</tr>
<tr>
<td>Mandal</td>
<td>Rayadurgam</td>
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<tr>
<td>District</td>
<td>Ananthapur</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Group</th>
<th>Youth</th>
</tr>
</thead>
<tbody>
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<td>Female</td>
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<tr>
<td>Male</td>
<td>8</td>
</tr>
<tr>
<td>No of people who has passed 10th</td>
<td>20</td>
</tr>
<tr>
<td>No of people who failed 10th</td>
<td>15</td>
</tr>
<tr>
<td>No of respondents who are inter or above</td>
<td>10</td>
</tr>
</tbody>
</table>

Excerpts of the group

The group has awareness about the training programme and has the details of the same. They are quite aware of the selection criterion and also the skills that will be imparted. Though none from the group has participated in the training, two of their friends of the group have undergone the training programme. They say that the trainings of this kind are quite beneficial. They opine that they have seen some major-yet positive changes in the lives of those who got selected and underwent the training programme. The changes were seen in the behavior, economical, social and other aspects of the respective families. They feel that their friend’s family is receiving great respect among the community and their financial demands are being addressed after the training. However they feel that some issues have to be considered in the future. Such as-

a) The criterion of height and weight and minimum education for the selection should be changed as most of the boys are being filtered.

b) The placements should be in villages but not in big towns as the cost of living is high in big towns

c) Training on Self employment opportunities should also be given

They say that the trainings are building confidence in them. As the trainings are free of cost, most of them are enthusiastic to take up them and get an employment in the future. They opine that they can pay a sum of Rs 1000-2000 as fee for training if they are assured of placements post-trainings. They also feel that training period should be not more than 20-25 days.

Excerpts from VO

<table>
<thead>
<tr>
<th>Name of the VO</th>
<th>Krishnaveni Gramasamikya Sangham</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name of the Leader</td>
<td>Boya Ramalaxmi (w/o Bhemanna)</td>
</tr>
<tr>
<td>Name of the CV</td>
<td>G. Thippesh (s/o Thippeswamy)</td>
</tr>
<tr>
<td>Name of the VO Animator</td>
<td>B Lalithamma (w/o Manjunath)</td>
</tr>
</tbody>
</table>
The VO says that DRDA has organized many trainings such as tailoring, driving, earlier. He/she says that their community is involved into many activities in the villages such as pulse polio programme and others and is aiding the village in many ways. He/she opine that a factory or small scale industry such as concrete or granite factories should be established in the outskirts of the village to provide employment opportunities for the unemployed youth.
Focus Group Discussion 2

<table>
<thead>
<tr>
<th>Facilitator Name</th>
<th>Venkat &amp; Dandu</th>
</tr>
</thead>
<tbody>
<tr>
<td>EGMM Staff</td>
<td>-</td>
</tr>
<tr>
<td>Village</td>
<td>Karthanaparthy</td>
</tr>
<tr>
<td>Location</td>
<td>Under a tree</td>
</tr>
<tr>
<td>Panchayat</td>
<td>Karthanaparthy</td>
</tr>
<tr>
<td>Mandal</td>
<td>Kambadur</td>
</tr>
<tr>
<td>District</td>
<td>Ananthapur</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Group</th>
<th>Youth</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of Participants</td>
<td>10</td>
</tr>
<tr>
<td>Female</td>
<td>0</td>
</tr>
<tr>
<td>Male</td>
<td>10</td>
</tr>
<tr>
<td>No of people who has passed 10th</td>
<td>16</td>
</tr>
<tr>
<td>No of people who failed 10th</td>
<td>10</td>
</tr>
<tr>
<td>No of respondents who are inter or above</td>
<td>12</td>
</tr>
</tbody>
</table>

Excerpts of the group

The group says that they got to know about the programme through women groups. The women groups helped in spreading the news about the DRDA security guards training programme. Though they are aware of the training, none from the group has participated. Only one of the villagers has participated in the training and got a job through the company. They say that the trainings of this kind are quite beneficial. They opine that they have seen positive changes in the lives of those who got selected and underwent the training programme. They feel that personality development skills that are imparted during the training programme are quite beneficial. The person who got selected and is doing job in Hyderabad is repaying his loans, clearing his debts and also supporting his family. The group feels that trainings in computers will also help them in getting employment.

The group members say that many people are free and are not doing any job. Hence such trainings will give them a scope of employment and aid them in gaining financial independence. Such trainings will also boost confidence in them. They say that poor families cannot afford to pay any fee for trainings hence they should be given at free of cost.

Excerpts of the VO

<table>
<thead>
<tr>
<th>Name of the VO</th>
<th>Swathi Gramasamikya Sangham</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name of the Leader</td>
<td>K. Prameelamma (w/o Satyanarayana Swamy)</td>
</tr>
<tr>
<td>Name of the CV</td>
<td>G. Thippesh (s/o Thippeswamy)</td>
</tr>
<tr>
<td>Name of the VO Animator</td>
<td>B. Lalithamma (w/o Manjunath)</td>
</tr>
</tbody>
</table>

The VO says that DRDA has been involved in many activities since 3-4 years. She said that the community provided loans for members of the group to buy material for the manufacture of cement bricks. She also said that a dairy farm and cattle farm have been set up in the village with their help. They are also proving the food for work scheme for women in their village. She says that trainings programmes like security guards, tailoring are quite helpful. Other trainings in tailoring, peeco falls and others will aid village women and provide employment. She opines that one or the other trainings should be provided to all the unemployed youth in the village.
Focus Group Discussion 3

<table>
<thead>
<tr>
<th>Facilitator Name</th>
<th>Dandu &amp; Team</th>
<th>Group</th>
<th>Youth</th>
</tr>
</thead>
<tbody>
<tr>
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<tr>
<td>Village</td>
<td>Bathinapally</td>
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<td>Location</td>
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</tr>
<tr>
<td>Panchayat</td>
<td>Dabuvarpally</td>
<td>No of people who has passed 10th</td>
<td>20</td>
</tr>
<tr>
<td>Mandal</td>
<td>Obuldurgam cheruvu</td>
<td>No of people who failed 10th</td>
<td>10</td>
</tr>
<tr>
<td>District</td>
<td>Ananthapur</td>
<td>No of respondents who are inter or above</td>
<td>15</td>
</tr>
</tbody>
</table>

Excerpts of the group

The group learnt about the training programme through one Ms S Sailaja, Mandal Secretary. The group is quite aware of the selection criterion and the advantages of the training. Though the members of the group have not participated in the training, one of their friends has undergone the training and is placed as a security guard in the nearby city. They opine that the discipline and personality development skills taught during the training are quite beneficial to the personnel. The visible changes that are seen in the trained persons were satisfactory. The person who underwent the training is now not depending on any one financially and is supporting his family on his own.

However the group says that they also have some points to be considered-

a) the jobs in the cities are quite tiresome and make the families apart
b) the trainings should be on various fields other than the security guards
c) all the facilities like accommodation, food, holidays should be provided to the employees joined post training

They say that the trainings are providing employment opportunities for them. They opine that though some people can't afford to pay the training fee if any, others are willing to pay if the training assures a job aftermath.

Excerpts of the VO

<table>
<thead>
<tr>
<th>Name of the VO</th>
<th>Saraswathi Gramasamikya Sangham</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name of the VO Member</td>
<td>Bhagymama (w/o Keshavulu)</td>
</tr>
</tbody>
</table>

The VO says that DRDA has been providing such trainings since 3 years. She opines that vocational trainings should be given to women to empower them. She says that as a VO she assured that financial support has been provided to the senior citizens, widows and to the family members of those who met with sudden death (group members). She also made sure that employment for 100 days is given to the unemployed villagers.

She opines that-

a) Education and awareness camps should be organised to the villagers to empower them
b) Training in tailoring, dress designing and others should be provided to the women in the village to empower them.

c) A job fair would also help many villagers

d) People of all sections should be given equal opportunities

e) Pamphlets and paper ads should be given to advertise the camps

f) The youth of the village should be trained in handicrafts, computer course, fashion designing, clothing, ITI, IT and other related courses

g) Such trainings should be organised by the beneficiaries to motivate the aspirants.
Focus Group Discussion 4

<table>
<thead>
<tr>
<th>Facilitator Name</th>
<th>Dandu &amp; Team</th>
<th>Group</th>
<th>Youth</th>
</tr>
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<tbody>
<tr>
<td>EGMM Staff</td>
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<tr>
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<td>P.khotur</td>
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<tr>
<td>Location</td>
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<td>Panchayat</td>
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<td>District</td>
<td>Chittor</td>
<td>No of respondents who are inter or above</td>
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</tr>
</tbody>
</table>

Excerpts of the group

The group has awareness about the training programme and the details of the same. They are quite aware of the selection criterion and also the skills that will be imparted. One from the group has undergone the training programme though he did not join the job of security guard. Others of the group are pursuing their higher studies. They say that the trainings of this kind are quite beneficial. They opine that there are positive changes in the lives of those who got selected and underwent the training programme. They are able to help their respective families’ financially and are also taking care of the health aspects of the family members. The group opines that though trainings are being given, others issues are also to be considered.

a) The trainings should be not only on security guards. But they should also cover other skills such as spoken English, language skills, computer courses, accounts, hotel management and others.

b) As there is great demand for ITI and IT fields, trainings in such fields would also help them in getting jobs in the future.

c) Training on Self employment opportunities should also be given

They say that the trainings are providing employment opportunities for them. As most of the villagers cannot afford to pay the fee for the trainings, the group says that there should be no fee for such trainings in the future. Only some villagers can afford upto Rs 4000 towards such trainings in the future.

Excerpts of the VO

<table>
<thead>
<tr>
<th>Name of the VO</th>
<th>Pragathi Gramasamikya Sangham</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name of the Member</td>
<td>Bisappa Renukamma (w/o Venkata Ramappa)</td>
</tr>
<tr>
<td>Name of the Member</td>
<td>Verappagiri Padmamma (w/o Godamdappa)</td>
</tr>
</tbody>
</table>

The VO says that DRDA has been organizing such trainings since a couple of years. He/she says that they are giving loans for many people to create employment opportunities. Senior citizen pension is also being provided in the village. He/ she opine that the trainings should be organised not only to the youth but also for the young girls such as computer courses and others. In addition to this village communities should also give loans to the needy to help in providing employment.
**Focus Group Discussion 5**

<table>
<thead>
<tr>
<th>Facilitator Name</th>
<th>Dandu &amp; Team</th>
<th>Group</th>
<th>Youth</th>
</tr>
</thead>
<tbody>
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</tr>
<tr>
<td>Panchayat</td>
<td>Kalikiri</td>
<td>No of people who has passed 10th</td>
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</tr>
<tr>
<td>Mandal</td>
<td>Kalikiri</td>
<td>No of people who failed 10th</td>
<td>15</td>
</tr>
<tr>
<td>District</td>
<td>Chittor</td>
<td>No of respondents who are inter or above</td>
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</table>

**Excerpts of the group**

The group has awareness about the training programme and has the details of the same. They say that DRDA has been giving such trainings since a couple of years. They are quite aware of the selection criterion and also the skills that would be imparted. Though one of their friends underwent the training he did not get any job after the training. They say that the trainings of this kind are quite beneficial. They say that they have some good changes after the training as discipline and personality development skills are taught during the training. Another person who underwent the training is now not depending on any one financially and is supporting his family on his own. They feel that jobs such as security guards will also provide an exposure for them in the big cities and give them an opportunity to pursue higher studies as well.

They opine that poor families cannot afford to pay any fee hence trainings should be at free of cost. However middle class families can pay a sum of Rs 2000-3000 as fee.

**Excerpts of the VO**

<table>
<thead>
<tr>
<th>Name of the VO</th>
<th>NA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name of the VO Member</td>
<td>Alima (w/o Abdul Raheman)</td>
</tr>
<tr>
<td>Name of the CV</td>
<td>NA</td>
</tr>
<tr>
<td>Name of the VO Animator</td>
<td>NA</td>
</tr>
</tbody>
</table>

The VO says many communities are running in their village and are giving loans to the needy. DRDA has been involved many programmes since a couple of years. She says that vocational trainings such as electrician, computers, ITI should be provided. Trainings in Tailoring should be provided for the women in the village. She says that such developmental activities should be carried in the village to provide employment for everyone.
Focus Group Discussion 6

<table>
<thead>
<tr>
<th>Facilitator Name</th>
<th>Group</th>
<th>No. of Participants</th>
<th>6 Teachers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annapoorna &amp; Venkat</td>
<td>Female</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Srikant</td>
<td>Male</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Village</td>
<td>No of people who has passed 10th</td>
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<tr>
<td>Location</td>
<td>No of people who failed 10th</td>
<td>15</td>
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<tr>
<td>Panchayat</td>
<td>No of respondents who are inter or above</td>
<td>10</td>
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</tr>
<tr>
<td>Mandal</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>District</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Excerpts of the Group

The group has awareness about the EGMM Programme as they came across many articles in the local newspapers however they are not completely aware of the selection criteria and the skills that are being imparted through these programmes. They do have information of a few security guards from their respective villages working in Hyderabad and they witnessed positive changes in the behavioral aspects, i.e. (Dressing, talking style and their confidence). The group opines that they didn’t witness a major change in the family situation however the family members of the selected candidates are happy as their son is engaged in a productive activity. They say that programmes are good even though there is a big communication gap in spreading the message to the people residing in interior areas. Their suggestions to improve the programme are as follows.

- As teachers command lot of respect in the villages and can easily influence students, parents, village elders, they should be used as a channel to spread awareness about the programme.
- Wall posters must be pasted in the prominent locations like Panchayat buildings, PDS Shops to spread awareness about the programmes.
- Announcements should be made through radio and local television channels.
- The government should provide quality food and accommodation to the selected youth during the training programmes.
- Data pertaining to the past i.e. no of people who got trained in various skills and no of people who were placed in various companies should be highlighted while making announcements through TVs, Radios and Wall posters.

The group says that a few of their wards are working as agriculture laborers in the near by villages and the employment is purely seasonal. As the training programmes are free of cost, and there is an assured placement to majority of the trainees, the teachers are confident that they can easily motivate their wards to undertake training in EGMM Programmes. They say that regular paying jobs and relocation to cities will enable them to settle down in life and broaden their outlook. Finally, they can encourage their wards to send Rs. 2000 provided there is an assured placement.
Focus Group Discussion 7

<table>
<thead>
<tr>
<th>Facilitator Name</th>
<th>Annapoorna &amp; Venkat</th>
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<tbody>
<tr>
<td>EGMM Staff</td>
<td></td>
</tr>
<tr>
<td>Village</td>
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</tr>
<tr>
<td>Location</td>
<td>House Premises</td>
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<tr>
<td>Panchayat</td>
<td>Satrajupalli</td>
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<td>Mandal</td>
<td>Vemulavada</td>
</tr>
<tr>
<td>District</td>
<td>Karimnagar</td>
</tr>
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</table>

Excerpts

The group has partial information about the EGMM Programmes as the group leader makes it a point to mention about the EGMM programme in every group meeting; however the group doesn’t have knowledge on the eligibility criteria and the various training programmes that are being imparted to the youth. They are aware of only 2 training programmes (security guards and Computer training). The training is provided in 25 locations across Karimnagar were as the group is aware of only 1 location.

The group members are not pleased with the following happenings and they are

- Of 5 members EGMM trainees from their village only 2 people managed to secure jobs as security guards in Hyderabad.

- The daughters of 3 SHG women went for selection process for computer training in December 2007, the authorities registered their names and they were told that they shall be contacted soon but in vain.

- The EGMM officials are asking the new recruits to surrender their 10th class original certificates; however they are not willing to do the same.

In the initial phase of the programme the rules were stringent during selection process and the selection percentage was very minimal. Even though the rules are relaxed and the selection percentage improved significantly, the group still carries a perception that it is very difficult to get selected. The group has information of a few security guards from their village working in Hyderabad and they witnessed positive changes in the behavioral aspects, i.e. (Dressing and talking style and their confidence). The group opines that they didn’t witness a major change in the family situation however the family members are happy as their son is engaged in a productive activity.

The group says that people prefer to work as agriculture laborers instead of security guards as the job is very taxing and the cost of living in the cities are very high job. The group is willing to spend Rs. 2500 for computer training provided there is an assured placement for their wards.
Focus Group Discussion 8

<table>
<thead>
<tr>
<th>Facilitator Name</th>
<th>Annapoorna &amp; Venkat</th>
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<tbody>
<tr>
<td>EGMM Staff</td>
<td>George, Srikant</td>
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<tr>
<td>Village</td>
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</tr>
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<td>District</td>
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<table>
<thead>
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<tbody>
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<tr>
<td>No of people who has passed 10th</td>
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<tr>
<td>No of people who failed 10th</td>
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</tr>
<tr>
<td>No of respondents who are inter or above</td>
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</table>

Excerpts

The group has complete information about the EGMM Programme as they managed to recapitulate the names of all training programmes being offered. (Security guards, Computer training, electrician, Plumber etc). They also have complete information on the eligibility criteria for security guards programme, location of EGMM Centres and the placement process aftermath training programme.

The entire group is undergoing training in EGMM security guards training programme as they are motivated by the EGMM Personnel, their parents and village elders. The group says that there are many youth who were successfully placed from their respective villages and they witnessed positive changes in the behavioral aspects, i.e. (Dressing, talking style and their confidence); however they didn’t witness major changes in their families.

The group furnished following reasons for joining the programme.

- They want to make a shift from seasonal income job to a regular income job.
- Most of them would like to enroll in the distance education programmes apart from joining coaching classes for competitive exams in the city.
- 2 candidates mentioned that security guards programme is a stepping stone to join police and armed forces.

The group still carries the perception that selection process is very rigorous and it is very difficult to secure job as security guard. All of them mentioned that they will encourage their friends also to enroll in these programmes as EGMM Officials are giving gifts to the candidates who refer more people. They are confident that all of them will secure placement as they are learning a lot during the course of training programmes and they possess good height, physique. They are willing to spend up to Rs. 3000 provided there is an assured placement.
Focus Group Discussion 9

<table>
<thead>
<tr>
<th>Facilitator Name</th>
<th>Annapoorna &amp; Venkat</th>
<th>Group</th>
<th>Youth</th>
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<tbody>
<tr>
<td>EGMM Staff</td>
<td>Ashok</td>
<td>No. of Participants</td>
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<tr>
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<td>Karimnagar</td>
<td>No of respondents who are inter or above</td>
<td>20</td>
</tr>
</tbody>
</table>

Excerpts

The group has complete information about the EGMM Programmes as they managed to recapitulate the names of almost all training programmes (security guards, Computer training, and land surveyor jobs etc). Further, they do have complete information on the eligibility criteria, location of EGMM Centres and the placement process aftermath training programme.

Of the 17 members, 2 people worked as security guard and land surveyor respectively for 3 months and then resigned their jobs. The reasons for the resignation are as follows.

- EGMM Officials promised us to place as home guards; however we got security guard jobs. Further, the job is very strenuous and the cost of living in the cities is very high.

- Land surveyor job is very satisfying however we need to spend considerable amount of time in metros like Mumbai, Chennai and Kolkata

The youth agreed that they attained lot of confidence apart from improving their other behavioral aspects after working in the city. The group does have information of the rejected candidates as they failed to meet the eligibility criteria of G4S. They opine that the selection process is stringent and it is difficult to secure placement. Further, most of them displayed aversion towards the security guard jobs as it is below their dignity and they prefer getting trained in computers and soft skills.

The group said that they witnessed positive changes in the behavioral aspects of security guards, i.e. (Dressing, talking style and their confidence); however they didn’t witness major improvement in the socio-economic condition of their families. The group is willing to spend upto Rs. 3000 for computer training and soft skills and the duration of the training programme should be atleast 3 months. Further, they said that regular paying jobs are a must to settle down in life and to improve their status in the village.
Focus Group Discussion 10

<table>
<thead>
<tr>
<th>Facilitator Name</th>
<th>Venkat</th>
<th>Group</th>
<th>SHG Women &amp; Youth</th>
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<td>Panchayat</td>
<td>Kuderu</td>
<td>No of people who has passed 10th</td>
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<td>Mandal</td>
<td>Kuderu</td>
<td>No of people who failed 10th</td>
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<tr>
<td>District</td>
<td>Ananthapur</td>
<td>No of respondents who are inter or above</td>
<td>10</td>
</tr>
</tbody>
</table>

Excerpts

In the group, especially the youth has complete information about the EGMM Programmes as they managed to recapitulate the names of almost all training programmes (security guards, Computer training, and land surveyor jobs etc). Further, the SHG Women mentioned that they make it a point to mention about the EGMM programme in every group meeting and the JRPs, LAs; CCs contribute their part by educating the youth in the villages.

The group informed us that 7 people from their village are working as security guards in Hyderabad and they witnessed positive changes in the behavioral aspects, i.e. (Dressing, talking style and their confidence) of all the candidates. They said that majority of them became head guards due to their hard work, dedication and there has been a significant improvement in the socio-economic situation of their households. Further the family members of the selected candidates expressed happiness as their sons are engaged in a productive activity. 3 members from the group mentioned that they obtained training under security guard programmes; however they failed to meet the eligibility criteria. All of them unanimously agreed that programmes are very good and they should be undertaken at a large scale to address the unemployment issues.

The group gave following suggestions to improve the programme.

- The government must provide food and accommodation to the selected candidates for at least 3 months in the cities enabling them to concentrate on the jobs. Post three months, the government must help in securing a rented accommodation.

- As the regular paying jobs are a must to settle down in life, the group felt that the selection process for the security guards programme should be loosened to accommodate more youth.

The SHG women felt that they should be given training in tailoring and other livelihood activities to contribute to the household incomes. They mentioned that most of their daughters are working in Bangalore and Mumbai in textile factories are earning well. Finally the group felt that they can contribute up to 50% of the training programme expenses provided there is a placement assurance. The SHG members are willing to give more loans to the family members of the selected candidates as they are assured that repayment.
Focus Group Discussion 11

<table>
<thead>
<tr>
<th>Facilitator Name</th>
<th>Venkat &amp; Dandu</th>
</tr>
</thead>
<tbody>
<tr>
<td>EGMM Staff</td>
<td>Pathamanchuru</td>
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<tr>
<td>Village</td>
<td>In a bus stop</td>
</tr>
<tr>
<td>Location</td>
<td>Pathamanchuru</td>
</tr>
<tr>
<td>Panchayat</td>
<td>Vailpadu</td>
</tr>
<tr>
<td>Mandal</td>
<td>Chittor</td>
</tr>
</tbody>
</table>

Group: Youth
No. of Participants: 8
Female: 0
Male: 8
No of people who has passed 10th: 25
No of people who failed 10th: 12
No of respondents who are inter or above: 15

Excerpts of the group

The members of the group say that they are aware of the security guards training programme. They came to know about the training through some women groups in the village and were educated regarding the selection criterion and also the skills that would be imparted. Though none from the group participated in the training, one of their friends' has undergone the security guard training programme and was selected as a security guard as well. The members expressed their happiness over the positive changes that they have seen in the beneficiaries and said that their friend is now earning a regular salary and is helping his younger brother pursue MCA. They said that whole personality of their friend has changed after the training. He is now well dressed and speaks in a polished language and is well aware of time management. They say that they could witness a whole personality change in him post training.

They opined that most of the villagers are below middle class and may not afford to pay the fee and take up the training. Hence they urged that training should be at free of cost and people should be informed about the same through pamphlets, newspaper ads and others.

Excerpts from VO

<table>
<thead>
<tr>
<th>Name of the VO</th>
<th>Pragathi Gramasamikya Sangham</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name of the Leader</td>
<td>Savitramma (w/o Sri Ranganayakulu)</td>
</tr>
<tr>
<td>Name of the EX-VO Leader</td>
<td>Suguna (w/o Jagan Mohan)</td>
</tr>
</tbody>
</table>

The VO says that many job related training programmes have been organized in the village since 2 years. She opines that such programmes are highly beneficial for unemployed educated youth. She expressed her happiness over the timely meetings that are being organized in the village where the needs and demands of the villagers are addressed. She also says that

a) For women- Training in embroidery, tailoring, handicrafts and others should be organized to empower them.

b) For men- ITI and IT coaching should be provided according to their interest.
Focus Group Discussion 12

Excerpts of the group

The group says that they were informed about the security guards training programme through some women groups in the village and advertisement in the paper. Then through the VO, they learnt about the selection criterion and also the skills that would be imparted. Though none from the group participated in the training, two from the village have undergone the security guard training programme and were selected as security guards. The members say that they have seen some changes in the lives of the villagers post training. They opine that their families are now happy and are able to get a steady income. They also say that, the two men are now well dressed and speak good language and have excellent personality. Their families are receiving good respect among the society.

However regarding the fee, they opined that as most of the villagers are poor and below middle class, they will not be in a position to pay the fee and undergo the training. Hence such trainings should be given at free of cost to everyone.

Excerpts from VO

The VO says that the villagers knew about this programme since a year. However she opines that the programme should have been on a larger scale to be more effective. She says that many groups have been formed and loans are being given to the needy to purchase sewing machines and cattle accordingly. Through the income that is generated, villagers are able to repay their loans. She also says that as there are many poor people in the village, needs and demands of such people are to be known and make them aware of other issues. The unemployed youth should also be given employment to develop the village.
The Sentinels of Hope

FGD Format for youth

<table>
<thead>
<tr>
<th>Facilitator Name</th>
<th>EGMM Staff</th>
<th>Village</th>
<th>Location</th>
<th>Panchayat</th>
<th>Mandal</th>
<th>District</th>
</tr>
</thead>
</table>

**Questions**

**General Awareness**

Does the group know about the programme that is being run by the EGMM- give the details of what they know.

What are the criteria for selecting the youth from the village- age, educational qualification, etc.

Where is the training undertaken?

What are the steps that are taken after training?

**People in the programme**

Is there anyone in the group who is part of the programme?

Does the group know any person who has joined the program?

Is there anyone in the group who tried for the programme but failed?

Does the group know anyone who tried for the programme but failed to make it?

**Changes due to the programme- individual**

Have there been any changes in appearance to candidates who have been selected to be security guards?

If yes, then what have been the changes after he or she has joined the programme?

What kind of changes has they been-positive or negative?

Have there been any changes in behavior of candidates who have been selected to be security guards?

What were the reasons given for non selection?

If yes, then what have been the changes after he or she has joined the programme?

What kind of changes has they been-positive or negative?

**Changes due to the programme-family**

Have there been any changes in the family situation of the people who have joined the programme?
If yes, then what changes have you observed in the situation of the person’s family in the village?  
What kind of changes has they been-positive or negative?  
What feedback did they get from their peers about the programme?  

**Perceptions of the programme**  
What does the group think about the programme and its impacts?  
Does the group think that the programmes solve the unemployment issues?  
Would they like to participate in the programme or similar programmes?  
What is the reason for wanting to participate?  
Why do they think that they would be suitable for becoming a security guard?  
Whom would they consult for taking the decision?  
What do they think are the advantages/disadvantages of being in a regular paying job in the city?  

**Opportunity from the training**  
What skills would the training programme augment for them?  
What are the other opportunities apart from a regular paying job that would make them want to take up the programme?  
What sort of improvements in training could help improve the selection rate from the company’s side?  

**Willingness to pay**  
What is the education status of the respondents, and what is the interest level for joining as a security guard?  
If similar programmes were to be conducted on a fee-based model, would they be willing to spend on it?  
If yes, how much would they spend on the training programme?  
Where would they get the money from?  
How many days should the training programme last?  

**Questions for Village Organizations**  
1. Which programmes have you implemented in the village in the past year?  
2. Which do you think have been the greatest achievement of the VO?  
3. Which programmes do you think have the greatest impact on the development of the village
## FGD Analysis- Ananthapur

### Findings of Focus Group Discussion

<table>
<thead>
<tr>
<th>Village</th>
<th>Mandal</th>
<th>Number of participants</th>
<th>General Awareness</th>
<th>People in the programme</th>
<th>Changes due to the programme-individual</th>
<th>Changes due to the programme-family</th>
<th>Perceptions of the programme</th>
<th>Opportunity from the training</th>
<th>Willingness to pay</th>
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<tr>
<td>Aravakuru</td>
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<td>Y Y Y Y</td>
<td>Y Y Y Y</td>
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<td>Rayadurgam</td>
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<td>Y N Y N</td>
<td>N N N N</td>
<td>N N N N</td>
<td>N N N N</td>
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</tbody>
</table>

**General Awareness**
- The youth are aware of the Security Guard training: Y Y Y Y
- The youth are aware of other training programmes conducted by EGMM: Y Y Y Y
- They know it as government run programme and helps in getting jobs: Y Y Y Y
- The youth with minimum education levels are eligible for the programme: Y Y Y Y
- The youth are trained before given employment: Y Y Y Y
- After training the candidates attend the interview and get selected to work in cities: Y Y Y Y

**People in the programme**
- Some persons in the group are undergoing training: Y N N N
- The group knows the candidates who have been selected from the village and are working as security guards: Y Y Y Y
- There is someone in the group who have taken the training but failed in the interview: Y Y N N

**Changes due to the programme-individual**
- The individual is more neatly and stylishly dressed: Y Y Y Y
- The individual is talking in a more polite manner: Y Y Y Y
- The individual has started speaking English: Y Y Y Y
- The individual is looking more confident than before: Y Y Y Y
- The individual has become more arrogant: N N N N
- The individual is avoiding his peer group in the village: N N N N

**Changes due to the programme-family**
- The standard of living of the family has gone up: Y Y Y Y
- The financial condition of the family has improved: Y Y Y Y
- The self respect for the family has gone up: Y Y Y Y
- The behavior of the family members is arrogant towards others in the village: N N N N
- The family members have stopped interacting with family's below their present standard of living: N N N N

**Perceptions of the programme**
- The programme is a successful means of creating employment opportunities for the youth: Y Y Y Y
- The jobs provided by the programme are just like government jobs: Y Y Y Y
- The jobs provided by the programme are not secure: N N N N
- The job of a security guard is not preferred by the youth: N N N N
- This kind of training programmes are helpful in getting jobs with decent earnings: Y Y Y Y

**Opportunity from the training**
- The youth is interested to undergo this security guard training programme: Y Y Y Y
- The training helps them to learn English and writing skills: Y Y Y Y
- The training helps them to learn the job specific skills: Y Y Y Y

**Willingness to pay**
- Members of the group is interested to pay for this kind of programmes: Y Y N N
- Amount they are willing to pay: 50% of the cost 1500 0 0
- The youth would get the money for the programme from their parents: Y Y Not Applicable Not Applicable
- The youth would get the money for the programme from the money lenders: N N Not Applicable Not Applicable
- The present training module is well designed: Y N Don't know Don't know
- The number of training days should be increased in the present module: N Y Don't know Don't know
# FGD Analysis - Chittoor

<table>
<thead>
<tr>
<th>Findings of Focus Group Discussion</th>
<th>FGD-5</th>
<th>FGD-6</th>
<th>FGD-7</th>
<th>FGD-8</th>
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<td>Kalkiri</td>
<td>Vylapadu</td>
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<td>8 (Youth)</td>
<td>10 (Youth)</td>
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</table>

## General Awareness

- The youth are aware of the Security Guard training: Y Y Y Y
- The youth are aware of other training programmes conducted by EGMM: Y Y Y Y
- They know if government run programme and helps in getting jobs: Y Y Y Y
- The youth with minimum education levels are eligible for the programme: Y Y Y Y
- The youth are trained before given employment: Y Y Y Y
- After training the candidates attend the interview and get selected to work in cities: Y Y Y Y

## People in the programme

- Some persons in the group are undergoing training: N N N N
- The group knows the candidates who have been selected from the village and are working as security guards: Y Y Y Y
- There is someone in the group who have taken the training but failed in the interview: N Y N N

## Changes due to the programme- Individual

- The individual is more neatly and stylishly dressed: Y Y Y Y
- The individual is talking in a more polite manner: Y Y Y Y
- The individual has started speaking English: Y Y Y Y
- The individual is looking more confident than before: Y Y Y Y
- The individual has become more arrogant: N N N N
- The individual is avoiding his peer group in the village: N N N N

## Changes due to the programme-family

- The standard of living of his family has gone up: N N N N
- The financial condition of the family has improved: N N N N
- The self respect for the family has gone up: Y Y Y Y
- The behavior of the family members is arrogant towards others in the village: Y Y Y Y
- The family members have stopped interacting with family's below their present standard of living: N N N N

## Perceptions of the programme

- The programme is a successful means of creating employment opportunities for the youth: Y Y Y Y
- The jobs provided by the programme are just like government jobs: N N N N
- The jobs provided by the programme are not secure: Y Y Y Y
- The job of a security guard is not preferred by the youth: Y Y Y Y
- This kind of training programmes are helpful in getting jobs with decent earnings: Y Y Y Y

## Opportunity from the training

- The youth is interested to undergo this security guard training programme: N N N N
- The training helps them to learn English and writing skills: Y Y Y Y
- The training helps them to learn the job specific skills: Y Y Y Y

## Willingness to pay

- Members of the group is interested to pay for this kind of programmes: Y (Computer) Y (Computer) Y (Computer) Y (Computer)
- Amount they are willing to pay: 4000 2500 4000 2500
- The youth would get the money for the programme from their parents: Y Y Y Y
- The youth would get the money for the programme from the money lenders: N N N N
- The present training module is well designed: Don’t know Don’t know Don’t know Don’t know
- The number of training days should be increased in the present module: Don’t know Don’t know Don’t know Don’t know
# FGD Analysis- Karimnagar

## Findings of Focus Group Discussion

<table>
<thead>
<tr>
<th>Findings of Focus Group Discussion</th>
<th>Karimnagar</th>
<th>FGD-1</th>
<th>FGD-2</th>
<th>FGD-3</th>
<th>FGD-4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Village</td>
<td>Vachuchur</td>
<td>Satrajupalli</td>
<td>EGMM Training Centre</td>
<td>Mannepoli</td>
<td></td>
</tr>
<tr>
<td>Mandal</td>
<td>Timmapur</td>
<td>Vemulavada</td>
<td>Karimnagar</td>
<td>Timmapur</td>
<td></td>
</tr>
<tr>
<td>Number of participants</td>
<td>6 Teachers</td>
<td>15 (SHG Women)</td>
<td>14 (Youth)</td>
<td>17 (Youth)</td>
<td></td>
</tr>
</tbody>
</table>

### General Awareness
- The youth are aware of the Security Guard training: Y Y Y Y
- The youth are aware of other training programmes conducted by EGMM: N Y Y Y
- They know it as government run programme and helps in getting jobs: Y Y Y Y
- The youth with minimum education levels are eligible for the programme: Y Y Y Y

### People in the programme
- Some persons in the group are undergoing training: N N Y Y
- The group knows the candidates who have been selected from the village and are working as security guards: Y Y Y Y

### Changes due to the programme- individual
- The individual is more neatly and stylishly dressed: Y Y Y Y
- The individual is talking in a more polite manner: Y Y Y Y
- The individual has started speaking English: Y Y Y Y
- The individual is looking more confident than before: Y Y Y Y
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- The individual is avoiding his peer group in the village: N N N N

### Changes due to the programme-family
- The standard of living of his family has gone up: N N N N
- The financial condition of the family has improved: N Y Y N
- The self respect for the family has gone up: Y Y Y Y
- The behavior of the family members is arrogant towards others in the village: N N N N
- The family members have stopped interacting with family's below their present standard of living: N N N N

### Perceptions of the programme
- The jobs provided by the programme are just like government jobs: N N Y N
- The jobs provided by the programme are not secure: Y Y N Y
- The job of a security guard is not preferred by the youth: N Y N Y
- This kind of training programmes are helpful in getting jobs with decent earnings: Y Y Y Y

### Opportunity from the training
- The youth is interested to undergo this security guard training programme: Don't know N Y N
- The training helps them to learn English and writing skills: Y Y Y Y
- The training helps them to learn the job specific skills: Y Y Y Y

### Willingness to pay
- Members of the group is interested to pay for this kind of programmes: Y Y (Computer) Y Y (Computer)
- Amount they are willing to pay: 2000 2500 3000 3000
Annexure 2: Security Guard Questionnaire

Date of interview: Day [___] Month [___] Year [___]

Interviewer code: [___]

Date of Verification: Day [___] Month [___] Year [___]

Verified by: ____________________________________

PLEASE CIRCLE THE CHOSEN OPTIONS IN THE QUESTIONNAIRE. PLEASE DO NOT USE TICK MARKS OR ANY OTHER MARKS.

Section A: Personal information

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>A1</td>
<td>Name of Respondent (please take full name, including title and family name)</td>
</tr>
<tr>
<td>A2</td>
<td>CLOCK NUMBER (Please make sure that this number if filled up correctly, refer to the ID card of the respondent.)</td>
</tr>
<tr>
<td>A3</td>
<td>Father’s Name</td>
</tr>
<tr>
<td>A4</td>
<td>Permanent Address A4A House No</td>
</tr>
<tr>
<td>A4</td>
<td>Land mark</td>
</tr>
<tr>
<td>----</td>
<td>-----------</td>
</tr>
<tr>
<td></td>
<td>Village/Habitation</td>
</tr>
<tr>
<td></td>
<td>Mandal</td>
</tr>
<tr>
<td></td>
<td>District :</td>
</tr>
<tr>
<td>A5</td>
<td>Contact number (village) :</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>A6</td>
<td>Contact Address</td>
</tr>
<tr>
<td></td>
<td>(ask which address he would want his family members to write to him at, or which one he would surely get letters at )</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>A7</td>
<td>Contact number at present address:</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### A7C Sentinels of Hope Table

<table>
<thead>
<tr>
<th></th>
<th>A7C Mobile Number</th>
</tr>
</thead>
</table>
| **A8** Gender | 1. Male  
2. Female |
| **A9** Age (in yrs) | 1. 18-25  
2. 26-30  
3. 31-35  
4. Above 35 |
| **A10** Educational Qualification | 1. 10th pass  
2. Intermediate fail  
3. Intermediate pass  
4. Degree- not completed  
5. Degree- completed  
6. Post Graduation |
| **A11** Marital Status | 1. Single  
2. Married  
3. Divorced/separated  
4. widow/widower |
| **A12** Languages | 1. Telugu  
2. Kannada  
3. Hindi  
4. Urdu  
5. English |

**Notes:** There are additional columns labeled A12A, A12B, and A12C in the table, indicating specific skills or abilities for each language.
### Section B: Financial Assistance to Family prior to job

We are trying to find out what is the kind of financial assistance that the youth provides to his family because of his regular paying job.

**B1. Were you a dependent before you joined this training?**

1. Yes
2. No

*(If Yes, then skip to Section C)*

**Section C: Driving Forces for undertaking the training programme**

**C1. How did you come to know about the program?**
C2. Who motivated you and who helped you to decide to join the programme?

1. Friends
2. Family members
3. Village elders/influential persons
4. EGMM personnel
5. others (specify)____________________________

C3. What motivated you to join the programme? *(Please circle only ONE option)*

1. Regular employment
2. Pursuing higher education in cities
3. Self respect
4. Better income
5. Enhanced skills
6. Access to new opportunities
7. Better social status
8. Career Growth
9. Others (specify)____________________________

C4. What were your expectations from the programme? *(please circle only ONE option)*

1. For a job/regular employment opportunity
2. Others (sp)______________________________
Section D: Assessment of the training programme

D1. Did you spend any money to join/ undertake this training programme? (excluding travel, boarding and lodging)

1. Yes
2. No

(If NO, skip to D4)

D2. If yes, then how much did you spend? Rs. □□□□

D3. For what reason did you spend the money?

1. Clothes and grooming
2. Photos and documentation
3. Police certificates
4. Others (specify)_____________________________________________

D4. What is the present duration of the DRDA/EGMM training programme? □□□□ days

D5. What do you think is the ideal length of time for this training programme? □□□□ days

D6. Would you like any other member in your family to take up this kind of training programme?

1. Yes
2. No

D7. Would you be willing to spend for them to undergo such kind of training programmes?
The Sentinels of Hope

1. Yes
2. No

D8. If yes, then how much will you like to spend on the training programme? **Upto Rs.**

D9. What did you learn from the DRDA/EGMM training programme?
   1) Comfort with English language
   2) Essay writing
   3) Public speaking
   4) Interpersonal skills / Facing interviews
   5) Physical Fitness
   6) Presentability
   7) Confidence
   8) Decision making
   9) others (spec)____________________________

D10. What is your opinion about the EGMM/DRDA training programme?
   1. The EGMM/DRDA programmes are well organized
   2. They take care of all our expenses
   3. Their training is focused
   4. their personnel are reliable
   5. Others (specify)____________________________

**Section E: Selection Process**

E1. How many times did you attempt the interview with G4S before you were selected for their job training?
   1. I got selected in the first attempt
   2. second attempt
   3. third attempt
   4. more than three attempts

(If the response is “1. I got selected in the first attempt”, then skip to E5)
E2. What were the reasons assigned for the failure in the interviews?

E3. Did you undertake any other special training programme to help you in the interview after you failed in the interview?
   1. Yes
   2. No
   (If NO, then skip to F5)

E4. If yes, then what kind of training did you take to be successful in the interview?

E5. What kind of skill development do you want to undertake further? (Please choose ONE response)
   1. Computer skills
   2. engineering and technical skills
   3. Others(specify)_________________________________________________
   4. Don’t know

Section F: Job related information

F1. How many years have you been working?
   1. <6 months
   2. 7- 12 months
   3. 13- 18 months
   4. 19-24 months
   5. > 24 months
The Sentinels of Hope

F2. Did you get your family members/friends into the city after you joined the training programme?
   1. Yes
   2. No

F3. How many of your friends/family has already joined a regular job because of being motivated by you?
   1. None
   2. one
   3. more than one

F4. How many friends / relatives willing to shift to city for a regular job because of being motivated by you?
   1. None
   2. one
   3. more than one

Section G: Job performance

G1. What are you doing now?
   1) Am working as Security Guard with G4S
   2) Am working as security guard with a different company
   3) Have changed sector (Specify ____________________)
   4) Others __________________

(If the answer is 1 then skip to HG5)

G2. How many months did you work with G4S?
   1) < 3 months
   2) 4-6 months
   3) 7-9 months
   4) 10-12 months
   5) >12 months

G3. How many jobs did you change after getting your first offer by G4S?
   1. None
The Sentinels of Hope

2. One
3. More than one

(if answer is NONE, then skip to H5)

G4. What kind of problems / challenges did you face at the beginning of the job as a security guard?

1) Finding an accommodation
2) Arrangement of food
3) Arrangement of Drinking water
4) Arrangement of water for daily use
5) Adjusting to the city environment
6) Stressful work conditions
7) Others ____________________-

G5. What are the advantages of working as a security guard? (Please choose ONE response)

1. Regular pay
2. Opportunity because of being in the city
3. Others (Specify)______________________________________

G6. How do you compare yourself to your colleagues who have not come through DRDA/EGMM:

<table>
<thead>
<tr>
<th>S.NO</th>
<th>Particulars</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>G6A</td>
<td>I have better communication skills than them.</td>
<td>Strongly disagree</td>
<td>Disagree</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
<tr>
<td>G6B</td>
<td>I have better job related technical skills than them</td>
<td>Strongly disagree</td>
<td>Disagree</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
<tr>
<td>G6C</td>
<td>I stick on to my job for a longer time</td>
<td>Strongly disagree</td>
<td>Disagree</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
<tr>
<td>G6D</td>
<td>I had to spend less than them to get the job.</td>
<td>Strongly disagree</td>
<td>Disagree</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
</tbody>
</table>

G7. What are the challenges you faced working as a security guard?
The Sentinels of Hope

1. Strenuous work
2. Night shifts
3. Forced overtime
4. Others (specify) __________________________________

G8. If you were to change sectors, which one would you go to? (Please choose ONE response)
   1. Military / Army
   2. Police Dept
   3. retail sector
   4. office boy
   5. hotels
   6. drivers
   7. Others____________________________________

G9. What facilities do we need to provide to the youth in the initial phase of working as a security guard?

Section H: Assessment of Financial Inclusion

H1. Do you have a bank account?
   1. Yes
   2. No
   (If no, skip to M5)

H2. If yes, how many?
   1. one
   2. two
   3. more than two
H3. Who helped you to open it/them?

1. My company
2. On my own
3. my relatives
4. friends
5. others (sp)____________

H4. What banking services do you use?

1. savings
2. remittance- money transfer
3. cheque
4. ATM facility
5. internet banking
6. Loans
7. others

H5. How does your company pay you?

1. cash in hand
2. bearer cheque
3. deposits my salary in the bank
4. others (pls specify)____________

Section M: Impact on Economic Status of the Individual

M1. What is your monthly salary? Rs. 

M2. Do you work Overtime?

1. Yes
2. No
M3. On an average, how many shifts do you work overtime in a month?

1. one
2. two shifts
3. 3 shifts
4. four shifts
5. more than four shifts

M4. What is the average monthly income earned (Salary + OT)? Rs.

M5. Which members of your family are staying with you at present? (You can choose more than one response)

1. Wife and children
2. parents
3. siblings
4. others
5. none of the above

M6. Specify the break up usage of the salary

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount (Rs.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>M6A. Living expenses in the city</td>
<td></td>
</tr>
<tr>
<td>M6B. Amount being sent to village</td>
<td></td>
</tr>
<tr>
<td>M6C. Saving (if any)</td>
<td></td>
</tr>
<tr>
<td>M6D. Cash in hand</td>
<td></td>
</tr>
<tr>
<td>M6E. Others</td>
<td></td>
</tr>
</tbody>
</table>

M7. Mode of Savings

1. None
2. Cash in Hand
3. Chits
4. Banks
5. Post office
6. Insurance
7. Gold
8. Others

M8. What are the preferred sources of finance during emergencies?

<table>
<thead>
<tr>
<th>Sources of finance</th>
<th>1. Before</th>
<th>2. Present</th>
</tr>
</thead>
<tbody>
<tr>
<td>M8A. Hand Loans (Friends / Relatives)</td>
<td>M8A1</td>
<td>M8A2</td>
</tr>
<tr>
<td>M8B. Chit Fund</td>
<td>M8B1</td>
<td>M8B2</td>
</tr>
<tr>
<td>M8C. Local Money Lender</td>
<td>M8C1</td>
<td>M8C2</td>
</tr>
<tr>
<td>M8D. SHG</td>
<td>M8D1</td>
<td>M8D2</td>
</tr>
<tr>
<td>M8E. Private Microfinance Companies</td>
<td>M8E1</td>
<td>M8E2</td>
</tr>
<tr>
<td>M8F. Bank Loans</td>
<td>M8F1</td>
<td>M8F2</td>
</tr>
<tr>
<td>M8G. Post Office Savings</td>
<td>M8G1</td>
<td>M8G2</td>
</tr>
<tr>
<td>M8H. Bank Savings</td>
<td>M8H1</td>
<td>M8H2</td>
</tr>
</tbody>
</table>

Section N: Spending Patterns after getting job

N1. Please tick according to when the expenditure was carried out

<table>
<thead>
<tr>
<th>Tenure of Posting</th>
<th>1. &lt; 6 months</th>
<th>2. 7-12 months</th>
<th>3. 13-18 months</th>
<th>4. 19-24 months</th>
<th>5. &gt; 24 months</th>
</tr>
</thead>
<tbody>
<tr>
<td>N1A. Pay off Old Debts</td>
<td>N1A1</td>
<td>N1A2</td>
<td>N1A3</td>
<td>N1A4</td>
<td>N1A5</td>
</tr>
<tr>
<td>N1B. Bought a cellphone</td>
<td>N1B1</td>
<td>N1B2</td>
<td>N1B3</td>
<td>N1B4</td>
<td>N1B5</td>
</tr>
<tr>
<td>N1C. Vehicle purchase</td>
<td>N1C1</td>
<td>N1C2</td>
<td>N1C3</td>
<td>N1C4</td>
<td>N1C5</td>
</tr>
<tr>
<td>N1D. Education of children</td>
<td>N1D1</td>
<td>N1D2</td>
<td>N1D3</td>
<td>N1D4</td>
<td>N1D5</td>
</tr>
</tbody>
</table>
## The Sentinels of Hope

### N1E. Saving

<p>| | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>N1F1</td>
<td>N1F2</td>
<td>N1F3</td>
<td>N1F4</td>
<td>N1F5</td>
<td></td>
</tr>
</tbody>
</table>

### N1F. Purchase of consumer durables such as fridge, TV, etc.

<p>| | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>N1G1</td>
<td>N1G2</td>
<td>N1G3</td>
<td>N1G4</td>
<td>N1G5</td>
<td></td>
</tr>
</tbody>
</table>

### N1F. Renovation / construction of new house

<p>| | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>N1H1</td>
<td>N1H2</td>
<td>N1H3</td>
<td>N1H4</td>
<td>N1H5</td>
<td></td>
</tr>
</tbody>
</table>

### N1H. Health

<p>| | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>N1M1</td>
<td>N1M2</td>
<td>N1M3</td>
<td>N1M4</td>
<td>N1M5</td>
<td></td>
</tr>
</tbody>
</table>

## Section P: Standard of Living

P4. 1. Perceptions of respondent regarding betterment of Life-After Posting

<table>
<thead>
<tr>
<th>S.NO</th>
<th>Particulars</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>P1A</td>
<td>I am able to afford preferred food items more often.</td>
<td>Strongly disagree</td>
<td>Disagree</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
<tr>
<td>P1B</td>
<td>I am able to afford quality healthcare.</td>
<td>Strongly disagree</td>
<td>Disagree</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
<tr>
<td>P1C</td>
<td>I have started spending more on clothing.</td>
<td>Strongly disagree</td>
<td>Disagree</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
<tr>
<td>P1D</td>
<td>I have started spending more on entertainment such as movies, restaurants, recreation and travel, etc.</td>
<td>Strongly disagree</td>
<td>Disagree</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
<tr>
<td>P1E</td>
<td>I have started spending more time socializing with friends.</td>
<td>Strongly disagree</td>
<td>Disagree</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
<tr>
<td>P1F</td>
<td>I am less dependent on external sources of finance for my emergency needs.</td>
<td>Strongly disagree</td>
<td>Disagree</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
<tr>
<td>P1G</td>
<td>I am more confident in dealing with my external environment.</td>
<td>Strongly disagree</td>
<td>Disagree</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
<tr>
<td>P1H</td>
<td>I am able to provide financial support to others.</td>
<td>Strongly disagree</td>
<td>Disagree</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
<tr>
<td>P1M</td>
<td>I am able to provide better living standards to my family.</td>
<td>Strongly disagree</td>
<td>Disagree</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
</tbody>
</table>
I have started influencing the major family decisions.

Respect for me and my family has increased in the village since I joined the job.

Seeing my example, more people from my village are looking for such opportunities now.

I feel that living in city is more comfortable than living in the village.

Section R: Aspirations

R1. Are you pursuing/planning any other activity apart from working as a security guard?

R1A. Part time job
R1B. Higher studies (Higher Secondary, Graduation, PG)
R1C. Computer course
R1D. Competitive Exams
R1E. Soft skills
R1F. Personality Development course
R1G. Others (pl specify)

R2. What were your aspirations before getting into this job?
R3. Would you be willing to join a network that links together all the youth who have joined such programmes through EGMM?
   a) Yes
   b) No
   c) Don’t know

R5. What are your future aspirations?
   1. continue as security guard
   2. start my own business
   3. join the military or police

Others (specify) ________________________________

R6. Please give us the name, address and contact number of a few friends of yours in the village, as we would like to contact them

<table>
<thead>
<tr>
<th>Name</th>
<th>Family name</th>
<th>S/of</th>
<th>Address</th>
<th>Contact Number</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

End
Annexure 3: Household Questionnaire

Note for the investigator: This questionnaire has to be administered to the mother and father of the Security guard who has been interviewed under the individual questionnaire. Please make sure that the person in the individual questionnaire is part of the family that is being interviewed as part of this questionnaire.

Please tell the respondents that you have come as part of a team from Intellecap, and that we are interviewing the youth who have been chosen for the security guard training as well as their families to understand the socio-economic impacts of the intervention.

Details of Respondent

This is to make sure that there is a match between the individual whom we have interviewed and the family we are talking to.

<table>
<thead>
<tr>
<th>Name of the Respondent</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Son / Daughter of</td>
<td></td>
</tr>
<tr>
<td>Village</td>
<td></td>
</tr>
<tr>
<td>Mandal</td>
<td></td>
</tr>
<tr>
<td>District</td>
<td></td>
</tr>
</tbody>
</table>

Section A: Family Details

This is to understand the composition of the family of the respondent. (Living together)

<table>
<thead>
<tr>
<th></th>
<th>A. Below 18 yrs</th>
<th>B. Above 18 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Total Number of Family Members</td>
<td>A</td>
<td>B</td>
</tr>
<tr>
<td>2. Number of Females</td>
<td>A</td>
<td>B</td>
</tr>
<tr>
<td>3. Number of Males</td>
<td>A</td>
<td>B</td>
</tr>
<tr>
<td></td>
<td>A</td>
<td>B</td>
</tr>
<tr>
<td>5. Number of Earning Members</td>
<td>A</td>
<td>B</td>
</tr>
</tbody>
</table>

How did your son come to know about the programme?
1) SHG member within your family

2) SHG member related to the family

3) Any other SHG member

4) DRDA / Velugu People

5) Others ________________

If the answer is 1 or 2, then is that SHG member an office bearer (President, Secretary, VO leader, Accountant, Treasurer etc) in the SHG / VO/ Mandal smakya?

1) Yes

2) No

What type of ration card has been issued for your family?

1. Antyodaya

2. BPL

3. APL

4. Annapurna

5. None

6. Other (please specify) __________________________________________________

What kind of Govt Schemes have you been availing till date?

1) Bal vikas

2) Indira Awas Yojana

3) APREGS

4) Others _________
**Section B: Income Generating Activities carried out by family members:**

This section is to understand the income generating activities that are being carried out by the family members.

<table>
<thead>
<tr>
<th>Activity</th>
<th>B1. Member of the Family Involved (Relationship to respondent)</th>
<th>B2. Monthly Income Earned</th>
<th>Are they doing it still?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Agriculture</td>
<td>B11</td>
<td>B21</td>
<td>B31</td>
</tr>
<tr>
<td>2 Agriculture / Wage Labor</td>
<td>B12</td>
<td>B22</td>
<td>B32</td>
</tr>
<tr>
<td>3 Dairy</td>
<td>B13</td>
<td>B23</td>
<td>B33</td>
</tr>
<tr>
<td>4 Poultry</td>
<td>B14</td>
<td>B24</td>
<td>B34</td>
</tr>
<tr>
<td>5 Goatery / Sheep Rearing</td>
<td>B15</td>
<td>B25</td>
<td>B35</td>
</tr>
<tr>
<td>6 Business (Specify)________</td>
<td>B16</td>
<td>B26</td>
<td>B36</td>
</tr>
<tr>
<td>8 Government Employment Schemes</td>
<td>B18</td>
<td>B28</td>
<td>B38</td>
</tr>
<tr>
<td>9 Others (Specify)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Section C: Financial Assistance being provided**

This section is to understand if the son or daughter who is working as a security guard is able to send back money to the family in the village in order to help with the finances. In order to find this out, we will ask the family details of the same, and how the family has been using the money sent by the individual working in the regular job.

| C1 Do their son / daughter working as security guards send them any money? | 1. Yes  
2. No |
| C2 How long has their son/daughter been sending money to them | 1. < 6 months  
2. 7-12 months  
3. 13-18 months  
4. 19-24 months |
C3. Frequency of money sent

- 1. Monthly
- 2. Quarterly
- 3. Half yearly
- 4. Yearly
- 5. others

C4. Each time he sends money, how much does he send on an average?

- Rs. ____________

C5. What has been the main utilization of the money sent by their son / daughter?

- 1) Pay off old Debts
- 2) House repairs
- 3) Invested in constructing new rooms / house
- 4) Buying/ Development of agricultural land
- 5) Starting new income generating activities
- 6) Building assets
- 7) Any Others _______________

Section D: Changes in the way of living after your son getting job

D1. Is there any impact on your family after your son started working?

- 1) Yes  
- 2) No  
- 3) Don’t know

D2. The family started having more nutritious food.

- 1) Yes  
- 2) No  
- 3) Don’t know

D3. There has been an improvement in the usage of agricultural inputs (Like usage of High Yielding Variety seeds, Chemicals, Fertilizers etc)
D4. There has been an improvement in the irrigation equipment being used. (Like usage of pumpsets, borewells etc)

1) Yes 2) No 3) Don’t know

D5. There has been an increase in the number of livestock.

1) Yes 2) No 3) Don’t know

D6. There has been an increase in the consumer durables (Like Fridge, T.V, Radio etc).

1) Yes 2) No 3) Don’t know

If yes, Specify _______________________

D7. There has been an improvement in the housing condition. (Like change in roof, white washing etc)

1) Yes 2) No 3) Don’t know

D8. Please specify the change ____________________________

D9. Did you purchase any new vehicle (Like usage of cycle, 2-wheeler, 4-wheeler etc).

1) Yes 2) No 3) Don’t know

D10. Greater expenditure on clothing.
The Sentinels of Hope

1) Yes  
2) No  
3) Don’t know

D10. We started spending more for entertainment and religion (Like cinemas, socializing/partying, pilgrimages etc)

1) Yes  
2) No  
3) Don’t know

D11. We started spending more for education.

1) Yes  
2) No  
3) Don’t know

Section E: Impact on Social Status

In this section, we try to find out the impacts on the family’s perceptions of themselves, with regard to the social and economic status.

<table>
<thead>
<tr>
<th>S.NO</th>
<th>Particulars</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>E1.</td>
<td>We are now less dependent on external sources of finance for our emergency needs.</td>
<td>Strongly disagree</td>
<td>Disagree</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
<tr>
<td>E2.</td>
<td>The credit worthiness of the family has improved in the village. i.e It became easier to get financial help.</td>
<td>Strongly disagree</td>
<td>Disagree</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
<tr>
<td>E3.</td>
<td>Our interaction with people in the village has improved.</td>
<td>Strongly disagree</td>
<td>Disagree</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
<tr>
<td>E4.</td>
<td>Respect for our family has increased in the village since our son started working.</td>
<td>Strongly disagree</td>
<td>Disagree</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
<tr>
<td>E5.</td>
<td>Now we attend village and community meetings more frequently.</td>
<td>Strongly disagree</td>
<td>Disagree</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
</tbody>
</table>
Section F: Impact of regular income earners on the Family:

F1. Do you think that training programmes that help the youth getting opportunities outside village are useful?

1. Yes
2. No

F2. If Yes, Why? (Please choose ONE option)

1. Regular income
2. Better skills
3. Career Opportunities
4. Social Status
5. Any Other (Specify)

F3. Would you like to send any other suitable family member to such a training programme?

1. Yes
2. No
3. Don’t Know

F4. If yes, will you spend for a training programme similar to the security guard programme?

1. Yes
2. No
3. Don’t Know

F5. If yes, how much would you spend? (Exclude traveling and boarding expenses during training programme) Rs. [ ] [ ] [ ] [ ] [ ]
Section G: Changing roles of the son

G1. What kind of role your son used to play in the family before job?

1) Was dependent on us.
2) Was earning sufficing his expenditure
3) Was earning enough to sustain the family expenses

G2. How do you compare your son/daughter to his other friends who are not working as security guards through DRDA/EGMM?

<table>
<thead>
<tr>
<th>S.NO</th>
<th>Particulars</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>G2A</td>
<td>He is not dependent on us now</td>
<td>Strongly disagree</td>
<td>Disagree</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
<tr>
<td></td>
<td>He being independent, has improved our family’s financial position</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>G2B</td>
<td>He has started taking responsibility of the whole family</td>
<td>Strongly disagree</td>
<td>Disagree</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
<tr>
<td>G2C</td>
<td>He has been influencing major decisions in the family</td>
<td>Strongly disagree</td>
<td>Disagree</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
<tr>
<td>G2D</td>
<td>My son/daughter has developed more disciplined life</td>
<td>Strongly disagree</td>
<td>Disagree</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
</tbody>
</table>

G4. What kind of problems / challenges did your son face at the beginning of the job as a security guard?

8) Finding an accommodation
9) Arrangement of food
10) Adjusting to the city environment
11) Stressful work conditions
12) Others ____________________ -
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G5. What kind of problems / challenges is your son facing currently?

1) Have to work long hours.
2) Staying away from the family
3) High cost of living
4) Others ______________

Section H: Future Aspirations

H1. What is the future that you see for your son?

________________________________________________________________________

H2. What are your aspirations for other family members?

________________________________________________________________________

H3. What kind of role do you want to play in making this kind of programmes successful?

________________________________________________________________________
## Annexure 4: Format for Case Studies

<table>
<thead>
<tr>
<th>Name:</th>
<th>Photo of respondent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender:</td>
<td>Timeline across major events-training, interview, joining job, change of job, etc.</td>
</tr>
<tr>
<td>Village, Mandal and District:</td>
<td>Quote from the respondent: future aspirations and how EGMM helped.</td>
</tr>
<tr>
<td>Qualification:</td>
<td></td>
</tr>
<tr>
<td>Current employer:</td>
<td></td>
</tr>
</tbody>
</table>

### Personal Information:
- Family size, men, women and children in the family
- Primary occupation
- Earning members
- Caste
- BPL status
- Annual income
- SHG status of the household members
- Productive asset base
- Education level of members in the household
- What was the respondent doing prior to joining the EGMM training program and the current job, how (s)he used to support his family

### Challenges of their old way of life:
- Problems faced due to insecure livelihoods and seasonality of income,
- Strategies for coping with shocks and vulnerability, such as debt, migration, etc.

### Association with EGMM program:
- How the respondent came across EGMM
- How (s)he joined the program
- How was the job opportunity perceived by his family, his peers, were there any objections raised
- What convinced them that the opportunity was worth it
- How much did (s)he have to invest for being in the training program

### Photo of family members in their village
( the photo would be available only if the case study person is part of the sample surveyed)

### Quote from the family: focused on the impact
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- What (s)he learnt at the training program
- What does (s)he believe was the predominant improvement in skill sets because of the training- better confidence, speaking skills, logical skills, English skills
- What was the collective learning of the peer group

**Process of being selected by the company**

- How (s)he got the first formal offer
- Where was the placement
- How (s)he decided to take up the job
- What (s)he did as part of the work, what (s)he liked, what (s)he disliked, any initiatives that (s)he took to improve professional skills on the job,
- Looked out for other opportunities to earn income, discovered new talents, etc.
- How did the improved skill sets from the training program help him/her do the work better?

**Economic and social impact**

- Does the respondent support his or her family back home, or has the family shifted to the city,
- How much is sent back home,
- What did the respondent do with the earnings,
- What did the family do with what (s)he sent back.
- What were the intangible impacts, confidence, self improvement, communication, etc.
- Did any of their friends and family also follow their footsteps to take advantage of the program?

<table>
<thead>
<tr>
<th>Parameters</th>
<th>Before</th>
<th>After</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Annual Income</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contribution to household income</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Approx. Expenditure</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Approx. Savings</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Career growth**

- How did the initial break help the respondent chalk out his or her career
- How did (s)he use the skills from training and how did (s)he develop professionally.

**Future aspirations and career plans**

- Regarding individual as well as family members.