

GLOBAL OPPORTUNITY YOUTH NETWORK: PUNE

भविष्य आहे युवकांचे
 aspen institute



Facilitating Structural Justice

A Participatory Action Research Program



Objectives of the project:

- Articulate the societal challenges faced by youth in accessing and sustaining the dignified income generation opportunities in the workforce; primarily focused in the Logistics sector.
- To understand the perspective of the employers in Logistics sectors in creating safe and dignified workplaces for youth.
- Articulate the findings and create and pilot working solutions to address the challenges and work on them
- Dissemination of lessons learnt with the wider ecosystem in Pune

Program Implementation - Status Update

Research Partners onboarded: 2

St Mira's College for Girls

All India Institute of Local Self Government

Participants

Youth

80+

Employers

5+

Skilling Organisations

20+

Parents

15+

Mentors

7+

YAG members

5+

Methodology

Phase 1: First level of information gathering and

Phase 2: Deeper research to identify the structural issues.

Activities in Phase 1:

- Data collection and research training for interns
- FGDs all stakeholders – Data collection
- Combined Meeting – Data reading and analysis

Activities in Phase 2:

- FGDs with youth and employers for further deep dive to understand the underlying structural barriers
- Structural Justice research report publication by 15th July 2023

Key findings: Challenges faced by different stakeholders

Youth

- Understanding own skill sets
- Language barrier
- Lack of access to authentic information
- Balancing education and job expectations
- Travelling challenges
- Lack of guidance and mentorship

Employers

- High expectations of youth regarding salary and job role
- Retention in workforce
- Balancing market competition
- Undue influence of parents regarding career decision

Mentors

- Managing expectations of students with respect to – self-awareness, completing education, placements
- Realising value of mentorship and attending sessions
- Over expectations of students regarding immediate placements by mentors

Final steps

Further probing being done on understanding youth perspectives and perceptions about:

Challenges faced in looking for jobs post skill training

Challenges faced during preparation for interviews

Understanding the barriers faced while considering a particular job opportunity

Understanding the perceptions about suitable jobs available

Understanding the level of awareness about world of work

Publication of final research report by 15th July 2023

Thank you