

Kurukshetra Summary September 2017

SKILL INDIA: CHALLENGES, ACHIEVEMENTS AND THE WAY FORWARD

- Skills are a key driver of the modern economy. Changing skill requirements, new technologies and new kinds of jobs have placed greater emphasis on skill training – which is increasingly becoming a process of lifelong learning.

SKILL DEVELOPMENT: NEED TO PRIORITISE

- India is at the cusp of reaping its demographic dividend. Its population pyramid is expected to bulge in the 15-59 age group over the next decade. There is a narrow window to harness the potential of India's young population, however India's training capacity is limited.
- The current capacity of India's Industrial Training Institutes (ITIs), which still form the backbone of India's vocational training ecosystem, is only 25 lakhs per annum. Therefore, enhancing capacity and scale of skill training programmes, is an urgent priority for India.
- On the demand side, the National Skill Development Corporation suggest that 10.9 crore incremental human resource will be required across 24 high growth sectors by 2022.
- While there is a demand for skilled workers in industry, it is vital that training must be of high quality and relevant to industry requirements. Employability is closely related to the quality of training. One way to ensure employability of trained workers is by forging links with industry or through large-scale apprenticeship programmes.
- Over 90% of India's workforce is engaged in the unorganized sector, means that formal sector work opportunity is limited. So it is important to train youth to be self-employed or take up entrepreneurship.
- While the government and its partners in the private sector and industry are actively promoting skill training, it is not an aspirational career choice among youth.
- Skill training is perceived as a fall a fall back option, rather than a mainstream career choice. Formal education still remains the top choice for the youths.
- This bias is also seen amongst the employers who pay higher salaries to entry-level engineers, compared to experienced workers who have undergone vocational training. Therefore, issues relating to capacity, quality and employability – attitudinal factors about how skills training is perceived by both potential trainees and employers need to be addressed.
- Vocational training system is characterized by information asymmetry ; low skills equilibrium , low private sector investment in skills training and moral hazards.
- The state skill-training ecosystem was also highly fragmented. For example, in early 2014, over 20 central ministries operated a range of different training programmes, with differing norms and standards.
- India's first Ministry for Skill Development and Entrepreneurship (MSDE), was established in November 2014. The ministry was given the responsibility for both skill training and entrepreneurship.
- MSDE emerged as the umbrella ministry for Skill Development and entrepreneurship. Key institutions, dealing with these topics, from other ministries were shifted to MSDE.

The Directorate General of Training (DGT), formerly under the Ministry of labour came under the ambit of MSDE.

KEY POLICY INSTRUMENTS include:

- The National Policy for Skill Development and entrepreneurship 2015, which outlines the overarching vision for skill India.
- The National Skill Development Mission 2015, which deals with the implementation of the policies.
- Common norms, for skill development.
- The Apprentices Act 1961, has been modified with a view to encourage industry to take on apprentices.

Addressing Skill challenges:

- MSDE's policies include four major skills challenges- namely: Scale, Quality, Employability and Aspirations.

Achieving Scale in long term and short term Skilling systems:

- There has been a significant capacity addition for long-term trainings in ITIs between May 2014 - May 2017.
- Short term fee based trainings through NSDS, have also scaled up.

Enhancing Quality:

- Grading: Grading parameters include a focus on training outcomes, quality of infrastructure, industry connect etc. This will take place through the newly established Skill Management and Accreditation of Training Centres (SMART) portal.
- Strengthening of Accreditation and Affiliation norms
- Extensive curriculum reforms have been undertaken through active consultations with industry. 35 new trades have been introduced, with a focus on emerging fields such as: renewable energy, Mechatronics etc.

Improving Employability (through industry connect):

- Apprenticeship Reforms: Increasing the upper limit of apprenticeship to 10%.
- Introduction of optional trade pathways.
- Rationalization of penalties for employers.
- Launch of National Apprenticeship Promotion Scheme (NAPS), which includes incentivizing employers to onboard apprentices, online and transparent system of operations, better communication and outreach strategy.

Making Skills Training Aspirational among Youth:

- The ministry is working towards making skills training an aspirational career choice among youths through various strategies, which include addressing the cultural mindset, which makes skills training a default option, rather than an active choice amongst youth. This includes skills competition, job melas, mobilization camps, awards etc.

- New training initiatives are also now aligned closely with the aspirations of youth. For example, the ministry's India International Skills Training Centre Programme, seeks to provide skills training at global standards.
- The Pradhan MantriKaushal Kendra (PMKK) initiative aims to create model, aspirational, state of the art skill training centres in every district of the country.
- The secondary strategy focuses on creating vertical and horizontal progression pathways, between formal and vocational education streams.

Formalizing entrepreneurship:

- India's entrepreneurial spirit is well known and takes two key forms. First, there is a strand of entrepreneurship, which is borne out of necessity and takes the form of frugal innovation. Often this kind of entrepreneurship is seen in the informal sector, which comprises of 93% of the economy.
- The second is entrepreneurship, which emerges in high technology start-ups which draws on technological innovation to find solutions to key challenges.
- Aadhar, demonetization, and the implementation of GST (goods and service tax) are attempts to transit India's economy from the informal to the formal sector, so that India's entrepreneurs, both large and small, can contribute to India's growth trajectory.
- Pradhan MantriYuvaYojna, seeks to provide budding entrepreneurs, particularly those working in the informal sector, with entrepreneurship education and training, through a combination of factors including: easy access to credit, incubation support and mentorship to enable them to become part of formal economy.

Way Forward:

- Preparing for Workplaces of the Future Industry demand is dynamic. Industry is on the cusp of transformation, leading to a new industrial paradigm, known as industry 4.0.
- Industry 4.0 is the intersection and application of the Internet of Things (IoT) to the secondary sector, i.e., manufacturing. Certain sectors in manufacturing (particularly the automotive sector) have traditionally been on the cutting edge of modernization, through process automation, use of methodologies like six sigma and efficiencies driven by supply chain management.
- New disruptive technologies are creating new forms of work and new forms of flexible employment. The ministry is engaging with a number of experts to create a solid evidence base to find answer to these questions.

National Policy on Skill Development & Entrepreneurship-2015: an overview

- The national policy on Skill Development and Entrepreneurship, 2015 is a renewed version of the earlier National Policy on Skill Development (2009).The current policy is that sense has a broader framework in that it covers skill development of the youth for wage employment, entrepreneurship and also acknowledges Recognition of Prior Learning.
- The need for National skill policy arises from the fact that India is home to almost one fifth of world's youth population.

Objective of the policy:

- In keeping with the challenge of skilling a mammoth labour force, the policy aims at skilling with scale & speed while retaining the quality of skilling so that it is sustainable.
- The policy objectives include: a) To make vocational training aspirational among youths

b) Seamless integration of skill training with formal education c) Improve employability of youth d) Increase the quality and capacity of training infrastructure and trainee e) Address the manpower industry linkage by aligning supply of skilled workers with sectoral requirements of industry f) Establish an IT based information system for aggregating demand and supply of skilled workforce g) Raise the standards in the skilling space to international level.

Policy strategy:

- The policy framework on skill development outlines eleven major paradigms and enables to achieve the objectives of skilling as mentioned in the policy viz; aspiration and advocacy, capacity, quality, synergy, mobilization and engagement, promotion of skilling among women, global partnerships, outreach, ICT enablement, trainers and assessors and inclusivity.
- The policy framework identifies the strategy to create an enabling environment for entrepreneurship viz, educate and equip potential and early stage entrepreneurs across India, Connect entrepreneurs to peers; mentors and incubators, support entrepreneurs through Entrepreneurs Hub (E-Hubs), catalyse a culture shift to encourage entrepreneurs, improve ease of doing business, promote entrepreneurship among women.
- The national policy on skill development propose to bring about inclusivity by bridging the gender, social and sectoral divide by ensuring that the skilling needs of the marginalized groups are taken care of.
- The policy addresses to foster innovation driven and social entrepreneurship to address the needs of the population at the bottom of the pyramid and broaden the base of entrepreneurial supply by meeting specific needs of both socially and geographically disadvantaged section of the society.
- Setting up new ITIs in unreserved blocks.
- The policy advocates that all formal and vocational education including skill training will have to align themselves with the National Skill Qualification Framework (NSQF) by December 2018.
- The NSQF also facilitates Recognition of Prior learning in the unorganised sector and facilitate the movement of unorganised sector workers into the formal sphere of vocational training for enhancing their skills.

Policy in implementation:

- At present there are more than 40 skill development schemes implemented by 22 different Central ministries catering to basic and sector specific skill sets.
- To exclusively address the needs of rural youths there is DeenDayalUpadhyayGrameenKaushalYojna (DDU-GKY), the placement linked skill development programme, which trained 1,62,586 rural youth during 2016-17.
- The Make in India programme launched by the government in 2014 is integrated with the Skill India mission to meet its requirement of skilled manpower especially in technology intensive sectors.

- The programme aimed at improving the skilling landscape such as the PMKVY, SANKALP, STRIVE, Craftsmen training, Apprenticeship Training etc. would also facilitate in creating an environment for skilled manpower to meet the demand emerging from the Make in India sectors.
- To increase the skilling scale and speed, it is essential that the supply of skill training is closest to the skill catchment area and extending up to remote parts of the country.
- The policy also mentions of setting up KaushalVardhanKendras at Panchayat level by the State Governments to impart skill training in local employment/livelihood opportunities for school drop-outs, adolescent girls, housewives etc.
- New trends in concurrence with industry needs have been introduced. The courses under Craftsmen Training system have been aligned with NSQF.
- The National Apprenticeship Promotion scheme launched in 2016 .
- To promote entrepreneurship, there is Pradhan MantriYuvaYojna that offers entrepreneurship education and training in schools and colleges, innovations in schools and colleges and encouraged through the Atal tinkering labs and Atal incubation centres under the Atal Innovation Mission, the Start-up India facilitates ease of doing business and single window clearance for new start-up ventures, the Stand-up India, the Pradhan Mantri micro Units Development and Refinance Agency or MUDRA and ASPIRE (scheme for promotion of innovation, rural industry and entrepreneurship) promotes entrepreneurial talent among rural folks and socially disadvantaged groups.

Challenges in the skill sphere:

- The perception about skill development remains as skills to be imbibed by school/college dropouts or those pursuing blue collar jobs.
- Problem of convergence of generic skill programmes across Central ministries.
- The timeline for the implementation of NSQF is December 2018 but multiple certifying bodies still continue.
- Shortage of trained/experienced trainers.
- Mismatch exists between the aspirations of the skilled trainees and the requirement of the industry.
- Apprenticeship training yet to catch up in a big way with the industry especially the MSME units.
- In rural areas where there is a shift towards non-farm employment, skill training is more in the form of on-the-job-training.
- In the fading handicrafts and handloom sectors the skills of rural weavers and artisans need to be upgraded.
- Skill training/education in entrepreneurship in rural areas is abysmal.

Way forward:

- The top down approach to skill development must be relooked at.
- The state governments must be given the leverage to have their own State specific action plans that can be implemented through central funds.
- Re-skilling and up-skilling need to be given weightage in the overall skill programme. Recognition of the workforce of the unorganised sector needs to be done. Entrepreneurship needs to be made aspirational over wage/salary employment.

SKILLING FOR RURAL EMPLOYMENT

- The job creation is one of the most challenging task that the government is facing that too in the backdrop of digitization and automation.
- According to 'World Employment and Social Outlook for 2017' by ILO, the number of unemployed people is expected to rise by 1 lakh in 2017 and another 2 lakh in 2018.
- The number of jobless will increase from 17.7 million in 2016 to 18 million in 2018 even though the country's unemployment rate is expected to go down from 3.5% to 3.4% in 2017.
- The planning strategy, which was obsessed with growth benefitting rich and upper middle income sections of urban society, resulted into creation of fewer employment opportunities compared to the addition of the labour force in the country.
- The government is aware of the situation and taking steps to address this issue. Recently, a task force headed by NITI Aayog recommended widening the definition of formal sector workers by including all those covered under EPFO, ESIC, government and public sector employees, workers having coverage under private insurance or pension schemes or provident funds etc.

Present Challenges:

- In Census 2011, there were 119 million cultivators and 144 million agricultural labourers that is, 263 million people working in land. Population increased by 43% in 20 years but the number of landless agricultural labourers shot up by an astonishing 93%.
- Population increased by 43 percent in 20 years but the number of landless labourers shot up by an astonishing 93 per cent.
- With the increasing army of underemployed finding no work, they are forced to crowd into agricultural works or rural area works.
- On the agricultural front, there are plenty of opportunities in setting up grain storage facilities through cold chains and advanced logistics for vegetables and fruits. This would benefit women to a large extent.

Recent Efforts:

- The 'Make in India' scheme envisages to benefit the labour-intensive sectors like textiles, jewellery, BPOs and handlooms.
- Through the 'Digital India' project, the government plans to set up franchise BPOs in small towns to give the desired services to ordinary citizens.
- There is a possibility of job creation in the realm of infrastructural development in the fields of slum upgradation, sewerage and drainage and treatment of drinking water. A large section of those who have no work in agriculture, but have some education, could move to non-farm areas.
- The small scale and micro sectors (MSME), which constitute 45 percent of manufacturing, 42 percent of exports and over 37 percent of GDP, would have to be given all types of encouragement including technological support and financial assistance to boost up their production and ensure economies of scale. According to reports, only MSME can provide maximum jobs, maximum entrepreneurs and maximum products.

- MSME entrepreneurs could now get a collateral loan of Rs 2 crore, earlier it was 1 crore, without a third person guarantee.
- The government has made it mandatory for all public sector units to make 20 percent purchases from small businesses.
- There is a need for popularizing handlooms both for domestic and export purposes which would go a long way in generating jobs and also in improving income levels of those involved in this not-so-healthy sector.
- The vision of 'Housing for All' by 2022 would be possible only through creation of jobs.

Skill development:

- The biggest benefits would come from the government's urge towards skill development. The skill India Mission is in the process of imparting all types of training geared towards skill development.
- Around 500 million people are proposed to be trained by the year 2022 in collaboration with business groups and civil society organization.
- Skill India Mission would provide training, support and guidance for traditional occupations like carpenters, cobblers, welders, blacksmith, masons, nurses, tailors etc.
- There would be emphasis on real estate, construction, transportation, textiles, gem industry, banking, jewellery designing etc, where skill development is inadequate or nil.

Future Plans:

- Skilling its large workforce is a major challenge for India given the low degree of higher education.
- The country has a large work force which largely works in the informal sector. It is significant here to mention that though the share of workers in the unorganized sector declined from 86.3 percent in 2004-05 to 82 percent in 2011-12, the share of informal workers in the organized sector increased, leading to an overall proportion of informal workers in total employment as high as 92 percent.
- The MSME sector has to be the focus of attention in order to boost up employment generation.
- There is a need to diversify products of Khadi and village industries and market them overseas with government active help and support.
- A long term employment strategy whereby both the organized and unorganized sector, particularly manufacturing grows more rapidly than in the past, has to be formulated and implemented effectively with political will.
- India will need to generate 250 million jobs between now and 2050, the year when the working age (15-60) population would peak, according to a new United Nations Development Programme (UNDP) report 'changing the future: How Changing Demographics can Power Human Development'.
- The present initiatives may go a long way in tackling unemployment in a big way.

Skilling Initiatives in Rural India: an analysis

- The erstwhile Planning Commission has pointed out that the ageing economy phenomenon will internationally create a skilled manpower shortage of about 56.7 million by 2040. In such a situation, India has an advantage to become the world supplier of

skilled manpower having about 28% of the graduate talent pool among 28 of World's lowest cost economy.

- This is an emerging area of giving employment to youth not only nationally, but also internationally, which would in turn fetch foreign exchange too.
- Programmes like PanditDeendayalUpadhyayGrameenKaushalYojna (DDU-GKY), Rural Self Employment Training Institute (RSETI) & Pradhan MantriKaushalVikasYojna (PMKVY).

Skill and Employment:

- Labour Bureau Report for the year 2014 commented that current size of India's formally skilled workforce is merely 2% whereas in smaller countries like South Korea and Japan, the skilled workforce size is 96% and 80%, respectively.
- Recently, report on Fifth Annual Employment-Unemployment Survey 2015-16 carried out by labour Bureau found that at National level, more than 58% unemployed graduates and more than 62% of unemployed post-graduates opined non-availability of job matching education/skill and experiences as the main reason for their unemployment.
- The shortage of skilled manpower has been attributed to the lack of formal vocational education framework, with wide variation in quality, high school dropout rates, inadequate skills training capacity, negative perception towards skilling, and lack of 'industry-ready' skills even in professional courses.

Efforts towards Skilling India:

- Some of the initiatives towards skilling manpower are RashtriyaUcchatarShikshaAbhiyan (RUSA), Technical Education Quality Improvement Programme (TEQIP), and National Skill Qualification Framework (NSQF).
- An exclusive department of Skill development and entrepreneurship has been created to address domestic and global skill requirements with the introduction of the DDU-GKY, which is a placement-linked skill development scheme for poor rural youth.
- Under Rurban Mission, out of 14 components, two components namely skill /development training linked with economic activities and digital literacy are for skilling youth in rural area. 70% of household are to be covered under Rurban Mission.

DDU - GKY:

- The Aajevika skills which was a placement linked skill development scheme, has been restructured as DDU-GKY on 25th September 2014 with the sole purpose of refocusing and re-prioritising the scheme to build the capacity and capability of rural poor youth to meet out global skill requirements of trained manpower.

Key features:

- Market-led, Placement-linked training programme for rural youth undertaken in PPP mode.Mandatory assured placement to 70 percent of the trained candidates.
- Priority on rural youth from poor families in the age group of 15 to 35 years belonging to RSBY household, MNREGA workers household, AntayodayYojna card holders etc.
- Compulsory coverage of marginalised groups namely SC/ST-50 per cent, Minorities-15 percent, Women-33 percent.

- Coverage for special areas to enable youth to get benefits of the scheme through a special scheme named as Himayat for the youth of Jammu & Kashmir.
- Post placement support to candidates undergoing training. Career progression support to training partners.

Rural Self-Employment Training Institutes:

- There are 587 RSETIs across the country. Any unemployed youth in the age group of 18-45 years, having aptitude to take up self-employment or age employment and having some basic knowledge in the related field can undergo training under RSETI.

Pradhan Mantri Kaushal Vikas Yojna:

- It was launched to provide skilling to one crore people, with an outlay of Rs. 12,000 crore. This scheme has two components known as Centrally sponsored Centrally managed (CSCM) being implemented by State Skill Development missions of the States/Uts.
- Under the CSCM component, 75 percent of the total funds are provided to NSDC for imparting Fresh Short term Training (STT) as well as Recognition of Prior Learning (RPL) with the purpose to get better opportunities in terms of placement and self-employment.

Future Prospects:

- Various initiatives in terms of Skill India, Stand Up India have been taken, however, future prospects of skilling India depend on effective convergence, employability and spatial justice of the courses run by various organization.

Effective Convergence of different programmes:

- Convergence denotes that various aspects of each programme should be brought together in such a way that they have proper place so that they become an integral part of the whole. There is also a need for an area based convergence which means converging different schemes in one particular location.

Skill Development and assured Employability:

- Domain knowledge of particular trade is necessary to the trainees so that they do the work more effectively. Competent faculty should be inducted in the institutions to impart training to trainees.

Spatiality in Skilling India:

- Spatiality in skilling India means training infrastructure in terms of good institutions and trainers/faculty, which may be located in backward areas and among backward people where these things are most required.

Revamping The Vocational Education

- Although India has a national literacy rate of 74.2%, but a rough estimate suggests that only 2.5% population has any vocational education.

- To ensure skill development and vocational training for our youth and to equip them for job market, a new ministry was formed which had come up with a new National Policy on Skill Development and Entrepreneurship, 2015 with the challenge of skilling at scale with speed and standard.
- There are still many areas – rural, tribal and North-East and sections of society like women, Scheduled Castes and Tribes – which need more attention.

Challenges in Skill Training:

- India currently has two systems of vocational training: Long term Skilling (it is), Short term Skilling (various schemes like PMKVY, Integrated Skill Development Scheme (ISDS), DDU-GKY) which offer programs of approx. 300 hrs.
- In 2014-15, both government and private ITI offered a combined capacity of about 17 lacs seat per annum, of which only 54% or 9.3 lacs seat were occupied.
- Even the short term skilling courses were able to achieve 80% target allocated to the schemes. The comparison of two different skilling system clarifies that ITI ecosystem needs to be overhauled.
- There is also a need to add some brand and aspirational value to the ITIs and other skill development courses offered under different schemes. In India, even today, skill development is not considered as a mainstream mode of education.
- Those who get training under different skill development programs are considered as less capable. Many organizations are running skill development programs because they get government funds and they lack quality in training delivery.
- There is still no ecosystem for skilling in India and requires much more support and involvement of both the govt. and the private sector.
- Another important stakeholder, the industry, neither recognizes the skills certificates issued post completion of short term courses, nor provides proper pay for their skills.

Challenges for ITIs:

- The quality of the ITIs in the country has always been a cause of concern as they do not have the required level of expertise or resources to train the youth.
- In countries like Finland and South Korea, vocational education is at par with the mainstream education and half of the student pool opts for vocational education because there are excellent facilities, up-to-date syllabi and advanced tech tools to support their training. Students passing out of such a system would naturally obtain good jobs as technicians of world standards.
- Our ITIs should spend more on staff training and development, which is a significant area for any educational institution.
- Another major challenge is that of the availability of staff – shortage of staff can be bridged by laying more focus on recruiting more staff for these institutions.

Revamping ITIs:

- Govt. has decided that the students enrolled in Industrial Training Institutes clearing exams will now be given class 10th and 12th equivalent certificates and state-of-the-art facilities benchmarked with those provided in CBSE, ICSE schools.
- This move will help students undertaking courses in ITIs to pursue regular courses in other schools and colleges. The MHRD has permitted relevant authorities to conduct

examinations for students enrolled in ITIs for matriculation, secondary and higher secondary equivalence and give certificates to those successful.

- Ministry of Skill Development and Entrepreneurship is also notifying the new norms for building, assets, facilities, training infrastructure and equipment for new ITIs.

Online Skilling Programs:

- Ministry of Skill Development has launched an online platform to impart skills with an aim to reach millions of skill seekers in the country. The web portal indiaskillonline.com is a part of the govt.'s Skill India campaign. This portal will provide free online courses to aspirants.
- Apart from domain specific, qualification pack courses, the website will also offer courses on soft skills, languages, digital literacy etc.
- The objectives of this portal are – Take anytime, anywhere skilling opportunities to the skill aspirants; Leverage technology to further the objective behind the Skill India Mission.

Changing World Needs:

- Sustainable Development Goals – 17 global goals to end poverty, tackle climate change and reduce inequalities – include youth skills development with clear metrics under goal 4 – a quality education.
- There is a dire need to harness demographic dividend and achieve SDGs.
- The number of unemployed youth globally has remained high though the skills in demand have been rapidly changing. The World economic Forum predicts that by 2020, more than one-third of skills were considered important in 2015's workforce will be changed.

Conclusion:

- Young people need to learn not just the skills required by new technologies, but also ways to interact with and adapt to technology. The GoI is taking significant steps to respond to India's demographic opportunity and has adopted measures in the form of inclusive schemes to empower young people.

Role Of NGOs And Private Sector In Skilling

- Young population is a boon if they are properly employed, otherwise they may become a liability. For enjoying fruits of demographic dividend, it is important to raise investment in human capital to promote productivity of the population.

Programmes of the Govt.

- For about last three decades, the govt. has been endeavouring at creation of self-employment by providing credit in subsidised form in programs such as IRDP (Integrated Rural Development Program), SJSRY (SwarnaJayantiShahriRozgarYojana), SGSY (SwarnaJayantiGrameenSwarozgarYojana), NRLM, MGNREGA etc.

- However, people residing in rural sector society are insufficiently equipped to absorb credit and to start their own enterprise, because of their lack of business skills, illiteracy, their inability to take risks and motivation.
- Some govt. programmes relevant to skills are:
 - NRLM (National Rural Livelihood Mission) as DDU-GKY which gives training to unemployed youths under BPL category.
 - IRDP (Integrated Rural Development Program) to enable selected families to rise above poverty line with the help of self-employment in different activities.
 - TRYSEM (Training Rural Youths for Self-Employment) aimed to provide technical skill to rural youth (between 18-35 years) to enable them to seek employments in different fields
 - NREP (National Rural Employment Programme) to create additional employment opportunities in the rural areas with the help of surplus food grains.
 - MGNREGS
- Despite such schemes and efforts, the govt. alone cannot mobilise all the resources needed for skill upgradation for rural people.
- Stakeholders like private organisations, NGOs, Corporate Social responsibility, diaspora, SHGs etc. can contribute to skill development of the rural people.

NGOs:

- The NGOs are flexible in their responses to local needs and often work in areas where govt. agencies have limited presence. They plan and implement skill development plans and help in mobilizing the local resources for the implementation of plans.
- They generate awareness and prepare training modules for vocational training of the candidates. They also equip them with skills which could form a bridge between education and employability.
- NGOs work in association with the govt.'s skill initiatives like PMKVY, NSDC and ESDM (Electronics System Design & Manufacturing).
- The govt. has formed different institutions to provide funds for NGOs like Cooperatives, Khadi and Village Industries Board, National Wasteland Development Board, Central Social Welfare Board and CAPART (Council for Advancement of People's Action and Rural Technology).

Corporate Social Responsibility:

- It is also referred to as "corporate citizenship". It may employ incurring short-term costs that may not be financially beneficial to the company, but instead promote positive social and environmental change.
- They endeavor to mobilize, train, make people employable and create entrepreneurs in rural areas with the objective to get the right job to the right person.
- Unaware of available opportunities, most of the young people in rural areas lack aspirations. Here, the CSR steps in to align training programs with the industry thereby showing these youths an opportunity.

Private Partners:

- Promotion of skill development by creating large, quality, for-profit vocational institutions is the gesture of private people.

- To overcome the problems of good trainers, these players have relied on technology by creating tech enabled mobile centres, broadcasting from central locations.

Social Workers:

- Social work is a profession to empower people to develop their skills and to use the available resources to resolve problems. Social workers are the agents of social change.
- They build capacity of rural folks by providing suitable skills and making the community sustain its own.
- Many a times, people in rural areas are not conversant about the newly introduced programmes of govt. and social workers through their actions generate the necessary awareness among rural youths.
- Social workers try to set up training institutes for the benefit of rural people and ensure quality across all training programs.

Self Help Groups (SHGs):

- A SHG is an informal association of people, usually composed of 10-20 local individuals with its base in villages. Voluntary membership, participatory planning, education and training, resource mobilization, self-management, empowering the members, building linkage, ensure monitoring and sustainability are some of the salient features of SHGs.
- Members of SHG group are provided with training programs so that they are able to develop their skills.
- SGSY (SwarnaJayantiGrameenSwarozgarYojana) aims to eradicate poverty by providing income-generating assets to rural people. SHGs are the major component of this scheme.

Diaspora:

- UN report says that India now has the largest diaspora in the world and plays a crucial role in rural development of India. In Punjab, a village helped by diaspora is home to a successful rural polytechnic.
- With the help of funds coming from diaspora, the objective of the govt. agencies gets fulfilled.

Conclusion:

- In India, there are women in families who have inherited traditional skills like making khesh, dari etc. These skills are dying because they are not cost effective and hence cannot survive in the competitive market. It also lacks marketing.
- If these skills can be linked with the livelihood option then with proper training, packaging and marketing, it can survive and provide these people financial independence in addition to meeting the target of skilling 500 million people by 2022.

Science & Tech For Skill Development

- The upliftment in the standards of life & living conditions of rural population are essential. In order to improve the rural livelihood and living conditions, five things are required:

agriculture, education, scientific temper, innovation, entrepreneurship and skill development.

- Through the growth of rural India aligned with the rational use of energy and natural resources, a sustainable development can be realized. For this, there is an urgent need of inculcating skills among Indian children and youth.
- To empower the women through skilling their talents, over 46,000 seats are exclusively created for the women. Reservation provision for SC/STs, disabled, OBCs has also been created.
- In addition to these, at least 25% of all existing institutions of higher education would also offer add-on career oriented courses with specialized skills at an appropriate National Skills Qualification Framework (NSQF) level within the next five years.
- Along with making youth skilled through ITIs, Advanced Training Institutes (ATIs) and polytechnics, there is also a dire need for upgrading all existing skill institutions and add new ones.
- States govt. would be encouraged to set up Skill Development and Training Centres at Panchayat level with the help of SHG and NGOs for mobilizing and imparting skills pertaining to local employment/livelihood opportunities to school drop-outs, adolescent girls, housewives and rural youths.

Scenario of Rural India:

- According to Census 2011, total number of villages in our country is 640867. Rural and Urban populations are 83.3 and 37.7 crores respectively.
- Today every fifth person in our country is an adolescent (10-19 years) and every third – a young person (10-24 years).
- The gender gap in literacy has come down from 24.6 in 2001 to 19.8 in rural areas and from 13.4 in 2001 to 9.8 in 2011 in urban areas.
- These data reflects that rural population and especially youth and female are more inclined towards education.
- As per the report by the Ministry of Labour and Employment of India, unemployment among rural youth in our country is highest today since 1993-94. This report depicts that about 5% rural youth aged between 15-29 years remained unemployed in 2011-12.
- Today India is attaining new heights in S&T advancements. Linkages between rural youth and S&T based entrepreneurship will create new history.

Skilling and rationality

- The Article 51 A (h) of our constitution depicts “to develop the scientific temper, humanism and the spirit of enquiry and reform” as a fundamental duty for every Indian citizen.
- To make the youth rational, parents, teachers, scientists, science communicators and organisations can be agents to create scientific awareness in the society.
- Mass media can also contribute to a large extent in the attitudinal changes and scientific awareness creation among the public.
- Apart from special TV and radio programs, workshops and trainings based on the need and prospects of the skill training and development will also be very effective in rural areas.

- Doordarshan and All India Radio, National Council for Science and Technology Communication, National Institute of Science and Information Resource, VigyanPrasar and National Council of Science Museums are specifically working as the extended arms of the govt. to create scientific awareness and rationality.
- VigyanPrasar has been connected with a significant number of women farmers to understand their specific information and capacity building needs to overcome drudgery related challenges in farming.

STI and Entrepreneurship:

- India is the first country to adopt a National Science Policy (The Scientific Policy Resolution – 1958).
- After this, India went through two more milestones at policy level – Science and Technology Policy 2003 and Science, Technology and Innovation Policy 2013.
- One of the key objectives of STI policy 2013 is to enhance skill for application of science, technology and innovation among the youth from all social strata.

Skilling through innovation:

- Innovation plays crucial role in addressing and solving the pressing challenges of energy and environment, food and nutrition etc. It can help solve problems and improve their lives.
- However, technological applications are largely restricted to urban areas. Rural areas have not reaped enough benefits from them. In such situations, innovative approaches in skill development will prove to be instrumental.

Conclusion:

- The other side of the coin show a dismal picture. Scientific and technological advancements lead to unemployment. With the advent of increasing automation, the risk of job losses is also increasing.
- With the aid of innovative approach and rational mindset, a balance between technological advancements and skill development can be established. This will motivate the rural as well as urban population to contribute in national development. In this process, women must also be encouraged to develop her skills.

SKILL & ENTREPRENEURSHIP: Empowering Rural Women

- The women in India lives in common milieu, she owns nothing, not even herself, as a result she is more marginalized and oppressed than any other sections.
- Civilization is 'incomplete without the empowerment of women' and the issue is no longer women development but "women-led development".
- Empowered women can make a strong contribution to the economic well-being of the family and communities, thus contributing to the Sustainable Development Goals.
- The challenges for women living in rural areas are more compared to their urban counterparts. In rural societies, gender discrimination reduces economic opportunities for girls and young women.

- Deprivation and gender bias, cultural norms force many girls from poor families into early marriage and child bearing, where they are extremely vulnerable to HIV, sexual violence and physical exploitation.
- The burden of domestic tasks-such as caring for siblings or the elderly, tending to livestock and collecting water and firewood-also restricts girls' access to educational, social and economic opportunities.
- Poverty compels many women to seek employment in the informal sector, where they find themselves limited to low skilled jobs with minimal income potential, long hours and unequal power relations that often lead to exploitation.
- Opportunities for women in rural areas are limited in rural areas, due to restricted mobility and access to education.

Data:

- The NSSO 68th Round Report reflects a huge gap between the participation of women in care economy, situation is worse in rural areas. The data shows that during 2011-12, an estimated 57% of the rural women of age 5 years and above engaged in domestic duties pursued any activity under specified activities while the corresponding figure in Urban India is only 13%.
- For lack of education or specific skill, for most of the rural women, manual work is still the easily available work.
- A number of initiatives have been taken in this regard. The main focus of the government is to transform the manual labour into skill based workforce.

Skill Development:

- Census (2011) has revealed that there has been a continuing fall in labour force participation rate of women from 33.3 % to 26.5 % in rural areas.
- Mainstreaming gender roles by skilling women in non-traditional roles and increasing gender sensitivity in the work place will have a catalytic effect on productivity and be a smart economic decision.
- The National Policy on Skill Development and Entrepreneurship 2015 focused on improving the productivity of the economy through participation of women in the labour force.
- It aims to ensure skill development of women by creating more seats in the vocational training institutions.
- In order to bridge the gender gap, the policy identifies the need for special delivery mechanism such as mobile training units, flexible afternoon batches along with local needs based training.
- It also deals with the issues of safe and gender sensitive training environment, employment of women trainers, equity in remuneration, and complaint redressal mechanism. Skilled women get an internet or mobile based platform to keep regular touch with the employers.

DeenDayalUpadhyayGrameenKaushalVikasYojna (DDU-GKY):

- Ministry of Rural Development administered the DDU-GKY which is the skill training and placement program carried out as part of the National Rural Livelihood Mission. The programme provides funding support for placement linked skilling projects.

- The scheme has special focus on women by reserving 1/3rd of the seats for women; migration support centres are set up to monitor the needs of the vulnerable population, specially women.

Support to training and employment programme for women (STEP):

- The STEP programme is a Central Sector Scheme of Ministry of Women and Child development under which, training is provided to poor and marginalized women in traditional trades to improve employability.
- The scheme is intended to benefit women who are in the age group of 16 and above.
- Under the programme, grants-in-aid are provided by the central government to societies, voluntary organizations, and cooperative providing skills in sectors ranging from agriculture to hospitality.

Pradhan Mantri Mudra Yojna:

- The Mudra Loan has the objective of 'funding the unfunded' that has twin purposes of seeding new enterprises and expanding existing units, with special focus on providing financial support to women entrepreneurs, for both financial inclusion and empowerment.
- Almost 99% of the PMMY loans extended by MFIs were for women borrowers, which contributed significantly for the share of women borrowers under this program.

Stand Up India:

- Stand up India scheme has special provisions for women.
- In this scheme, each bank branch will provide loans of up to 1 crore to at least two such projects per bank branch on an average, one for each category of entrepreneur (SC/ST and women), in case of firm 51% of share holding and controlling stake held either by SC/ST or women entrepreneurs to ensure financial availability to set up big industries and turn into big entrepreneurs.
- Currently at National level, this scheme provides subsidy to Mahila Coir Yojna by MSME, Govt. of India. It is the first women oriented self employment scheme being implemented by the Coir Board for the empowerment of rural women artisans in the coir industry.
- The scheme imparts skills among the artisans through the training programs in collaboration with co-operatives, NGOs and other recognized training institutions.

National Rural Livelihood Mission (NRLM):

- NRLM is, perhaps, the largest poverty reduction initiative, the largest program for women in the world with its goal of reaching nearly 70 million rural households.
- NRLM provides platform to mobilize the poor households (women) into self Help Groups (SHG) of the poor that provide them with voice, space and resources.
- SHG members are trained to manage their institutions, linking up with markets, managing their existing livelihoods, enhancing their credit absorption capacity and credit worthiness.

Conclusion:

Gender equality and women's empowerment are integral to the 2030 Agenda for sustainable Development. Government of India has taken various steps which will connect rural women to the mainstream economy where they claim their stake in global economy and become the engine of economic growth.

Trade Related Entrepreneurship Development Assistance Scheme (TREAD)

- It envisages economic empowerment of women. There is a provision of Gol grant upto 30% of loan/credit sanctioned subject to maximum ceiling of 30 lakhs to the NGOs for undertaking capacity building activities.
- The focus of the scheme is to promote self employment and income generation activities for women mostly from SHG groups in non-farm sector such as Agarbatti making, handicrafts, tailoring etc.

3rd National Handloom Day

- The 3rd National Handloom day was celebrated in Guwahati on 6th August 2017.
- The prime objective of holding National Handloom Day in Guwahati was to empower women and girls, as more than 50% of total weaver population in North Eastern Region, having women in majority.
- Gol is taking various initiatives for the welfare of handloom weavers, like **HathkarghaSamvardhanSahayata Scheme** (Gol bears 90% of the cost of new looms), **MUDRA scheme** (loans ranging from Rs. 50000 to Rs. 10 lakh can be availed by the weavers).
- The Ministry of Textiles has entered into MoU with IGNOU and NIOS whereby children of weavers shall be able to avail school and university education, with 75% of fees being born by Gol.
- Weavers' Service Centres (WSC) has been established as a one stop centre for weavers providing various services including banking, passport etc.
- Another MoU was signed between Ministry of Textiles and designers whereby reputed textile designers will work closely with handloom weavers to improve the market potential of handloom products and improve earnings of weavers.

Ganga Gram:

- It is a joint initiative of MDWS and MoWR. The Gram Pradhans of these villages were administered oath for achieving the goal of Adarsh Ganga Gram.
- The initiative would focus on better cleanliness and infrastructure facilities like Solid and Liquid Waste Management (SLWM), rejuvenation of ponds and water sources, water conservation projects, organic farming, crematorium and overall convergence with govt. departments and projects.
- 24 Model "Ganga Grams" to be developed in 5 states (Uttarakhand, Uttar Pradesh, Bihar, Jharkhand and West Bengal).

Challenges:

- Huge number and geographical spread
- Non-availability of sand in states
- Floods in Ganga Plain
- Issue of Diyara Villages, Non Availability of Funds

Pradhan Mantri Yuva Scheme

- The scheme, launched by the Ministry of Skill Development and Entrepreneurship, aims at providing on line Entrepreneurship Education to about 15 lakh students across the country through 3050 Project Institutes consisting of institutions of Higher

Learning; Schools; ITIs and Entrepreneurship Development Centres.

