

ESTIMATING THE SKILL STOCK IN PUDUCHERRY

Leveraging a household survey conducted by the Centre for Monitoring Indian Economy to understand the supply of skills in Puducherry





A. Introduction

The Centre for Monitoring Indian Economy (CMIE) periodically conducts household surveys, known as the Consumer Pyramids Household Survey (CPHS), across India to generate estimates of income, expenses, savings, borrowings, investments and ownership of assets of households. It also provides estimates of the age, gender, education, occupation, health and financial inclusion of individuals.

To study the supply of skills in India, the National Skill Development Corporation (NSDC) collaborated with CMIE and added skills-related questions in the 13th round of its CPHS conducted in January-April 2018. The objective was to gain a better understanding of the stock of skills existing in India, type of training programs that are taken up, benefits of formal training, source of skill acquisition for working persons, awareness about and willingness to enroll in formal training programs, among others.

The guiding principle used to understand skills is the following definition stated by the National Sample Survey Organization (NSSO):

'Any marketable expertise, however acquired, irrespective of whether marketed or not, and whether the intention is to market it or not, is considered as skill. Thus, a person holding a certificate/ diploma on an appropriate subject will be considered to possess the specified skill along with persons who have acquired the said skill without any such certificate/ diploma or even without attending any institution. When a person has acquired skill in more than one trade, the skill in which he is more (most) proficient is considered as his skill.'

Additionally, the NSSO notes that the primary objective of vocational education and training is to 'prepare persons, especially the youth, for the world of work and make them employable for a broad range of occupations in various industries and economic sectors or enable access opportunities of self-employment'. A similar observation has been made in National Industrial Classification (NIC)-2008 - 'technical and vocational secondary education include programs that emphasize subject-matter specialization and instruction in both theoretical background and practical skills, generally associated with present or prospective employment'.

The NSSO also conducts household-based Employment Unemployment Surveys (EUS) in India to provide estimates for labour market indicators. The last quinquennial survey was undertaken in 2011-2012. Considering the need for more frequent labour force statistics, the first Periodic Labour Force Survey (PLFS) was conducted over July 2017-June 2018. While data on labour market indicators is available both from PLFS and CMIE, this report focuses only on descriptive findings obtained from an analysis of CMIE data.

This report presents findings for the state of Puducherry. Findings at an all-India level and for other states are also available on request.



C. Executive Summary

Puducherry's population (aged 15 years and above) is 11.67 lakh, of which 4.93 lakh (42%) persons are in the labour force (persons who are either working or willing to work and actively looking for work). Female labour force participation rate in the state is 17% compared to, 68% for males. Unemployment rate in the state is 3.1%.

63% of the state's labour force is in urban areas. 62% of all employed persons are working in urban areas and 88% in non-agriculture occupations. Among employed persons, 7% earn Rs. 20,000 or lower and 45% earn between Rs. 20,001-50,000.

0.02 lakh persons (0.17% of population aged 15 years and above) have received or are undergoing formal vocational training, of whom 0.02 lakh are 15-30 years of age. Females constitute 50% (0.01 lakh) of the formally trained segment. 100% of this segment took up short-term training courses and 67%, paid training. 25% (0.005 lakh) persons are in the labour force - of whom, 0 lakh are employed.

4.5 lakh persons (39% of the state's population aged 15 years and above) have informally acquired skills. As source of skill acquisition, 6% reported Hereditary, 14% On the job learning, 9% Self-learning and 71% other sources. Among the employed, informally skilled persons, 88% (3.92 lakh) are working in non-agriculture occupations. 8% earn Rs. 20,000 or lower and 45% earn between Rs. 20,001-50,000. 44% have work experience of more than 10 years.

0.02 lakh informally skilled persons are aware of formal skill development programs. 0.1 lakh are willing to enroll for formal programs, of whom 0.02 lakh would like to enroll if the training is free/sponsored, 0.03 lakh if it is subsidized and 0.04 lakh even if they have to pay. 0.041 lakh are willing to enroll in short-term programs and 0 lakh in long-term. There are 0.008 lakh persons who are willing to enroll in formal programs and the duration of training does not matter for them.

6.67 lakh persons (57.16% of population aged 15 years and above) in the state do not possess any skill and are not employed (unemployed or not in labour force). Females constitute 72.41% (4.83 lakh) of this segment. 30% reside in rural areas. Within this segment, 0.003 lakh are aware of formal skill development programs of whom, 0.003 lakh (100%) are 15-30 years of age and 0.003 lakh (100%) are females. Among those who are willing to enroll in formal training, 55% reported- Yes, if they are subsidised and 62% reported preferred training duration- Do not know.



D. Insights from the household survey

I. Overview of Puducherry's Labour market



Figure 1

Population of persons aged 15 years and above in Puducherry is 11.67 lakhs. There are 4.93 lakh persons in the labour force (persons who are either working or willing to work and actively looking for work). 3.04% of the state's labour force is unemployed. 70% of the unemployed are in the age-group of 15-30 years (5.9% of India's labour force is unemployed; 90% of the unemployed are in the age-group of 15-30 years).

Female labour force participation rate in the state is 16.75% (All-India Female labour force participation rate is 11.7%).

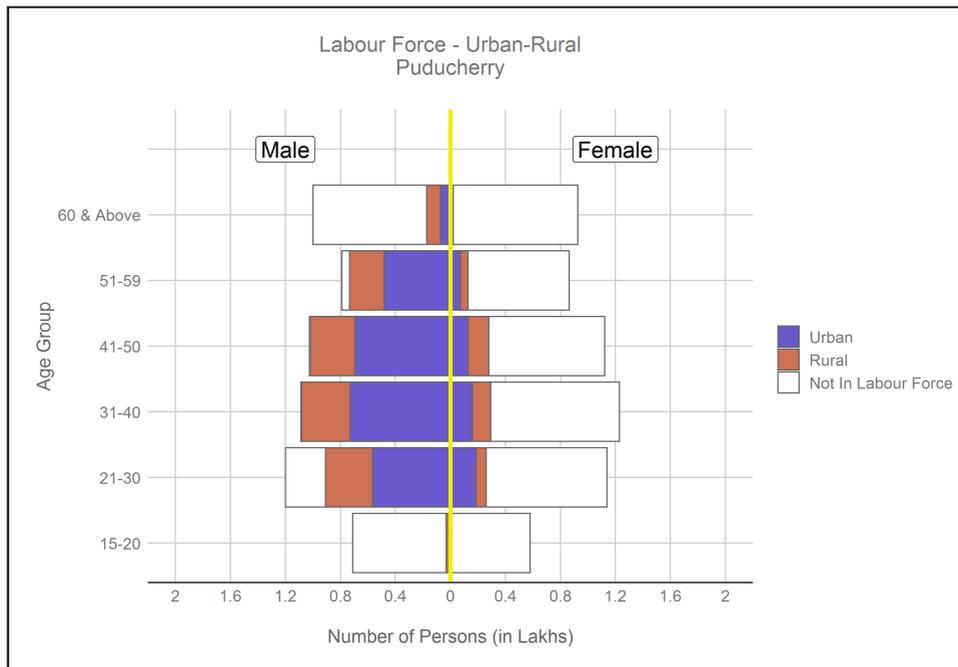


Figure 2

63% of the labour force in the state resides in urban areas (32% of India's labour force resides in urban areas).



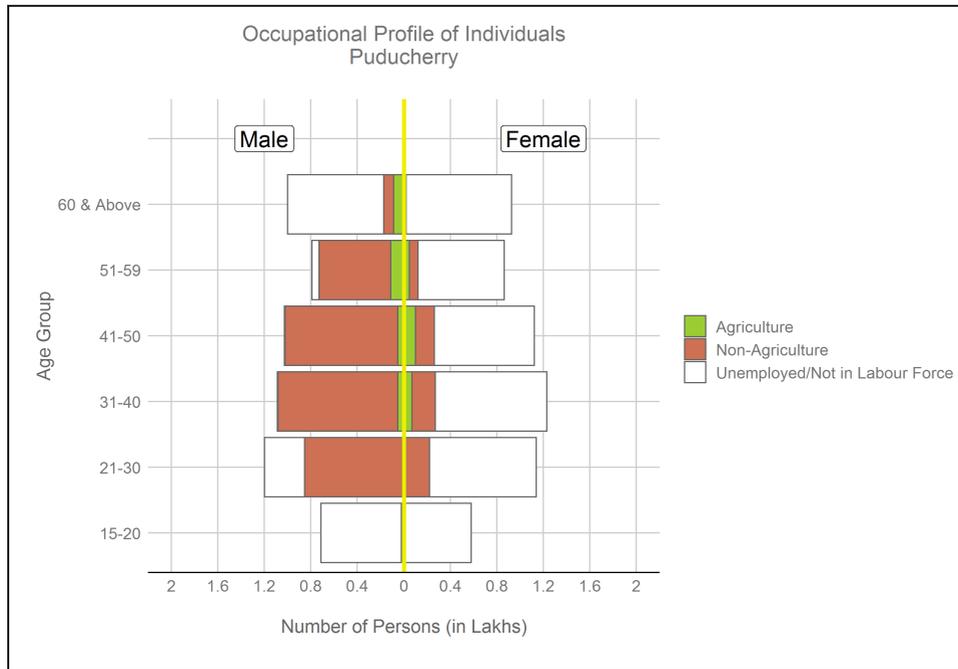


Figure 3

4.22 lakh (88%) persons are working in non-agriculture occupations and 0.56 lakh in agriculture (65% of all employed persons in India, are working in non-agricultural occupations).

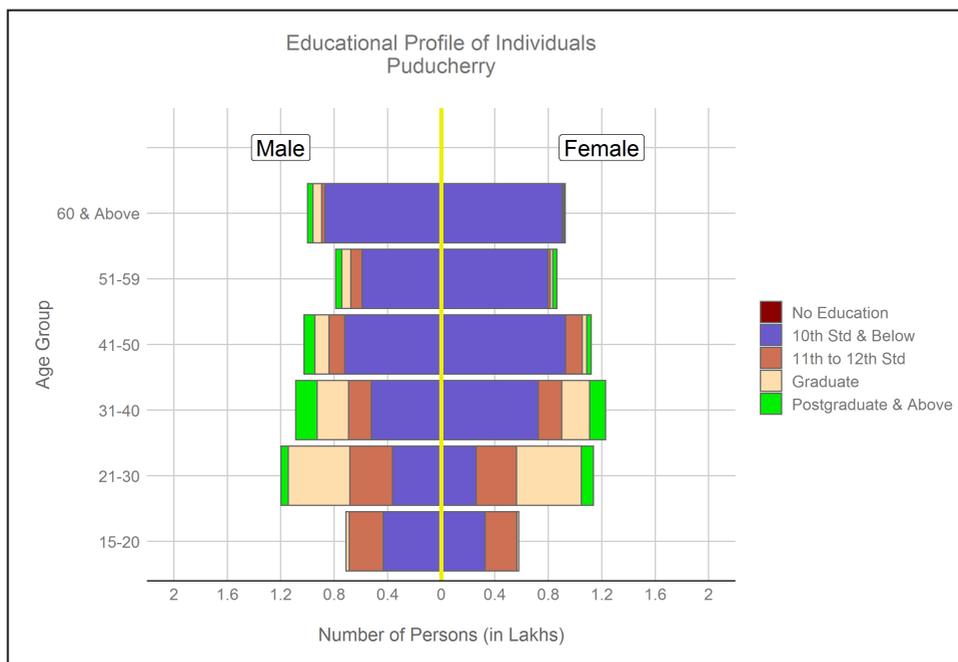


Figure 4

Out of all persons aged 15 years and above, 64% are 10th Std & Below/Not Educated, 16% are 11th to 12th Std and 20% are Graduate & above.



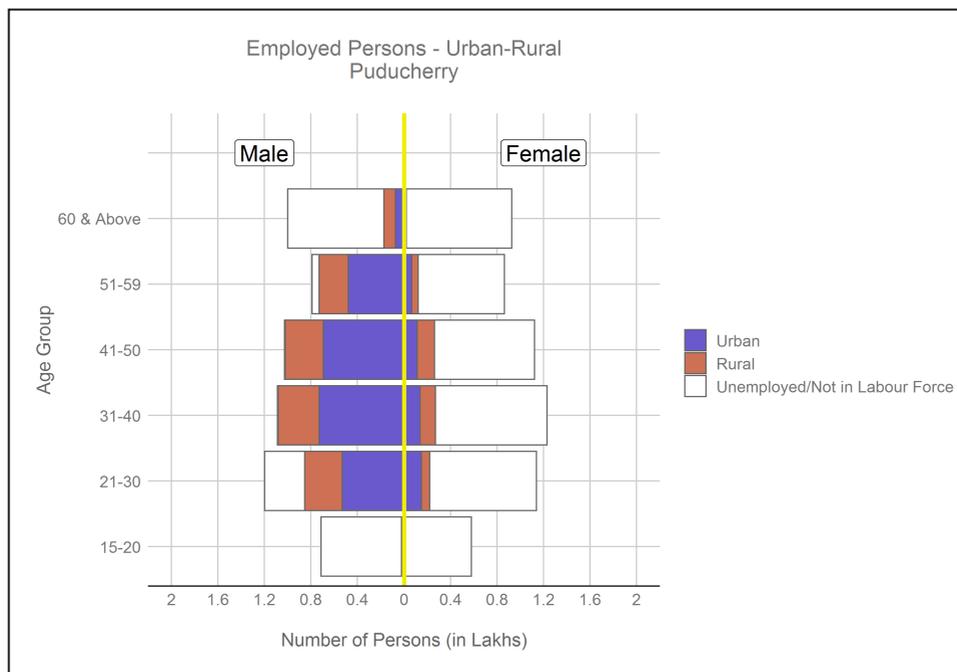


Figure 5

62% of all employed persons in the state are working in urban areas.

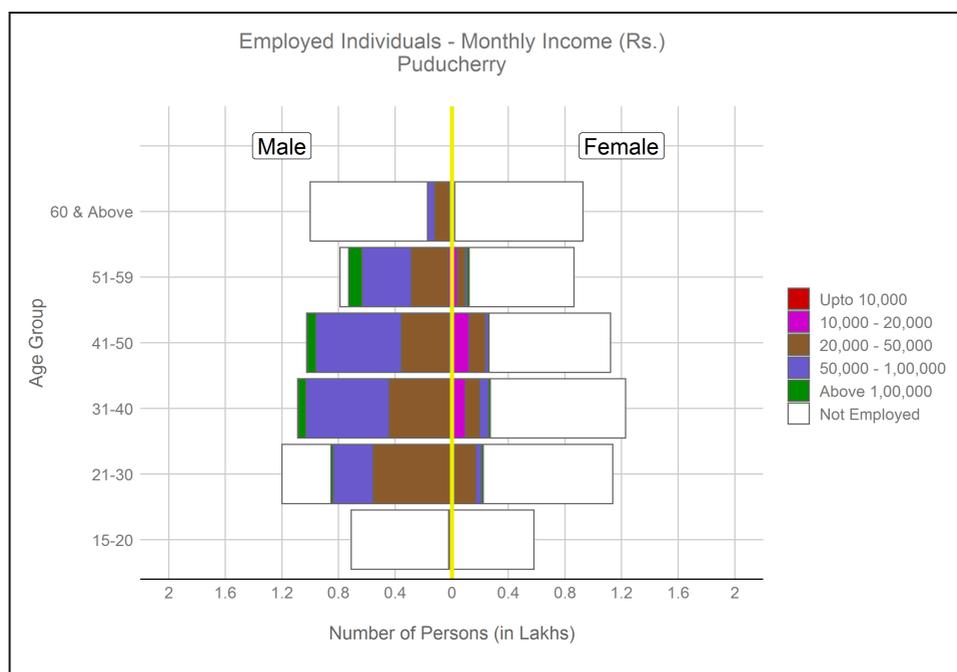


Figure 6

Among the employed persons in the state, 7% earn Rs. 20,000 or lower (All-India: 19%) and 45% earn between Rs. 20,001-50,000 (All-India: 51%).

Among the employed males, 2% earn Rs. 20,000 or lower (All-India: 16%), and 44% earn between Rs. 20,001-50,000 (All-India: 53%). Among the employed females in the state, 32% earn Rs. 20,000 or lower (All-India: 50%) and 48% earn between Rs. 20,001-50,000 (All-India: 37%).

In the following sections, respondents are classified into four categories (in line with the approach adopted in the survey questionnaire for capturing skill stock): Formally Vocationally Trained, Informally Skilled and Employed, Informally Skilled and Not Employed; Not Skilled and Not Employed. The characteristics of each category of persons are described, giving population estimates that are derived using survey weights.



II. Formal Vocational Training

1. Access to formal vocational training

0.02 lakh persons (0.17% of population aged 15 years and above) are estimated to have received or are undergoing formal vocational training² (All-India: 2.16 crore, 2.2% of population aged 15 years and above). There are 0.02 lakh formally trained persons who are 15-30 years of age. There are 0.01 lakh formally trained females (50% of all formally trained persons).

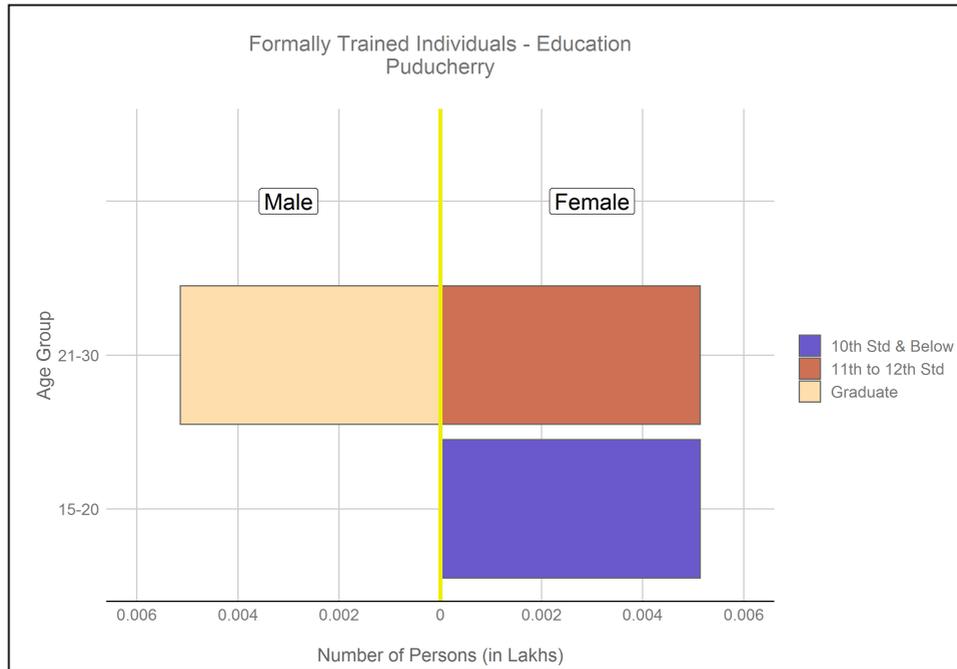


Figure 7

Out of all persons aged 15 years and above who received formal vocational training, 33.3% are 10th Std & Below, 33.3% are 11th to 12th Std and 33.3% are Graduate (at all-India level, 35% are 10th Std & Below/Not Educated, 26% are 11th to 12th Std and 38.9% are Graduate & above).

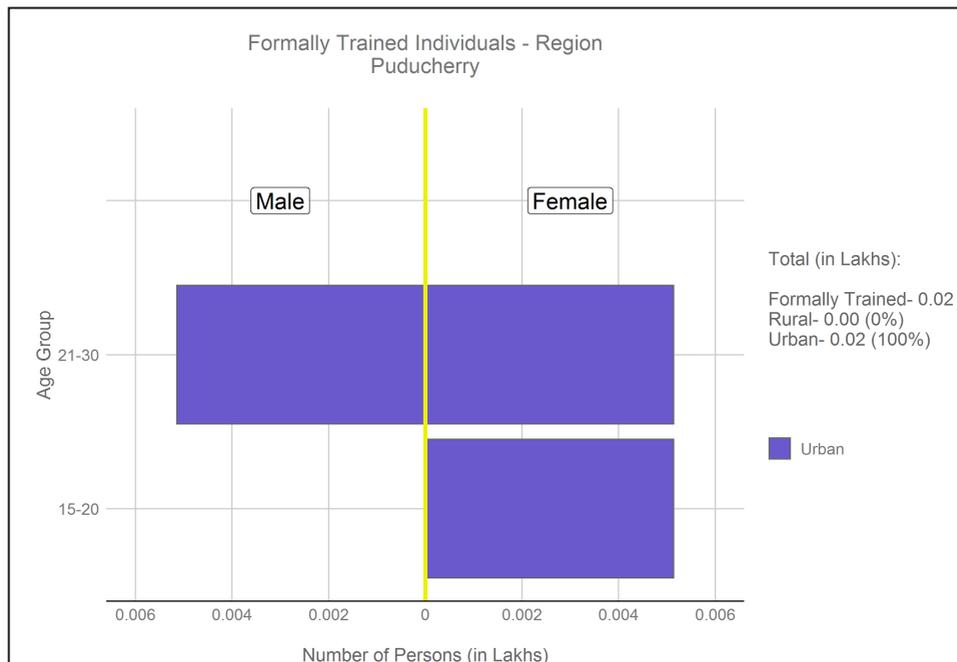


Figure 8

100% of formally trained persons in the state reside in urban areas (45.3% of all formally trained persons in India, reside in urban areas).

²Formal vocational training: Follows a structured training program (prescribed syllabus and curriculum; specified duration; eligibility in terms of education and age) and leads to certificates, diplomas or degrees, recognized by State/Central Government, Public Sector and other reputed concerns.



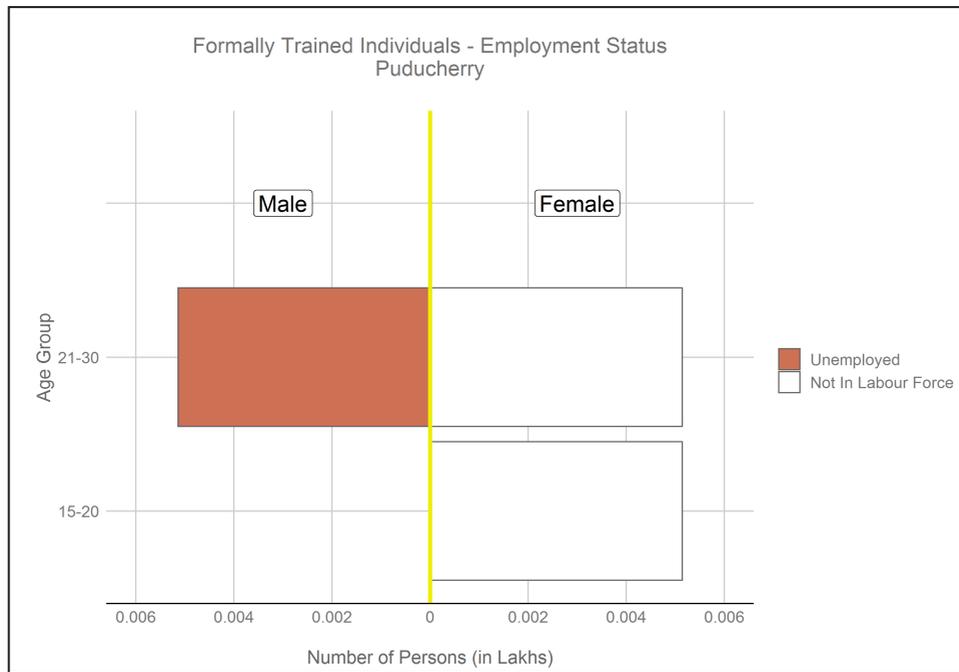


Figure 9

Number of formally trained persons aged 15 years and above in Puducherry is 0.02 lakhs. Among the formally trained persons, there are 0.01 lakh persons in the labour force (persons who are either working or willing to work and actively looking for work).

100% of this labour force is unemployed (11% of the formally trained labour force in India, are unemployed). 100% of the unemployed are in the age-group of 21-30 years. (All India:73% of the unemployed are in the age-group of 21-30 years).

Female labour force participation rate among the formally trained is 0% in Puducherry (All-India female labour force participation rate for formally trained females is 58%).



2. Duration of course

100% of formally trained persons in the state took up short-term training (69% of all formally trained persons in India, took up short-term training).

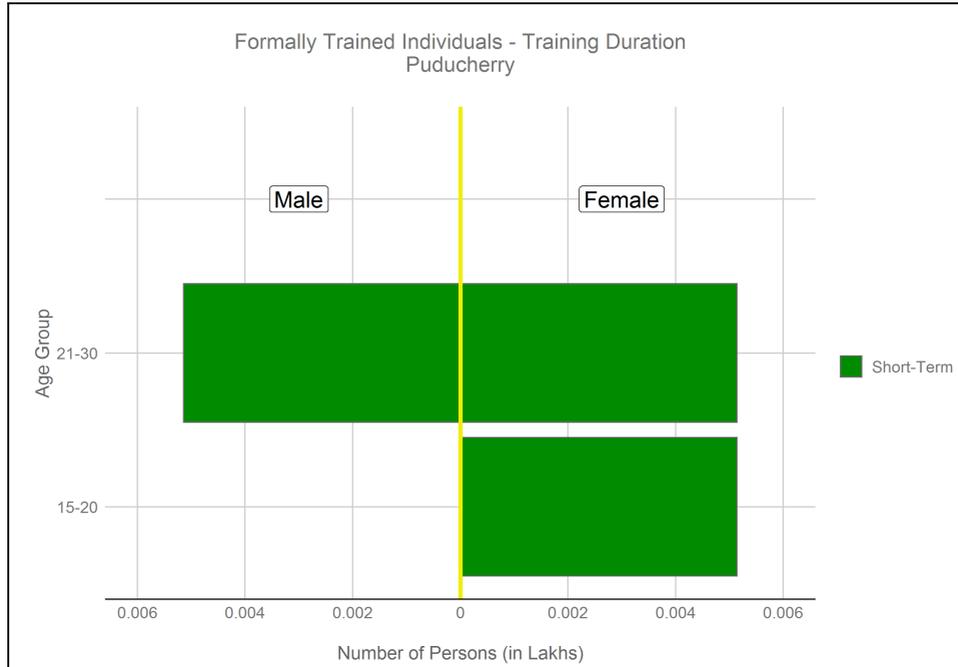


Figure 10



Figure 11

67% of formally trained persons in the state took up paid training (56% of all formally trained persons in India, took up-paid training).



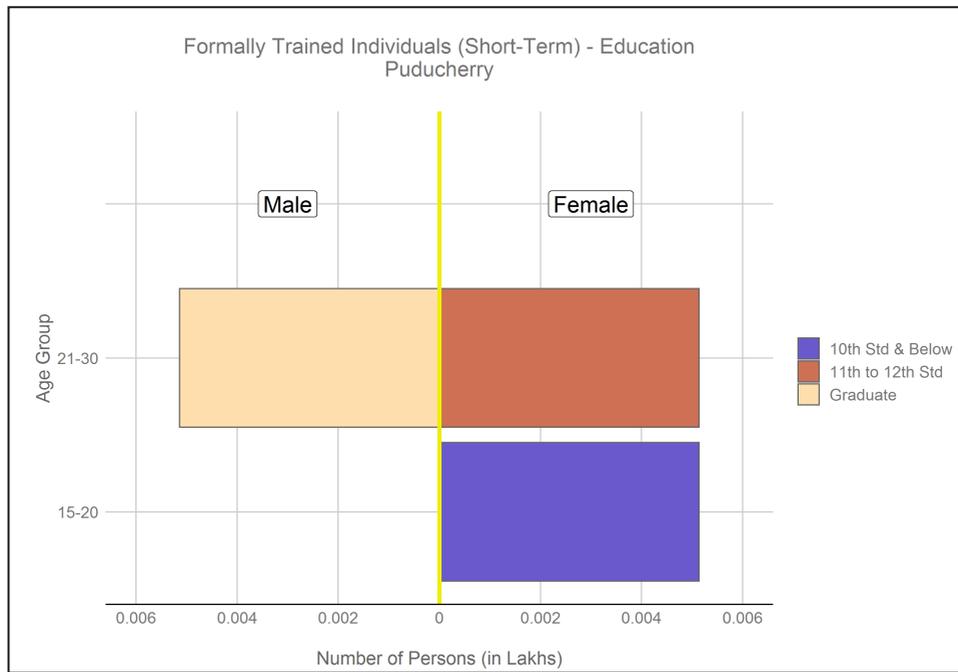


Figure 12

Out of all persons aged 15 years and above who received short-term formal vocational training, 33.3% are 10th Std & Below, 33.3% are 11th to 12th Std and 33.3% are Graduate (At all-India level: 38% are 10th Std & Below/Not Educated, 27.2% are 11th to 12th Std, 34.7% are Graduate & above).

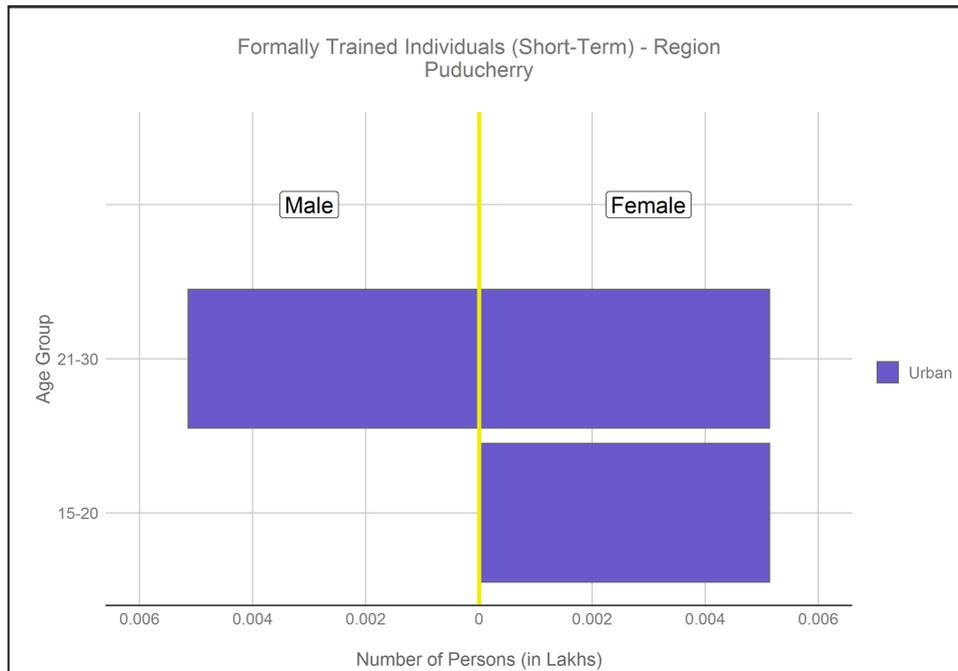


Figure 13

100% of formally trained persons who took up short-term training in the state resides in urban areas (All-India: 46% of all formally trained persons in short-term training, reside in- urban areas).



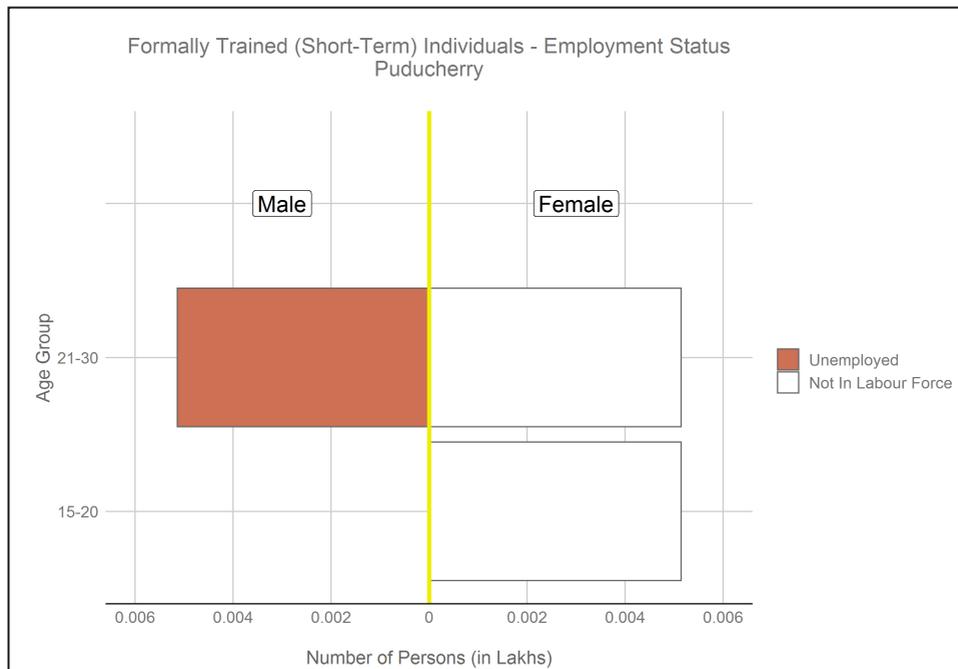


Figure 14

Number of formally trained persons in short-term training aged 15 years and above in Puducherry is 0.02 lakhs. There are 0.01 lakh persons in the labour force (persons who are either working or willing to work and actively looking for work).

100% of this labour force is unemployed (All-India: 11%). 100% of the unemployed are in the age-group of 21-30 years. (70% of the unemployed persons in India are in the age-group of 21-30 years)

Female labour force participation rate is 0% (All-India: 58%).



3. Benefits of formal vocational training

The following subsections describe the benefits perceived by two categories of formally vocationally trained persons -i) those who are currently not working but worked post training; and ii) those who did not work any time after training.

a. Currently not working, but worked post training

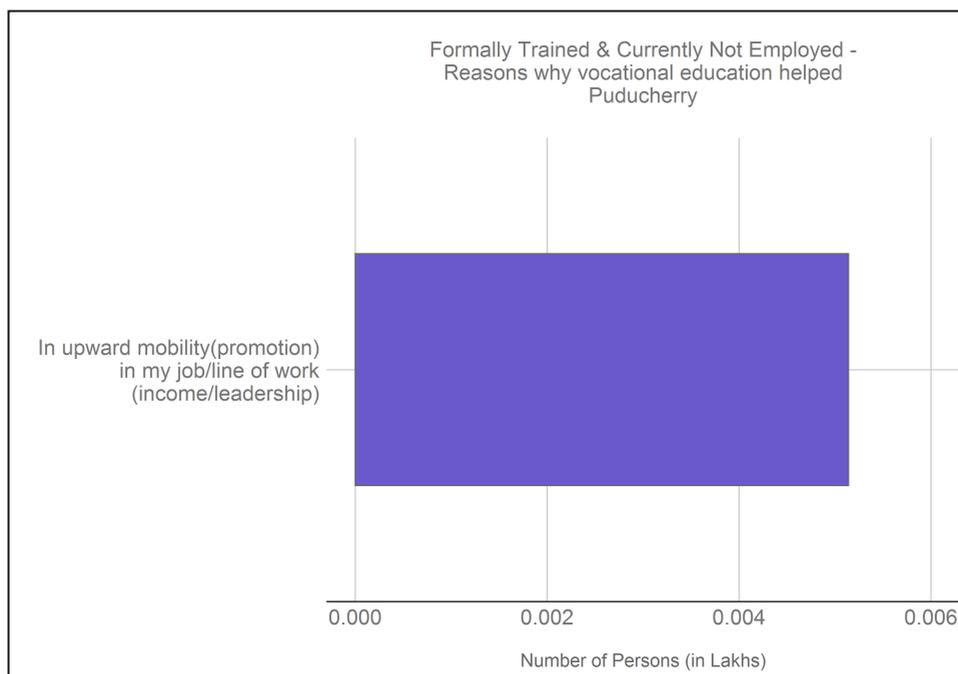


Figure 15

Among 0.01 lakh formally trained and currently not employed persons, 100% reported that vocational training helped. Out of those who reported reasons why vocational training helped, 100% stated the reason as - in upward mobility (promotion) in my job/line of work(income/leadership) (At all-India level- 74% of formally trained and currently not employed persons reported that vocational training helped. Out of those who reported reasons why vocational training helped, 77% stated the reason as- to get my previous job).

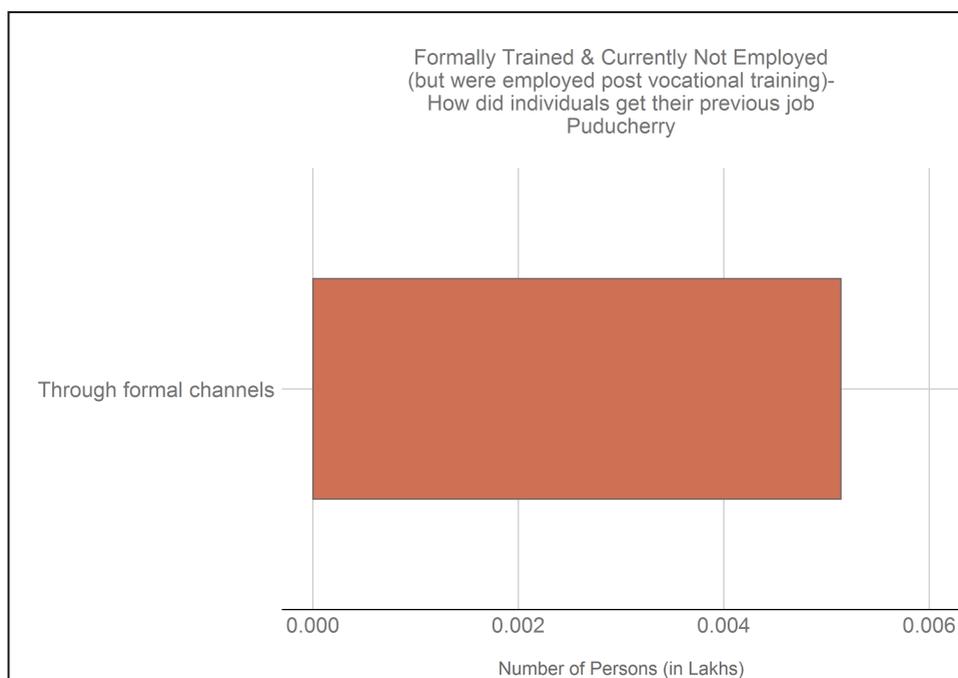


Figure 16

Those who got a job after training but are currently not working, were asked how they got their previous job. 100% reported that they got their previous job- through formal channels.



b. Not worked any time post training

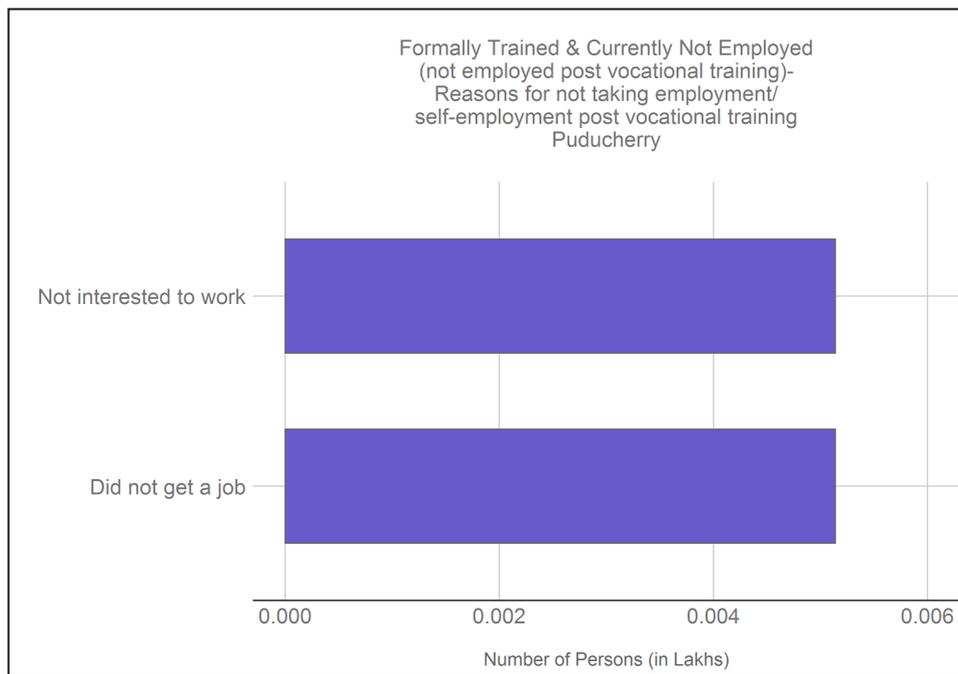


Figure 17

Formally trained persons, who did not work any time after training, were asked the reason for not taking up employment. 50% reported the reason as -not interested to work.



III. Informally Skilled & Employed



Figure18

39% of informally skilled and employed persons in the state resides in rural areas. (All-India: 69% resides in rural areas).

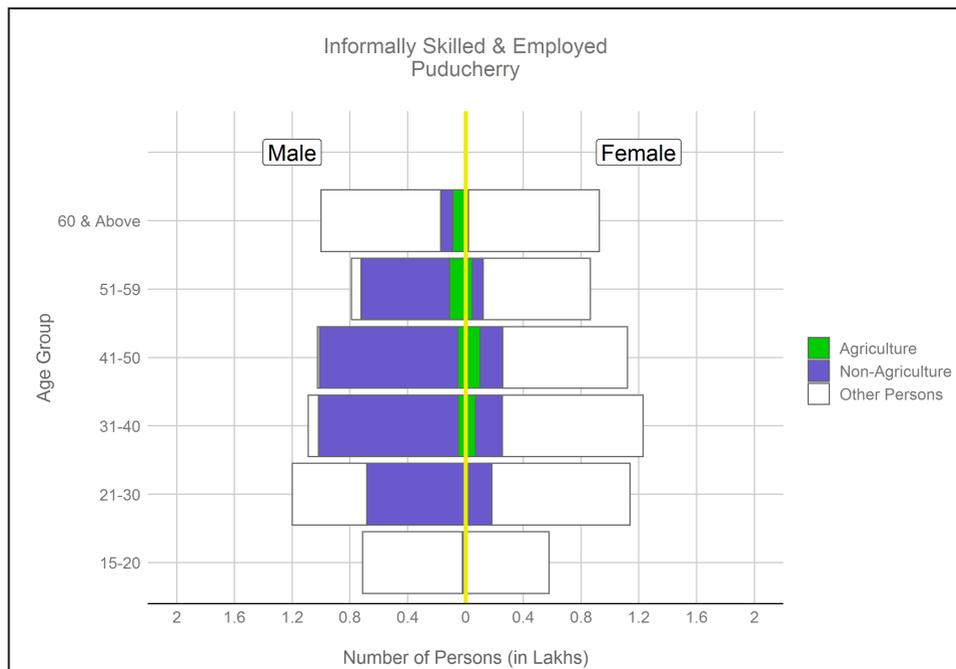


Figure 19

88% (3.92 lakh) employed persons, who are informally skilled, are working in non-agriculture occupations and 12% (0.55 lakhs) in agriculture (64% of all employed persons in India, who are informally skilled, are working in non-agricultural occupations).



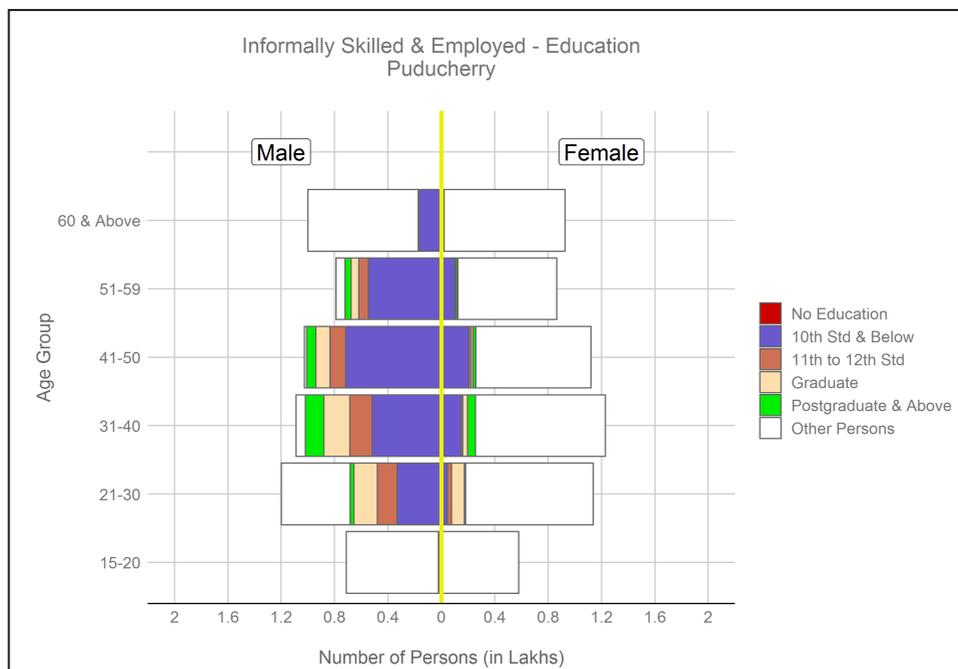


Figure 20

Out of all persons aged 15 years and above who are informally skilled and employed, 63% are 10th Std & Below(including No Education), 13% are 11th to 12th Std and 24% are Graduate & above (At all-India level: the respective numbers are as follows: 75% are 10th Std & Below(including No Education), 13% are 11th to 12th Std, 12% are Graduate & above).

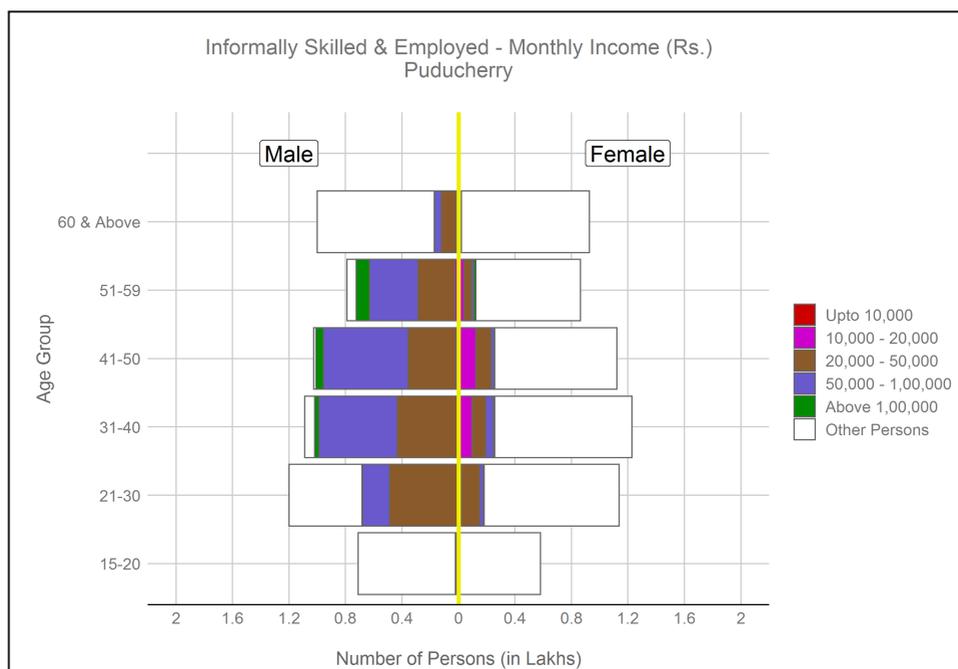


Figure 21

Among the employed persons who are informally skilled in the state, 8% earn Rs. 20,000 or lower (All-India: 21%) and 45% earn between Rs. 20,001-50,000 (All-India: 52%).

Among the employed males who are informally skilled in the state, 2% earn Rs. 20,000 or lower (All-India: 16%) and 45% earn between Rs. 20,001-50,000 (All-India: 54%). Among the employed females who are informally skilled in the state 34% earn Rs. 20,000 or lower (All-India: 52%) and 48% earn between Rs. 20,001-50,000 (All-India: 36%).



To understand the segment consisting of 'informally skilled and employed persons' better, consider the following characteristics.

1. Years of experience and source of skill acquisition



Figure 22

44% of informally skilled and employed persons in the state have work experience of more than 10 years (67% of informally skilled and employed persons in India, have work experience of more than 10 years).

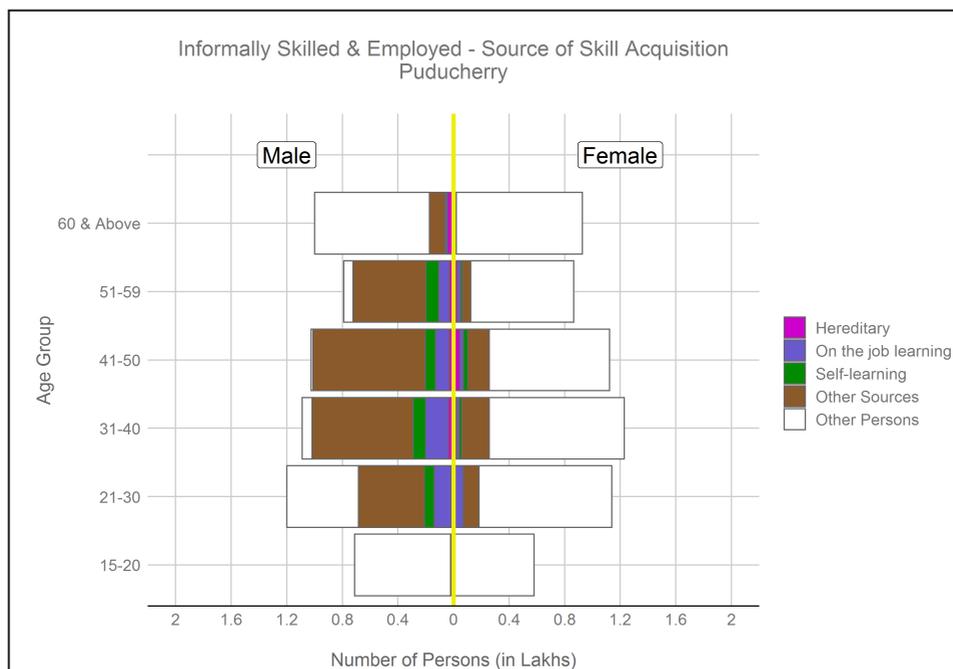


Figure 23

Informally skilled and employed persons were asked their source of skill acquisition. 6% reported 'Hereditary'³, 14% acquired 'On the job learning', 9% through 'Self-learning' and 71% through 'Other sources'.

³Hereditary: Expertise for a vocation or trade acquired from other household members through gradual exposure; Self-learning: Expertise acquired by a person through his/her own effort; Learning on the job: Expertise acquired by a person while in employment (current and/or past), either through informal training by the employer or organisation or through the exposure to the job; Other: Expertise developed even from the household members, provided the said vocation or trade was different from the one relating to their ancestors



2. Awareness about formal skill development programs

0.02 lakh informally skilled and employed persons are aware of formal skill development programs. 0.02 lakh are working as service and sales force or managers or professionals.

3. Willingness to enroll in formal skill development programs

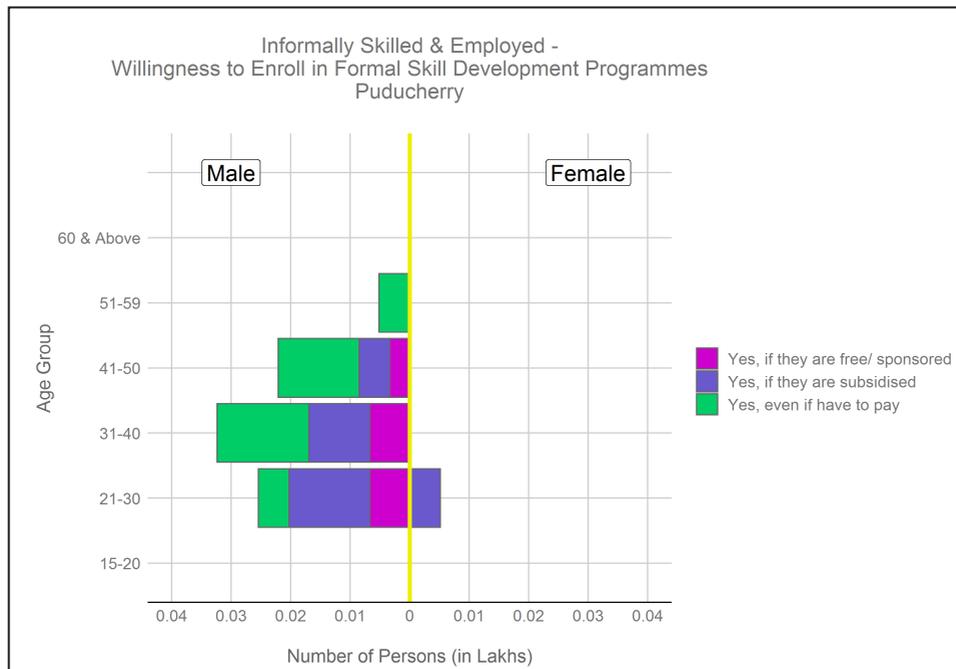


Figure 24

Informally skilled and employed persons were asked their willingness to enroll in formal training. Out of those who said Yes, 44% reported- Yes, even if have to pay.

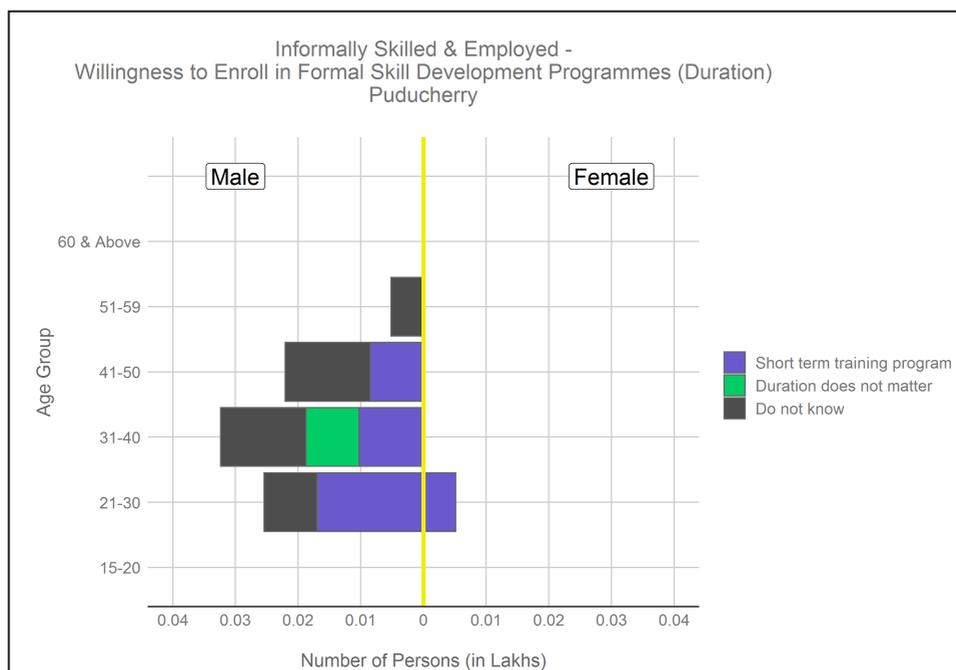


Figure 25

Informally skilled and employed persons who are willing to enroll in formal training were asked about their preferred duration of training. 45% respondents reported- do not know.



IV. Informally Skilled and Not Employed

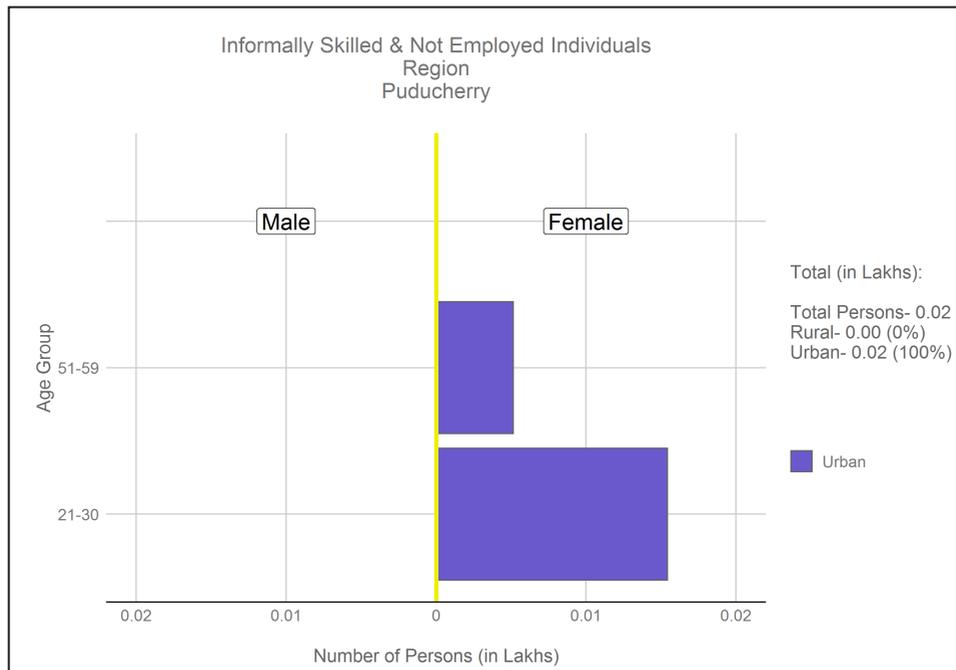


Figure 26

100% of informally skilled and not employed persons in the state resides in urban areas (36% of informally skilled and not employed persons in India, reside in urban areas).

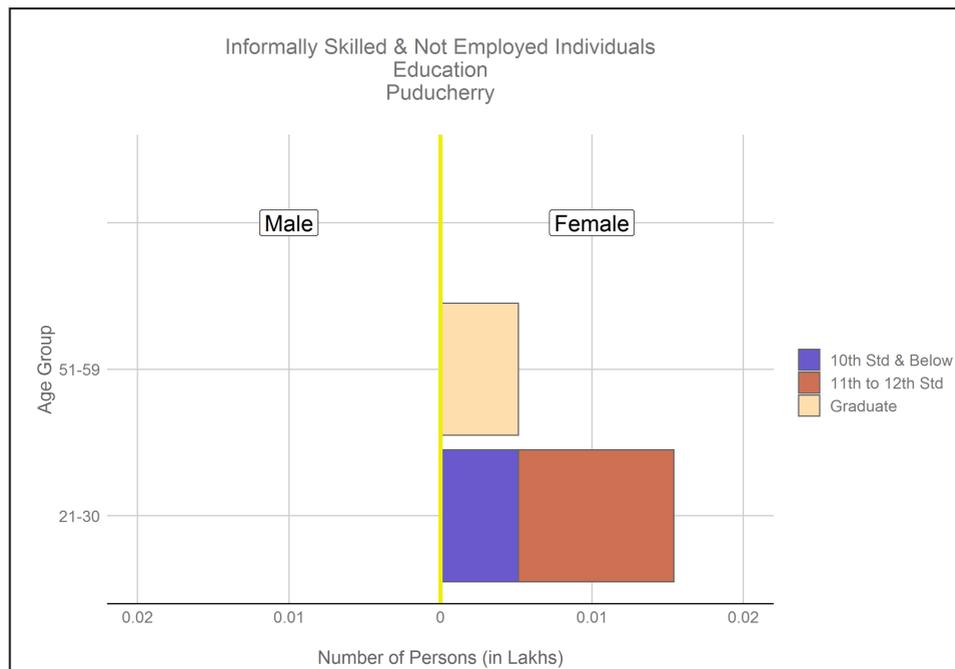


Figure 27

Out of all persons aged 15 years and above who are informally skilled and not employed, 25% are 10th Std & Below, 50% are 11th to 12th Std and 25% are Graduate (All-India: 60% are 10th Std & Below/Not Educated, 26% are 11th to 12th Std, 15% are Graduate & above).



1. Source of skill acquisition

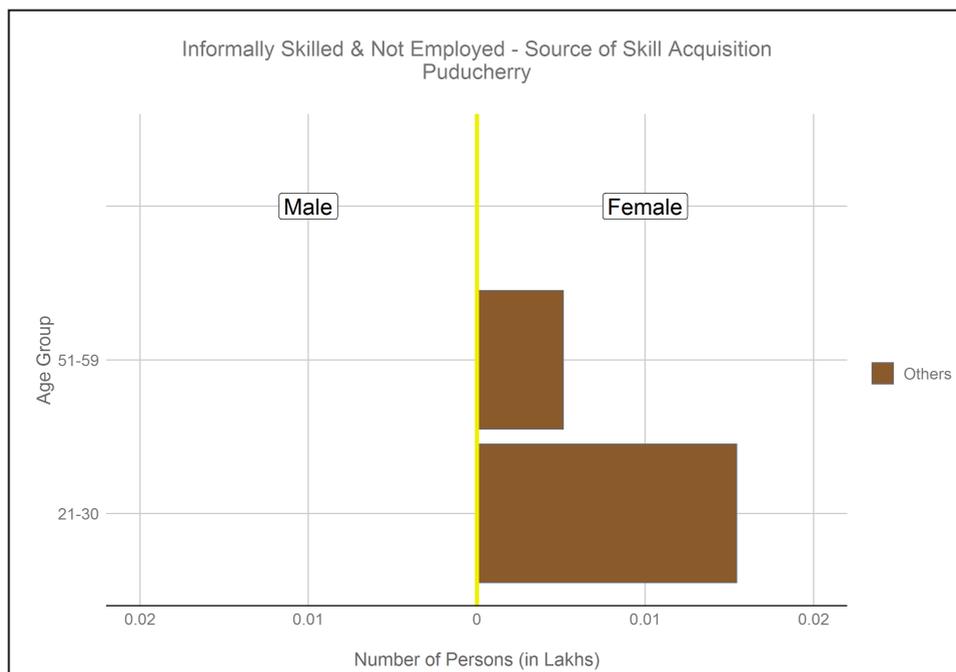


Figure 28

Informally skilled and not employed persons were asked their source of skill acquisition. 0% reported 'hereditary', 0% acquired 'on the job learning', 0% through 'self-learning' and 100% 'through other sources'.

2. Awareness about formal skill development programs

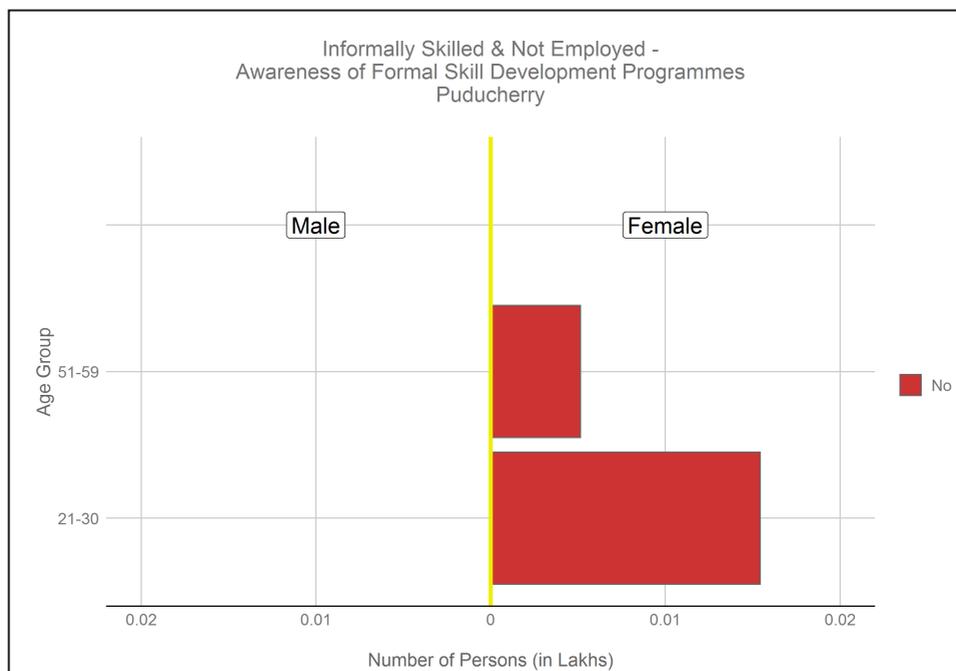


Figure 29

Informally skilled and not employed persons were asked whether they are aware of any formal skill development programs and 100% reported that they are not aware.



Adding up across the Employed and Not Employed categories, there are an estimated 4.5 lakh persons (All-India:39 crore) (39% of the state's population aged 15 years and above, compared to the All-India figure at 40%) with informally acquired skills. Over 0.9 lakh informally skilled persons are 15-30 years of age (All-India:10.6 crore) and 2.5 lakh 31-50 years of age (All-India:20.4 crore).

2.8 lakh (63%) informally skilled persons are 10th Std & Below/Not Educated (All-India:2.4 crore, 75%), 0.6 lakh (13%) are 11th to 12th Std (All-India:32 crore, 13%), 1.1 lakh (24%) are Graduate & above (All-India:4.6 crore, 12%).

1.7 lakh informally skilled persons are in rural regions (All-India:26.9 crore).

Nearly 0.02 lakh informally skilled persons are aware of formal skill development programs (All-India:5.6 crore).

0.095 lakh are willing to enroll for formal programs (All-India:4.24 crore), of which 0.022 lakh would like to enroll if the training is free/sponsored (All-India:2.8 crore), 0.034 lakh if it is subsidized (All-India:0.93 crore), and 0.039 lakh even if they have to pay (All-India:0.52 crore).

0.041 lakh are willing to enroll in short-term programs (All-India:2.95 crore) and 0 lakh in long-term (All-India:0.46 crore). There are 0.008 lakh persons who are willing to enroll in formal programs and the duration of training does not matter for them (All-India:0.47 crore).



V. Not Skilled and Not Employed

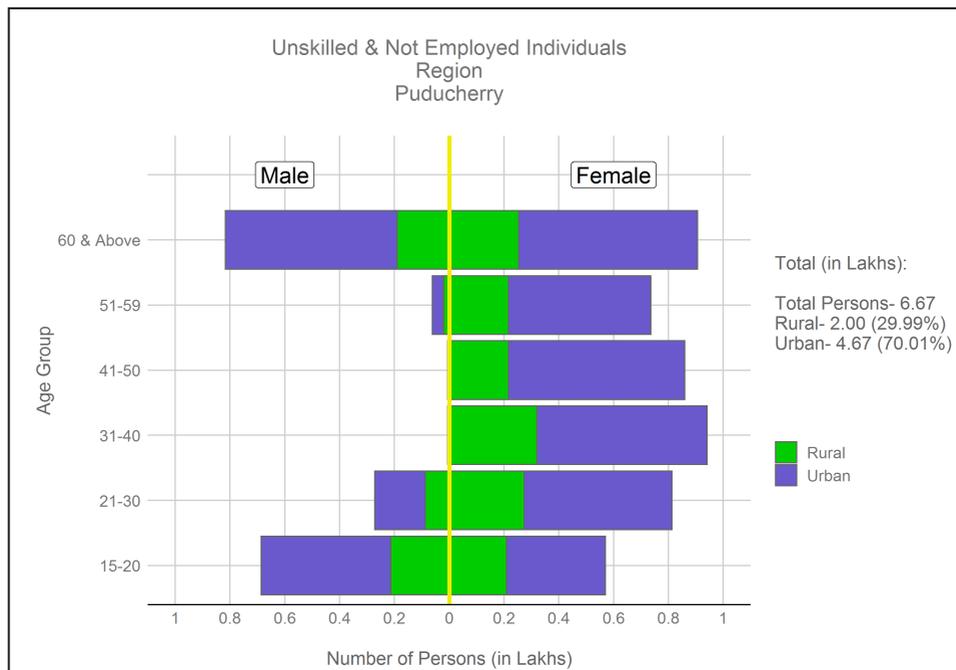


Figure 32

30% of persons, who say they do not possess any skills in the state and are not employed, reside in rural areas (65% of unskilled and not employed persons in India reside in rural areas).

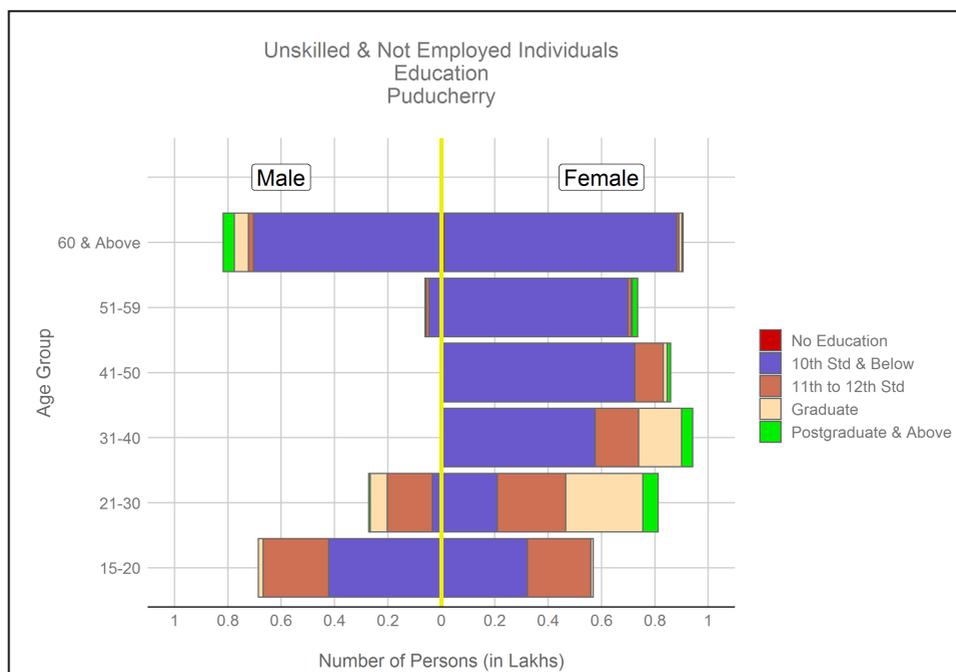


Figure 33

Out of all persons aged 15 years and above who say they do not possess any skills and are not employed, 69% are 10th Std & Below/Not Educated, 18% are 11th to 12th Std and 12% are Graduate & above (All-India: 75% are 10th Std & Below/Not Educated, 16% are 11th to 12th Std, 8% are Graduate & above).





E. Annexure: Examples of how the stock of skills is defined / measured in different countries

Country	Source	Defined Skilled / Unskilled	Definition	Indicator
Hong Kong	Hong Kong Council of Social Service	Unskilled Labour	20.2% of employed persons classified as 'unskilled labour' (2016), that is, workers in the elementary occupations as defined by the Census and Statistics Department. These include: Street vendors; domestic helpers and cleaners; messengers; private security guards; watchmen; freight handlers; lift operators; construction laborers; hand packers; food preparation assistants; agricultural and fishery laborers.	Occupation
		Advanced managerial and technological skills	39% of occupied jobs in the employed population requiring advanced managerial and technological skills (2016) – managers and administrators, professionals and associate professionals.	Occupation
South Africa	Statistics South Africa	Skilled Labour	Over 1994-2014, low-skilled labor grew by 49% to 4.3 million, semiskilled labor by 66% to 7 million, and skilled labor by 108% to 3.8 million. Low-skilled: Those with 'elementary' skills and domestic workers; Semiskilled: Includes clerks, sales & service, skilled agriculture, craftsmen, machine operators; Skilled: Managers, professionals and technicians	Occupation
Vietnam	Ministry of Labor, Invalids and Social Affairs and General Statistics Office	Skilled Labour	Skilled labor force includes people aged 15 years and over that hold a certificate/degree with a training duration of 3 months and above. As per labor employment surveys, 20% of the Vietnamese labor force was skilled: Primary Vocational (3.1%), secondary vocational (1.4%), prof-secondary school (3.7%), vocational college (0.3%), professional college (2.7%) and university and higher (9.1%).	Education
Vietnam	International Labour Organization (ILO) and Institute of Labor Science and Social Affairs	Skilled Labour	Skilled workers are defined as those who currently hold leadership/management/administration, professional or technician/associate professional positions. In 2014, Vietnam has nearly 5.4 million skilled workers, including 585,000 leaders, managers and administrators (10.9% of the total skilled workforce), 3,165,000 professionals (58.7%) and 1,638,000 technicians and associate professionals (30.4%).	Occupation



Germany	Germany Trade and Invest	Unskilled Labour	Germany Trade and Invest, the economic development agency of the Federal Republic of Germany uses Federal Statistical Office data to classify its workforce by level of professional education. In 2015, German workforce was allocated to the following categories: Skilled Craftsmen, i.e., apprentices from dual education (52%), University Graduates (21%), Graduates from vocational colleges and technicians, master craftsman (10%) and Unskilled (18%). ⁴	Education and Vocational Training
Multiple	UNDP	Skilled Labour	UNDP measures skilled labour force as a percentage of the labour force aged 15 years and above with intermediate or advanced education, as classified by the International Standard Classification of Education (ISCE) (Class 10th and above). It defines labour force as a country's working-age population that engages actively in the labour market, either by working or looking for work.	Education
India	NSSO	Skilled Labour	Any marketable expertise, however acquired, irrespective of whether marketed or not, and whether the intention is to market it or not, is considered as skill. Thus, a person holding a certificate/ diploma on an appropriate subject will be considered to possess the specified skill along with persons who have acquired the said skill without any such certificate/ diploma or even without attending any institution. When a person has acquired skill in more than one trade, the skill in which he is more (most) proficient is considered as his skill.	
Latin America	Brambilla et al (2011)	Skilled Labour	According to a paper written by Brambilla et al. (2011), which was published in The World Bank Economic Review, skilled labour is defined as individuals who hold a high school diploma or more. Out of these, individuals who hold a high school diploma are semi-skilled, while those who hold more than a high school diploma (individuals with tertiary education, some college experience, college degree, and graduate degree) are highly-skilled.	Education
OECD Countries	OECD Social, Employment and Migration Working Paper	Highly Skilled Migrant Labour	Migrant population in OECD countries is categorized as 'highly skilled' based on education and occupation. It comprises of individuals who have completed post-secondary education (university-level) which includes those who have a vocational, technical or professional qualification of a shorter duration than a bachelor's degree as defined in the ISCE, or those who are in managerial, professional or associate professional occupations as defined in the International Standard Classification for Occupations (ISCO).	Education and Occupation
US	The Social Studies Help Center	Skilled and Unskilled Labour	Skilled labor refers to workers who have received specialized training to do their jobs. They have developed and honed a special skill and may or may not need to be licensed or certified by the state. For example, carpenters, plumbers, electricians, engineers, accountants, police etc. Unskilled labor comprise of workers who have received no special training and have few specific skills. Examples are construction workers, painters, factory assembly line workers etc.	Occupation

⁴Formula used for obtaining India-level estimates: 1) Persons having at least a University degree; 2) Persons who have a Diploma certificate; 3) Persons with vocational/technical education; 4) Persons who reported that they have acquired skills through informal sources





Tables

These Tables have been numbered corresponding to each chart. For example, Table 1 corresponds to Figure 1, and so on.

Gender	Age Group (in Years)	Employed (in Lakhs)	Unemployed (in Lakhs)	Not In Labour Force (in Lakhs)
Female	15-20	0	0	0.58
	21-30	0.22	0.04	0.88
	31-40	0.27	0.02	0.94
	41-50	0.26	0.02	0.84
	51-59	0.12	0.01	0.74
	60 & Above	0.02	0	0.91
Total (Female)		0.9	0.08	4.88
Male	15-20	0.02	0.01	0.68
	21-30	0.85	0.06	0.29
	31-40	1.08	0	0.01
	41-50	1.02	0	0.01
	51-59	0.73	0.01	0.06
	60 & Above	0.17	0	0.83
Total (Male)		3.88	0.07	1.86
Total		4.78	0.15	6.74

Table-1

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)	Not In Labour Force (in Lakhs)
Female	15-20	0	0	0.58
	21-30	0.08	0.19	0.88
	31-40	0.13	0.16	0.94
	41-50	0.15	0.13	0.84
	51-59	0.06	0.07	0.74
	60 & Above	0.01	0.01	0.91
Total (Female)		0.43	0.56	4.88
Male	15-20	0.02	0.01	0.68
	21-30	0.34	0.57	0.29
	31-40	0.35	0.73	0.01
	41-50	0.33	0.69	0.01
	51-59	0.25	0.48	0.06
	60 & Above	0.1	0.07	0.83
Total (Male)		1.39	2.55	1.86
Total		1.82	3.11	6.74

Table-2



Gender	Age Group (in Years)	Agriculture (in Lakhs)	Non-Agriculture (in Lakhs)	Unemployed/Not in Labour Force (in Lakhs)
Female	15-20	0	0	0.58
	21-30	0.02	0.21	0.92
	31-40	0.07	0.2	0.96
	41-50	0.1	0.16	0.86
	51-59	0.05	0.08	0.74
	60 & Above	0.01	0.01	0.91
	Total (Female)		0.25	0.66
Male	15-20	0	0.02	0.69
	21-30	0.01	0.84	0.35
	31-40	0.05	1.03	0.01
	41-50	0.05	0.97	0.01
	51-59	0.11	0.62	0.06
	60 & Above	0.09	0.08	0.83
	Total (Male)		0.31	3.56
Total		0.56	4.22	6.89

Table-3

Gender	Age Group (in Years)	No Education (in Lakhs)	10th Std & Below (in Lakhs)	11th to 12th Std (in Lakhs)	Graduate (in Lakhs)	Postgraduate & Above (in Lakhs)
Female	15-20	0	0.33	0.24	0.01	0
	21-30	0	0.26	0.3	0.48	0.09
	31-40	0	0.73	0.17	0.21	0.12
	41-50	0	0.93	0.12	0.03	0.03
	51-59	0	0.79	0.02	0.02	0.03
	60 & Above	0.02	0.89	0.01	0.01	0.01
	Total (Female)		0.02	3.92	0.87	0.77
Male	15-20	0	0.43	0.26	0.02	0
	21-30	0	0.37	0.32	0.46	0.05
	31-40	0	0.52	0.17	0.24	0.16
	41-50	0	0.72	0.12	0.11	0.08
	51-59	0	0.59	0.08	0.07	0.05
	60 & Above	0.01	0.86	0.02	0.06	0.04
	Total (Male)		0.01	3.5	0.97	0.96
Total		0.03	7.42	1.83	1.73	0.66

Table-4



Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)	Unemployed/Not in Labour Force (in Lakhs)
Female	15-20	0	0	0.58
	21-30	0.07	0.15	0.92
	31-40	0.13	0.14	0.96
	41-50	0.15	0.11	0.86
	51-59	0.06	0.07	0.74
	60 & Above	0.01	0.01	0.91
Total (Female)		0.42	0.48	4.96
Male	15-20	0.02	0.01	0.69
	21-30	0.32	0.53	0.35
	31-40	0.35	0.73	0.01
	41-50	0.33	0.69	0.01
	51-59	0.25	0.48	0.06
	60 & Above	0.1	0.07	0.83
Total (Male)		1.37	2.51	1.93
Total		1.79	2.99	6.89

Table-5

Gender	Age Group (in Years)	Monthly Income (Rs.): Upto 10,000 (persons in Lakhs)	Monthly Income (Rs.): 10,000 - 20,000 (persons in Lakhs)	Monthly Income (Rs.): 20,000 - 50,000 (persons in Lakhs)	Monthly Income (Rs.): 50,000 - 1,00,000 (persons in Lakhs)	Monthly Income (Rs.): Above 1,00,000 (persons in Lakhs)
Female	15-20	0	0	0	0	0
	21-30	0	0.02	0.15	0.04	0.01
	31-40	0.01	0.09	0.1	0.06	0.01
	41-50	0	0.12	0.11	0.02	0.01
	51-59	0	0.04	0.05	0.01	0.02
	60 & Above	0	0.01	0.01	0	0
Total (Female)		0.02	0.27	0.43	0.13	0.05
Male	15-20	0	0	0.02	0	0
	21-30	0	0.01	0.55	0.28	0.02
	31-40	0	0.01	0.43	0.59	0.05
	41-50	0	0.02	0.34	0.6	0.06
	51-59	0	0.02	0.26	0.35	0.1
	60 & Above	0	0.01	0.1	0.05	0
Total (Male)		0	0.07	1.71	1.87	0.23
Total		0.02	0.35	2.14	2	0.28

Table-6



Gender	Age Group (in Years)	10th Std & Below (in Lakhs)	11th to 12th Std (in Lakhs)	Graduate (in Lakhs)
Female	15-20	0.005	0	0
	21-30	0	0.005	0
Total (Female)		0.005	0.005	0
Male	21-30	0	0	0.005
Total (Male)		0	0	0.005
Total		0.005	0.005	0.005

Table-7

Gender	Age Group (in Years)	Urban (in Lakhs)
Female	15-20	0.005
	21-30	0.005
Total (Female)		0.01
Male	21-30	0.005
Total (Male)		0.005
Total		0.015

Table-8

Gender	Age Group (in Years)	Unemployed (in Lakhs)	Not In Labour Force (in Lakhs)
Female	15-20	0	0.005
	21-30	0	0.005
Total (Female)		0	0.01
Male	21-30	0.005	0
Total (Male)		0.005	0
Total		0.005	0.01

Table-9

Gender	Age Group (in Years)	Short-Term Training (in Lakhs)
Female	15-20	0.005
	21-30	0.005
Total (Female)		0.01
Male	21-30	0.005
Total (Male)		0.005
Total		0.015

Table-10



Gender	Age Group (in Years)	Free Training (in Lakhs)	Paid Training (in Lakhs)
Female	15-20	0.005	0
	21-30	0	0.005
Total (Female)		0.005	0.005
Male	21-30	0	0.005
Total (Male)		0	0.005
Total		0.005	0.01

Table-11

Gender	Age Group (in Years)	10th Std & Below (in Lakhs)	11th to 12th Std (in Lakhs)	Graduate (in Lakhs)
Female	15-20	0.005	0	0
	21-30	0	0.005	0
Total (Female)		0.005	0.005	0
Male	21-30	0	0	0.005
Total (Male)		0	0	0.005
Total		0.005	0.005	0.005

Table-12

Gender	Age Group (in Years)	Urban (in Lakhs)
Female	15-20	0.005
	21-30	0.005
Total (Female)		0.01
Male	21-30	0.005
Total (Male)		0.005
Total		0.015

Table-13

Gender	Age Group (in Years)	Unemployed (in Lakhs)	Not In Labour Force (in Lakhs)
Female	15-20	0	0.005
	21-30	0	0.005
Total (Female)		0	0.01
Male	21-30	0.005	0
Total (Male)		0.005	0
Total		0.005	0.01

Table-14



Vocational Training Helped	Persons (in Lakhs)
"In upward mobility(promotion) in my job/line of work (income/leadership)"	0.005
Total	0.005

Table-15

Got Previous Job	Persons (in Lakhs)
Through formal channels	0.005
Total	0.005

Table-16

Reasons For Not Taking Up Work	Persons (in Lakhs)
Not interested to work	0.005
Did not get a job	0.005
Total	0.01

Table-17

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)	Other Persons (in Lakhs)
Female	15-20	0	0	0.58
	21-30	0.07	0.11	0.96
	31-40	0.13	0.12	0.97
	41-50	0.15	0.11	0.86
	51-59	0.06	0.07	0.74
	60 & Above	0.01	0.01	0.91
Total (Female)		0.42	0.42	5.02
Male	15-20	0.02	0.01	0.69
	21-30	0.28	0.4	0.51
	31-40	0.33	0.69	0.07
	41-50	0.33	0.68	0.02
	51-59	0.25	0.47	0.07
	60 & Above	0.1	0.07	0.83
Total (Male)		1.31	2.32	2.18
Total		1.73	2.74	7.2

Table-18



Gender	Age Group (in Years)	Agriculture (in Lakhs)	Non-Agriculture (in Lakhs)	Other Persons (in Lakhs)
Female	15-20	0	0	0.58
	21-30	0.02	0.17	0.96
	31-40	0.07	0.19	0.97
	41-50	0.1	0.16	0.86
	51-59	0.05	0.08	0.74
	60 & Above	0.01	0.01	0.91
Total (Female)		0.25	0.6	5.02
Male	15-20	0	0.02	0.69
	21-30	0	0.68	0.51
	31-40	0.05	0.97	0.07
	41-50	0.05	0.96	0.02
	51-59	0.11	0.61	0.07
	60 & Above	0.09	0.08	0.83
Total (Male)		0.3	3.32	2.18
Total		0.55	3.92	7.2

Table-19

Gender	Age Group (in Years)	No Education (in Lakhs)	10th Std & Below (in Lakhs)	11th to 12th Std (in Lakhs)	Graduate (in Lakhs)	Postgraduate & Above (in Lakhs)	Other Persons (in Lakhs)
Female	15-20	0	0	0	0	0	0.58
	21-30	0	0.05	0.03	0.1	0.01	0.96
	31-40	0	0.15	0.01	0.03	0.06	0.97
	41-50	0.003	0.2	0.02	0.02	0.02	0.86
	51-59	0.003	0.1	0	0.01	0.01	0.74
	60 & Above	0.003	0.02	0	0	0	0.91
Total (Female)		0.01	0.51	0.06	0.16	0.1	5.02
Male	15-20	0	0.01	0.01	0	0	0.69
	21-30	0	0.33	0.15	0.17	0.03	0.51
	31-40	0	0.52	0.17	0.19	0.14	0.07
	41-50	0	0.72	0.12	0.11	0.07	0.02
	51-59	0	0.55	0.07	0.06	0.05	0.07
	60 & Above	0	0.17	0.01	0	0	0.83
Total (Male)		0	2.29	0.52	0.53	0.28	2.18
Total		0.01	2.8	0.58	0.69	0.39	7.2

Table-20



Gender	Age Group (in Years)	Monthly Income (Rs.): Upto 10,000 (persons in Lakhs)	Monthly Income (Rs.): 10,000 - 20,000 (persons in Lakhs)	Monthly Income (Rs.): 20,000 - 50,000 (persons in Lakhs)	Monthly Income (Rs.): 50,000 - 1,00,000 (persons in Lakhs)	Monthly Income (Rs.): Above 1,00,000 (persons in Lakhs)	Other Persons (in Lakhs)
Female	15-20	0	0	0	0	0	0.58
	21-30	0	0.02	0.13	0.03	0.01	0.96
	31-40	0.007	0.09	0.1	0.05	0.01	0.97
	41-50	0.003	0.12	0.11	0.02	0.01	0.86
	51-59	0.003	0.04	0.05	0.01	0.02	0.74
	60 & Above	0.003	0.01	0.01	0	0	0.91
Total (Female)		0.017	0.27	0.4	0.12	0.03	5.02
Male	15-20	0	0	0.02	0	0	0.69
	21-30	0	0.01	0.48	0.19	0.01	0.51
	31-40	0	0.01	0.42	0.55	0.03	0.07
	41-50	0	0.02	0.34	0.6	0.06	0.02
	51-59	0	0.02	0.26	0.34	0.1	0.07
	60 & Above	0.003	0.01	0.1	0.05	0	0.83
Total (Male)		0.003	0.07	1.63	1.73	0.19	2.18
Total		0.02	0.35	2.03	1.85	0.23	7.2

Table-21

Gender	Age Group (in Years)	Experience: 0-1 yr (persons in Lakhs)	Experience: More than 1 & Less than 2 yrs (persons in Lakhs)	Experience: More than 2 & Less than 5 yrs (persons in Lakhs)	Experience: More than 5 & Less than 10 yrs (persons in Lakhs)	Experience: More than 10 yrs (persons in Lakhs)	Other Persons (in Lakhs)
Female	15-20	0	0	0	0	0	0.58
	21-30	0.02	0.06	0.08	0.01	0.02	0.96
	31-40	0.01	0.03	0.06	0.1	0.06	0.97
	41-50	0.01	0.02	0.05	0.04	0.14	0.86
	51-59	0	0	0.03	0	0.09	0.74
	60 & Above	0	0	0	0.01	0.01	0.91
Total (Female)		0.04	0.11	0.21	0.16	0.32	5.02
Male	15-20	0.01	0.01	0	0	0	0.69
	21-30	0.06	0.12	0.38	0.09	0.04	0.51
	31-40	0.02	0.04	0.27	0.28	0.41	0.07
	41-50	0	0.03	0.11	0.29	0.58	0.02
	51-59	0	0.02	0.05	0.15	0.51	0.07
	60 & Above	0	0	0.02	0.03	0.13	0.83
Total (Male)		0.09	0.22	0.83	0.84	1.65	2.18
Total		0.13	0.32	1.04	1.01	1.97	7.2

Table-22



Gender	Age Group (in Years)	Hereditary (in Lakhs)	On-the-job learning (in Lakhs)	Self-learning (in Lakhs)	Other Sources (in Lakhs)	Other Persons (in Lakhs)
Female	15-20	0	0	0	0	0.58
	21-30	0.007	0.061	0.005	0.11	0.956
	31-40	0.023	0.017	0.02	0.196	0.973
	41-50	0.047	0.025	0.032	0.154	0.864
	51-59	0.027	0.024	0.014	0.059	0.741
	60 & Above	0	0.008	0	0.012	0.906
Total (Female)		0.103	0.136	0.071	0.531	5.02
Male	15-20	0	0.008	0	0.013	0.689
	21-30	0.013	0.126	0.071	0.474	0.515
	31-40	0.037	0.165	0.089	0.728	0.07
	41-50	0.033	0.095	0.075	0.807	0.015
	51-59	0.03	0.077	0.092	0.524	0.066
	60 & Above	0.043	0.014	0.005	0.11	0.827
Total (Male)		0.157	0.484	0.332	2.657	2.183
Total		0.26	0.62	0.403	3.188	7.203

Table-23

Gender	Age Group (in Years)	Willingness to enroll in formal training: Yes, if they are free/ sponsored (in Lakhs)	Willingness to enroll in formal training: Yes, if they are subsidised (in Lakhs)	Willingness to enroll in formal training: Yes, even if have to pay (in Lakhs)
Female	21-30	0	0.005	0
Total (Female)		0	0.005	0
Male	21-30	0.007	0.014	0.005
	31-40	0.007	0.01	0.015
	41-50	0.003	0.005	0.014
	51-59	0	0	0.005
Total (Male)		0.017	0.029	0.039
Total		0.017	0.034	0.039

Table-24

Gender	Age Group (in Years)	Willingness to enroll in formal training: Short-term training program (in Lakhs)	Willingness to enroll in formal training: Duration does not matter (in Lakhs)	Willingness to enroll in formal training: Do not know (in Lakhs)
Female	21-30	0.005	0	0
Total (Female)		0.005	0	0
Male	21-30	0.017	0	0.008
	31-40	0.01	0.008	0.014
	41-50	0.008	0	0.014
	51-59	0	0	0.005
Total (Male)		0.036	0.008	0.041
Total		0.041	0.008	0.041

Table-25



Gender	Age Group (in Years)	Urban (in Lakhs)
Female	21-30	0.015
	51-59	0.005
Total (Female)		0.02
Total (Male)		0
Total		0.02

Table-26

Gender	Age Group (in Years)	10th Std & Below (in Lakhs)	11th to 12th Std (in Lakhs)	Graduate (in Lakhs)
Female	21-30	0.005	0.01	0
	51-59	0	0	0.005
Total (Female)		0.005	0.01	0.005
Total (Male)		0	0	0
Total		0.005	0.01	0.005

Table-27

Gender	Age Group (in Years)	Other Sources (in Lakhs)
Female	21-30	0.015
	51-59	0.005
Total (Female)		0.02
Total (Male)		0
Total		0.02

Table-28

Gender	Age Group (in Years)	Awareness of formal training: No (in Lakhs)
Female	21-30	0.015
	51-59	0.005
Total (Female)		0.02
Total (Male)		0
Total		0.02

Table-29

Gender	Age Group (in Years)	Willingness to enroll in formal training: Yes, if they are free/sponsored (in Lakhs)	Willingness to enroll in formal training: No, not interested (in Lakhs)
Female	21-30	0	0.015
	51-59	0.005	0
Total (Female)		0.005	0.015
Total (Male)		0	0
Total		0.005	0.015

Table-30



Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)
Female	15-20	0.21	0.36
	21-30	0.27	0.54
	31-40	0.32	0.62
	41-50	0.22	0.64
	51-59	0.22	0.52
	60 & Above	0.25	0.65
Total (Female)		1.49	3.34
Male	15-20	0.21	0.47
	21-30	0.09	0.19
	31-40	0	0.01
	41-50	0	0.01
	51-59	0.02	0.04
	60 & Above	0.19	0.63
Total (Male)		0.51	1.34
Total		2	4.67

Table-31

Gender	Age Group (in Years)	Willingness to enroll in formal training: Do not know (in Lakhs)	Willingness to enroll in formal training: Not Interested (in Lakhs)
Female	21-30	0	0.015
	51-59	0.005	0
Total (Female)		0.005	0.015
Total (Male)		0	0
Total		0.005	0.015

Table-32

Gender	Age Group (in Years)	No Education (in Lakhs)	10th Std & Below (in Lakhs)	11th to 12th Std (in Lakhs)	Graduate (in Lakhs)	Postgraduate & Above (in Lakhs)
Female	15-20	0	0.32	0.24	0.01	0
	21-30	0	0.21	0.26	0.29	0.06
	31-40	0	0.58	0.16	0.16	0.04
	41-50	0	0.72	0.11	0.01	0.01
	51-59	0	0.7	0.01	0	0.02
	60 & Above	0.01	0.87	0.01	0.01	0.01
Total (Female)		0.01	3.4	0.79	0.48	0.14
Male	15-20	0	0.42	0.25	0.02	0
	21-30	0	0.03	0.17	0.06	0.01
	31-40	0	0.01	0	0	0
	41-50	0	0.01	0	0	0
	51-59	0	0.05	0.01	0.01	0
	60 & Above	0.01	0.7	0.02	0.05	0.04
Total (Male)		0.01	1.21	0.44	0.14	0.05
Total		0.02	4.61	1.23	0.63	0.19

Table-33



Gender	Age Group (in Years)	Willingness to enroll in formal training: Yes, if they are free/ sponsored (in Lakhs)	Willingness to enroll in formal training: Yes, if they are subsidised (in Lakhs)	Willingness to enroll in formal training: Yes, even if have to pay (in Lakhs)
Female	15-20	0	0.008	0
	21-30	0.003	0.008	0
	31-40	0.003	0.014	0
	41-50	0.003	0	0
	51-59	0	0	0.005
	60 & Above	0	0.005	0.005
Total (Female)		0.01	0.036	0.01
Male	15-20	0	0.003	0
	60 & Above	0.005	0.005	0.01
Total (Male)		0.005	0.008	0.01
Total		0.015	0.044	0.021

Table-34

Gender	Age Group (in Years)	Willingness to enroll in formal training: Short-term training program (in Lakhs)	Willingness to enroll in formal training: Do not know (in Lakhs)
Female	15-20	0.003	0.005
	21-30	0.003	0.008
	31-40	0.014	0.003
	41-50	0	0.003
	51-59	0.005	0
	60 & Above	0	0.01
Total (Female)		0.025	0.029
Male	15-20	0	0.003
	60 & Above	0.005	0.015
Total (Male)		0.005	0.018
Total		0.03	0.047

Table-35





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