

ESTIMATING THE SKILL STOCK IN JAMMU & KASHMIR

Leveraging a household survey conducted by the Centre for Monitoring Indian Economy to understand the supply of skills in Jammu & Kashmir.



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 Jammu & Kashmir. Findings at an all-India level and for other states are also available on request.



C. Executive Summary

Jammu & Kashmir's population (aged 15 years and above) is 99.17 lakh, of which 40.88 lakh (41%) 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 9% compared to, 70% for males. Unemployment rate in the state is 12.3%.

69% of the state's labour force is in rural areas. 70% of all employed persons are working in rural areas and 88% in non-agriculture occupations. Among employed persons, 15% earn Rs. 20,000 or lower and 22% earn between Rs. 20,001-50,000.

0.52 lakh persons (1% of population aged 15 years and above) have received or are undergoing formal vocational training, of whom 0.4 lakh are 15-30 years of age. Females constitute 21% (0.11 lakh) of the formally trained segment. 54% of this segment took up short-term training courses and 56%, paid training. 60.19% (0.313 lakh) persons are in the labour force - of whom, 0.24 lakh (75.69%) are employed. Among the employed, formally trained persons, 93% are working in non-agriculture occupations. 9.7% earn Rs. 20000 or lower and 26.1% earn between Rs. 20,001-50,000.

35.9 lakh persons (36% of the state's population aged 15 years and above) have informally acquired skills. As source of skill acquisition, 7% reported Hereditary, 31% On the job learning, 27% Self-learning and 35% Other sources. Among the employed, informally skilled persons, 88% (31.15 lakh) are working in non-agriculture occupations. 15% earn Rs. 20,000 or lower and 22% earn between Rs. 20,001-50,000. 59% have work experience of- more than 10 years.

5.65 lakh informally skilled persons are aware of formal skill development programs. 5.97 lakh are willing to enroll for formal programs, of whom 4.04 lakh would like to enroll if the training is free/sponsored, 1.03 lakh if it is subsidized and 0.91 lakh even if they have to pay. 3.179 lakh are willing to enroll in short-term programs and 1.209 lakh in long-term. There are 0.7 lakh persons who are willing to enroll in formal programs and the duration of training does not matter for them.

62.41 lakh persons (62.93% 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 71.61% (44.69 lakh) of this segment. 69% reside in rural areas. Within this segment, 5.38 lakh are aware of formal skill development programs- of whom, 3.169 lakh (59%) are 15-30 years of age and 3.461 lakh (64%) are females. Among those who are willing to enroll in formal training, 66% reported- Yes, if they are free/sponsored and 39% reported preferred training duration- Short-term training program.



D. Insights from the Household Survey

I. Overview of Jammu & Kashmir's Labour Market

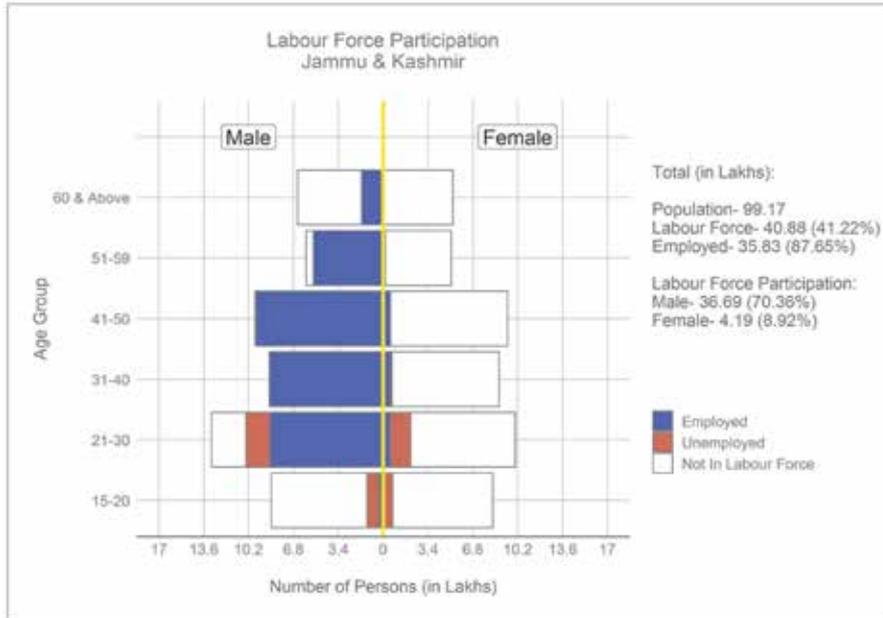


Figure 1

Population of persons aged 15 years and above in Jammu & Kashmir is 99.17 lakhs. There are 40.88 lakhs persons in the labour force (persons who are either working or willing to work and actively looking for work). 12.3% of the state's labour force is unemployed. 97% 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 9% (All-India Female labour force participation rate is 11.7%).

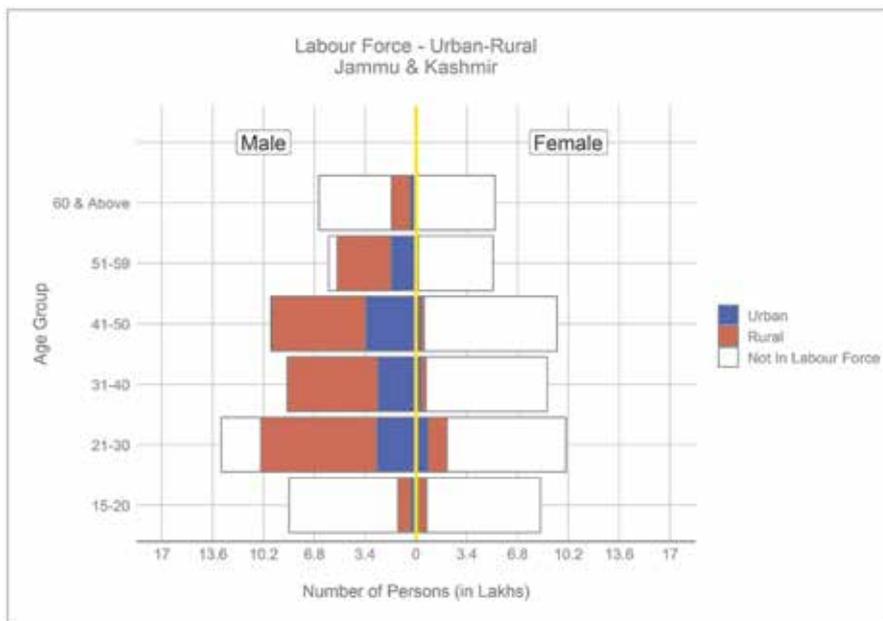


Figure 2

69% of the labour force in the state resides in rural areas (68% of India's labour force resides in rural areas).



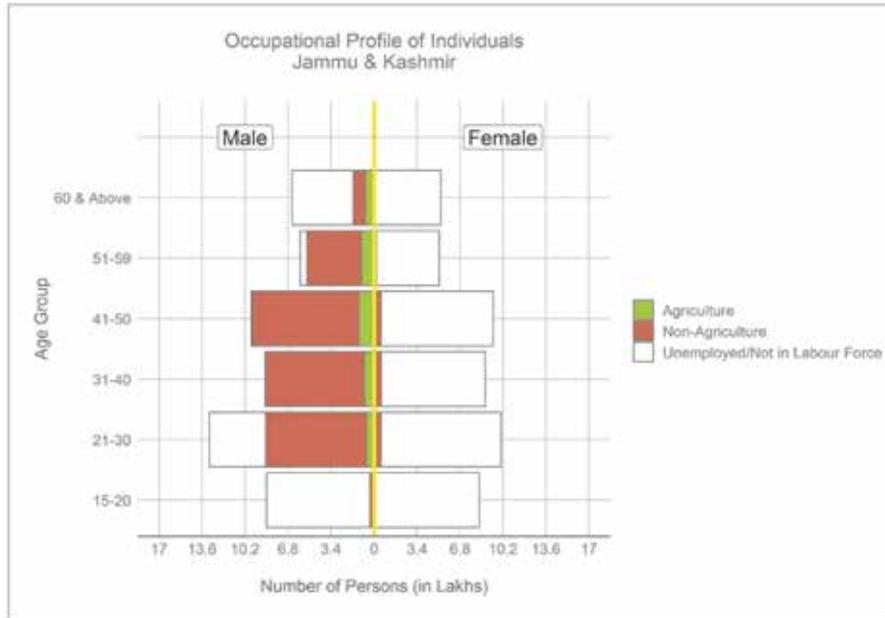


Figure 3

31.6 lakh (88%) persons are working in non-agriculture occupations and 4.24 lakh in agriculture (65% of all employed persons in India, are working in non-agricultural occupations).

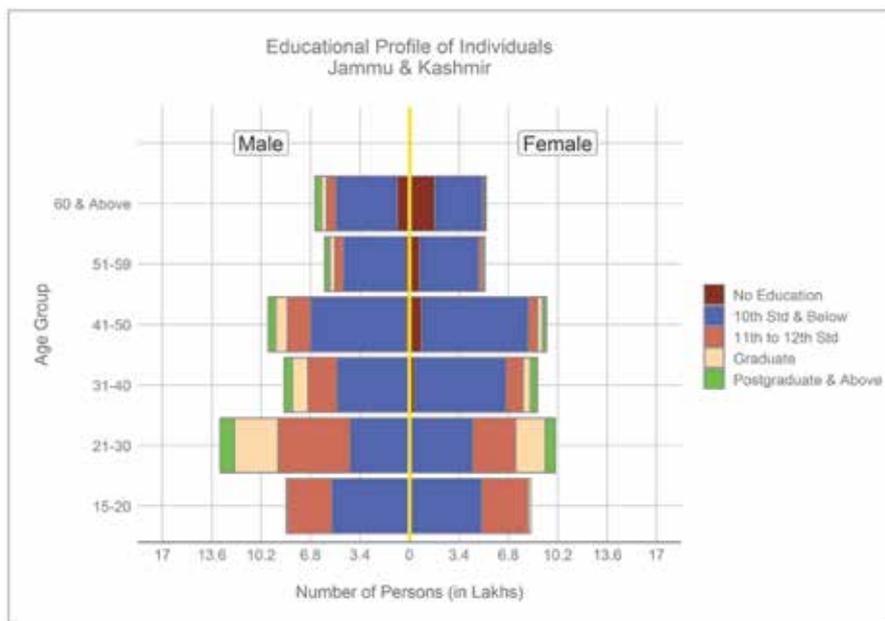


Figure 4

Out of all persons aged 15 years and above, 65% are 10th Std & Below (including No Education), 21% are 11th to 12th Std and 14% are Graduate & above.



II. Formal Vocational Training

1. Access to Formal Vocational Training

0.52 lakh persons (1% 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 0.4 lakh formally trained persons who are 15-30 years of age and 0.08 lakh 31-40 years of age. There are 0.11 lakh formally trained females (21% of all formally trained persons).

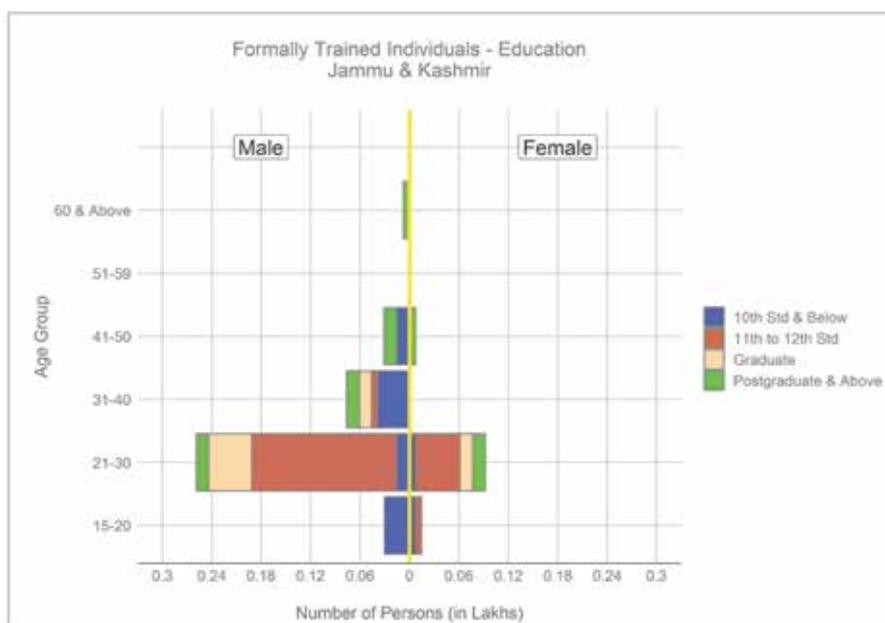


Figure 7

Out of all persons aged 15 years and above who received formal vocational training, 22.1% are 10th Std & Below, 47.2% are 11th to 12th Std and 30.7% are Graduate & above (at all-India level, 35% are 10th Std & Below (including No Education), 26% are 11th to 12th Std and 38.9% are Graduate & above).

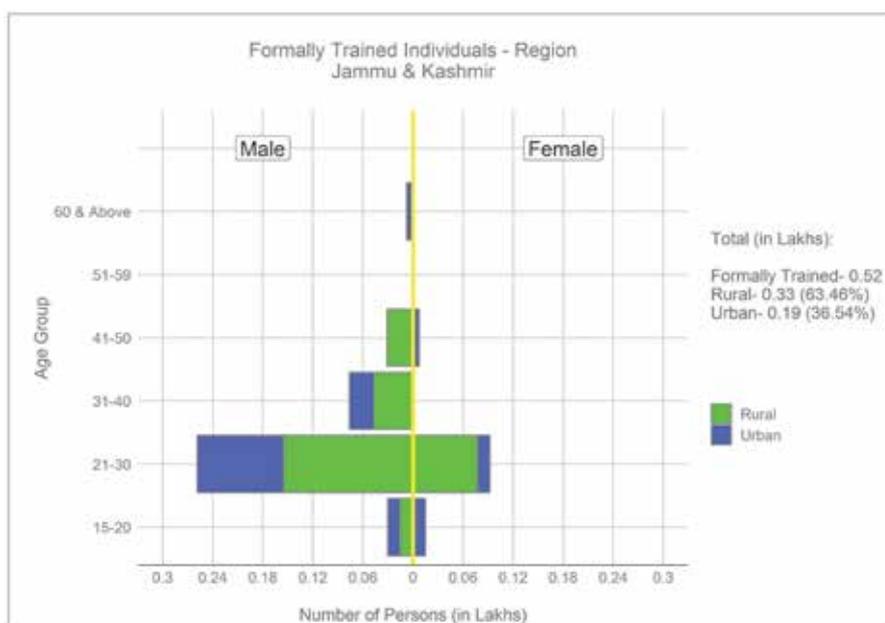


Figure 8

63% of formally trained persons in the state reside in rural areas (54.7% of all formally trained persons in India, reside in rural areas).

² Formal 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.



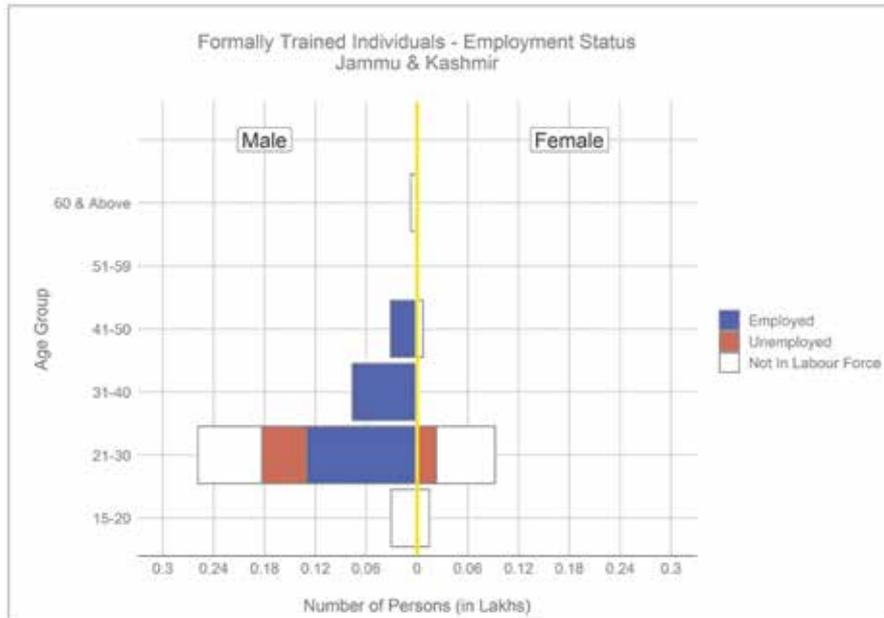


Figure 9

Number of formally trained persons aged 15 years and above in Jammu & Kashmir is 0.52 lakhs. Among the formally trained persons, there are 0.31313 lakh persons in the labour force (persons who are either working or willing to work and actively looking for work).

24% 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 18% in Jammu & Kashmir (All-India female labour force participation rate for formally trained females is 58%).

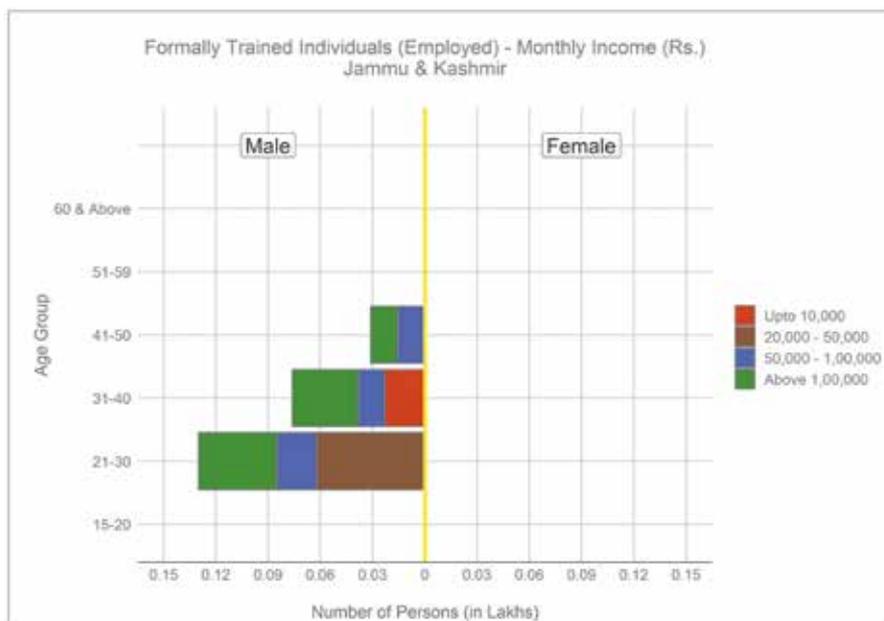


Figure10

Among the employed persons who have received formal vocational training in the state, 10% earn Rs. 20,000 or lower (All-India: 8%) and 26% earn between Rs. 20,001-50,000 (All-India: 37%).

Among the employed males who have received formal vocational training in the state, 10% earn Rs. 20,000 or lower (All-India: 5%) and 26% earn between Rs. 20,001-50,000 (All-India: 33%).



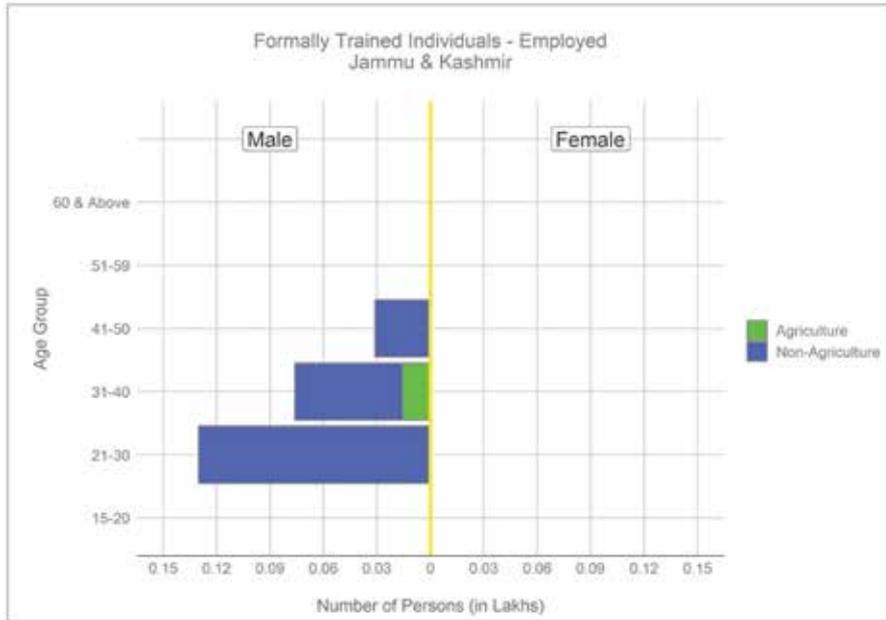


Figure11

0.22 lakh (93%) employed persons in the state who have received formal vocational training are working in non-agriculture occupations and 0.02 lakh in agriculture (85% of all formally trained persons in India, are working in non-agricultural occupations).

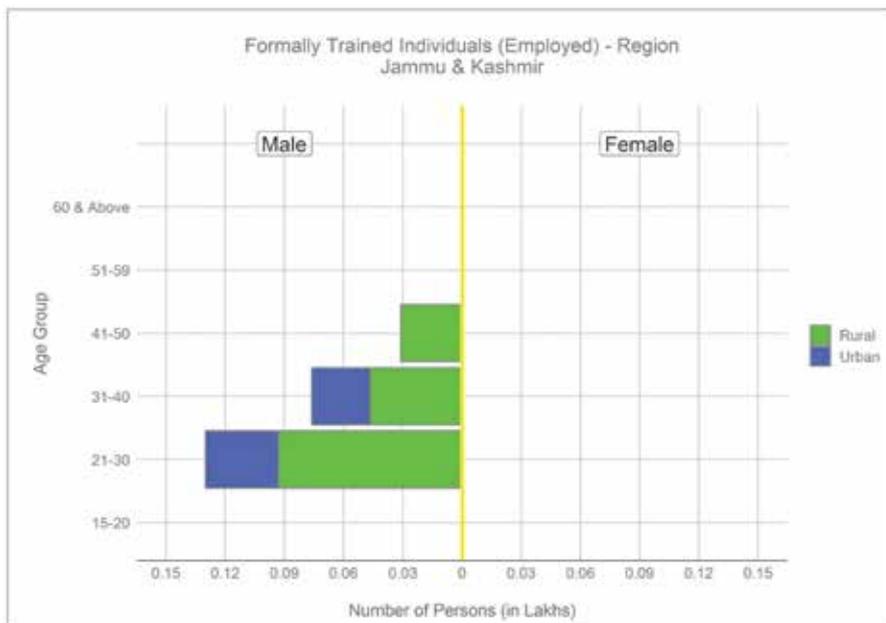


Figure12

72% of formally trained and employed persons in the state reside in rural areas (55% of formally trained and employed persons in India, reside in rural areas).



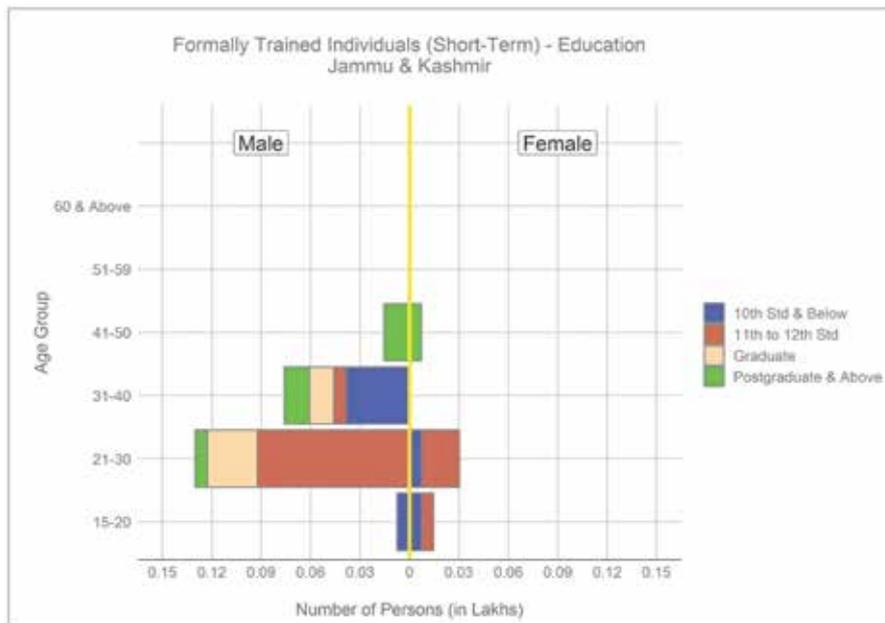


Figure 15

Out of all persons aged 15 years and above who received short-term formal vocational training: 21.5% are 10th Std & Below, 46.2% are 11th to 12th Std and 32.3% are Graduate & above (At all-India level: 38% are 10th Std & Below (including No Education), 27.2% are 11th to 12th Std, 34.7% are Graduate & above).

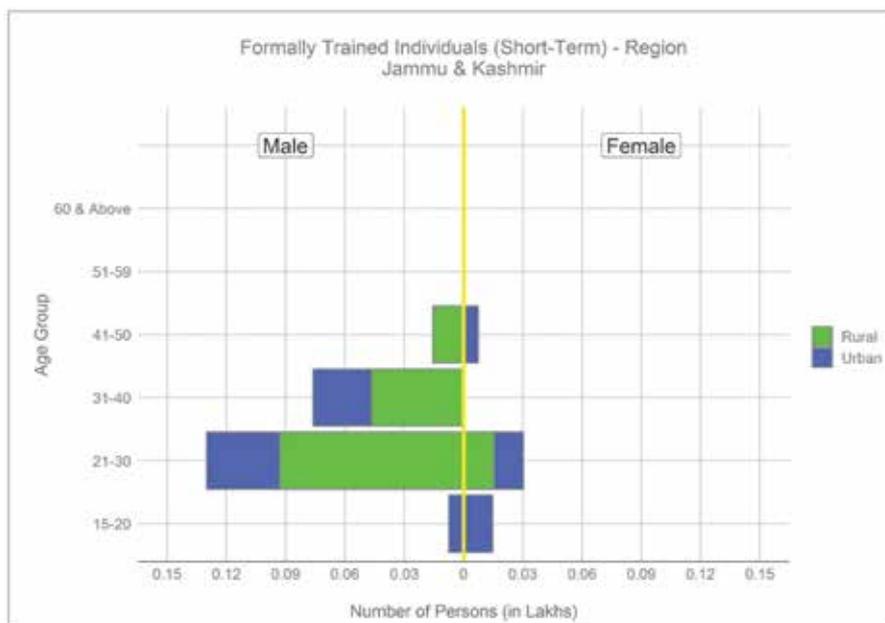


Figure 16

61% of formally trained persons who took up short-term training in the state resides in rural areas (All-India: 54% of all formally trained persons in India, who took up short-term training, reside in- rural areas).



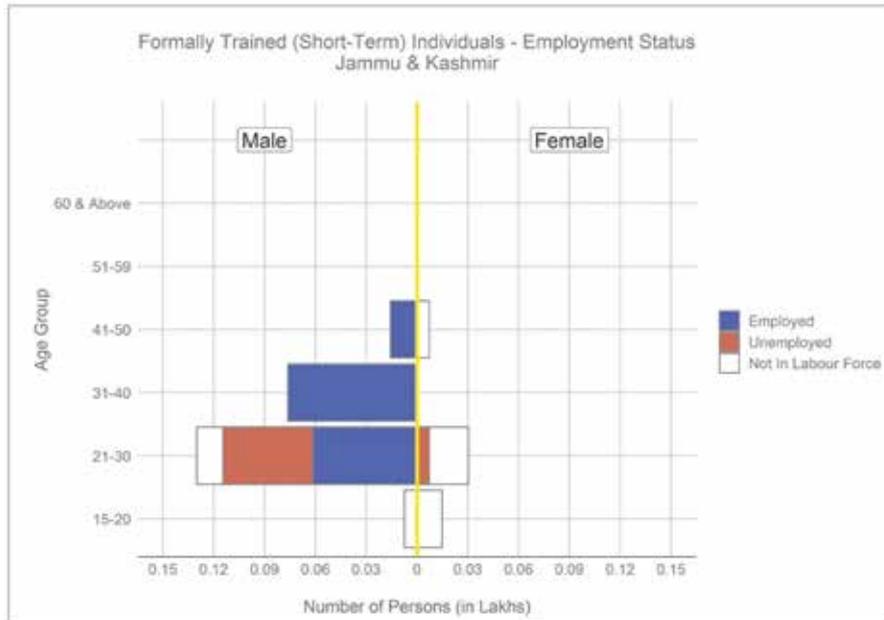


Figure 17

Number of formally trained persons in short-term training aged 15 years and above in Jammu & Kashmir is 0.28 lakhs. There are 0.21 lakh persons in the labour force (persons who are either working or willing to work and actively looking for work).

29% 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 20% (All-India: 58%).

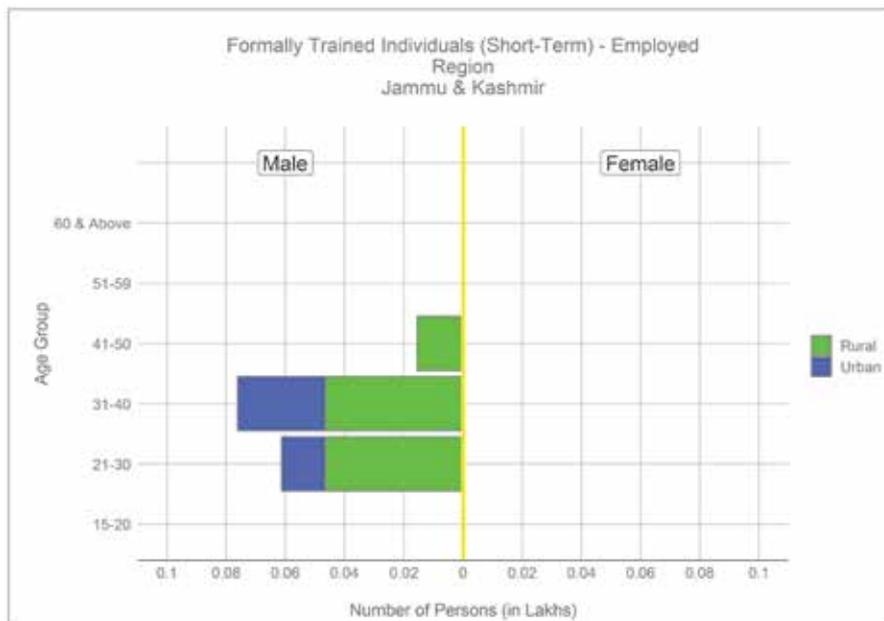


Figure 18

71% of formally trained persons, who took up short-term training and are employed, reside in rural areas (All-India: 54% resides in rural areas).



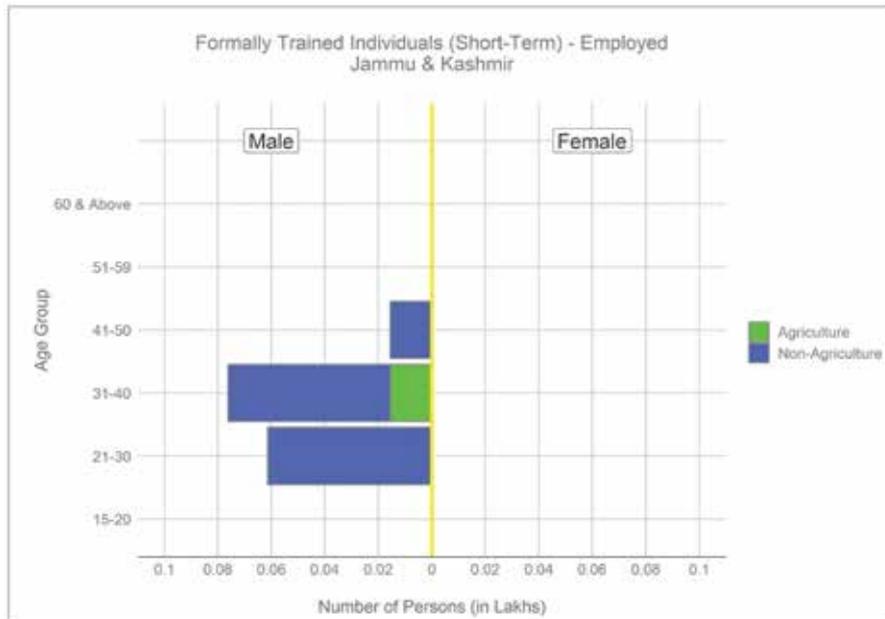


Figure 19

88% (0.14 lakh) of employed persons who are formally trained in short-term trainings, are working in non-agriculture occupations and 12% (0.02 lakhs) in agriculture (All-India: 85% are working in non-agricultural occupations).

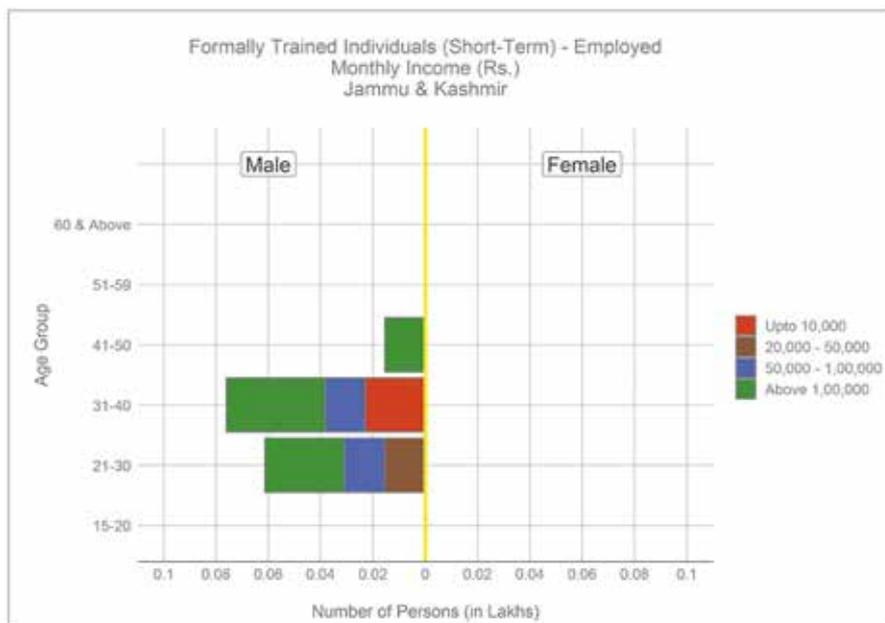


Figure 20

Among the employed persons who have received short-term formal vocational training in the state, 15% earn Rs. 20000 or lower (All-India: 7%) and 10% earn between Rs. 20,001-50,000 (All-India: 38%).

Among the employed males who have received short-term formal vocational training in the state, 15% earn Rs. 20000 or lower (All-India: 5%) and 10% earn between Rs. 20,001-50,000 (All-India: 34%).



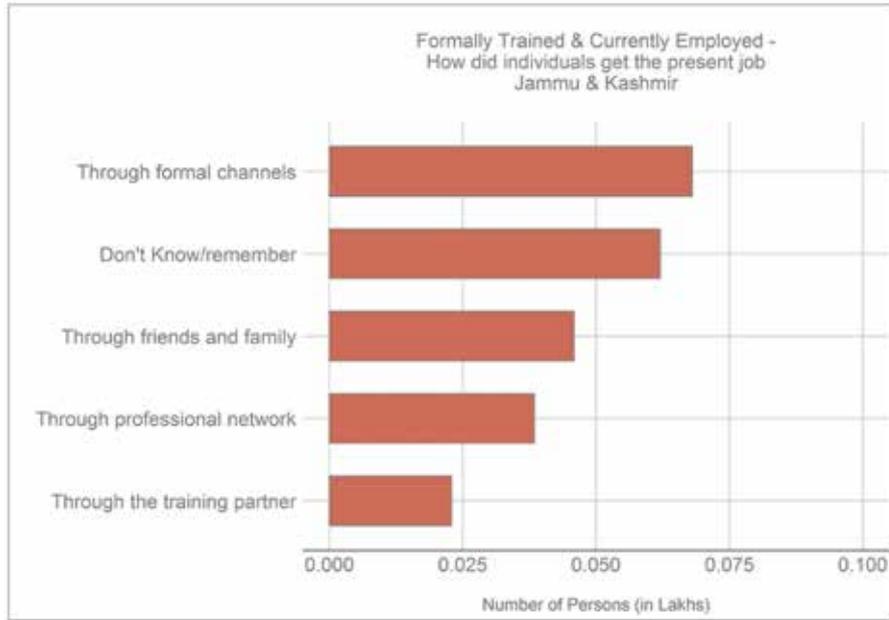


Figure 25

Formally trained and currently employed persons were asked how they got their present job. 29% reported that they got their job- through formal channels.

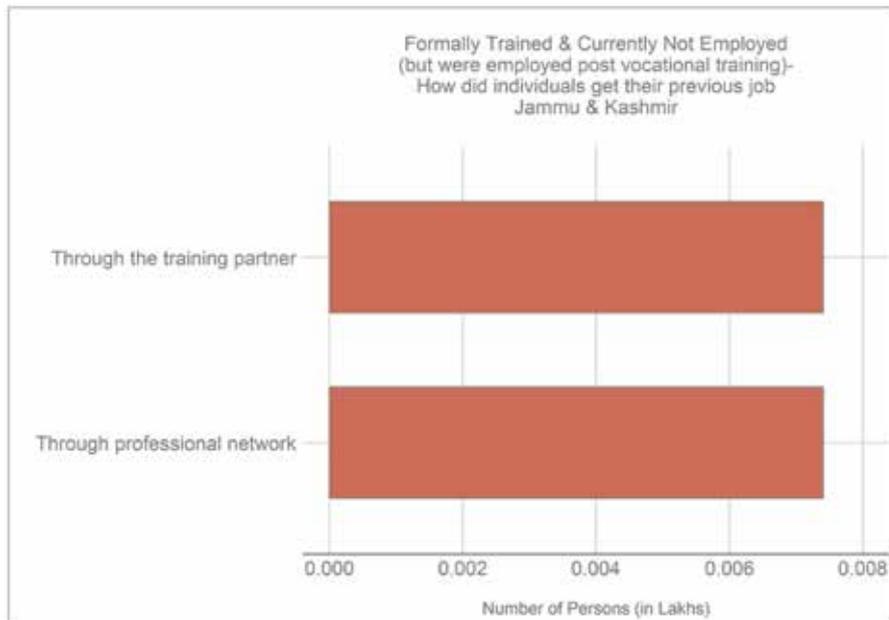


Figure 26

Those who got a job after training but are currently not working, were asked how they got their previous job. 50% reported that they got their previous job- through the training partner.



c. Not worked any time post training

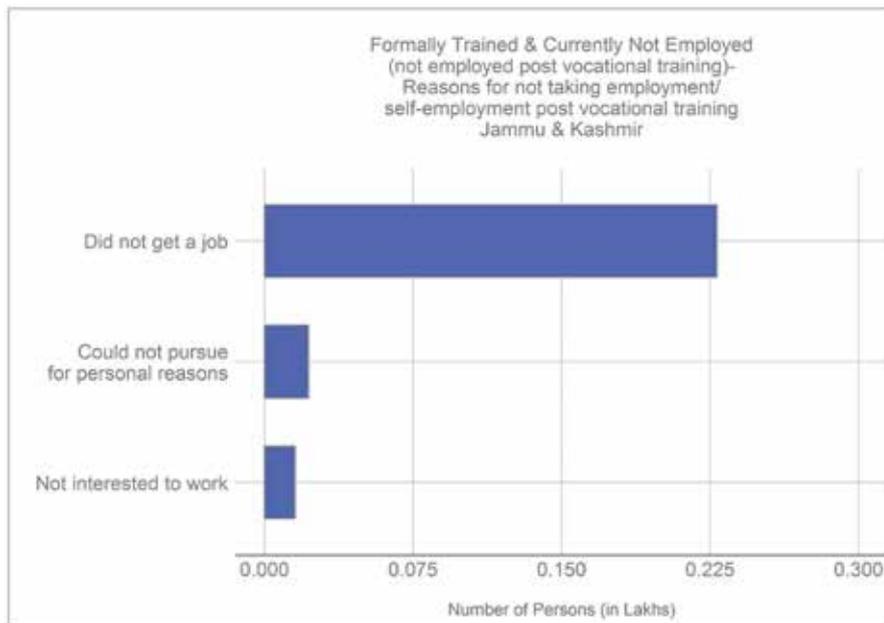


Figure 27

Formally trained persons, who did not work any time after training, were asked the reason for not taking up employment. 86% reported the reason as -did not get a job.



III. Informally Skilled and Employed

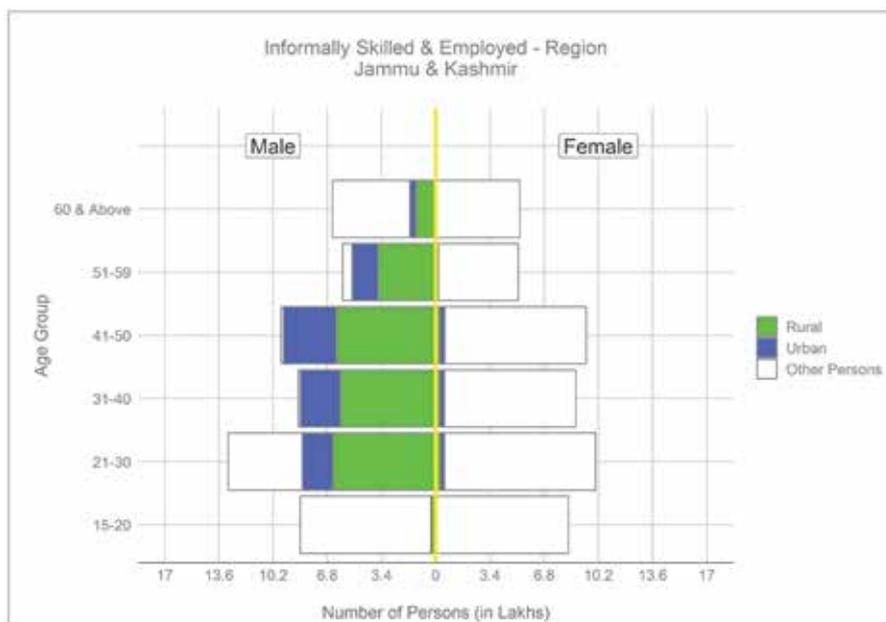


Figure 28

70% of informally skilled and employed persons in the state resides in rural areas (All-India: 69% resides in rural areas).

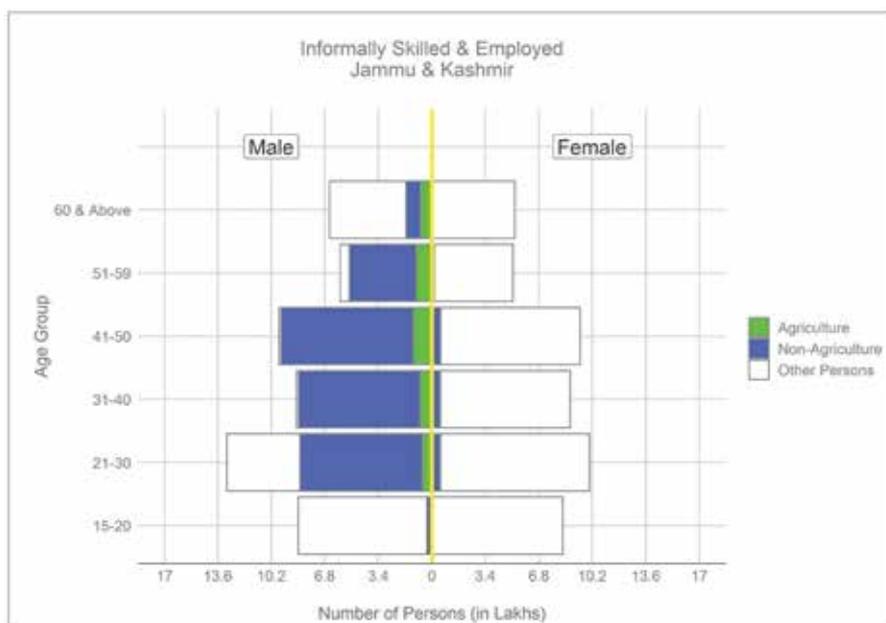


Figure 29

88% (31.15 lakh) employed persons, who are informally skilled, are working in non-agriculture occupations and 12% (4.22 lakhs) in agriculture (64% of all employed persons in India, who are informally skilled, are working in non-agricultural occupations).



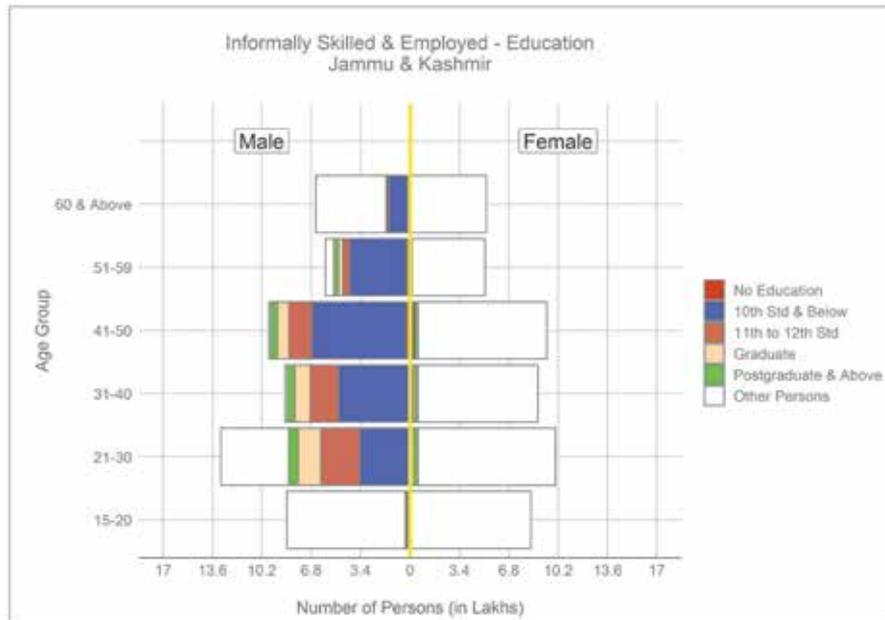


Figure 30

Out of all persons aged 15 years and above who are informally skilled and employed, 60% are 10th Std & Below (including No Education), 20% are 11th to 12th Std and 19% 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).

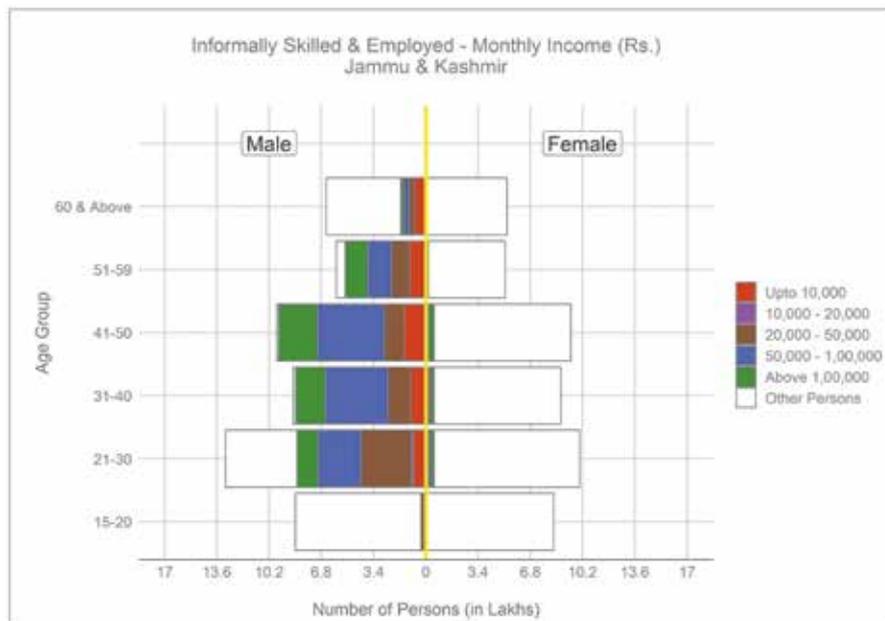


Figure 31

Among the employed persons who are informally skilled in the state, 15% earn Rs. 20,000 or lower (All-India: 21%) and 22% earn between Rs. 20,001-50,000 (All-India: 52%).

Among the employed males who are informally skilled in the state, 16% earn Rs. 20,000 or lower (All-India: 16%) and 22% earn between Rs. 20,001-50,000 (All-India: 54%). Among the employed females who are informally skilled in the state, 10% earn Rs. 20,000 or lower (All-India: 52%) and 22% 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

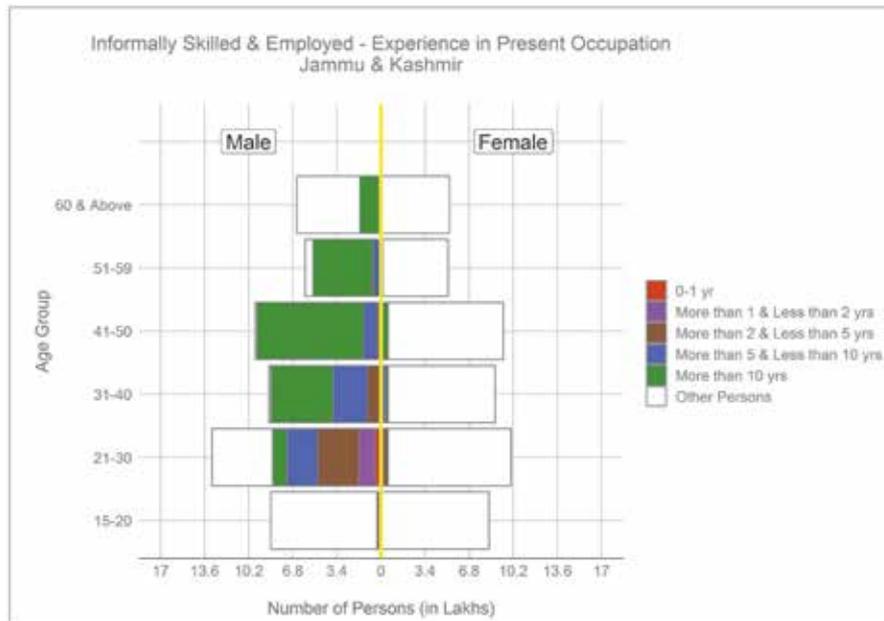


Figure 32

59% 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).

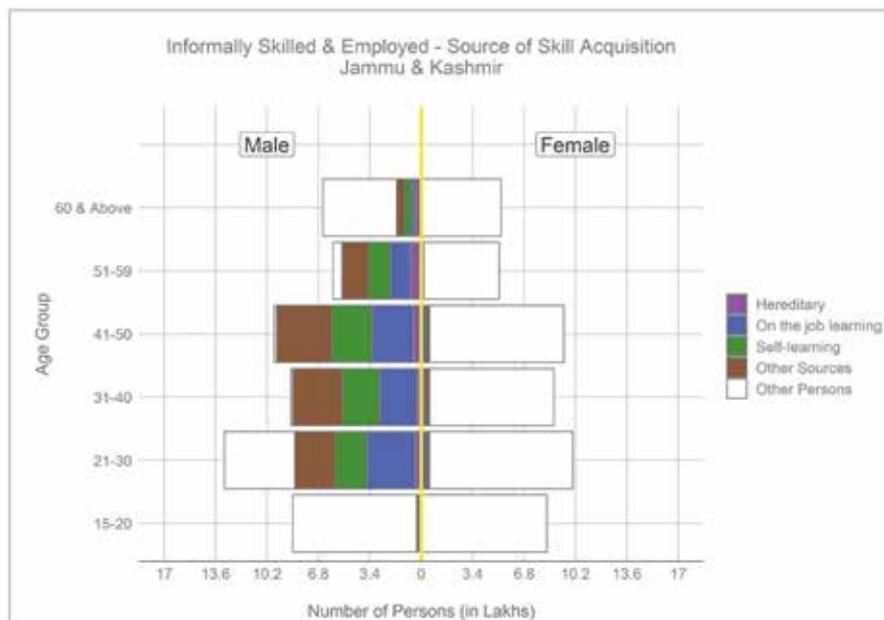


Figure 33

Informally skilled and employed persons were asked their source of skill acquisition.

7% reported 'Hereditary'³, 31% acquired 'On the job learning', 27% through 'Self-learning' and 35% through 'Other sources'.

³ Hereditary: 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 related to their ancestors



2. Awareness about Formal Skill Development Programs

5.38 lakh informally skilled and employed persons are aware of formal skill development programs. 3.49 lakh are working as managers or clerks and clerical staff or professionals.

3. Willingness to Enroll in Formal Skill Development Programs

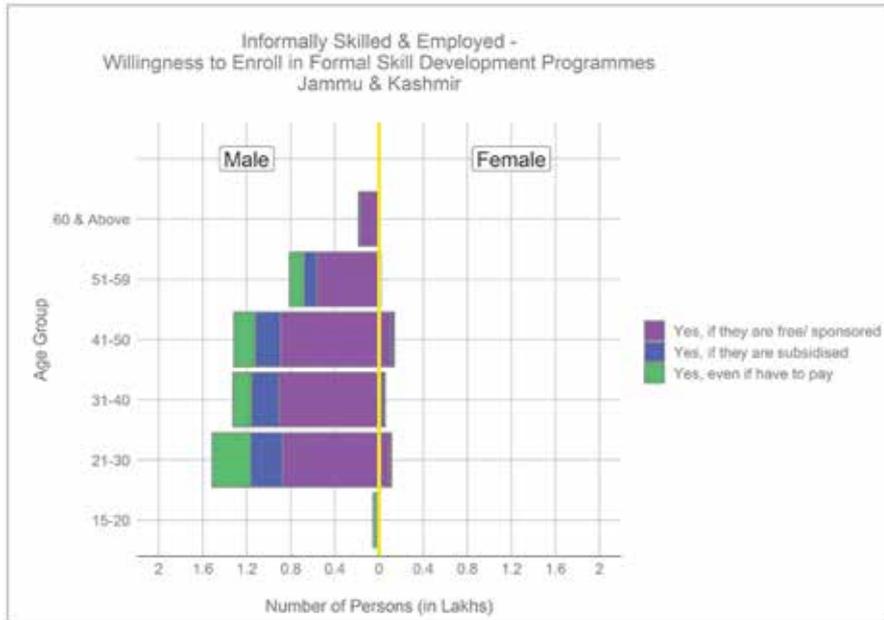


Figure 34

Informally skilled and employed persons were asked their willingness to enroll in formal training. Out of those who said Yes, 66% reported- Yes, if they are free/sponsored.

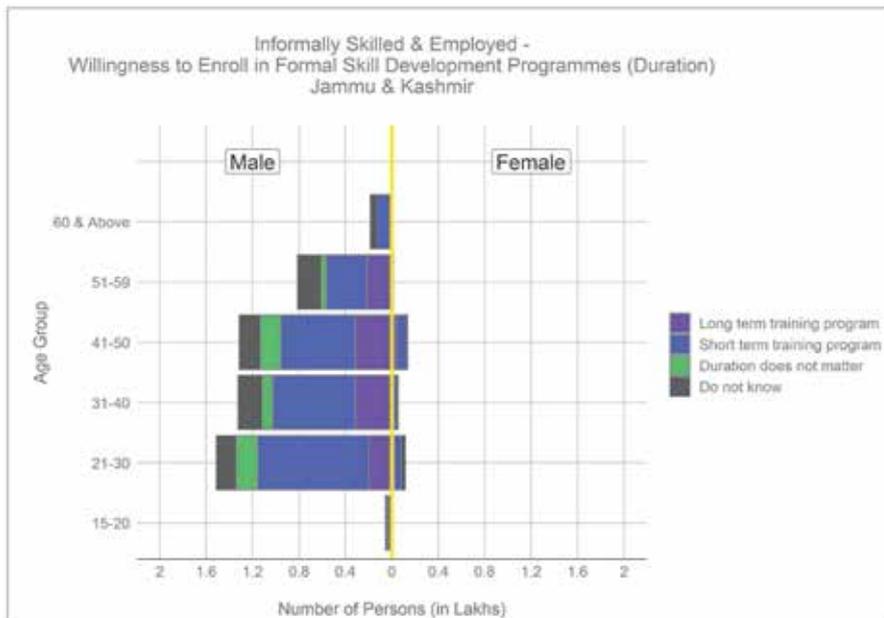


Figure 35

Informally skilled and employed persons who are willing to enroll in formal training were asked about their preferred duration of training. 54% respondents prefer short-term training program.



IV. Informally Skilled and Not Employed

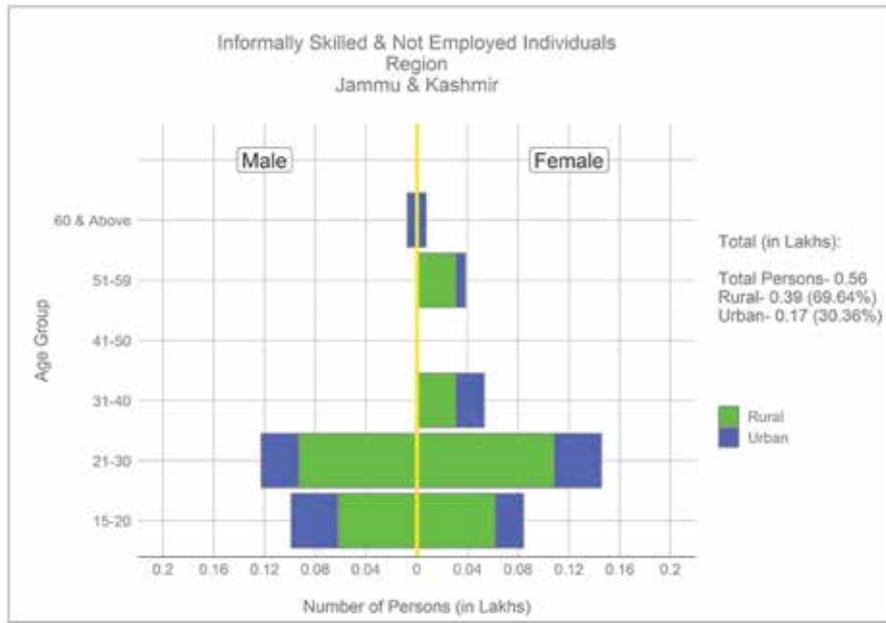


Figure 36

69% of informally skilled and not employed persons in the state resides in rural areas (64% of informally skilled and not employed persons in India, reside in rural areas).

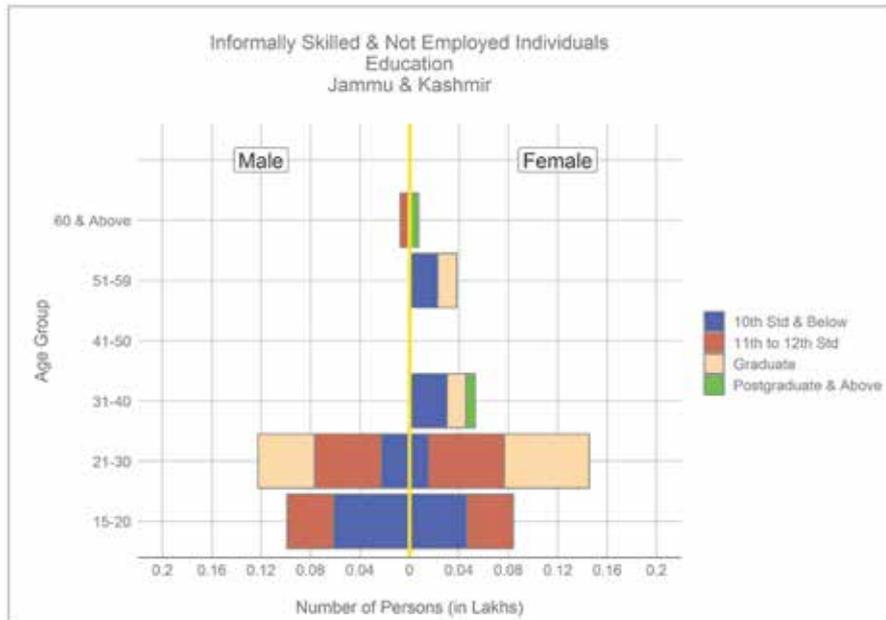


Figure 37

Out of all persons aged 15 years and above who are informally skilled and not employed, 36% are 10th Std & Below, 36% are 11th to 12th Std and 29% are Graduate & above (All-India: 60% are 10th Std & Below (including No Education), 26% are 11th to 12th Std, 15% are Graduate & above).



1. Source of Skill Acquisition

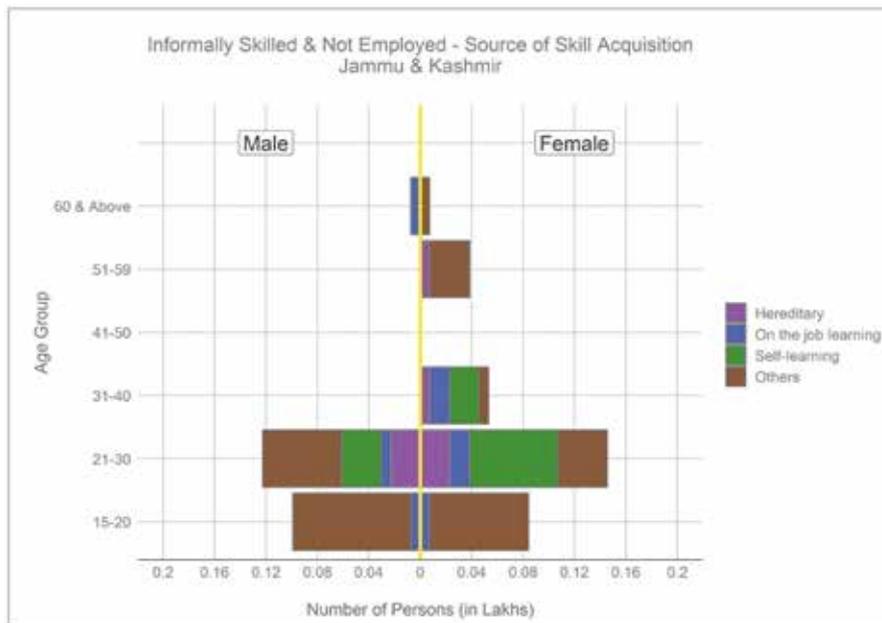


Figure 38

Informally skilled and not employed persons were asked their source of skill acquisition. 11% reported 'hereditary', 11% acquired 'on the job learning', 22% through 'self-learning' and 56% 'through other sources'.

2. Awareness about Formal Skill Development Programs

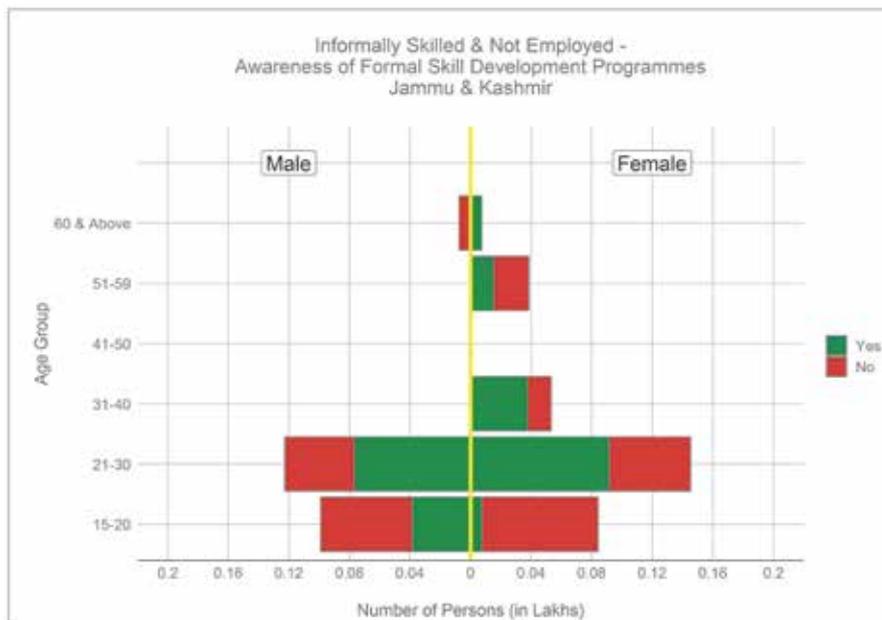


Figure 39

Informally skilled and not employed persons were asked whether they are aware of any formal skill development programs and 49% reported that they are aware.



3. Willingness to Enroll in Formal Skill Development Programs

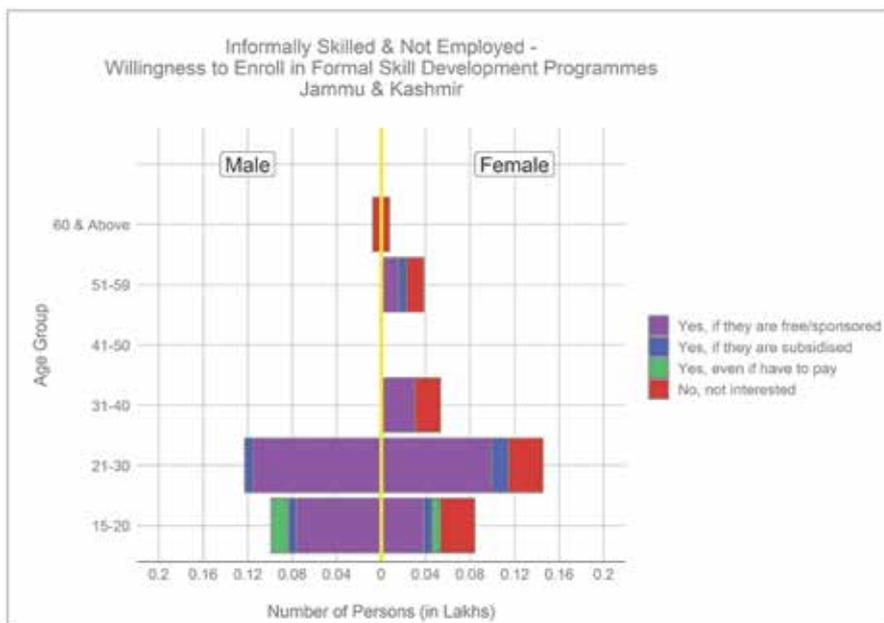


Figure 40

Informally skilled and not employed persons were asked their willingness to enroll in formal training. Among those who are willing to enroll, 85% reported- Yes, if they are free/sponsored.

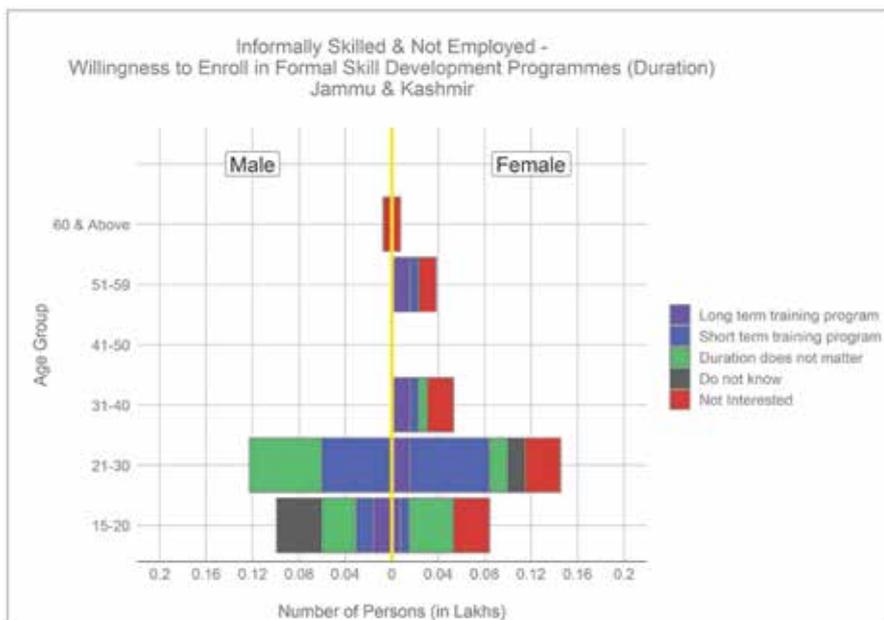


Figure 41

Informally skilled and not employed persons who are willing to enroll in formal training, were asked about training duration. Maximum (38%) respondents reported- short-term training program.



Adding up across the Employed and Not Employed categories, there are an estimated 35.9 lakh persons (All-India: 39 crore) (36% of the state's population aged 15 years and above, compared to the All-India figure at 40%) with informally acquired skills. Over 9.7 lakh informally skilled persons are 15-30 years of age (All-India: 10.6 crore) and 19.2 lakh 31-50 years of age (All-India: 20.4 crore).

21.5 lakh (60%) informally skilled persons are 10th Std & Below (including No Education and All-India: 2.4 crore, 75%), 7.4 lakh (21%) are 11th to 12th Std (All-India: 32 crore, 13%), 7 lakh (19%) are Graduate & above (All-India: 4.6 crore, 12%).

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

Nearly 5.7 lakh informally skilled persons are aware of formal skill development programs (All-India: 5.6 crore).

6 lakh are willing to enroll for formal programs (All-India:4.24 crore), of which 4 lakh would like to enroll if the training is free/sponsored (All-India:2.8 crore), 1 lakh if it is subsidized (All-India:0.93 crore), and 0.9 lakh even if they have to pay (All-India:0.52 crore).

3.2 lakh are willing to enroll in short-term programs (All-India: 2.95 crore) and 1.2 lakh in long-term (All-India: 0.46 crore). There are 0.7 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

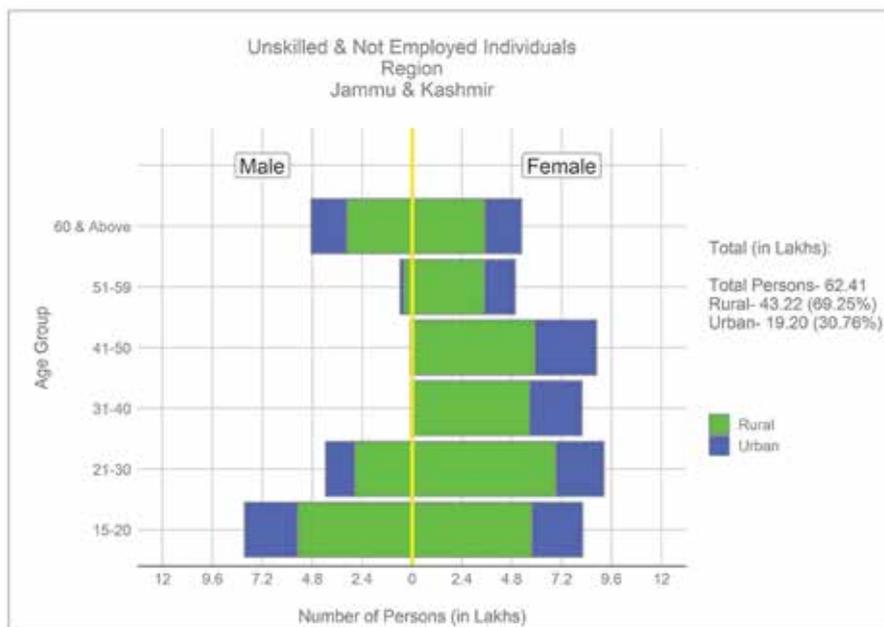


Figure 42

69% 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).

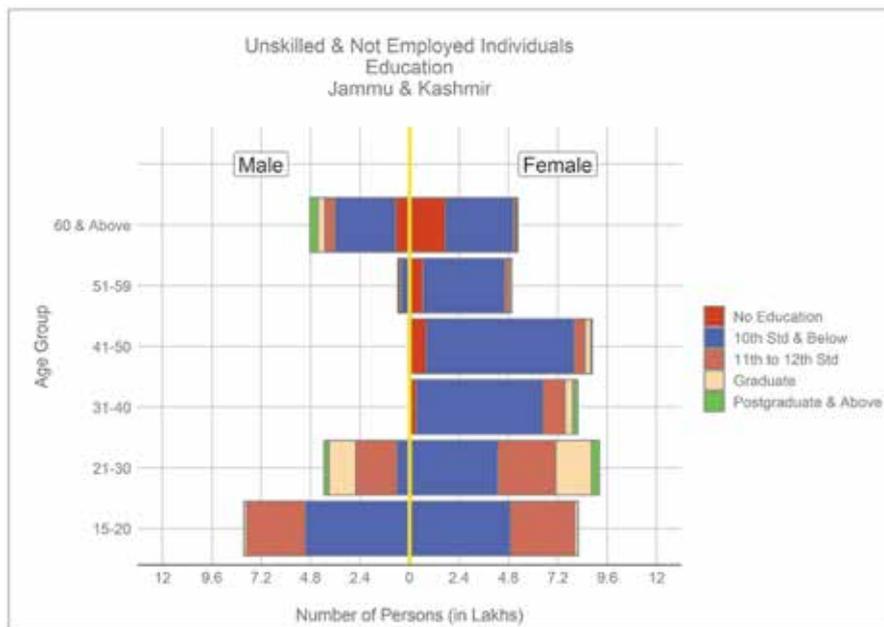


Figure 43

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 (including No Education), 21% are 11th to 12th Std and 10% are Graduate & above (All-India: 75% are 10th Std & Below (including No Education), 16% are 11th to 12th Std, 8% are Graduate & above).



1. Awareness about Formal Skill Development Programs

5.38 lakh persons do not possess any skill but are aware of formal skill development programs. 3.169 lakh (59%) are 15-30 years of age and 3.461 lakh (64%) are females.

2. Willingness to Enroll in Formal Skill Development Programs

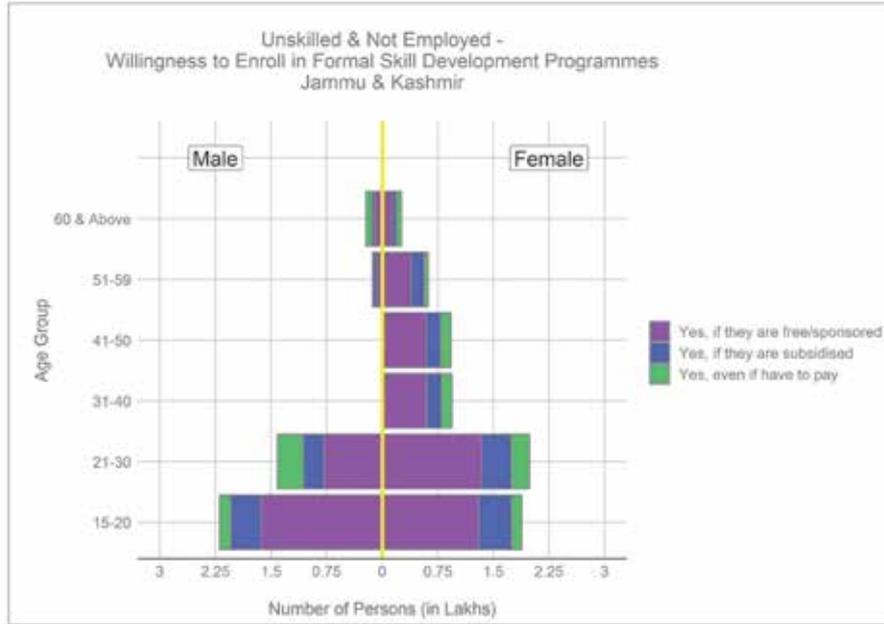


Figure 44

Among persons who said that they do not possess any skills (are not employed and willing to enroll in formal training) 66% reported- Yes, if they are free/sponsored.

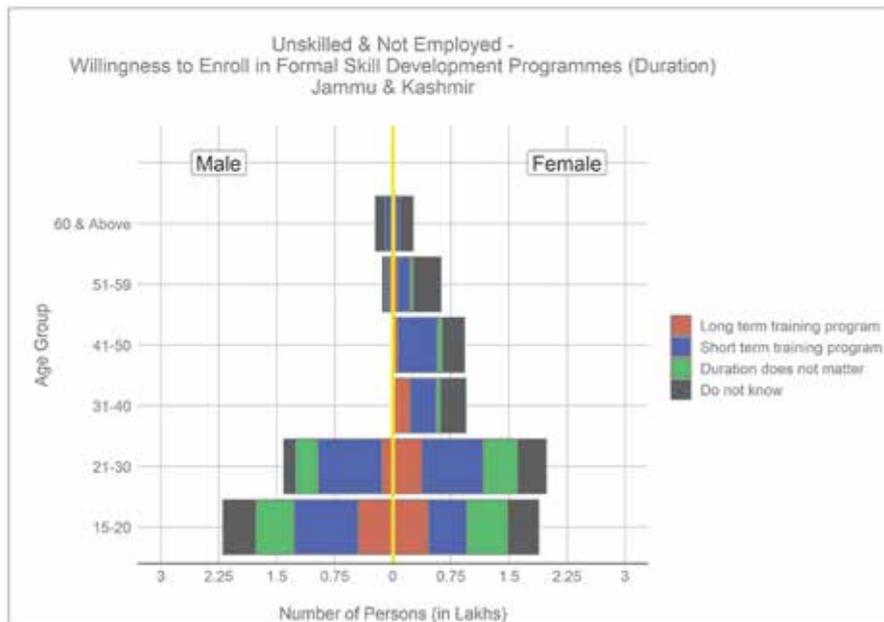


Figure 45

Persons who say they do not possess any skills (are not employed and are willing to enroll in formal training) were asked about training duration. Maximum (39%) respondents reported Short-term training program.



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 labourers; hand packers; food preparation assistants; agricultural and fishery labourers.	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 labour grew by 49% to 4.3 million, semiskilled labour by 66% to 7 million, and skilled labour by 108% to 3.8 million. Low-skilled: Those with 'elementary' skills and domestic workers; Semi-skilled: Includes clerks, sales & service, skilled agriculture, craftsmen , machine operators; Skilled: Managers, professionals and technicians	Occupation
Vietnam	Ministry of Labour, Invalids and Social Affairs and General Statistics Office	Skilled Labour	Skilled labour force includes people aged 15 years and over that hold a certificate/degree with a training duration of 3 months and above. As per labour employment surveys, 20% of the Vietnamese labour 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 Labour 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

⁴ Formula 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



Country	Source	Defined skilled/ Unskilled	Definition	Indicator
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 postsecondary 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 labour 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 labour 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





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	0.02	0.69	7.61
	21-30	0.55	1.53	7.94
	31-40	0.57	0.1	8.13
	41-50	0.55	0.01	8.88
	51-59	0.17	0	5.01
	60 & Above	0.01	0	5.27
Total (Female)		1.87	2.33	42.83
Male	15-20	0.31	0.9	7.28
	21-30	8.56	1.82	2.64
	31-40	8.57	0	0.05
	41-50	9.63	0	0.07
	51-59	5.28	0	0.56
	60 & Above	1.62	0	4.86
Total (Male)		33.96	2.72	15.46
Total		35.83	5.05	58.29

Table 1

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)	Not In Labour Force (in Lakhs)
Female	15-20	0.53	0.19	7.61
	21-30	1.29	0.8	7.94
	31-40	0.31	0.36	8.13
	41-50	0.23	0.33	8.88
	51-59	0.06	0.1	5.01
	60 & Above	0	0.01	5.27
Total (Female)		2.42	1.78	42.83
Male	15-20	0.9	0.31	7.28
	21-30	7.78	2.61	2.64
	31-40	6.03	2.54	0.05
	41-50	6.27	3.35	0.07
	51-59	3.62	1.65	0.56
	60 & Above	1.25	0.37	4.86
Total (Male)		25.85	10.83	15.46
Total		28.27	12.61	58.29

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	0.02	8.3
	21-30	0.02	0.54	9.47
	31-40	0.01	0.56	8.23
	41-50	0.01	0.54	8.89
	51-59	0.01	0.16	5.01
	60 & Above	0	0.01	5.27
Total (Female)		0.04	1.83	45.16
Male	15-20	0	0.31	8.18
	21-30	0.57	7.99	4.46
	31-40	0.75	7.81	0.05
	41-50	1.18	8.45	0.07
	51-59	0.99	4.28	0.56
	60 & Above	0.7	0.92	4.86
Total (Male)		4.2	29.77	18.18
Total		4.24	31.6	63.34

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	0.02	4.95	3.18	0.17	0
	21-30	0.12	4.24	2.95	2.04	0.68
	31-40	0.33	6.32	1.16	0.53	0.45
	41-50	0.81	7.37	0.64	0.35	0.28
	51-59	0.66	4.09	0.21	0.15	0.06
	60 & Above	1.73	3.31	0.12	0.06	0.06
Total (Female)		3.68	30.27	8.26	3.3	1.53
Male	15-20	0	5.33	3.02	0.14	0
	21-30	0.05	4.05	4.93	3.01	0.99
	31-40	0.08	4.89	1.99	1.09	0.56
	41-50	0.22	6.58	1.6	0.79	0.51
	51-59	0.25	4.3	0.58	0.33	0.38
	60 & Above	0.82	4.23	0.64	0.38	0.42
Total (Male)		1.42	29.37	12.75	5.74	2.86
Total		5.1	59.64	21.01	9.04	4.38

Table 4



Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)	Unemployed/Not in Labour Force (in Lakhs)
Female	15-20	0.02	0.01	8.3
	21-30	0.31	0.24	9.47
	31-40	0.25	0.32	8.23
	41-50	0.23	0.32	8.89
	51-59	0.06	0.1	5.01
	60 & Above	0	0.01	5.27
Total (Female)		0.87	1	45.16
Male	15-20	0.28	0.03	8.18
	21-30	6.6	1.96	4.46
	31-40	6.03	2.54	0.05
	41-50	6.27	3.35	0.07
	51-59	3.62	1.65	0.56
	60 & Above	1.25	0.37	4.86
Total (Male)		24.06	9.91	18.18
Total		24.92	10.91	63.34

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	0.02	0.01	0	0
	21-30	0	0.04	0.12	0.21	0.19
	31-40	0	0.08	0.16	0.14	0.19
	41-50	0.05	0	0.09	0.1	0.32
	51-59	0.01	0	0.03	0.01	0.12
	60 & Above	0	0	0	0	0.01
Total (Female)		0.05	0.13	0.41	0.45	0.83
Male	15-20	0.03	0	0.24	0.02	0.02
	21-30	0.8	0.17	3.28	2.86	1.46
	31-40	1.02	0.03	1.4	4.13	1.99
	41-50	1.44	0.02	1.23	4.4	2.54
	51-59	1.05	0.08	1.08	1.55	1.51
	60 & Above	0.73	0.03	0.31	0.37	0.19
Total (Male)		5.06	0.34	7.54	13.33	7.71
Total		5.11	0.47	7.95	13.77	8.53

Table 6



Gender	Age Group (in Years)	Monthly Income (Rs.): Upto 10,000 (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)
Total (Female)		0	0	0	0
Male	21-30	0	0.06	0.02	0.05
	31-40	0.02	0	0.02	0.04
	41-50	0	0	0.02	0.02
Total (Male)		0.02	0.06	0.05	0.1
Total		0.02	0.06	0.05	0.1

Table 10

Gender	Age Group (in Years)	Agriculture (in Lakhs)	Non-Agriculture (in Lakhs)
Total (Female)		0	0
Male	21-30	0	0.13
	31-40	0.02	0.06
	41-50	0	0.03
Total (Male)		0.02	0.22
Total		0.02	0.22

Table 11

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)
Total (Female)		0	0
Male	21-30	0.09	0.04
	31-40	0.05	0.03
	41-50	0.03	0
Total (Male)		0.17	0.07
Total		0.17	0.07

Table 12

Gender	Age Group (in Years)	Long-Term Training (in Lakhs)	Short-Term Training (in Lakhs)
Female	15-20	0	0.01
	21-30	0.06	0.03
	41-50	0	0.01
Total (Female)		0.06	0.05
Male	15-20	0.02	0.01
	21-30	0.13	0.13
	31-40	0	0.08
	41-50	0.02	0.02
	60 & Above	0.01	0
	Total (Male)		0.17
Total		0.24	0.28

Table 13



Gender	Age Group (in Years)	Free Training (in Lakhs)	Paid Training (in Lakhs)
Female	15-20	0	0.01
	21-30	0.03	0.06
	41-50	0	0.01
Total (Female)		0.03	0.08
Male	15-20	0.02	0.01
	21-30	0.11	0.14
	31-40	0.05	0.03
	41-50	0.02	0.02
	60 & Above	0	0.01
Total (Male)		0.2	0.2
Total		0.23	0.29

Table 14

Gender	Age Group (in Years)	10th Std & Below (in Lakhs)	11th to 12th Std (in Lakhs)	Graduate (in Lakhs)	Postgraduate & Above (in Lakhs)
Female	15-20	0.01	0.01	0	0
	21-30	0.01	0.02	0	0
	41-50	0	0	0	0.01
Total (Female)		0.01	0.03	0	0.01
Male	15-20	0.01	0	0	0
	21-30	0	0.09	0.03	0.01
	31-40	0.04	0.01	0.01	0.02
	41-50	0	0	0	0.02
Total (Male)		0.05	0.1	0.05	0.04
Total		0.06	0.13	0.05	0.05

Table 15

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)
Female	15-20	0	0.01
	21-30	0.02	0.01
	41-50	0	0.01
Total (Female)		0.02	0.04
Male	15-20	0	0.01
	21-30	0.09	0.04
	31-40	0.05	0.03
	41-50	0.02	0
Total (Male)		0.15	0.07
Total		0.17	0.11

Table 16



Gender	Age Group (in Years)	Employed (in Lakhs)	Unemployed (in Lakhs)	Not In Labour Force (in Lakhs)
Female	15-20	0	0	0.01
	21-30	0	0.01	0.02
	41-50	0	0	0.01
Total (Female)		0	0.01	0.05
Male	15-20	0	0	0.01
	21-30	0.06	0.05	0.02
	31-40	0.08	0	0
	41-50	0.02	0	0
Total (Male)		0.15	0.05	0.02
Total		0.15	0.06	0.07

Table 17

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)
Total (Female)		0	0
Male	21-30	0.05	0.01
	31-40	0.05	0.03
	41-50	0.02	0
Total (Male)		0.11	0.04
Total		0.11	0.04

Table 18

Gender	Age Group (in Years)	Agriculture (in Lakhs)	Non-Agriculture (in Lakhs)
Total (Female)		0	0
Male	21-30	0	0.06
	31-40	0.02	0.06
	41-50	0	0.02
Total (Male)		0.02	0.14
Total		0.02	0.14

Table 19

Gender	Age Group (in Years)	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)
Total (Female)		0	0	0
Male	21-30	0.02	0.02	0.03
	31-40	0	0.02	0.04
	41-50	0	0	0.02
Total (Male)		0.02	0.03	0.08
Total		0.02	0.03	0.08

Table 20

Vocational Training Helped	Persons (in Lakhs)
To get my present/previous job	0.13
In upward mobility(promotion) in my job/line of work (income/leadership)	0.007
Total	0.137

Table 21



Vocational Training Did Not Help - Reasons	Persons (in Lakhs)
Changed the line of work/trade, due to lack of interest	0.023
Training was irrelevant	0.015
Changed trade, due to inability to get a job in the trade in which member was trained	0.007
Total	0.046

Table 22

Vocational Training Helped	Persons (in Lakhs)
In upward mobility(promotion) in my job/line of work (income/leadership)	0.007
Total	0.007

Table 23

Vocational Training Did Not Help - Reasons	Persons (in Lakhs)
Changed the line of work/trade, due to lack of interest	0.007
Total	0.007

Table 24

Got Present Job	Persons (in Lakhs)
Got Present Job	Persons (in Lakhs)
Through formal channels	0.068
Don't Know/remember	0.062
Through friends and family	0.046
Through professional network	0.038
Through the training partner	0.023
Total	0.237

Table 25

Got Previous Job	Persons (in Lakhs)
Through the training partner	0.007
Through professional network	0.007
Total	0.015

Table 26

Reasons For Not Taking Up Work	Persons (in Lakhs)
Did not get a job	0.228
Could not pursue for personal reasons	0.022
Not interested to work	0.015
Total	0.266

Table 27



Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)	Other Persons (in Lakhs)
Female	15-20	0.02	0.01	8.3
	21-30	0.29	0.24	9.49
	31-40	0.23	0.31	8.25
	41-50	0.23	0.32	8.89
	51-59	0.06	0.1	5.01
	60 & Above	0	0.01	5.27
Total (Female)		0.84	0.99	45.2
Male	15-20	0.28	0.02	8.18
	21-30	6.44	1.92	4.66
	31-40	5.98	2.49	0.15
	41-50	6.24	3.31	0.14
	51-59	3.61	1.62	0.6
	60 & Above	1.25	0.37	4.86
Total (Male)		23.81	9.73	18.61
Total		24.64	10.72	63.8

Table 28

Gender	Age Group (in Years)	Agriculture (in Lakhs)	Non-Agriculture (in Lakhs)	Other Persons (in Lakhs)
Female	15-20	0	0.02	8.3
	21-30	0.02	0.52	9.49
	31-40	0.01	0.54	8.25
	41-50	0.01	0.54	8.89
	51-59	0.01	0.16	5.01
	60 & Above	0	0.01	5.27
Total (Female)		0.04	1.79	45.2
Male	15-20	0	0.3	8.18
	21-30	0.57	7.79	4.66
	31-40	0.74	7.73	0.15
	41-50	1.18	8.38	0.14
	51-59	0.99	4.24	0.6
	60 & Above	0.7	0.92	4.86
Total (Male)		4.18	29.36	18.61
Total		4.22	31.15	63.8

Table 29



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	0.02	0	0	0	8.3
	21-30	0	0.04	0.03	0.2	0.27	9.49
	31-40	0.02	0.12	0.08	0.14	0.19	8.25
	41-50	0	0.17	0.11	0.07	0.2	8.89
	51-59	0	0.11	0.01	0.04	0.01	5.01
	60 & Above	0	0	0	0	0.01	5.27
Total (Female)		0.02	0.46	0.23	0.45	0.67	45.2
Male	15-20	0	0.19	0.12	0	0	8.18
	21-30	0.04	3.4	2.7	1.56	0.66	4.66
	31-40	0.07	4.84	1.97	1.06	0.53	0.15
	41-50	0.22	6.53	1.58	0.77	0.45	0.14
	51-59	0.2	3.96	0.48	0.28	0.31	0.6
	60 & Above	0.14	1.3	0.13	0.05	0.01	4.86
Total (Male)		0.67	20.2	6.97	3.73	1.96	18.61
Total		0.68	20.67	7.2	4.19	2.63	63.8

Table 30

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	0.02	0.01	0	0	8.3
	21-30	0	0.04	0.12	0.19	0.19	9.49
	31-40	0	0.08	0.16	0.14	0.17	8.25
	41-50	0.05	0	0.09	0.1	0.32	8.89
	51-59	0.01	0	0.03	0.01	0.12	5.01
	60 & Above	0	0	0	0	0.01	5.27
Total (Female)		0.05	0.13	0.41	0.43	0.81	45.2
Male	15-20	0.03	0	0.24	0.02	0.02	8.18
	21-30	0.8	0.17	3.22	2.82	1.36	4.66
	31-40	1	0.03	1.4	4.1	1.93	0.15
	41-50	1.44	0.02	1.23	4.37	2.49	0.14
	51-59	1.05	0.08	1.08	1.55	1.47	0.6
	60 & Above	0.73	0.03	0.31	0.37	0.19	4.86
Total (Male)		5.04	0.34	7.48	13.23	7.46	18.61
Total		5.09	0.47	7.89	13.66	8.26	63.8

Table 31



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	0.01	0.02	0	0	0	8.3
	21-30	0.04	0.13	0.26	0.08	0.03	9.49
	31-40	0.01	0.02	0.11	0.22	0.18	8.25
	41-50	0	0	0.05	0.07	0.44	8.89
	51-59	0	0	0	0.03	0.13	5.01
	60 & Above	0	0	0	0	0.01	5.27
Total (Female)		0.05	0.17	0.42	0.4	0.79	45.2
Male	15-20	0.03	0.12	0.12	0	0.03	8.18
	21-30	0.45	1.28	3.14	2.38	1.11	4.66
	31-40	0.04	0.05	0.92	2.71	4.75	0.15
	41-50	0.02	0.02	0.24	1.08	8.21	0.14
	51-59	0	0.05	0.03	0.55	4.6	0.6
	60 & Above	0.01	0.04	0.01	0.09	1.47	4.86
Total (Male)		0.54	1.55	4.45	6.82	20.18	18.61
Total		0.59	1.72	4.87	7.22	20.97	63.8

Table 32

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	0.02	0	8.3
	21-30	0.02	0.36	0.05	0.11	9.49
	31-40	0.02	0.25	0.08	0.19	8.25
	41-50	0.04	0.3	0.07	0.14	8.89
	51-59	0.01	0.08	0.05	0.02	5.01
	60 & Above	0	0	0	0.01	5.27
Total (Female)		0.08	0.99	0.27	0.48	45.2
Male	15-20	0.03	0.15	0.08	0.05	8.18
	21-30	0.4	3.19	2.11	2.66	4.66
	31-40	0.26	2.5	2.45	3.25	0.15
	41-50	0.52	2.73	2.67	3.63	0.14
	51-59	0.71	1.32	1.44	1.75	0.6
	60 & Above	0.38	0.24	0.48	0.51	4.86
Total (Male)		2.3	10.13	9.24	11.86	18.61
Total		2.39	11.13	9.52	12.34	63.8

Table 33



Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)
Female	15-20	0.06	0.02
	21-30	0.11	0.04
	31-40	0.03	0.02
	51-59	0.03	0.01
	60 & Above	0	0.01
Total (Female)		0.23	0.1
Male	15-20	0.06	0.04
	21-30	0.09	0.03
	60 & Above	0	0.01
Total (Male)		0.15	0.07
Total		0.39	0.17

Table 36

Gender	Age Group (in Years)	10th Std & Below (in Lakhs)	11th to 12th Std (in Lakhs)	Graduate (in Lakhs)	Postgraduate & Above (in Lakhs)
Female	15-20	0.05	0.04	0	0
	21-30	0.02	0.06	0.07	0
	31-40	0.03	0	0.02	0.01
	51-59	0.02	0	0.02	0
	60 & Above	0	0	0	0.01
Total (Female)		0.12	0.1	0.1	0.01
Male	15-20	0.06	0.04	0	0
	21-30	0.02	0.05	0.05	0
	60 & Above	0	0.01	0	0
Total (Male)		0.08	0.1	0.05	0
Total		0.2	0.2	0.15	0.01

Table 37

Gender	Age Group (in Years)	Hereditary (in Lakhs)	On-the-job learning (in Lakhs)	Self-learning (in Lakhs)	Other Sources (in Lakhs)
Female	15-20	0	0.01	0	0.08
	21-30	0.02	0.02	0.07	0.04
	31-40	0.01	0.02	0.02	0.01
	51-59	0.01	0	0	0.03
	60 & Above	0	0	0	0.01
Total (Female)		0.04	0.04	0.09	0.16
Male	15-20	0	0.01	0	0.09
	21-30	0.02	0.01	0.03	0.06
	60 & Above	0	0.01	0	0
Total (Male)		0.02	0.02	0.03	0.15
Total		0.06	0.06	0.12	0.31

Table 38



Gender	Age Group (in Years)	Awareness of formal training: Yes (in Lakhs)	Awareness of formal training: No (in Lakhs)
Female	15-20	0.01	0.08
	21-30	0.09	0.05
	31-40	0.04	0.02
	51-59	0.02	0.02
	60 & Above	0.01	0
Total (Female)		0.16	0.17
Male	15-20	0.04	0.06
	21-30	0.08	0.05
	60 & Above	0	0.01
Total (Male)		0.12	0.11
Total		0.27	0.28

Table 39

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)	Willingness to enroll in formal training: No, not interested (in Lakhs)
Female	15-20	0.04	0.01	0.01	0.03
	21-30	0.1	0.01	0	0.03
	31-40	0.03	0	0	0.02
	51-59	0.02	0.01	0	0.02
	60 & Above	0	0	0	0.01
Total (Female)		0.18	0.03	0.01	0.11
Male	15-20	0.08	0.01	0.02	0
	21-30	0.12	0.01	0	0
	60 & Above	0	0	0	0.01
Total (Male)		0.19	0.01	0.02	0.01
Total		0.38	0.04	0.02	0.12

Table 40



Gender	Age Group (in Years)	Willingness to enroll in formal training: Long-term training program (in Lakhs)	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	15-20	0.46	0.49	0.53	0.4
	21-30	0.37	0.79	0.45	0.37
	31-40	0.22	0.34	0.06	0.32
	41-50	0.07	0.5	0.07	0.28
	51-59	0.06	0.16	0.05	0.35
	60 & Above	0.05	0.05	0	0.16
Total (Female)		1.23	2.34	1.16	1.88
M	15-20	0.45	0.83	0.5	0.42
	21-30	0.14	0.82	0.29	0.15
	41-50	0	0.02	0	0
	51-59	0.05	0.04	0.02	0.02
	60 & Above	0	0.1	0.01	0.11
Total (Male)		0.64	1.8	0.82	0.71
Total		1.87	4.15	1.97	2.59

Table 45





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