

ESTIMATING THE SKILL STOCK IN MEGHALAYA

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





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



B. Consumer Pyramids Household Survey (CPHS): All India Survey Design

The panel of households in the Consumer Pyramids survey contains about 1,73,181 households¹. Each survey wave is executed over four months ('round') and there are three rounds in a year. The data available with NSDC pertains to a survey conducted in January-April 2018 of 1,33,869 households (4,38,258 individuals).

The survey is conducted by visiting the panel of households and interviewing members of the household. Data is captured on a mobile phone on a specially developed software application. The survey is conducted across the country, except in -Arunachal Pradesh, Nagaland, Manipur, Mizoram, Andaman & Nicobar Islands, Lakshadweep, Dadra & Nagar Haveli, Daman & Diu. A stratified multi-stage survey design was used by CMIE to draw its sample of households. The Primary Sampling Units (PSUs) were the villages and towns of the 2011 Census. The Ultimate Sampling Units (USUs) were the households from these PSUs.

The broadest level of strata for sampling purpose was the Homogeneous Region (HR), which is a set of neighbouring districts that have similar agro-climatic conditions, urbanization levels and female literacy. HRs are also approximately of the same size, except in the North East, where the entire set of states is considered as one HR.

Within each HR, two strata were formed- a rural stratum comprising all villages and an urban stratum comprising all towns. Towns within an HR were stratified further based on the number of households in 2011, as follows:

1. Very large towns had more than 200,000 households
2. Large towns had between 60,000 and 200,000 households
3. Medium sized households had between 20,000 and 60,000 households
4. Those with less than 20,000 households were the small towns

One or more towns were randomly selected from each of these categories, with a total of 329 towns. From each of these towns, on an average 21 Census Enumeration Blocks (CEB) were randomly selected. A CEB is a cluster of about 100-125 neighbouring households. Households were then selected through a process of systematic random sampling from each of the CEBs. A total of 7,890 CEBs and 110,615 urban households were selected through this process.

The rural sample selection is also a two-staged sampling process. Villages were selected through simple random sampling process. Households were selected from these through a process of systematic random sampling. Rural India is surveyed in 102 HRs. The rural sample comprises 62,566 households from 3,911 villages.

The survey was conducted for the sample of households and individuals, as per the survey design. Survey weights were applied to derive population-level estimates that are mentioned in the sections below.

¹ <https://consumerpyramidsdx.cmie.com/kommon/bin/sr.php?kall=wtabnav&tab=4000&type=9100&sid=9100>



C. Executive Summary

Meghalaya's population (aged 15 years and above) is 21.99 lakh, of which 12.48 lakh (57%) 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 39% compared to, 76% for males. Unemployment rate in the state is 7.6%.

80% of the state's labour force is in rural areas. 81% of all employed persons are working in rural areas and 77% in non-agriculture occupations. Among employed persons, 32% earn Rs. 20,000 or lower and 52% earn between Rs. 20,001-50,000.

0.1845 lakh persons (1% of population aged 15 years and above) have received or are undergoing formal vocational training, of whom 0.09 lakh are 15-30 years of age. Females constitute 66.18% (0.1221 lakh) of the formally trained segment. 59% of this segment took up short-term training courses and 41%, paid training. 56% (0.103 lakh) persons are in the labour force - of whom, 0.103 lakh (100%) are employed. Among the employed, formally trained persons, 88% are working in non-agriculture occupations. 39.47% earn Rs. 20000 or lower and 51.05% earn between Rs. 20,001-50,000.

11.4 lakh persons (52% of the state's population aged 15 years and above) have informally acquired skills. As source of skill acquisition, 4% reported Hereditary, 74% On the job learning and 22% Self-learning. Among the employed, informally skilled persons, 77% (8.72 lakh) are working in non-agriculture occupations. 33% earn Rs. 20,000 or lower and 52% earn between Rs. 20,001-50,000. 66% have work experience of- more than 10 years.

0.12 lakh informally skilled persons are aware of formal skill development programs. 1.15 lakh are willing to enroll for formal programs and all of them would like to enroll if the training is free/sponsored. 1.136 lakh are willing to enroll in short-term programs and 0.012 lakh in long-term. There are 0.005 lakh persons who are willing to enroll in formal programs and the duration of training does not matter for them.

10.32 lakh persons (46.93% 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 72.87% (7.52 lakh) of this segment. 73% reside in rural areas. Within this segment, 0.084 lakh are aware of formal skill development programs- of whom, 0.079 lakh (94%) are 15-30 years of age and 0.046 lakh (54%) are females. Among those who are willing to enroll in formal training, 99% reported- Yes, if they are free/sponsored and 90% reported preferred training duration- Short-term training program.



D. Insights from the Household Survey

I. Overview of Meghalaya's Labour Market

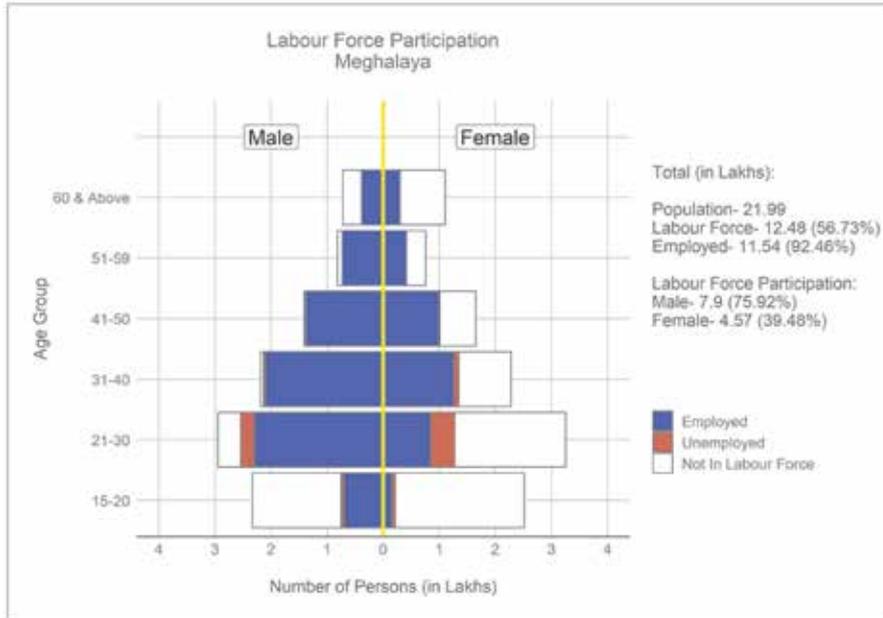


Figure 1

Population of persons aged 15 years and above in Meghalaya is 21.99 lakhs. There are 12.48 lakhs persons in the labour force (persons who are either working or willing to work and actively looking for work). 7.6% of the state's labour force is unemployed. 85% 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 39% (All-India Female labour force participation rate is 11.7%).

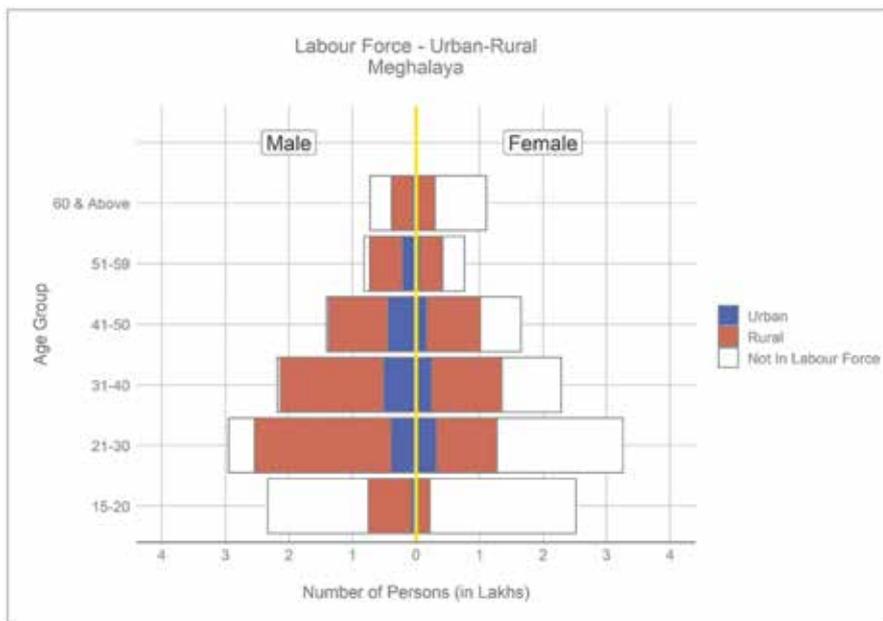


Figure 2

80% of the labour force in the state resides in rural areas (68% of India's labour force resides in rural areas).



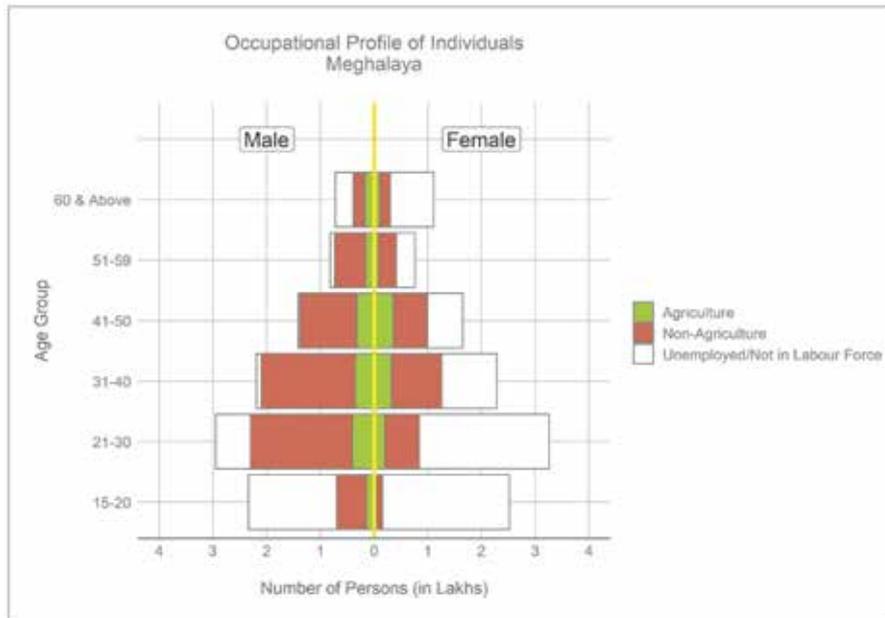


Figure 3

8.88 lakh (77%) persons are working in non-agriculture occupations and 2.65 lakh in agriculture (65% of all employed persons in India, are working in non-agricultural occupations).

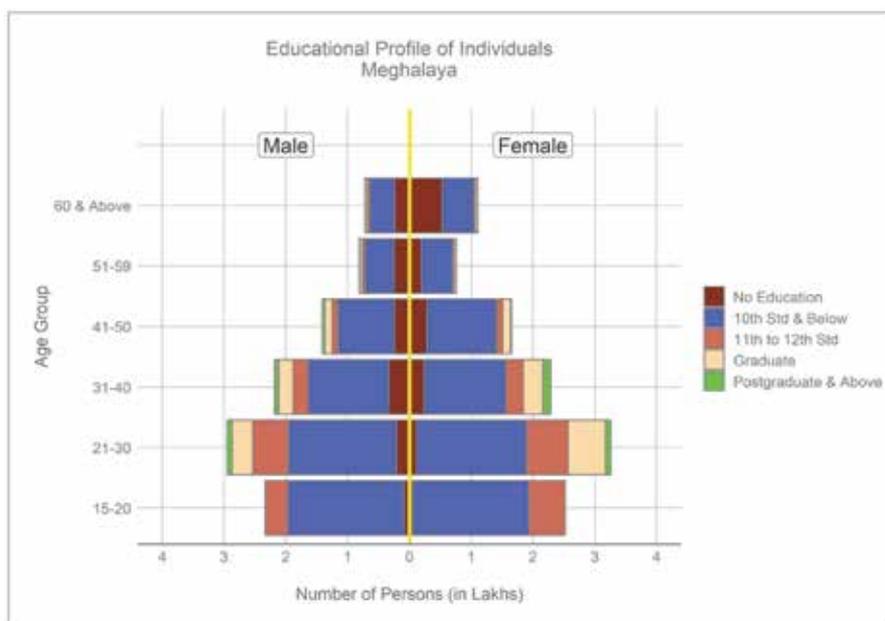


Figure 4

Out of all persons aged 15 years and above, 76% are 10th Std & Below (including No Education), 14% are 11th to 12th Std and 11% are Graduate & above.



II. Formal Vocational Training

1. Access to Formal Vocational Training

0.18 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 0.09 lakh formally trained persons who are 15-30 years of age and 0.06 lakh 31-40 years of age. There are 0.12 lakh formally trained females (67% of all formally trained persons).

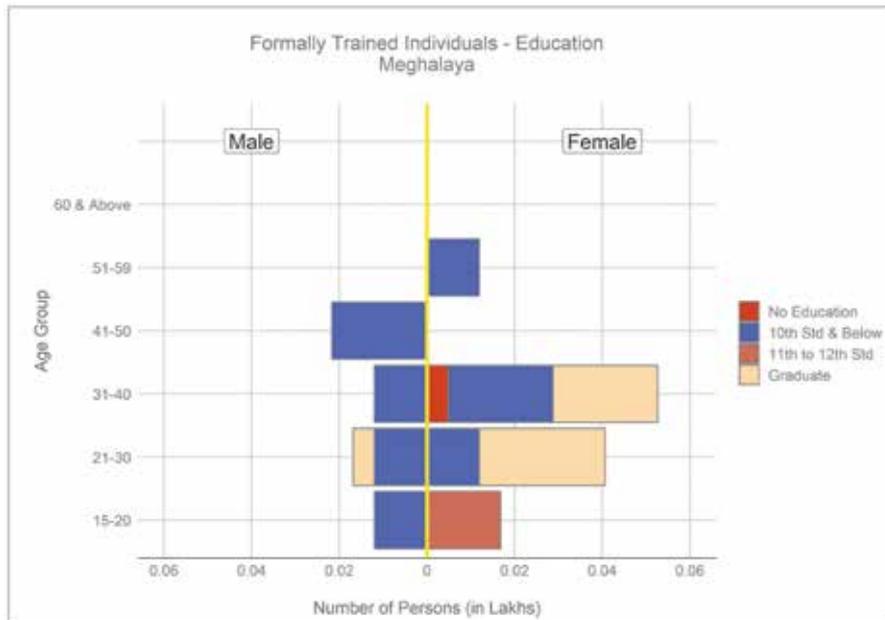


Figure 7

Out of all persons aged 15 years and above who received formal vocational training, 59.7% are 10th Std & Below (including No Education), 9.1% are 11th to 12th Std and 31.2% 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).

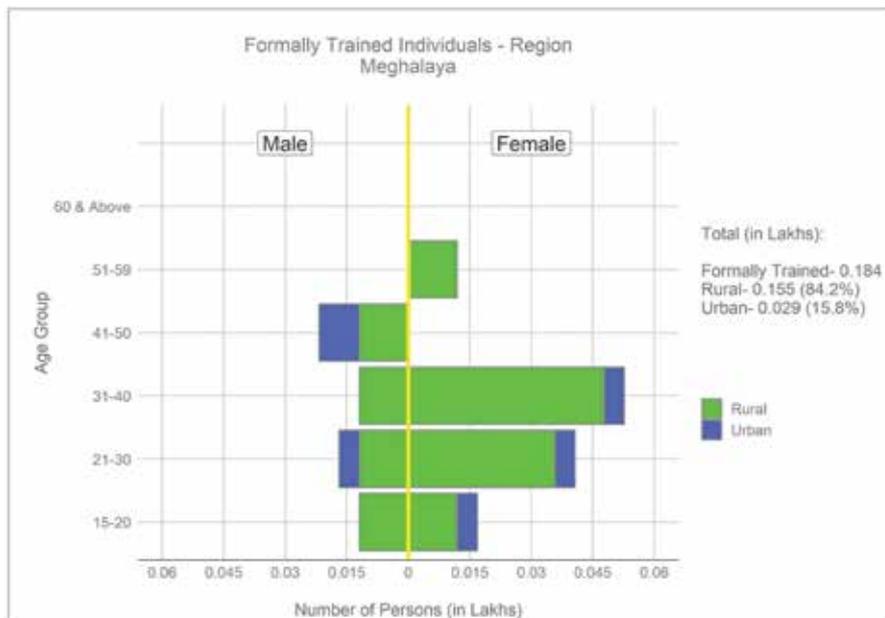


Figure 8

84% 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.



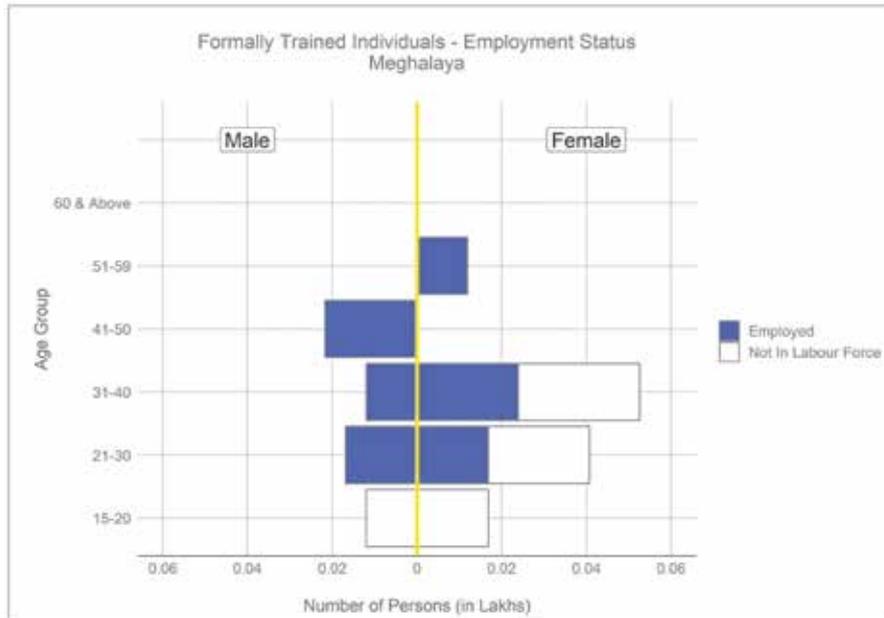


Figure 9

Number of formally trained persons aged 15 years and above in Meghalaya is 0.18 lakhs. Among the formally trained persons, there are 0.103 lakh persons in the labour force (persons who are either working or willing to work and actively looking for work). All the individuals who are in labour force are employed.

Female labour force participation rate among the formally trained is 43% in Meghalaya (All-India female labour force participation rate for formally trained females is 58%).

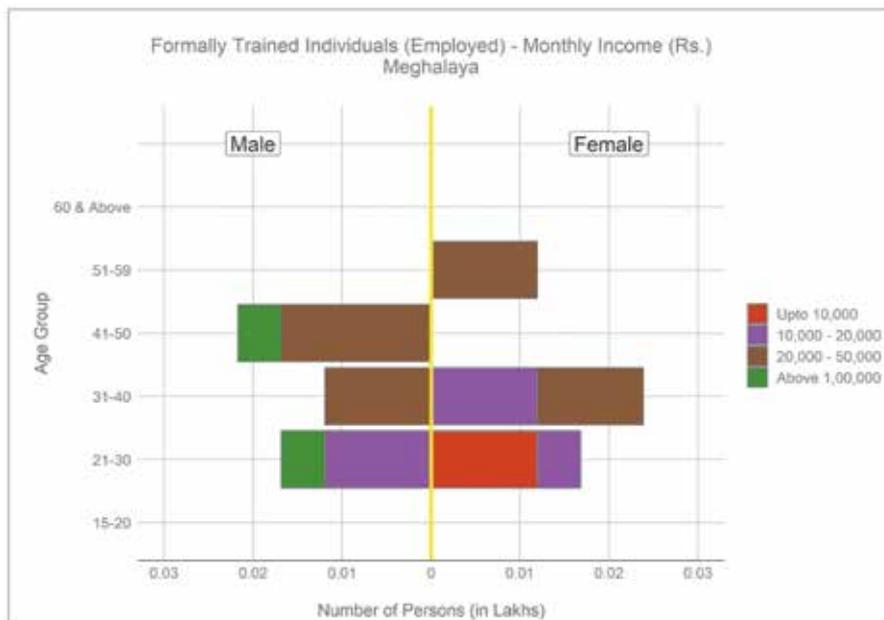


Figure 10

Among the employed persons who have received formal vocational training in the state, 40% earn Rs. 20000 or lower (All-India: 8%) and 51% earn between Rs. 20,001-50,000 (All-India: 37%).

Among the employed males who have received formal vocational training in the state, 23.6% earn Rs. 20000 or lower (All-India: 5%) and 57% earn between Rs. 20,001-50,000 (All-India: 33%). Among the employed females who have received formal vocational training in the state, 55% earn Rs. 20000 or lower (All-India: 14%) and 45% earn between Rs. 20,001-50,000 (All-India: 57%).



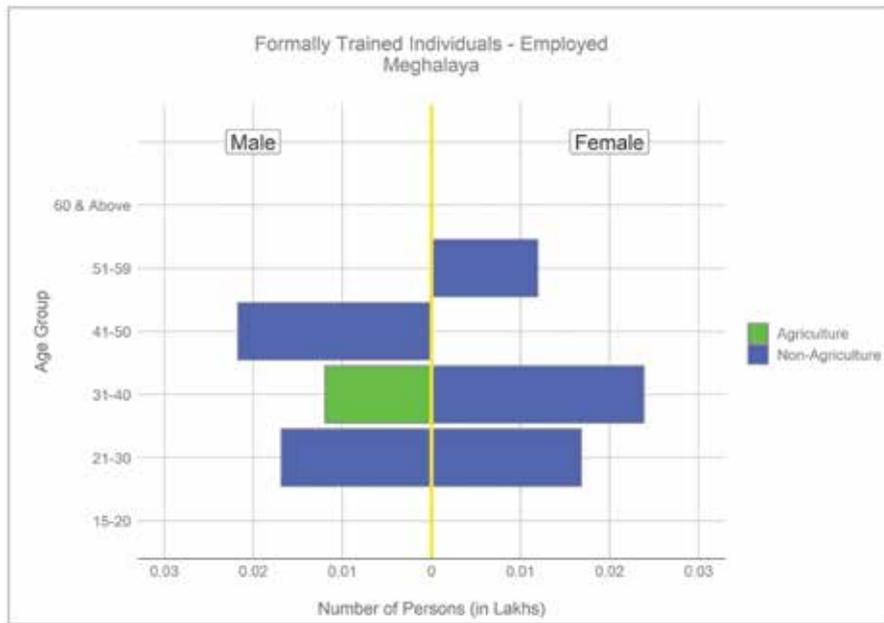


Figure11

0.09 lakh (88%) employed persons in the state who have received formal vocational training are working in non-agriculture occupations and 0.01 lakh in agriculture (85% of all formally trained persons in India, are working in non-agricultural occupations).

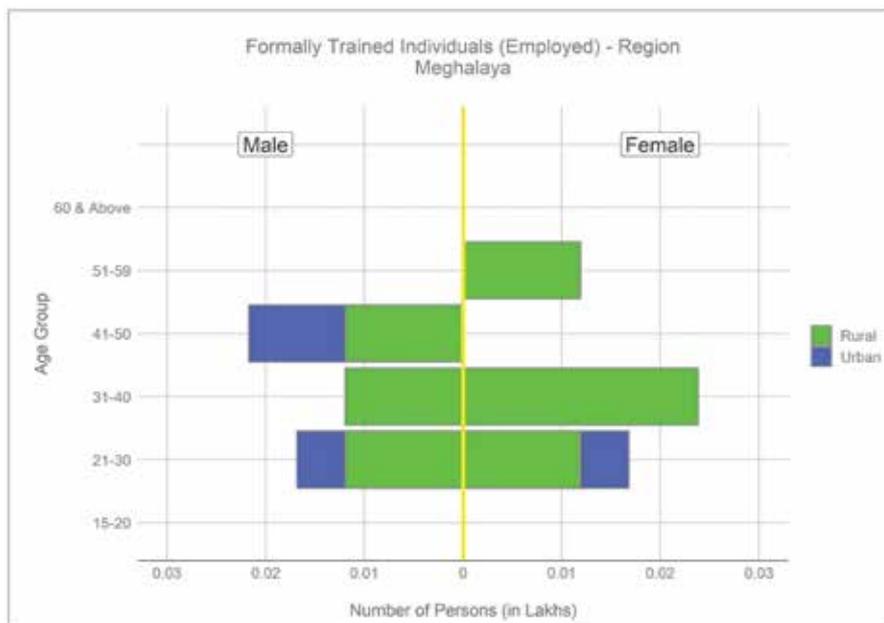


Figure12

81% 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).



2. Duration of Course



Figure 13

59% 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).

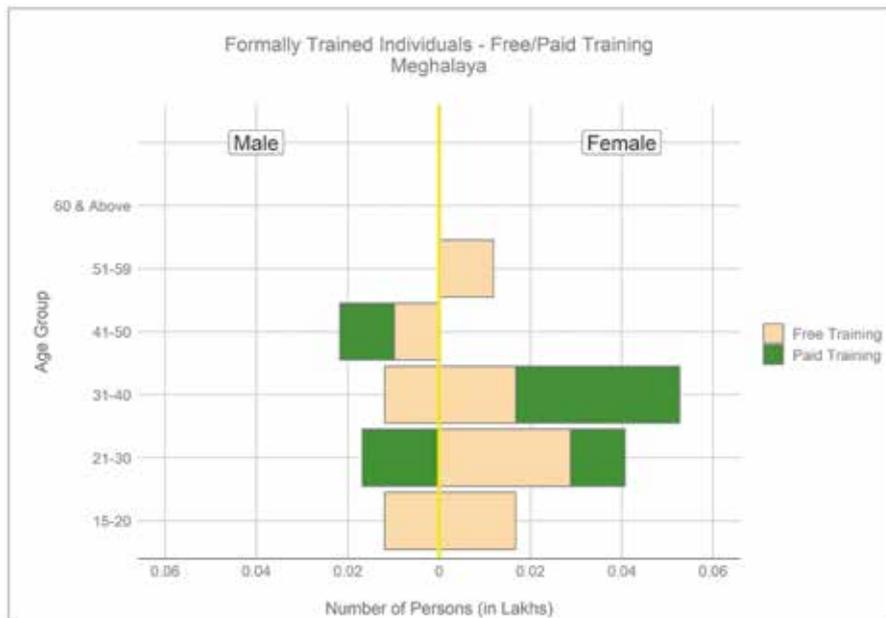


Figure 14

41% of formally trained persons in the state took up paid training (56% of all formally trained persons in India, took up paid training).



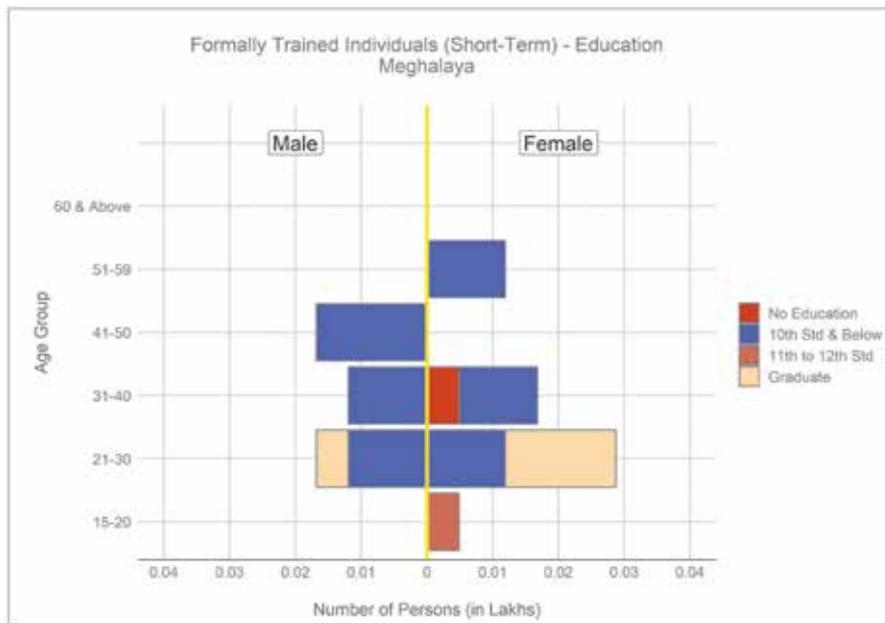


Figure 15

Out of all persons aged 15 years and above who received short-term formal vocational training: 75.4% are 10th Std & Below (including No Education), 4.5% are 11th to 12th Std and 20.1% 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).

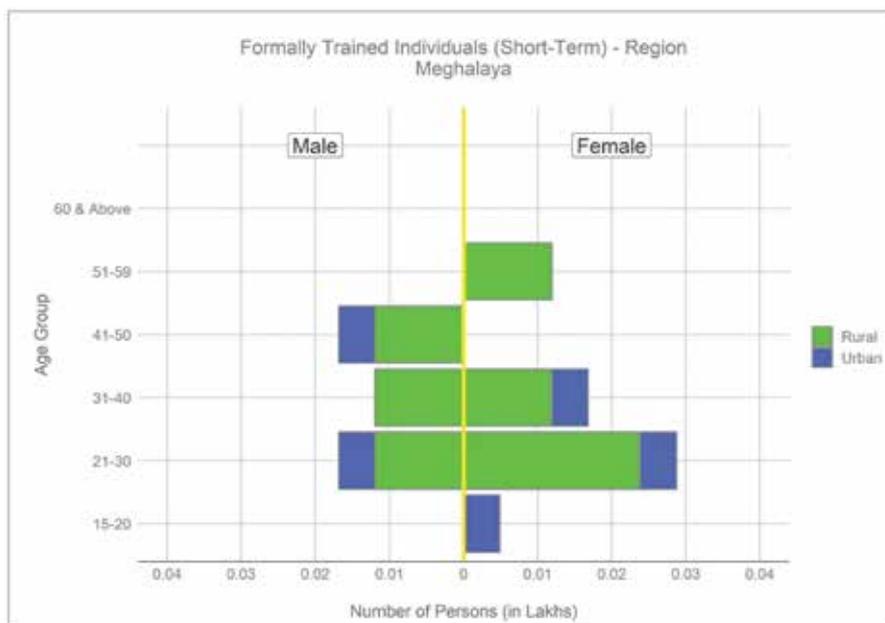


Figure 16

77% 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).



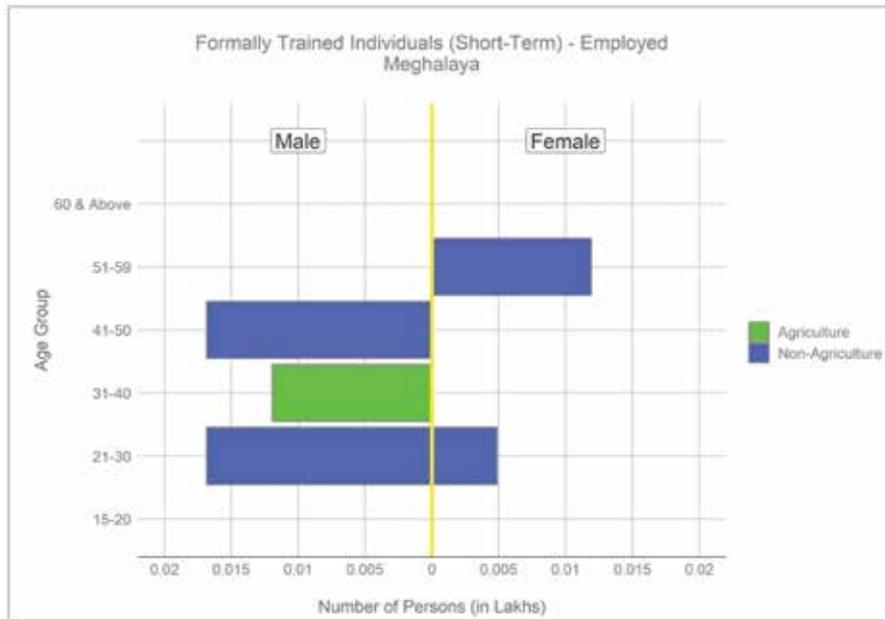


Figure 19

83% (0.05 lakh) of employed persons who are formally trained in short-term trainings, are working in non-agriculture occupations and 17% (0.01 lakhs) in agriculture (All-India: 85% are working in non-agricultural occupations).

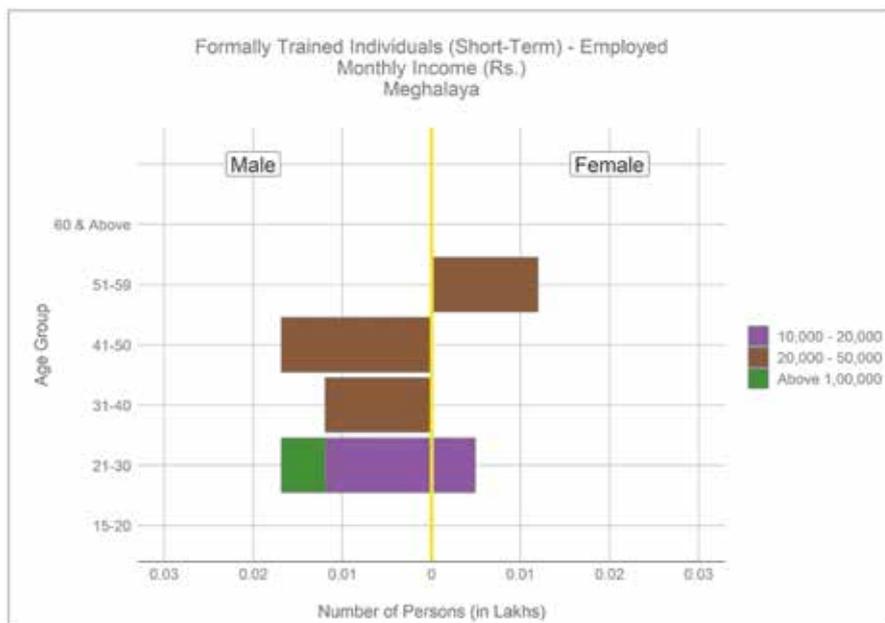


Figure 20

Among the employed persons who have received short-term formal vocational training in the state, 27% earn Rs. 20000 or lower (All-India: 7%) and 65% 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, 26.2% earn Rs. 20000 or lower (All-India: 5%) and 63.1% earn between Rs. 20,001-50,000 (All-India: 34%). Among the employed females who have received short-term formal vocational training in the state, 29% earn Rs. 20000 or lower (All-India: 16%) and 71% earn between Rs. 20,001-50,000 (All-India: 59%).



3. Benefits of Formal Vocational Training

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

a. Employed

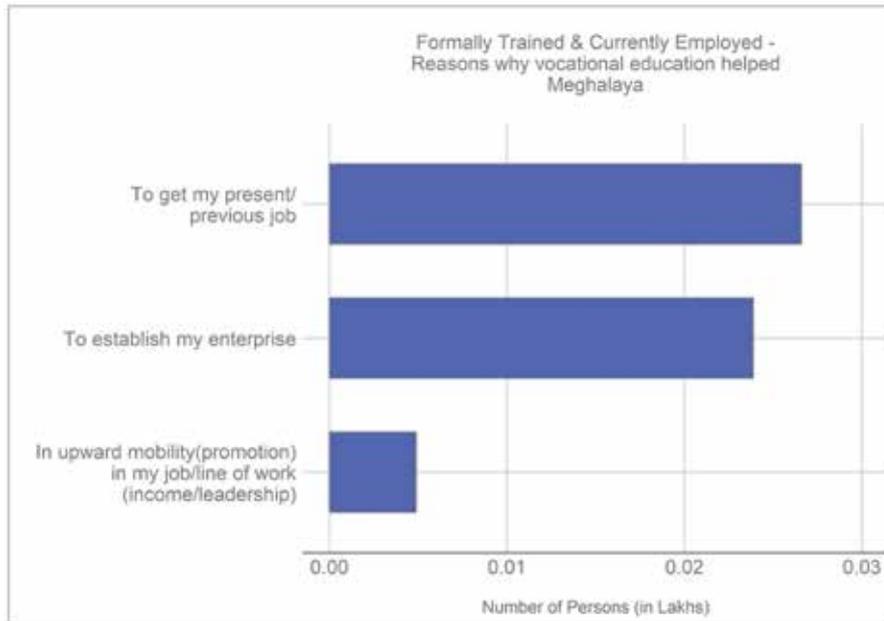


Figure 21

Among 0.1 lakh formally trained and currently employed persons, 54% reported that vocational training helped. Out of those who reported reasons why vocational training helped, 48% stated the reason as - to get my present/previous job (At all-India level- 71% of formally trained and currently employed persons reported that vocational training helped. Out of those who reported reasons why vocational training helped, 76% stated the reason as- to get my present or previous job).

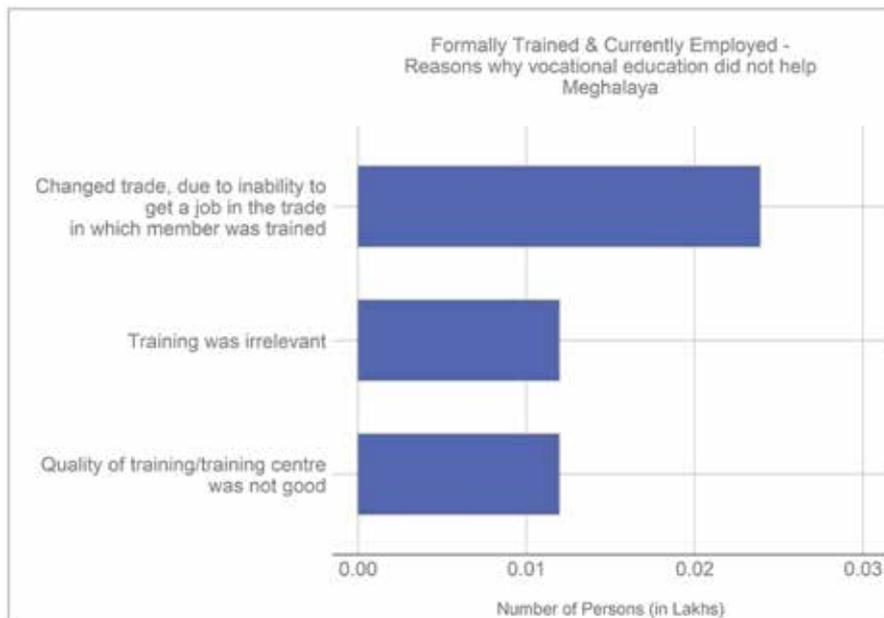


Figure 22

Among 0.1 lakh formally trained and currently employed persons, 46% reported that vocational training did not help. Out of those who reported reasons why vocational training did not help, 50% stated the reason as - changed trade, due to inability to get a job in the trade in which member was trained (At all-India: 29% of formally trained and currently employed persons reported that vocational training did not help. Out of those who reported reasons why vocational training did not help, 41% stated the reason as- changed the line of work or trade, due to lack of interest).



b. Currently not working, but worked post training

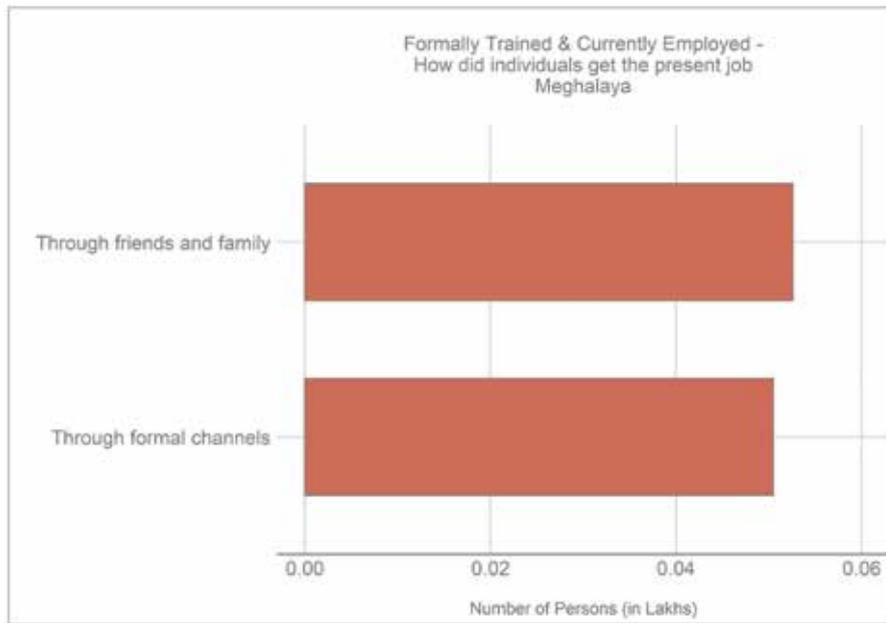


Figure 23

Formally trained and currently employed persons were asked how they got their present job. 51% reported that they got their job- through friends and family.

c. Not worked any time post training

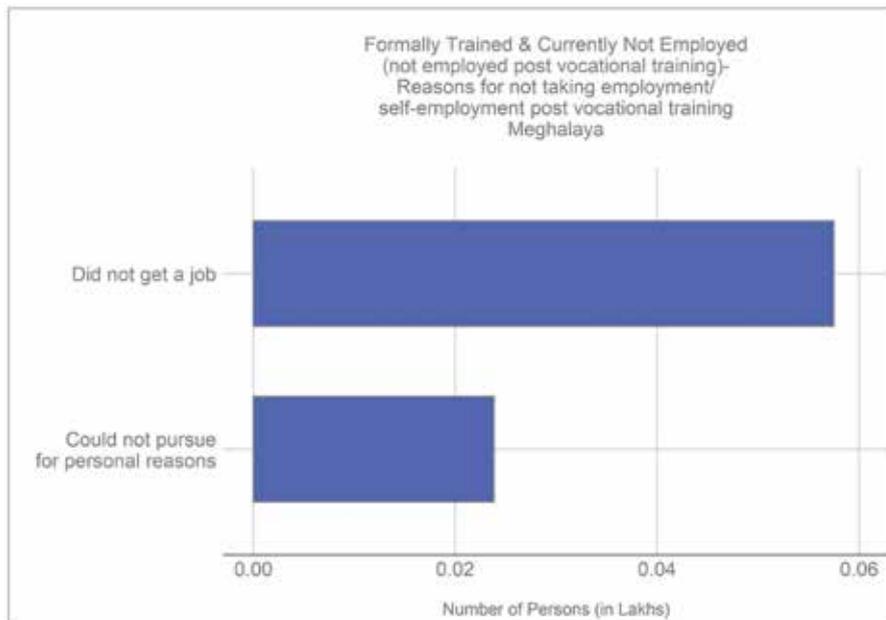


Figure 24

Formally trained persons, who did not work any time after training, were asked the reason for not taking up employment. 71% reported the reason as -did not get a job.



III. Informally skilled and Employed

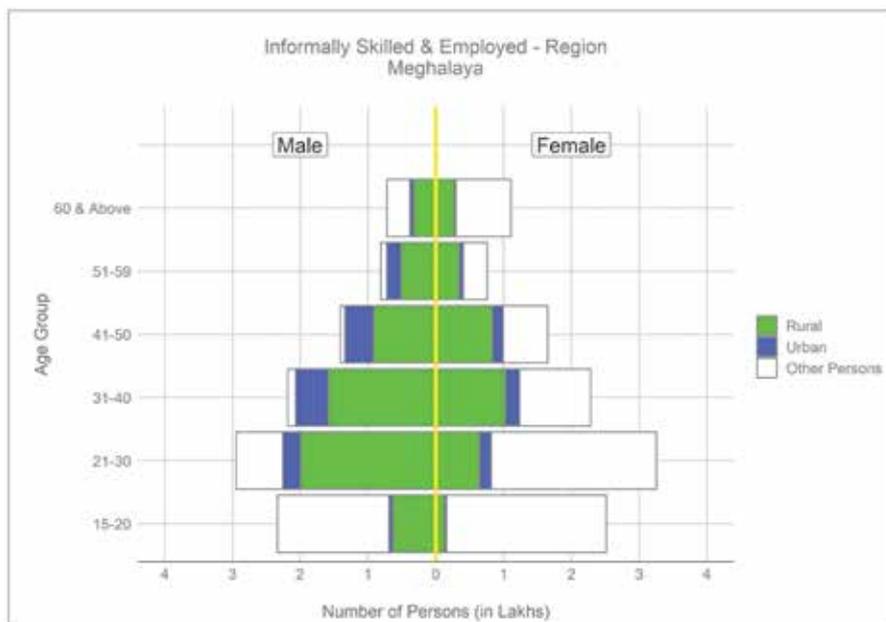


Figure 25

81% of informally skilled and employed persons in the state resides in rural areas. (All-India: 69% resides in rural areas).

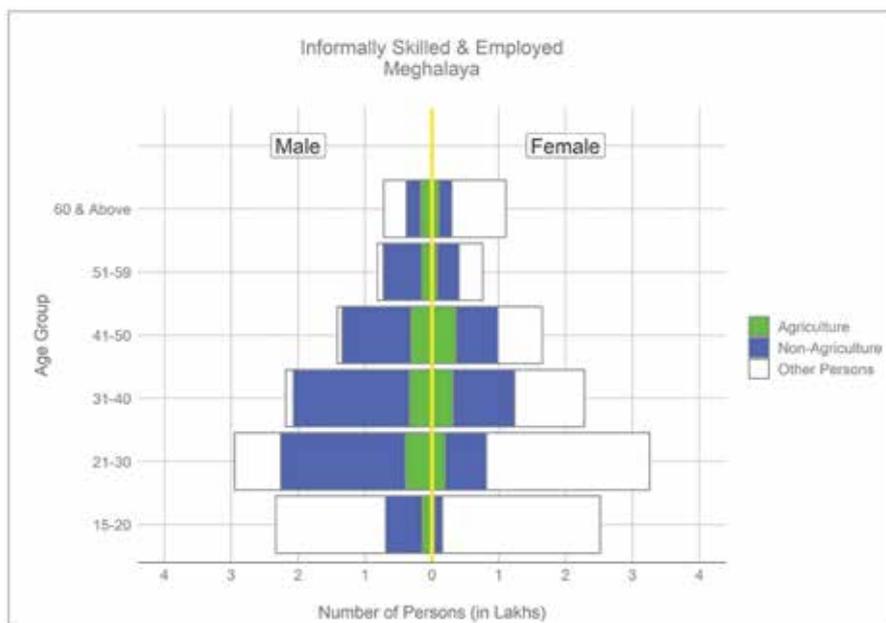


Figure 26

77% (8.72 lakh) employed persons, who are informally skilled, are working in non-agriculture occupations and 23% (2.64 lakhs) in agriculture (64% of all employed persons in India, who are informally skilled, are working in non-agricultural occupations).



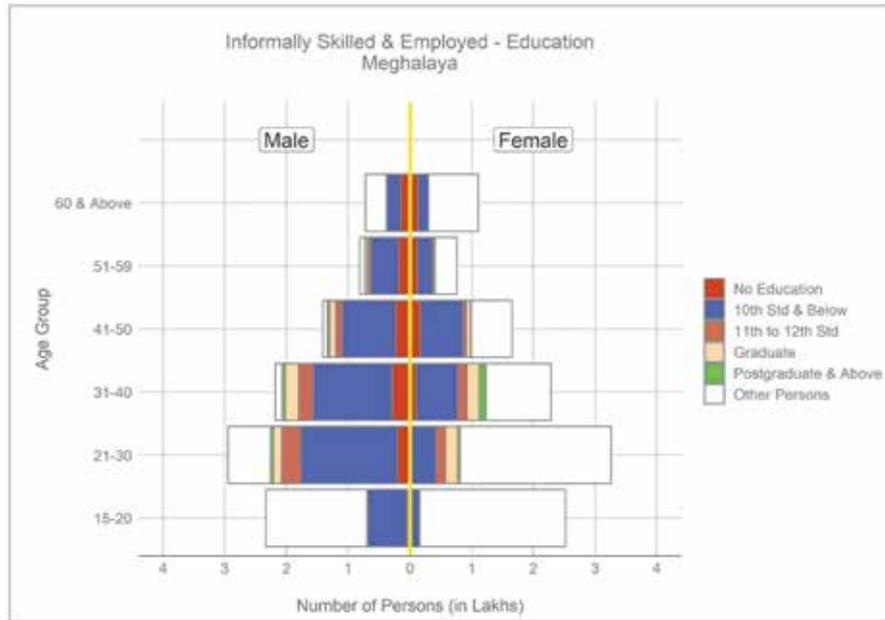


Figure 27

Out of all persons aged 15 years and above who are informally skilled and employed, 79% are 10th Std & Below (including No Education), 9% are 11th to 12th Std and 12% 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).



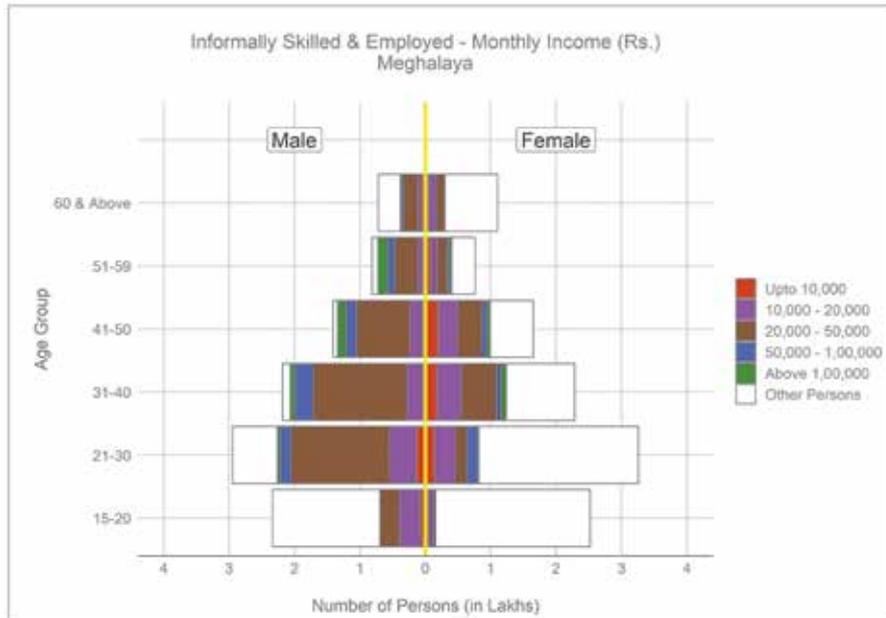


Figure 28

Among the employed persons who are informally skilled in the state, 33% earn Rs. 20,000 or lower (All-India: 21%) and 52% earn between Rs. 20,001-50,000 (All-India: 52%).

Among the employed males who are informally skilled in the state, 23% earn Rs. 20,000 or lower (All-India: 16%) and 61% earn between Rs. 20,001-50,000 (All-India: 54%). Among the employed females who are informally skilled in the state, 52% earn Rs. 20,000 or lower (All-India: 52%) and 34% 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

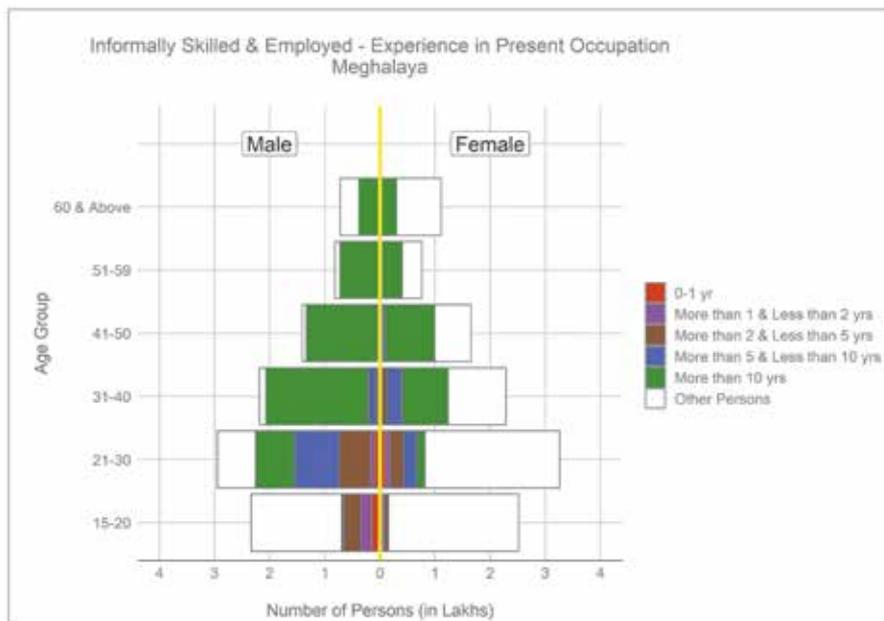


Figure 29

66% 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).

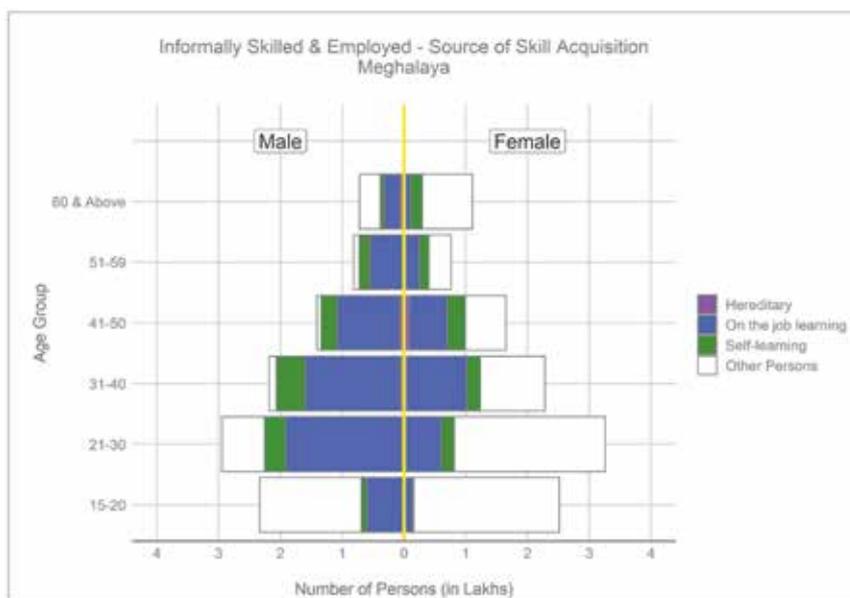


Figure 30

Informally skilled and employed persons were asked their source of skill acquisition. 4% reported 'Hereditary'³, 74% acquired 'On the job learning' and 22% through 'Self-learning'.

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

0.12 lakh informally skilled and employed persons are aware of formal skill development programs. 0.11 lakh are working as workers/labourers or agricultural workers or service and sales force.

3. Willingness to Enroll in Formal Skill Development Programs

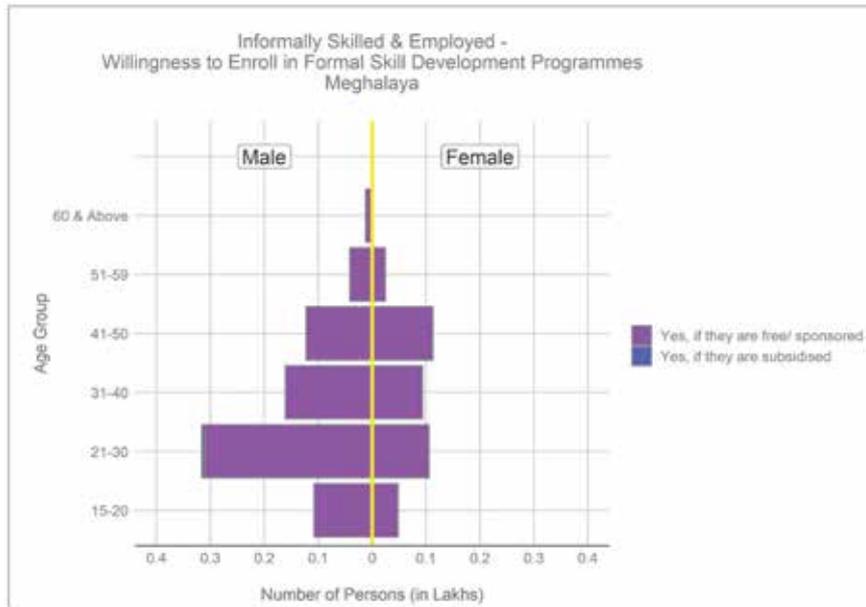


Figure 31

Informally skilled and employed persons were asked their willingness to enroll in formal training. Out of those who said Yes, 100% reported- Yes, if they are free/sponsored.

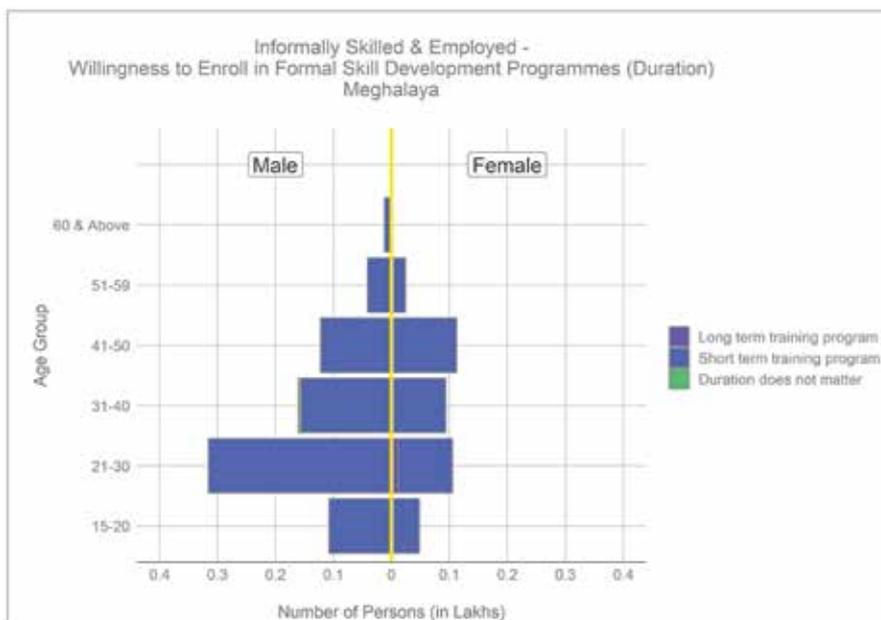


Figure 32

Informally skilled and employed persons who are willing to enroll in formal training were asked about their preferred duration of training. 99% respondents prefer short-term training program.



1. Source of Skill Acquisition

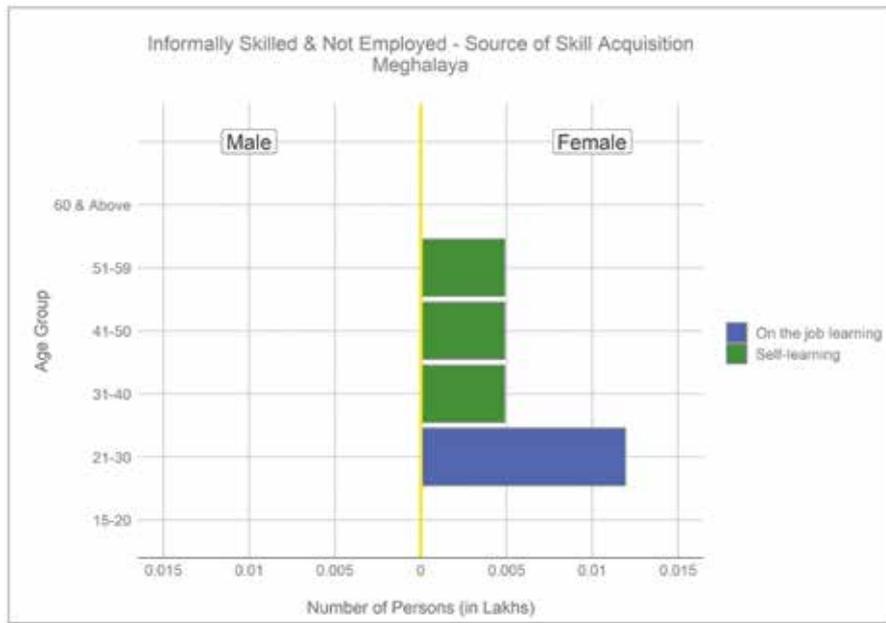


Figure 35

Informally skilled and not employed persons were asked their source of skill acquisition. 0% reported 'hereditary', 45% acquired 'on the job learning' and 55% through 'self-learning'.

2. Awareness About Formal Skill Development Programs

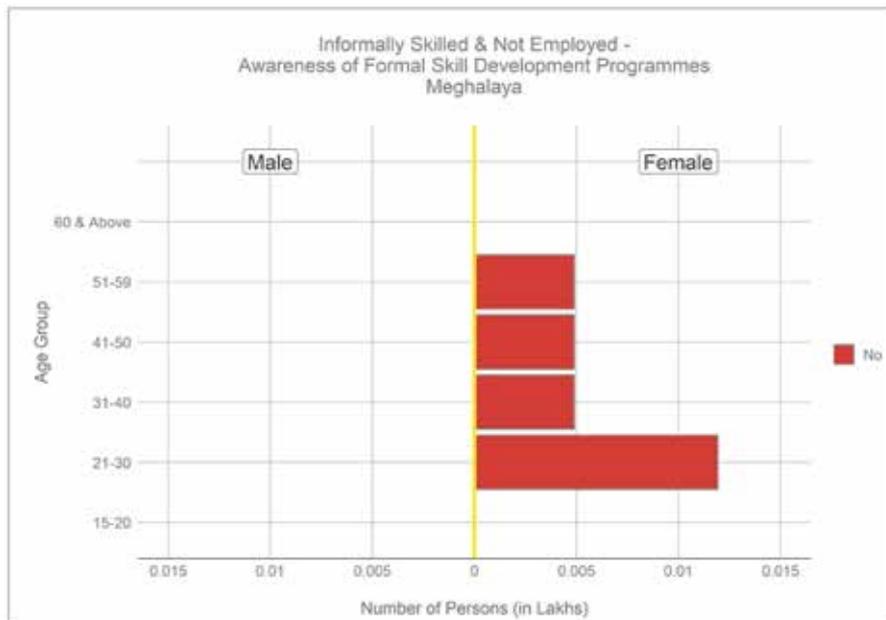


Figure 36

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.



3. Willingness to Enroll in Formal Skill Development Programs

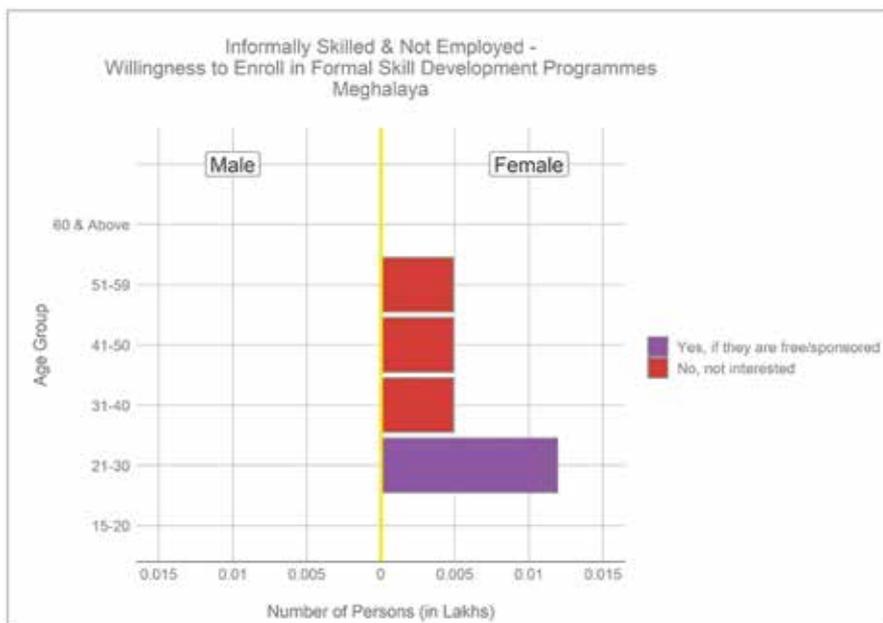


Figure 37

Informally skilled and not employed persons were asked their willingness to enroll in formal training. Among those who are willing to enroll, 100% reported- Yes, if they are free/sponsored.

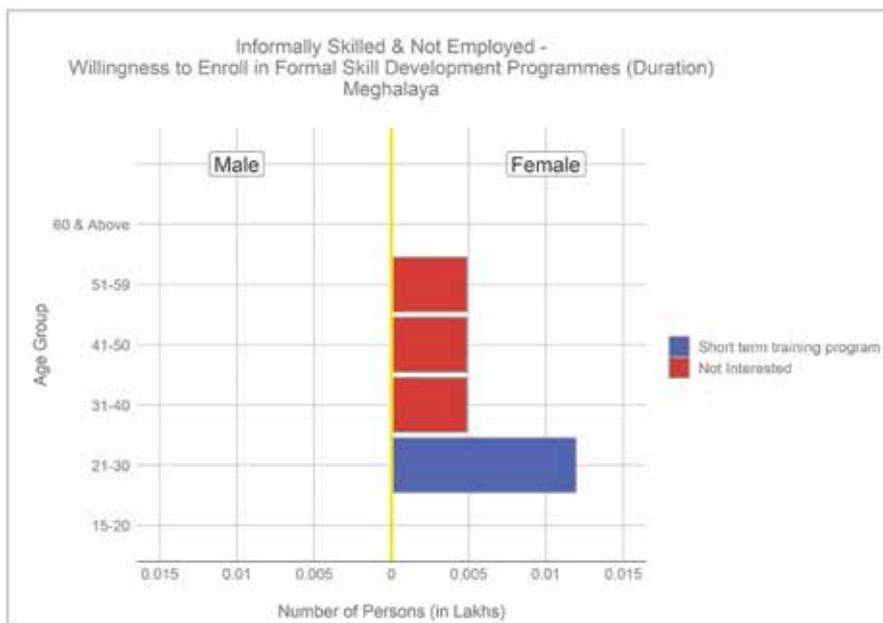


Figure 38

Informally skilled and not employed persons who are willing to enroll in formal training, were asked about training duration. 100% respondents reported- short-term training program.



Adding up across the Employed and Not Employed categories, there are an estimated 11.4 lakh persons (All-India:39 crore) (52% of the state's population aged 15 years and above, compared to the All-India figure at 40%) with informally acquired skills. Over 3.9 lakh informally skilled persons are 15-30 years of age (All-India:10.6 crore) and 5.6 lakh 31-50 years of age (All-India:20.4 crore).

9 lakh (79%) informally skilled persons are 10th Std & Below/Not Educated (All-India: 2.4 crore, 75%), 1.1 lakh (9%) are 11th to 12th Std (All-India:32 crore, 13%), 1.3 lakh (11%) are Graduate & above (All-India:4.6 crore, 12%).

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

Nearly 0.12 lakh informally skilled persons are aware of formal skill development programs (All-India:5.6 crore).

1.153 lakh are willing to enroll for formal programs (All-India:4.24 crore), of which 1.148 lakh would like to enroll if the training is free/sponsored (All-India:2.8 crore) and 0.005 lakh if it is subsidized (All-India:0.93 crore)

1.136 lakh are willing to enroll in short-term programs (All-India:2.95 crore) and 0.012 lakh in long-term (All-India: 0.46 crore).



V. Not Skilled and Not Employed

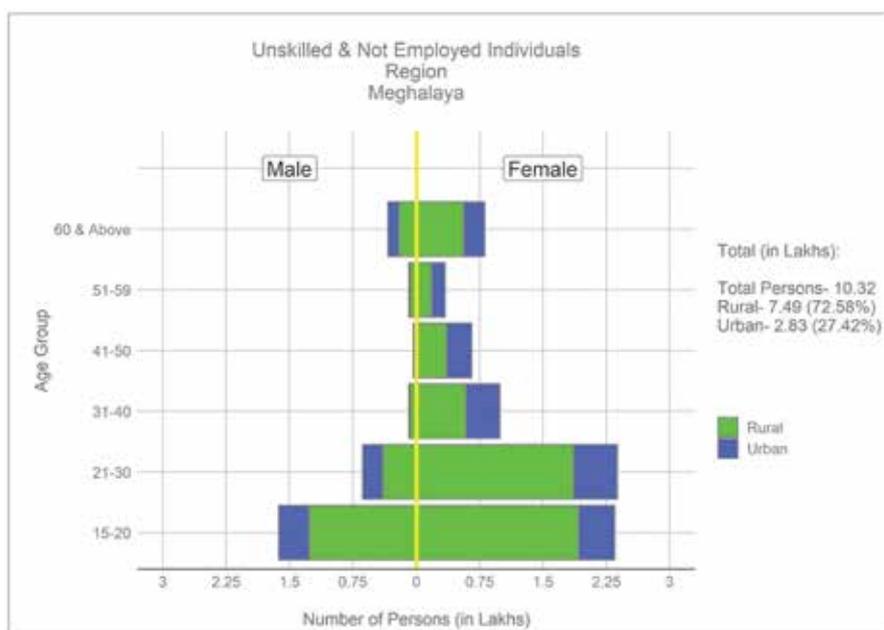


Figure 39

73% 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).

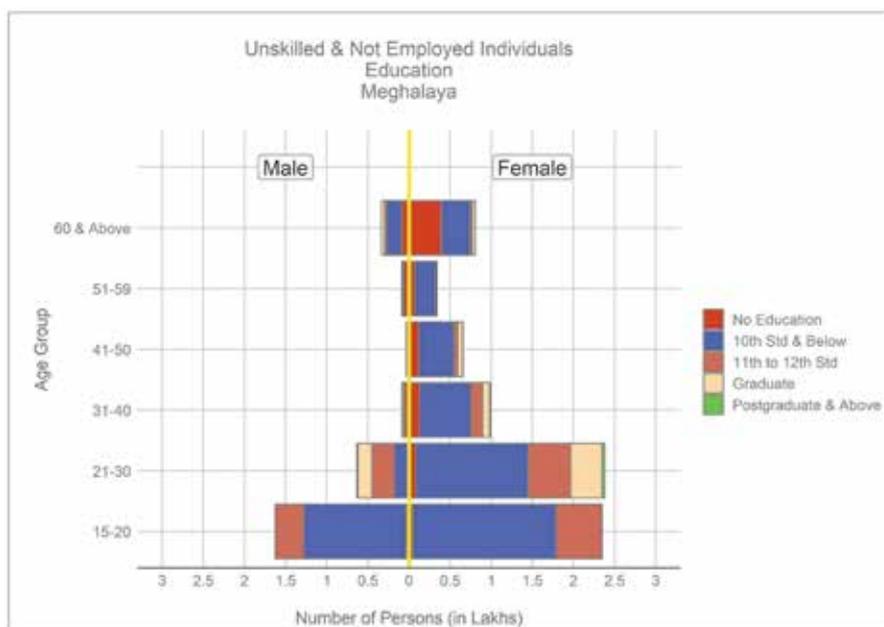


Figure 40

Out of all persons aged 15 years and above who say they do not possess any skills and are not employed, 73% are 10th Std & Below (including No Education), 19% are 11th to 12th Std and 8% 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

0.084 lakh persons do not possess any skill but are aware of formal skill development programs. 0.079 lakh (94%) are 15-30 years of age and 0.046 lakh (54%) are females.



2. Willingness to Enroll in Formal Skill Development Programs

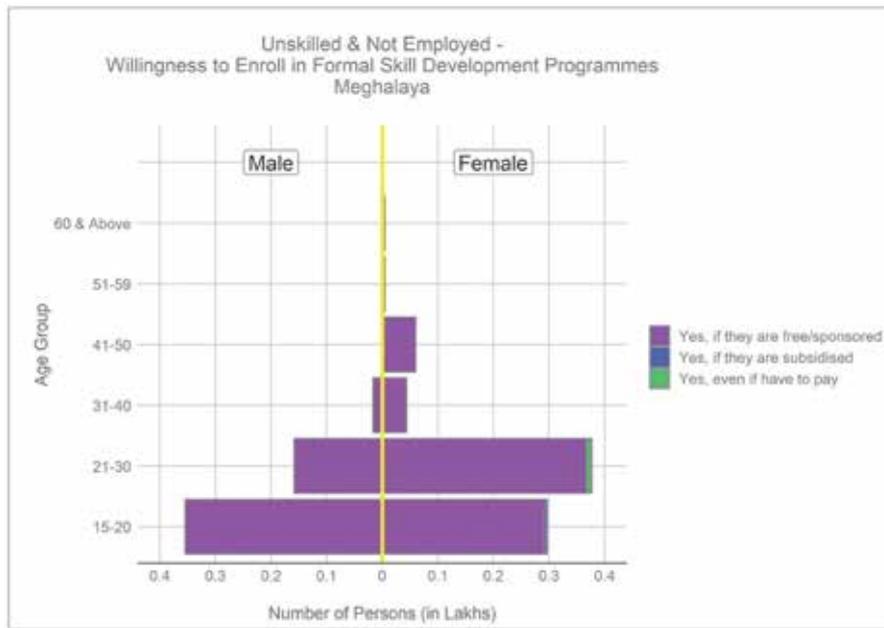


Figure 41

Among persons who said that they do not possess any skills (are not employed and willing to enroll in formal training) 99% reported- Yes, if they are free/sponsored.

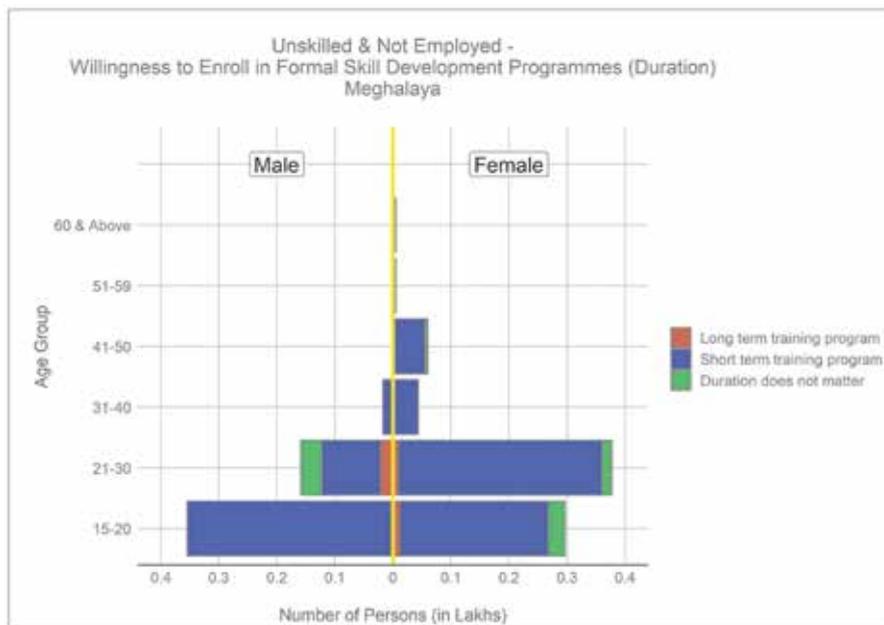


Figure 42

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 (90%) respondents reported Short-term training program.





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	<p>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.</p> <p>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.</p>	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	0.156	0.062	2.301
	21-30	0.842	0.435	1.98
	31-40	1.26	0.089	0.935
	41-50	0.992	0.022	0.639
	51-59	0.417	0	0.345
	60 & Above	0.299	0	0.81
Total (Female)		3.965	0.608	7.01
Male	15-20	0.691	0.058	1.586
	21-30	2.297	0.241	0.409
	31-40	2.097	0.034	0.053
	41-50	1.375	0	0.034
	51-59	0.728	0	0.086
	60 & Above	0.381	0	0.34
Total (Male)		7.57	0.333	2.507
Total		11.536	0.941	9.517

Table 1

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)	Not In Labour Force (in Lakhs)
Female	15-20	0.179	0.039	2.301
	21-30	0.955	0.322	1.98
	31-40	1.11	0.239	0.935
	41-50	0.847	0.166	0.639
	51-59	0.358	0.059	0.345
	60 & Above	0.274	0.024	0.81
Total (Female)		3.723	0.85	7.01
Male	15-20	0.68	0.068	1.586
	21-30	2.148	0.391	0.409
	31-40	1.623	0.508	0.053
	41-50	0.931	0.445	0.034
	51-59	0.513	0.215	0.086
	60 & Above	0.322	0.059	0.34
Total (Male)		6.217	1.686	2.507
Total		9.941	2.536	9.517

Table 2



Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)	Unemployed/Not in Labour Force (in Lakhs)
Female	15-20	0.131	0.024	2.363
	21-30	0.656	0.186	2.415
	31-40	1.05	0.21	1.024
	41-50	0.835	0.156	0.661
	51-59	0.358	0.059	0.345
	60 & Above	0.274	0.024	0.81
Total (Female)		3.306	0.66	7.619
Male	15-20	0.632	0.059	1.643
	21-30	2.029	0.269	0.65
	31-40	1.599	0.498	0.086
	41-50	0.931	0.445	0.034
	51-59	0.513	0.215	0.086
	60 & Above	0.322	0.059	0.34
Total (Male)		6.026	1.544	2.839
Total		9.332	2.204	10.458

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	0.048	0.081	0.027	0	0
	21-30	0.153	0.325	0.174	0.175	0.015
	31-40	0.18	0.392	0.534	0.077	0.077
	41-50	0.201	0.302	0.359	0.085	0.046
	51-59	0.076	0.112	0.151	0.041	0.036
	60 & Above	0.048	0.124	0.115	0.012	0
Total (Female)		0.705	1.337	1.36	0.39	0.174
Male	15-20	0.065	0.333	0.289	0.005	0
	21-30	0.136	0.431	1.495	0.18	0.055
	31-40	0.031	0.252	1.445	0.29	0.08
	41-50	0.039	0.201	0.825	0.17	0.141
	51-59	0.034	0.084	0.339	0.125	0.147
	60 & Above	0.053	0.069	0.206	0.043	0.01
Total (Male)		0.357	1.369	4.598	0.813	0.433
Total		1.062	2.706	5.957	1.203	0.607

Table 6



Gender	Age Group (in Years)	No Education (in Lakhs)	10th Std & Below (in Lakhs)	11th to 12th Std (in Lakhs)	Graduate (in Lakhs)
Female	15-20	0	0	0.017	0
	21-30	0	0.012	0	0.029
	31-40	0.005	0.024	0	0.024
	51-59	0	0.012	0	0
Total (Female)		0.005	0.048	0.017	0.053
Male	15-20	0	0.012	0	0
	21-30	0	0.012	0	0.005
	31-40	0	0.012	0	0
	41-50	0	0.022	0	0
Total (Male)		0	0.058	0	0.005
Total		0.005	0.105	0.017	0.058

Table 7

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)
Female	15-20	0.012	0.005
	21-30	0.036	0.005
	31-40	0.048	0.005
	51-59	0.012	0
Total (Female)		0.107	0.015
Male	15-20	0.012	0
	21-30	0.012	0.005
	31-40	0.012	0
	41-50	0.012	0.01
Total (Male)		0.048	0.015
Total		0.155	0.029

Table 8

Gender	Age Group (in Years)	Employed (in Lakhs)	Not In Labour Force (in Lakhs)
Female	15-20	0	0.017
	21-30	0.017	0.024
	31-40	0.024	0.029
	51-59	0.012	0
Total (Female)		0.053	0.069
Male	15-20	0	0.012
	21-30	0.017	0
	31-40	0.012	0
	41-50	0.022	0
Total (Male)		0.05	0.012
Total		0.103	0.081

Table 9



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.): Above 1,00,000 (persons in Lakhs)
Female	21-30	0.012	0.005	0	0
	31-40	0	0.012	0.012	0
	51-59	0	0	0.012	0
Total (Female)		0.012	0.017	0.024	0
Male	21-30	0	0.012	0	0.005
	31-40	0	0	0.012	0
	41-50	0	0	0.017	0.005
Total (Male)		0	0.012	0.029	0.01
Total		0.012	0.029	0.053	0.01

Table 10

Gender	Age Group (in Years)	Agriculture (in Lakhs)	Non-Agriculture (in Lakhs)
Female	21-30	0	0.017
	31-40	0	0.024
	51-59	0	0.012
Total (Female)		0	0.053
Male	21-30	0	0.017
	31-40	0.012	0
	41-50	0	0.022
Total (Male)		0.012	0.039
Total		0.012	0.091

Table 11

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)
Female	21-30	0.012	0.005
	31-40	0.024	0
	51-59	0.012	0
Total (Female)		0.048	0.005
Male	21-30	0.012	0.005
	31-40	0.012	0
	41-50	0.012	0.01
Total (Male)		0.036	0.015
Total		0.084	0.02

Table 12



Gender	Age Group (in Years)	Long-Term Training (in Lakhs)	Short-Term Training (in Lakhs)
Female	15-20	0.012	0.005
	21-30	0.012	0.029
	31-40	0.036	0.017
	51-59	0	0.012
Total (Female)		0.06	0.062
Male	15-20	0.012	0
	21-30	0	0.017
	31-40	0	0.012
	41-50	0.005	0.017
Total (Male)		0.017	0.046
Total		0.076	0.108

Table 13

Gender	Age Group (in Years)	Free Training (in Lakhs)	Paid Training (in Lakhs)
Female	15-20	0.017	0
	21-30	0.029	0.012
	31-40	0.017	0.036
	51-59	0.012	0
Total (Female)		0.074	0.048
Male	15-20	0.012	0
	21-30	0	0.017
	31-40	0.012	0
	41-50	0.01	0.012
Total (Male)		0.034	0.029
Total		0.108	0.076

Table 14

Gender	Age Group (in Years)	No Education (in Lakhs)	10 th Std & Below (in Lakhs)	11 th to 12 th Std (in Lakhs)	Graduate (in Lakhs)
Female	15-20	0	0	0.005	0
	21-30	0	0.012	0	0.017
	31-40	0.005	0.012	0	0
	51-59	0	0.012	0	0
Total (Female)		0.005	0.036	0.005	0.017
Male	21-30	0	0.012	0	0.005
	31-40	0	0.012	0	0
	41-50	0	0.017	0	0
Total (Male)		0	0.041	0	0.005
Total		0.005	0.076	0.005	0.022

Table 15



Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)
Female	15-20	0	0.005
	21-30	0.024	0.005
	31-40	0.012	0.005
	51-59	0.012	0
Total (Female)		0.048	0.015
Male	21-30	0.012	0.005
	31-40	0.012	0
	41-50	0.012	0.005
Total (Male)		0.036	0.01
Total		0.084	0.024

Table 16

Gender	Age Group (in Years)	Employed (in Lakhs)	Not In Labour Force (in Lakhs)
Female	15-20	0	0.005
	21-30	0.005	0.024
	31-40	0	0.017
	51-59	0.012	0
Total (Female)		0.017	0.046
Male	21-30	0.017	0
	31-40	0.012	0
	41-50	0.017	0
Total (Male)		0.046	0
Total		0.062	0.046

Table 17

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)
Female	21-30	0	0.005
	51-59	0.012	0
Total (Female)		0.012	0.005
Male	21-30	0.012	0.005
	31-40	0.012	0
	41-50	0.012	0.005
Total (Male)		0.036	0.01
Total		0.048	0.015

Table 18



Vocational Training Did Not Help - Reasons	Persons (in Lakhs)
Changed trade, due to inability to get a job in the trade in which member was trained	0.02
Quality of training/training centre was not good	0.01
Training was irrelevant	0.01
Total	0.05

Table 22

Got Present Job	Persons (in Lakhs)
Through friends and family	0.053
Through formal channels	0.05
Total	0.103

Table 23

Reasons For Not Taking Up Work	Persons (in Lakhs)
Did not get a job	0.058
Could not pursue for personal reasons	0.024
Total	0.081

Table 24



Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)	Other Persons (in Lakhs)
Female	15-20	0.13	0.02	2.36
	21-30	0.64	0.17	2.44
	31-40	1.03	0.21	1.05
	41-50	0.84	0.16	0.66
	51-59	0.35	0.06	0.36
	60 & Above	0.27	0.02	0.81
	Total (Female)		3.26	0.64
Male	15-20	0.63	0.06	1.64
	21-30	1.99	0.26	0.69
	31-40	1.59	0.48	0.12
	41-50	0.92	0.42	0.07
	51-59	0.51	0.21	0.09
	60 & Above	0.32	0.06	0.34
	Total (Male)		5.97	1.49
Total		9.22	2.14	10.63

Table 25

Gender	Age Group (in Years)	Agriculture (in Lakhs)	Non-Agriculture (in Lakhs)	Other Persons (in Lakhs)
Female	15-20	0.048	0.108	2.363
	21-30	0.203	0.613	2.442
	31-40	0.322	0.914	1.048
	41-50	0.363	0.629	0.661
	51-59	0.084	0.321	0.357
	60 & Above	0.107	0.192	0.81
	Total (Female)		1.127	2.776
Male	15-20	0.143	0.548	1.643
	21-30	0.399	1.858	0.691
	31-40	0.334	1.732	0.118
	41-50	0.318	1.021	0.07
	51-59	0.153	0.57	0.091
	60 & Above	0.167	0.214	0.34
	Total (Male)		1.514	5.943
Total		2.641	8.719	10.634

Table 26



Gender	Age Group (in Years)	No Education (in Lakhs)	10 th Std & Below (in Lakhs)	11 th to 12 th Std (in Lakhs)	Graduate (in Lakhs)	Postgraduate & Above (in Lakhs)	Other Persons (in Lakhs)
Female	15-20	0	0.151	0.005	0	0	2.363
	21-30	0.029	0.395	0.154	0.198	0.041	2.442
	31-40	0.1	0.673	0.146	0.205	0.113	1.048
	41-50	0.163	0.694	0.053	0.072	0.01	0.661
	51-59	0.119	0.237	0.017	0.031	0	0.357
	60 & Above	0.129	0.17	0	0	0	0.81
Total (Female)		0.54	2.319	0.374	0.506	0.163	7.681
Male	15-20	0.048	0.634	0.005	0.005	0	1.643
	21-30	0.203	1.564	0.309	0.132	0.048	0.691
	31-40	0.282	1.288	0.233	0.214	0.048	0.118
	41-50	0.23	0.869	0.099	0.099	0.041	0.07
	51-59	0.184	0.449	0.041	0.044	0.005	0.091
	60 & Above	0.148	0.223	0.01	0	0	0.34
Total (Male)		1.095	5.027	0.698	0.495	0.143	2.953
Total		1.635	7.346	1.072	1.001	0.306	10.634

Table 27

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	0.048	0.081	0.027	0	0	2.363
	21-30	0.141	0.321	0.169	0.17	0.015	2.442
	31-40	0.18	0.38	0.522	0.077	0.077	1.048
	41-50	0.201	0.302	0.359	0.085	0.046	0.661
	51-59	0.076	0.112	0.139	0.041	0.036	0.357
	60 & Above	0.048	0.124	0.115	0.012	0	0.81
Total (Female)		0.693	1.32	1.331	0.385	0.174	7.681
Male	15-20	0.065	0.333	0.289	0.005	0	1.643
	21-30	0.136	0.419	1.495	0.168	0.039	0.691
	31-40	0.031	0.252	1.428	0.285	0.07	0.118
	41-50	0.039	0.201	0.803	0.17	0.126	0.07
	51-59	0.034	0.084	0.339	0.12	0.147	0.091
	60 & Above	0.053	0.069	0.206	0.043	0.01	0.34
Total (Male)		0.357	1.357	4.559	0.792	0.392	2.953
Total		1.05	2.678	5.89	1.176	0.565	10.634

Table 28



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)
Female	15-20	0.0477	0
	21-30	0.1052	0
	31-40	0.0933	0
	41-50	0.1123	0
	51-59	0.0239	0
Total (Female)		0.3824	0
Male	15-20	0.1074	0
	21-30	0.3108	0.0049
	31-40	0.1606	0
	41-50	0.1221	0
	51-59	0.0407	0
	60 & Above	0.0119	0
Total (Male)		0.7535	0.0049
Total		1.1359	0.0049

Table 31

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)
Female	15-20	0	0.048	0
	21-30	0.012	0.093	0
	31-40	0	0.093	0
	41-50	0	0.112	0
	51-59	0	0.024	0
Total (Female)		0.012	0.371	0
Male	15-20	0	0.107	0
	21-30	0	0.316	0
	31-40	0	0.156	0.005
	41-50	0	0.122	0
	51-59	0	0.041	0
	60 & Above	0	0.012	0
Total (Male)		0	0.754	0.005
Total		0.012	1.124	0.005

Table 32

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)
Female	21-30	0.012	0
	31-40	0	0.005
	41-50	0	0.005
	51-59	0	0.005
Total (Female)		0.012	0.015
Total (Male)		0	0
Total		0.012	0.015

Table 33



Gender	Age Group (in Years)	10th Std & Below (in Lakhs)
Female	21-30	0.012
	31-40	0.005
	41-50	0.005
	51-59	0.005
Total (Female)		0.027
Total (Male)		0
Total		0.027

Table 34

Gender	Age Group (in Years)	On-the-job learning (in Lakhs)	Self-learning (in Lakhs)
Female	21-30	0.012	0
	31-40	0	0.005
	41-50	0	0.005
	51-59	0	0.005
Total (Female)		0.012	0.015
Total (Male)		0	0
Total		0.012	0.015

Table 35

Gender	Age Group (in Years)	Awareness of formal training: No (in Lakhs)
Female	21-30	0.012
	31-40	0.005
	41-50	0.005
	51-59	0.005
Total (Female)		0.027
Total (Male)		0
Total		0.027

Table 36

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	0.012	0
	31-40	0	0.005
	41-50	0	0.005
	51-59	0	0.005
Total (Female)		0.012	0.015
Total (Male)		0	0
Total		0.012	0.015

Table 37



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	0.292	0.005	0
	21-30	0.367	0	0.01
	31-40	0.043	0	0
	41-50	0.06	0	0
	51-59	0.005	0	0
	60 & Above	0.005	0	0
Total (Female)		0.773	0.005	0.01
Male	15-20	0.354	0	0
	21-30	0.158	0	0
	31-40	0.017	0	0
Total (Male)		0.529	0	0
Total		1.302	0.005	0.01

Table 41

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)
Female	15-20	0.012	0.256	0.029
	21-30	0.01	0.35	0.017
	31-40	0	0.043	0
	41-50	0	0.055	0.005
	51-59	0	0.005	0
	60 & Above	0	0.005	0
Total (Female)		0.022	0.715	0.05
Male	15-20	0	0.354	0
	21-30	0.022	0.101	0.036
	31-40	0	0.017	0
Total (Male)		0.022	0.472	0.036
Total		0.043	1.187	0.086

Table 42





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