Estimating the Skill Stock in Himachal Pradesh

November 2019
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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 programmes that are taken up, benefits of formal training, source of skill acquisition for working persons, awareness about and willingness to enroll in formal training programmes, 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 to opportunities of self-employment’. A similar observation has been made in National Industrial Classification (NIC)-2008 – ‘technical and vocational secondary education include programmes that emphasize subject-matter specialisation 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 Himachal Pradesh. Findings at an all-india level and for other states are also available on request.
B. Consumer Pyramids Household Survey (CPHS): Survey Design

The panel of households in the Consumer Pyramids survey contains about 1,73,181 households. 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, urbanisation 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 a 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 7890 CEBs and 110615 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.
C. Executive Summary

Himachal Pradesh's population (aged 15 years and above) is 58.42 lakh, of which 25.97 lakh (44%) 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 11%, compared to 75% for males. Unemployment rate in the state is 13.5%.

89% of the state's labour force is in rural areas. 89% of all employed persons are working in rural areas and 81% in non-agricultural occupations. Among employed persons, 29% earn Rs. 20,000 or lower and 25% earn between Rs. 20,001 and Rs. 50,000.

0.044 lakh persons (almost 0% of population aged 15 years and above) have received or are undergoing formal vocational training, of whom 0.03 lakh are 15–30 years of age. Females constitute 7.27% (0.0032 lakh) of the formally trained segment. 29% of this segment took up short-term training courses and 7%, paid training. 36% (0.016 lakh) persons are in the labour force, of whom, 0.013 lakh (80%) are employed. Among the employed, formally trained persons, 100% are working in non-agricultural occupations and 100% earn Rs. 50,000 or higher.

22.3 lakh persons (38% of the state's population aged 15 years and above) have informally acquired skills. As source of skill acquisition, 9% reported Hereditary, 17% On the job learning, 19% Self-learning and 55% Other sources. Among the employed, informally skilled persons, 81% (17.96 lakh) are working in non-agricultural occupations. 29% earn Rs. 20,000 or lower and 25% earn between Rs. 20,001 and Rs. 50,000. 73% have work experience of more than 10 years.

2.75 lakh informally skilled persons are aware of formal skill development programmes. 1.92 lakh are willing to enroll in formal programmes, of whom 0.69 lakh would like to enroll if the training is free/sponsored, 0.4 lakh if it is subsidised, and 0.83 lakh, even if they have to pay. 0.86 lakh are willing to enroll in short-term programmes and 0.14 lakh in long-term. There are 0.3 lakh persons who are willing to enroll in formal programmes and the duration of training does not matter to them.

35.87 lakh persons (61.4% 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 73.71% (26.44 lakh) of this segment. 90% reside in rural areas. Within this segment, 2.834 lakh are aware of formal skill development programmes – of whom, 1.565 lakh (55%) are 15–30 years of age and 1.699 lakh (60%) are females. Among those who are willing to enroll in formal training, 51% reported – Yes, if they are free/sponsored and 42% reported preferred training duration – Short-term training programme.
D. Insights from the Household Survey

I. Overview of Himachal Pradesh’s Labour Market

Population of persons aged 15 years and above in Himachal Pradesh is 58.42 lakh. There are 25.97 lakh persons in the labour force (persons who are either working or willing to work and actively looking for work). 13.5% of the state’s labour force is unemployed. 91% 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 11% (All-India female labour force participation rate is 11.7%).

89% of the labour force in the state resides in rural areas (68% of India’s labour force resides in rural areas).
18.17 lakh (81%) persons are working in non-agricultural occupations and 4.28 lakh in agricultural (65% of all employed persons in India are working in non-agricultural occupations).

Out of all persons aged 15 years and above, 61% are 10th Std & Below (including No Education), 26% are 11th to 12th Std and 13% are Graduate & above.
89% of all employed persons in the state are working in rural areas.

Among the employed persons in the state, 29% earn Rs. 20,000 or lower (All-India: 19%) and 25% earn between Rs. 20,001 and Rs. 50,000 (All-India: 51%).

Among the employed males, 29% earn Rs. 20,000 or lower (All-India: 16%), and 25% earn between Rs. 20,001 and Rs. 50,000 (All-India: 53%). Among the employed females in the state, 26% earn Rs. 20,000 or lower (All-India: 50%) and 32% earn between Rs. 20,001 and Rs. 50,000 (All-India: 37%).

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

1. Access to formal vocational training

0.04 lakh persons (almost 0% of population aged 15 years and above) are estimated to have received or are undergoing formal vocational training\(^\ast\) (All-India: 2.16 crore, 2.2% of population aged 15 years and above). There are 0.03 lakh formally trained persons who are 15-30 years of age and 0.01 lakh 31-40 years of age.

Out of all persons aged 15 years and above who received formal vocational training, 56.6% are 10th Std & Below and 43.4% are Graduate & above (at all-India level, 35% are 10th Std & Below/Not Educated, 26% are 11th to 12th Std and 38.9% are Graduate & above).

57% of formally trained persons in the state reside in rural areas (54.7% of all formally trained persons in India reside in rural areas).

\(^\ast\)Formal vocational training: Follows a structured training programme (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.
Number of formally trained persons aged 15 years and above in Himachal Pradesh is 0.04 lakh. Among the formally trained persons, there are 0.016 lakh persons in the labour force (persons who are either working or willing to work and actively looking for work).

20% 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 100% in Himachal Pradesh (All-India female labour force participation rate for formally trained females is 58%).

Among the employed persons who have received formal vocational training in the state, 100% earn Rs. 50,000 or above (All-India: 55%).

Among the employed males who have received formal vocational training in the state, 100% earn Rs. 50,000 or above (All-India: 62%). Among the employed females who have received formal vocational training in the state, 100% earn Rs. 50,000 or above (All-India: 29%).
0.01 lakh (100%) employed persons in the state, who have received formal vocational training, are working in non-agricultural occupations (85% of all formally trained persons in India are working in non-agricultural occupations).

100% of formally trained and employed persons in the state reside in urban areas (45% of formally trained and employed persons in India reside in urban areas).
2. Duration of course

29% 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).

7% of formally trained persons in the state took up paid training (56% of all formally trained persons in India took up paid training).
Out of all persons aged 15 years and above, who received short-term formal vocational training, 100% are Graduate & above (At all-India level: 38% are 10th Std & Below/Not Educated, 27.2% are 11th to 12th Std and 34.7% are Graduate & above).

100% of formally trained persons who took up short-term training in the state resides in urban areas (All-India: 46% of all formally trained persons in India, who took up short-term training, reside in urban areas).
Number of formally trained persons in short-term training aged 15 years and above in Himachal Pradesh is 0.013 lakh. There are 0.01 lakh persons in the labour force (persons who are either working or willing to work and actively looking for work).

30% of this labour force is unemployed (All-India: 11%). 100% of the unemployed persons 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).

100% of formally trained persons, who took up short-term training and are employed, reside in urban areas (All-India: 46% resides in urban areas).
Figure 19
100% (0.01 lakh) of employed persons, who are formally trained in short-term trainings, are working in non-agricultural occupations (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, 100% earn Rs. 50,000 or above (All-India: 55%).

Among the employed males, who have received short-term formal vocational training in the state, 100% earn Rs. 50,000 or above (All-India: 61%).
3. Benefits of formal vocational training

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

a. Employed

Among 0.013 lakh formally trained and currently employed persons, 75% reported that vocational training helped. Out of those who reported reasons why vocational training helped, 67% stated the reason as - to establish my enterprise (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).

Among 0.013 lakh formally trained and currently employed persons, 25% reported that vocational training did not help. Out of those who reported reasons why vocational training did not help, 100% 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).
Formally trained and currently employed persons were asked how they got their present job. 75% reported that they got their job through formal channels.

b. Not worked any time post training

Formally trained persons, who did not work any time after training, were asked the reason for not taking up employment. 90% reported the reason as – could not pursue for personal reasons.
III. Informally Skilled and Employed

81% (17.96 lakh) employed persons who are informally skilled, are working in non-agricultural occupations and 19% (4.28 lakhs) in agricultural (64% of all employed persons in India, who are informally skilled, are working in non-agricultural occupations).

89% of informally skilled and employed persons in the state reside in rural areas. (All-India: 69% reside in rural areas).
Out of all persons aged 15 years and above, who are informally skilled and employed, 59% are 10th Std & Below (including No Education), 26% are 11th to 12th Std and 15% are Graduate & above (At all-India level, the respective numbers are as follows: 75% are 10th Std & Below/Not Educated, 13% are 11th to 12th Std and 12% are Graduate & above).
Among the employed persons who are informally skilled in the state, 29% earn Rs. 20,000 or lower (All-India: 21%) and 25% earn between Rs. 20,001 and Rs. 50,000 (All-India: 52%).

Among the employed males who are informally skilled in the state, 29% earn Rs. 20,000 or lower (All-India: 16%) and 25% earn between Rs. 20,001 and Rs. 50,000 (All-India: 54%). Among the employed females who are informally skilled in the state, 26% earn Rs. 20,000 or lower (All-India: 52%) and 32% earn between Rs. 20,001 and Rs. 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**

73% 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).
Informally skilled and employed persons were asked their source of skill acquisition.

9% reported 'hereditary', 17% acquired 'on the job learning', 19% through 'self-learning' and 55% through 'other sources'.

2. Awareness about formal skill development programmes

2.74 lakh informally skilled and employed persons are aware of formal skill development programmes. 2.16 lakh are working as clerks/clerical staff, managers or workers/labourers.

3. Willingness to enroll in formal skill development programmes

Informally skilled and employed persons were asked their willingness to enroll in formal training. Out of those who said 'yes', 43% said they would enroll even if they have to pay.

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*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 relating to their ancestors.
Informally skilled and employed persons who are willing to enroll in formal training were asked about their preferred duration of training. 45% respondents preferred short-term training programme.

IV. Informally Skilled and Not Employed

100% of informally skilled and not employed persons in the state reside in urban areas (36% of informally skilled and not employed persons in India reside in urban areas).
Out of all persons aged 15 years and above who are informally skilled and not employed, 33% are 10th Std & Below, 33% are 11th to 12th Std and 33% are Graduate & above (All-India: 60% are 10th Std & Below/Not Educated, 26% are 11th to 12th Std and 15% are Graduate & above).

1. Source of skill acquisition

Informally skilled and not employed persons were asked their source of skill acquisition. 17% reported ‘hereditary’, 17% acquired ‘on the job learning’, 17% through ‘self-learning’ and 50% through ‘other sources’.
2. Awareness about formal skill development programmes

Informally skilled and not employed persons were asked whether they are aware of any formal skill development programmes and 50% reported that they are aware.

3. Willingness to enroll in formal skill development programmes

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’, even if have to pay.
Informally skilled and not employed persons who are willing to enroll in formal training, were asked about training duration. 100% respondents reported that they do not know.

Adding up across the Employed and Not Employed categories, there are an estimated 22.3 lakh persons (All-India: 39 crore) (38% of the state population aged 15 years and above, compared to the All-India figure at 40%) with informally acquired skills. Over 4.5 lakh informally skilled persons are 15–30 years of age (All-India: 10.6 crore) and 13.1 lakh are 31-50 years of age (All-India: 20.4 crore).

13 lakh (59%) informally skilled persons are 10th Std & Below/Not Educated (All-India: 2.4 crore, 75%), 5.9 lakh (26%) are 11th to 12th Std (All-India: 32 crore, 13%), 3.4 lakh (15%) are Graduate & above (All-India: 4.6 crore, 12%).

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

Nearly 2.7 lakh informally skilled persons are aware of formal skill development programmes (All-India: 5.6 crore). 1.9 lakh are willing to enroll in formal programmes (All-India: 4.24 crore), of which 0.7 lakh would like to enroll if the training is free/sponsored (All-India: 2.8 crore), 0.4 lakh, if it is subsidised (All-India: 0.93 crore), and 0.8 lakh, even if they have to pay (All-India: 0.52 crore).

0.86 lakh are willing to enroll in short-term programmes (All-India: 2.95 crore) and 0.14 lakh in long-term (All-India: 0.46 crore). There are 0.3 lakh persons who are willing to enroll in formal programmes and the duration of training does not matter to them (All-India: 0.47 crore).
V. Not Skilled and Not Employed

90% of persons who say they do not possess any skills and are not employed in the state, reside in rural areas (65% of unskilled and not employed persons in India, reside in rural areas).

Out of all persons aged 15 years and above who say they do not possess any skills and are not employed, 63% are 10th Std & Below (including No Education), 27% are 11th to 12th Std and 11% are Graduate & above (All-India: 75% are 10th Std & Below/Not Educated, 16% are 11th to 12th Std and 8% are Graduate & above).
1. **Awareness about formal skill development programmes**

2.83 lakh persons do not possess any skill but are aware of formal skill development programmes. 1.56 lakh (55%) are 15–30 years of age and 1.7 lakh (60%) are females.

2. **Willingness to enroll in formal skill development programmes**

Among persons who said that they do not possess any skills (are not employed and willing to enroll in formal training) 51% reported ‘yes’, if they are free/sponsored.

Persons who say they do not possess any skills (are not employed and are willing to enroll in formal training) were asked about their preferred training duration. Maximum (42%) respondents preferred short-term training programme.
E. Annexure: Examples of how the stock of skills is defined/measured in different countries

<table>
<thead>
<tr>
<th>Country</th>
<th>Source</th>
<th>Defined Skilled/Unskilled</th>
<th>Definition</th>
<th>Indicator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hong Kong</td>
<td>Hong Kong Council of Social Service</td>
<td>Unskilled Labour</td>
<td>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.</td>
<td>Occupation</td>
</tr>
<tr>
<td></td>
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<td></td>
<td>Advanced managerial and technological skills</td>
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<td></td>
<td></td>
<td></td>
<td>39% of occupied jobs in the employed population requiring advanced managerial and technological skills (2016) – managers and administrators, professionals and associate professionals.</td>
<td>Occupation</td>
</tr>
<tr>
<td>South Africa</td>
<td>Statistics South Africa</td>
<td>Skilled Labour</td>
<td>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. <strong>Low-skilled</strong>: Those with ‘elementary’ skills and domestic workers; <strong>Semiskilled</strong>: Includes clerks, sales &amp; service, skilled agriculture, craftsmen, machine operators; <strong>Skilled</strong>: Managers, professionals and technicians</td>
<td>Occupation</td>
</tr>
<tr>
<td>Vietnam</td>
<td>Ministry of Labour, Invalids and Social Affairs and General Statistics Office</td>
<td>Skilled Labour</td>
<td>Skilled labour force includes people aged 15 years and over that hold a certificate/divinity 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%), post-secondary school (3.7%), vocational college (0.3%), professional college (2.7%) and university and higher (9.1%).</td>
<td>Education</td>
</tr>
<tr>
<td>Vietnam</td>
<td>International Labour Organization (ILO) and Institute of Labour Science and Social Affairs</td>
<td>Skilled Labour</td>
<td>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%).</td>
<td>Occupation</td>
</tr>
<tr>
<td>Country</td>
<td>Organization</td>
<td>Category</td>
<td>Description</td>
<td>Source</td>
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<tr>
<td>Germany</td>
<td>Germany Trade and Invest</td>
<td>Unskilled Labour</td>
<td>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.</td>
<td>Education and Vocational Training</td>
</tr>
<tr>
<td>Multiple</td>
<td>UNDP</td>
<td>Skilled Labour</td>
<td>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.</td>
<td>Education</td>
</tr>
<tr>
<td>India</td>
<td>NSSO</td>
<td>Skilled Labour</td>
<td>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.</td>
<td>Education</td>
</tr>
<tr>
<td>Latin America</td>
<td>Brambilla et al. (2011)</td>
<td>Skilled Labour</td>
<td>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.</td>
<td>Education</td>
</tr>
<tr>
<td>OECD Countries</td>
<td>OECD Social, Employment and Migration Working Paper</td>
<td>Highly Skilled Migrant Labour</td>
<td>Migrant population in OECD countries is categorized as 'highly skilled' based on education and occupation. It comprises of individuals who have completed post-secondary education (university-level) which includes those who have a vocational, technical or professional qualification of a shorter duration than a bachelor's degree as defined in the ISCE, or those who are in managerial, professional or associate professional occupations as defined in the International Standard Classification for Occupations (ISCO).</td>
<td>Education and Occupation</td>
</tr>
<tr>
<td>US</td>
<td>The Social Studies Help Center</td>
<td>Skilled and Unskilled Labour</td>
<td>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.</td>
<td>Occupation</td>
</tr>
</tbody>
</table>

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.
### Tables

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

#### Table 1

<table>
<thead>
<tr>
<th>Gender</th>
<th>Age Group (in Years)</th>
<th>Employed (in Lakhs)</th>
<th>Unemployed (in Lakhs)</th>
<th>Not In Labour Force (in Lakhs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>15–20</td>
<td>0</td>
<td>0.29</td>
<td>2.96</td>
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### Table 10

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<th>Gender</th>
<th>Age Group (in Years)</th>
<th>Monthly Income (Rs.): Upto 10,000 (persons in Lakhs)</th>
<th>Monthly Income (Rs.): 10,000–20,000 (persons in Lakhs)</th>
<th>Monthly Income (Rs.): 20,000–50,000 (persons in Lakhs)</th>
<th>Monthly Income (Rs.): 50,000–1,00,000 (persons in Lakhs)</th>
<th>Monthly Income (Rs.): Above 1,00,000 (persons in Lakhs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
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<td>0</td>
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<td>0</td>
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### Table 11

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<th>Age Group (in Years)</th>
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### Table 12

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<td>Age Group (in Years)</td>
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<td>Short-Term Training (in Lakhs)</td>
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Table 13

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<th>Paid Training (in Lakhs)</th>
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<td>0.01</td>
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Table 14

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<th>No Education (in Lakhs)</th>
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<th>11th to 12th Std (in Lakhs)</th>
<th>Graduate (in Lakhs)</th>
<th>Postgraduate &amp; Above (in Lakhs)</th>
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Table 15
### Table 16

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<th>Age Group (in Years)</th>
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### Table 17

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<th>Employed (in Lakhs)</th>
<th>Unemployed (in Lakhs)</th>
<th>Not In Labour Force (in Lakhs)</th>
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<tr>
<td>Total (Male)</td>
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### Table 18

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<th>Urban (in Lakhs)</th>
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</thead>
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<td>Total (Female)</td>
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<tr>
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</tr>
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<td>41-50</td>
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### Table 19

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<th>Agriculture (in Lakhs)</th>
<th>Non-Agriculture (in Lakhs)</th>
</tr>
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<td>0.01</td>
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<tr>
<td>Total</td>
<td></td>
<td>0</td>
<td>0.01</td>
</tr>
<tr>
<td>Gender</td>
<td>Age Group (in Years)</td>
<td>Monthly Income (Rs.): Upto 10,000 (persons in Lakhs)</td>
<td>Monthly Income (Rs.): 10,000–20,000 (persons in Lakhs)</td>
</tr>
<tr>
<td>------------</td>
<td>----------------------</td>
<td>--------------------------------------------------</td>
<td>--------------------------------------------------</td>
</tr>
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<tr>
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<td>31–40</td>
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</tr>
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<td>41–50</td>
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<td>0</td>
</tr>
<tr>
<td>Total (Male)</td>
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Table 20

<table>
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<tr>
<th>Vocational Training Helped</th>
<th>Persons (in Lakhs)</th>
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<tbody>
<tr>
<td>To establish my enterprise</td>
<td>0.01</td>
</tr>
<tr>
<td>&quot;In upward mobility(promotion) in my job/line of work (income/leadership)&quot;</td>
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</tr>
<tr>
<td><strong>Total</strong></td>
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</tr>
</tbody>
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Table 21

<table>
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<th>Vocational Training Did Not Help - Reasons</th>
<th>Persons (in Lakhs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>&quot;Changed trade, due to inability to get a job in the trade in which member was trained&quot;</td>
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<tr>
<td><strong>Total</strong></td>
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Table 22

<table>
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<tr>
<th>Got Present Job</th>
<th>Persons (in Lakhs)</th>
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<tr>
<td>Through formal channels</td>
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<tr>
<td>Through professional network</td>
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</tbody>
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Table 23

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<thead>
<tr>
<th>Reasons For Not Taking Up Work</th>
<th>Persons (in Lakhs)</th>
</tr>
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<tr>
<td>&quot;Could not pursue for personal reasons&quot;</td>
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<tr>
<td>Did not get a job</td>
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<tr>
<td><strong>Total</strong></td>
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Table 24
### Table 25

<table>
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<th>Gender</th>
<th>Age Group (in Years)</th>
<th>Rural (in Lakhs)</th>
<th>Urban (in Lakhs)</th>
<th>Other Persons (in Lakhs)</th>
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</thead>
<tbody>
<tr>
<td>Female</td>
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### Table 26

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<th>Non-Agriculture (in Lakhs)</th>
<th>Other Person (in Lakhs)</th>
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### Table 27

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<th>Age Group (in Years)</th>
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Table 32
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Table 39

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Table 40
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<td>Male</td>
<td>15-20</td>
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<td>0.42</td>
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</tr>
<tr>
<td></td>
<td>21-30</td>
<td>0.04</td>
<td>0.13</td>
<td>0.15</td>
<td>0.08</td>
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</tr>
<tr>
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<td>60 &amp; Above</td>
<td>0</td>
<td>0.08</td>
<td>0.01</td>
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<tr>
<td>Total (Male)</td>
<td></td>
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<td><strong>0.64</strong></td>
<td><strong>0.36</strong></td>
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<tr>
<td>Total</td>
<td></td>
<td><strong>0.63</strong></td>
<td><strong>1.57</strong></td>
<td><strong>0.87</strong></td>
<td><strong>0.67</strong></td>
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November 2019

About National Skill Development Corporation (NSDC): National Skill Development Corporation, working under the aegis of Ministry of Skill Development & Entrepreneurship, is a unique public-private-partnership which aims to catalyze creation of quality vocational training ecosystem in India. The organisation provides funding to build scalable and profitable vocational training initiatives. Its mandate is also to enable support system which focuses on quality assurance, information systems and train-the-trainer academies either directly or through partnerships. Since establishment in 2009, NSDC has trained more than 2 crore people through its partnership with 600+ training partners, wide a robust network of 11,000+ training centers spread over 600 districts across the country. NSDC has institutionalized 37 Sector Skill Councils and is also implementing Government’s flagship skill development schemes such as Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Pradhan Mantri Kaushal Kendra (PMKK), National Apprenticeship Promotion Scheme (NAPS), among others.

CONTACT US

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