

ESTIMATING THE SKILL STOCK IN INDIA

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

Market Analytics Unit
National Skill Development Corporation





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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.



B. Consumer Pyramids Household Survey (CPHS): 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 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.

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



C. Insights from the Household Survey

I. Overview of India's Labour Market

India's population aged 15 years and above is estimated to be 98.22 crore. There are 42.74 crore persons in the labour force (persons who are either working, or willing to work and actively looking for work), of which 5.44 crore are females.

2.52 crore persons are unemployed (not working but willing to work and actively looking for work). 2.27 crore are 15-30 years of age and 1.31 crore are in one of six states – West Bengal, Uttar Pradesh, Bihar, Rajasthan, Maharashtra and Haryana.

There are 29.59 crore persons above 30 years of age in the labour force and majority of them (29.34 crore) are employed.

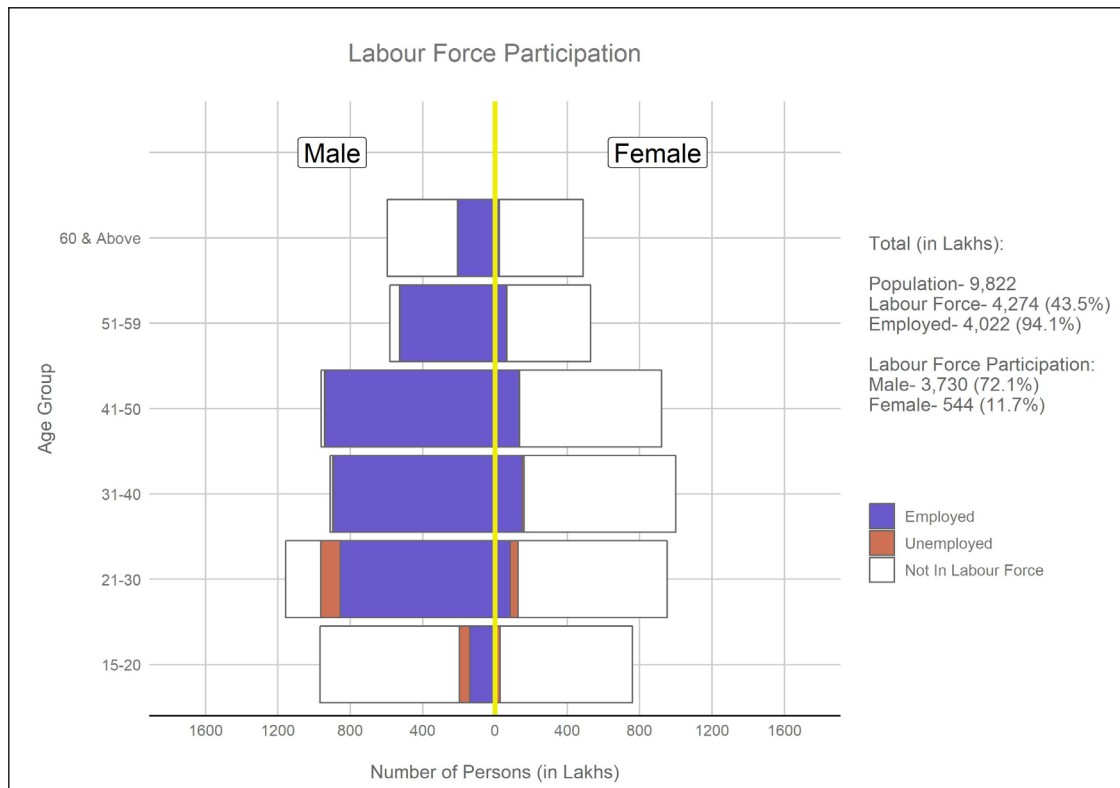


Figure 1



The labour force in rural regions is larger than in urban regions (29.06 crore and 13.68 crore, respectively). Fewer people are working in agricultural occupations than in non-agricultural ones (14.12 crore and 26.1 crore, respectively).

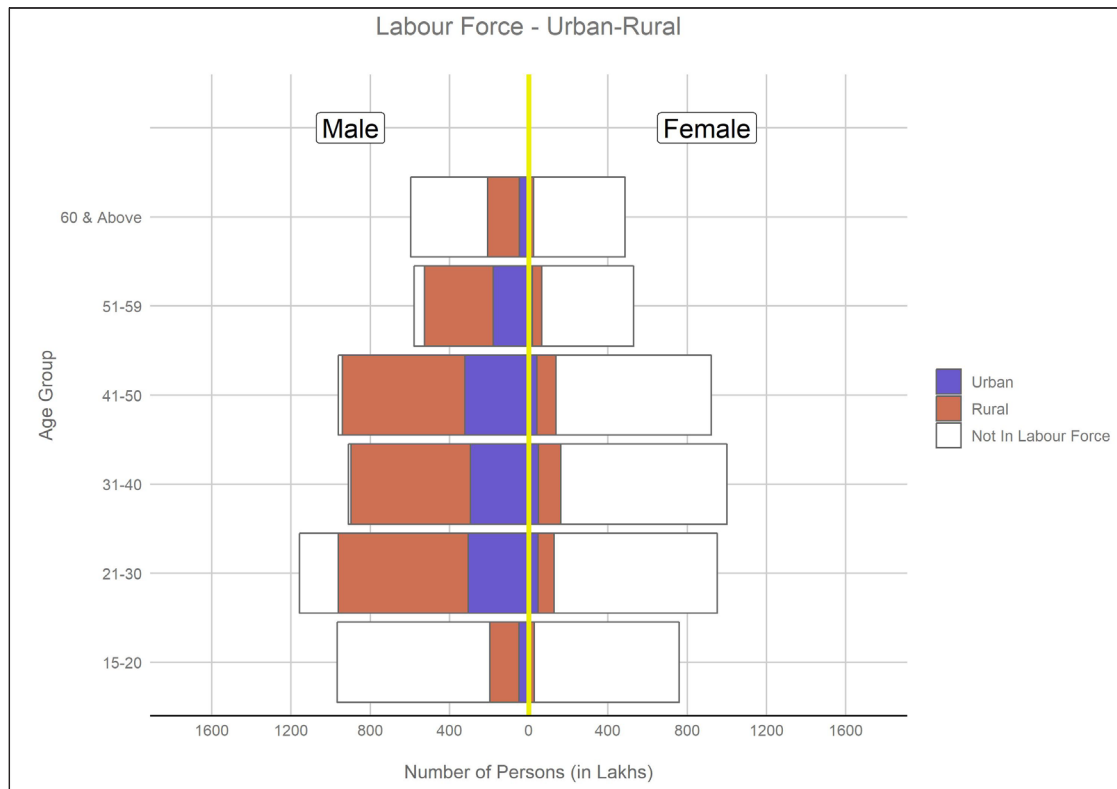


Figure 2



Figure 3



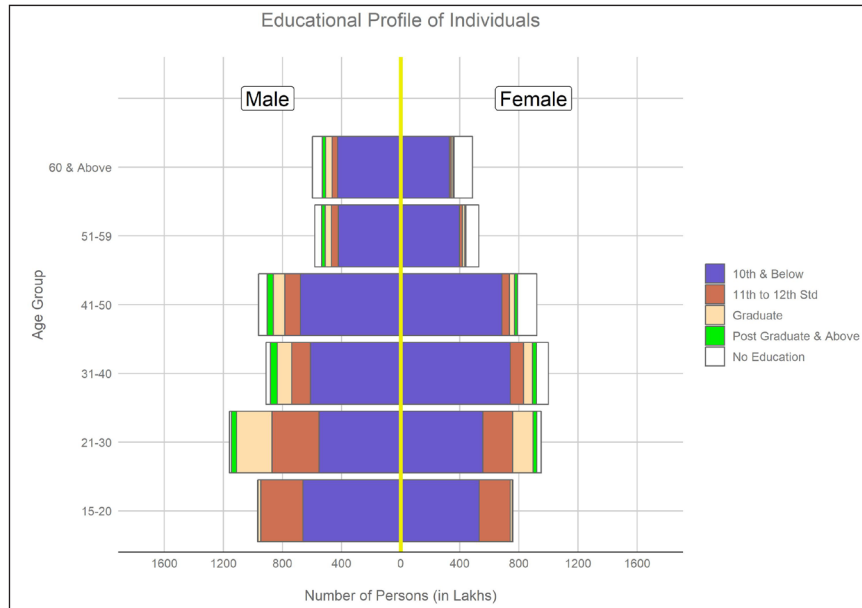


Figure 4

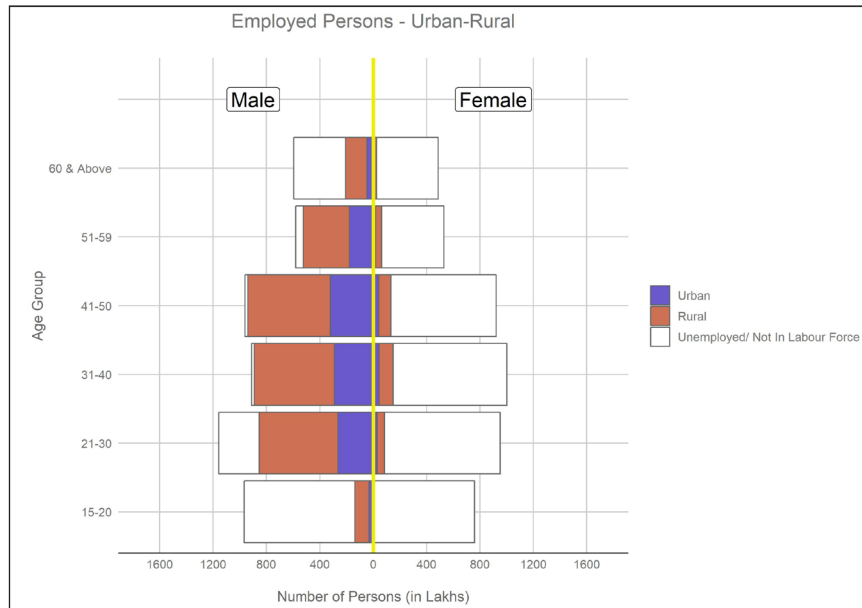


Figure 5

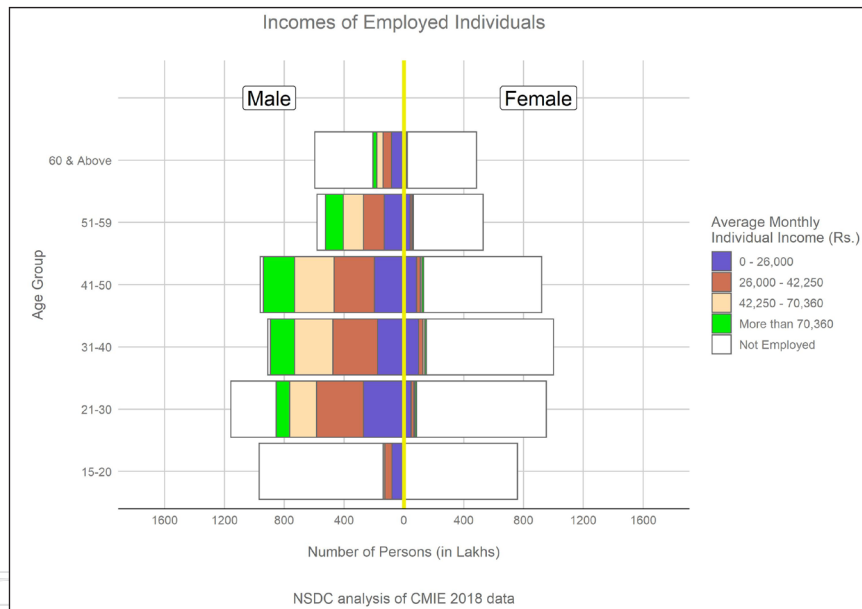


Figure 6



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

2.16 crore persons are estimated to have received or are undergoing formal vocational training². A majority (1.83 crore) have completed at least one training program and 29.2 lakh persons are either undergoing or enrolled in training. There are 1.03 crore formally trained persons who are 15-30 years of age and 49.7 lakh 31-40 years of age. There are 57.9 lakh (26.8%) formally trained females. 1.18 crore persons (54.7%) are in rural areas.

Formal training is taken up by both those who only have some school education and those who have a graduate degree or higher (84.2 lakh persons have a graduate, post graduate or Ph.D/M. Phil degree).

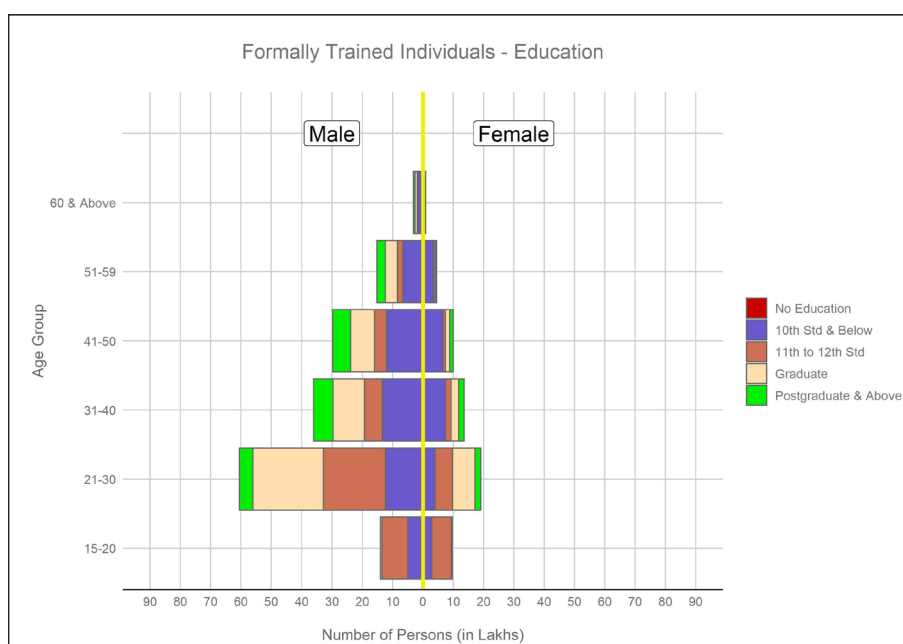


Figure 7

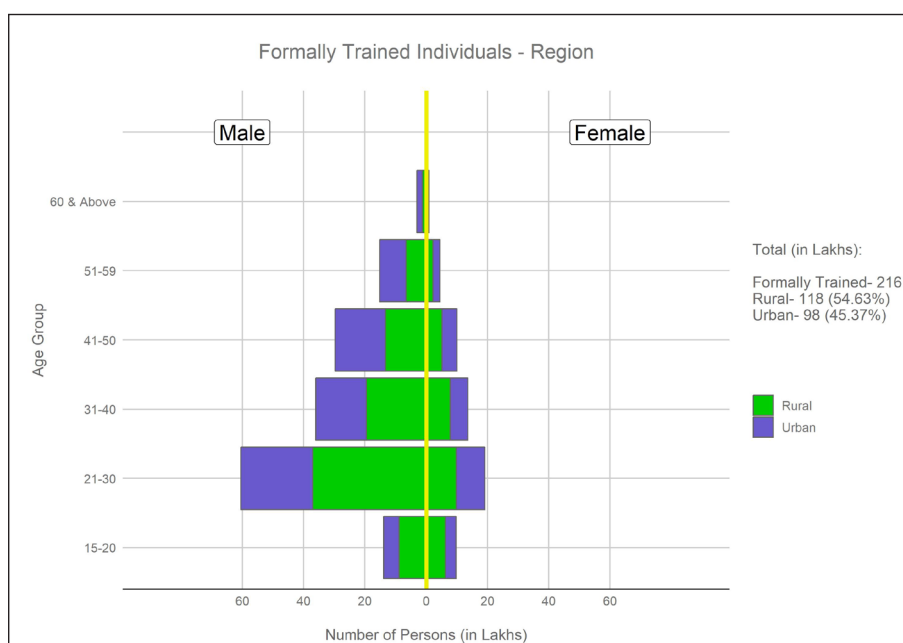


Figure 8

The states that have the highest number of formally trained persons are Karnataka, Uttar Pradesh, West Bengal, Rajasthan and Tamil Nadu. Together, an estimated 1.31 crore formally trained persons belong to one these five states.

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.



1.56 crore (72%) formally trained persons are employed, of which 1.24 crore are working in one of five occupations – Professionals; Service and sales force; Workers/Labourers; Clerks and clerical staff; Technicians and associate professionals.

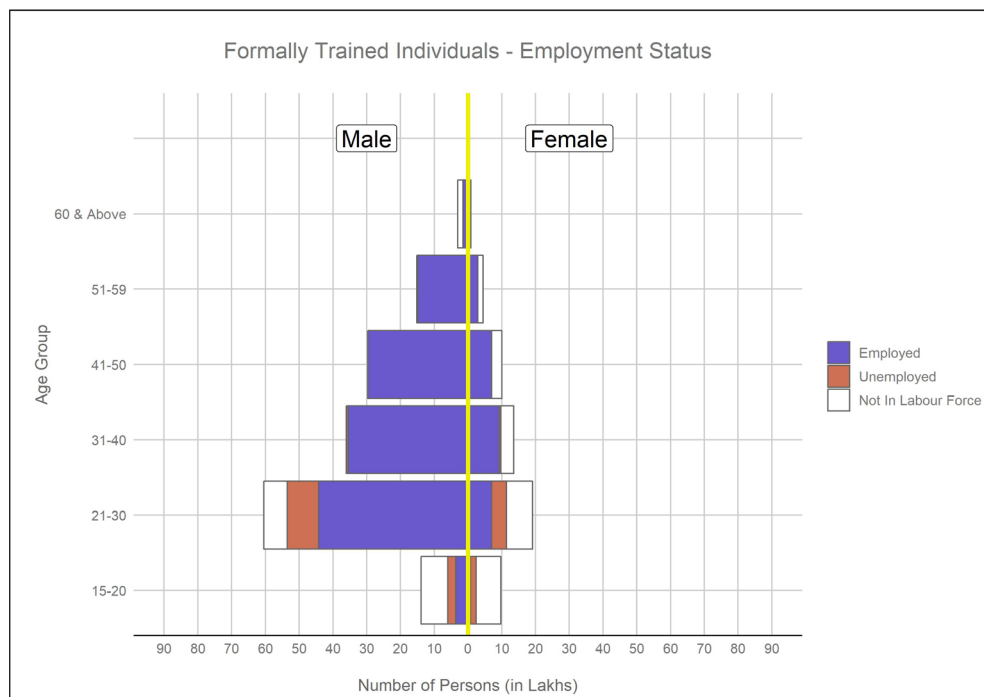


Figure 9

A majority (1.45 crore) of the employed, formally trained persons have monthly income levels of more than Rs 20,000. Further, a larger proportion of all formally trained persons are working in rural areas (85.4 lakh, compared to 70.9 lakh in urban areas), and in non-agricultural occupations (1.33 crore, compared to 22.7 lakh in agricultural occupations).

Among the 1.65 crore formally trained persons who are currently employed or were employed in the past, 1.28 crore (77%) said that they took training in the same occupation (37.2 lakh took training in a different occupation). Out of these, 1.03 crore persons were working/had worked in one of the following occupations – Professionals, Service and sales force, Workers/Labourers, Clerks and clerical staff, Agricultural Workers– and took training in the same occupation.



Figure 10



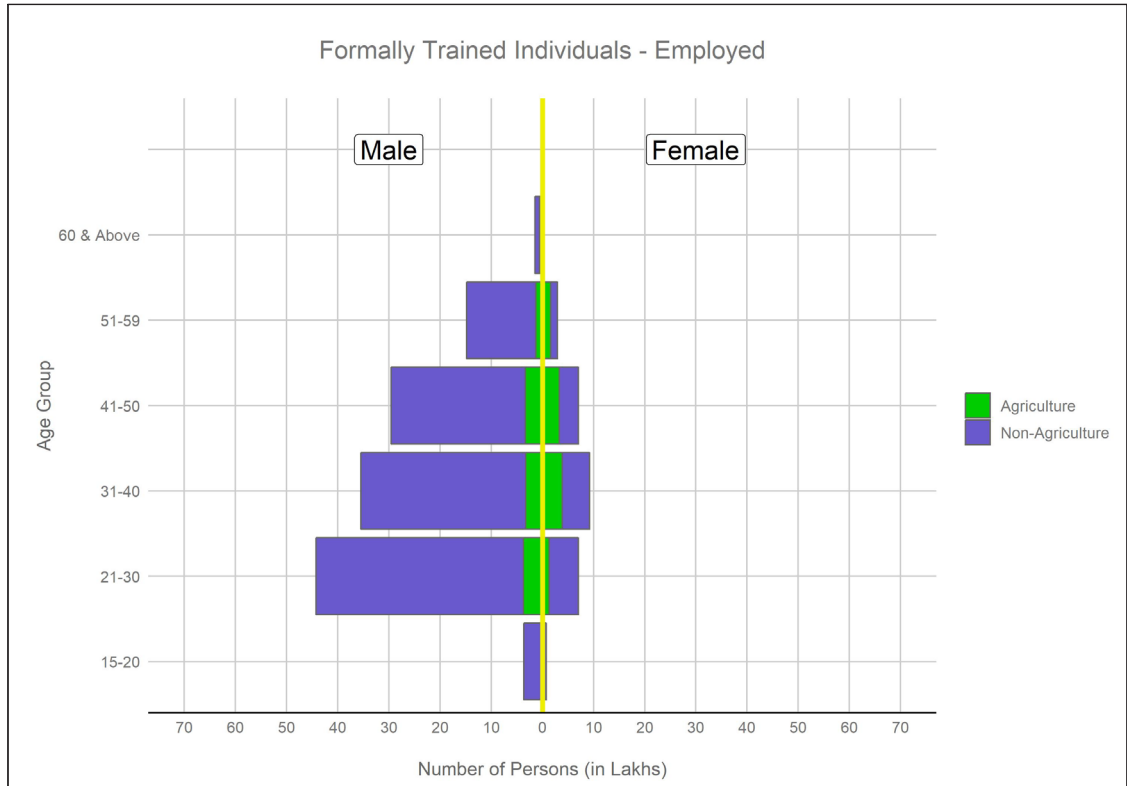


Figure 11

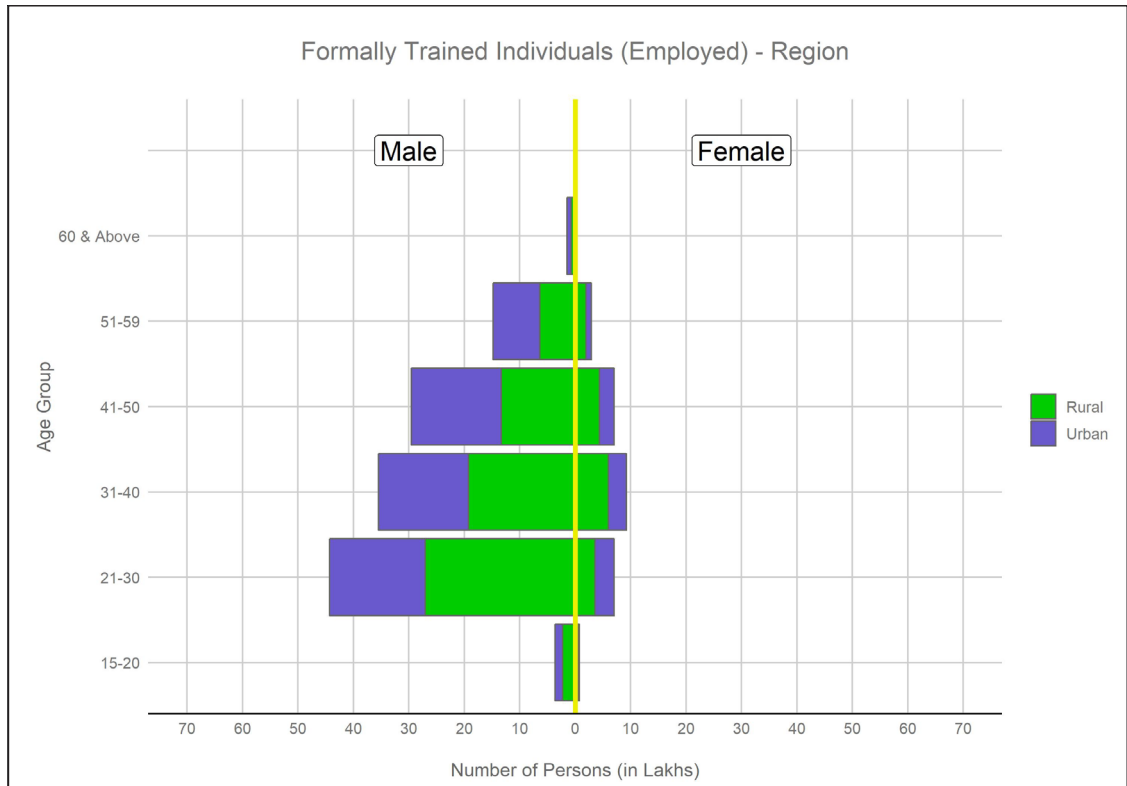


Figure 12



2. Duration of Course

A majority (1.5 crore) of the formally trained persons were last enrolled in short-term courses. Out of all formally trained persons, 1.21 crore were last enrolled in paid courses and 94.8 lakh persons in free courses. Among those who were enrolled in short-term courses, 95.4 lakh belong to one of five states – Karnataka, Tamil Nadu, West Bengal, Uttar Pradesh, Rajasthan. 81.7 lakh persons are in rural areas. A majority (1.09 crore) are employed, with 85.5 lakh in one of five occupations – Professionals; Service and sales force; Workers/Labourers; Clerks and clerical staff; Agricultural Workers.

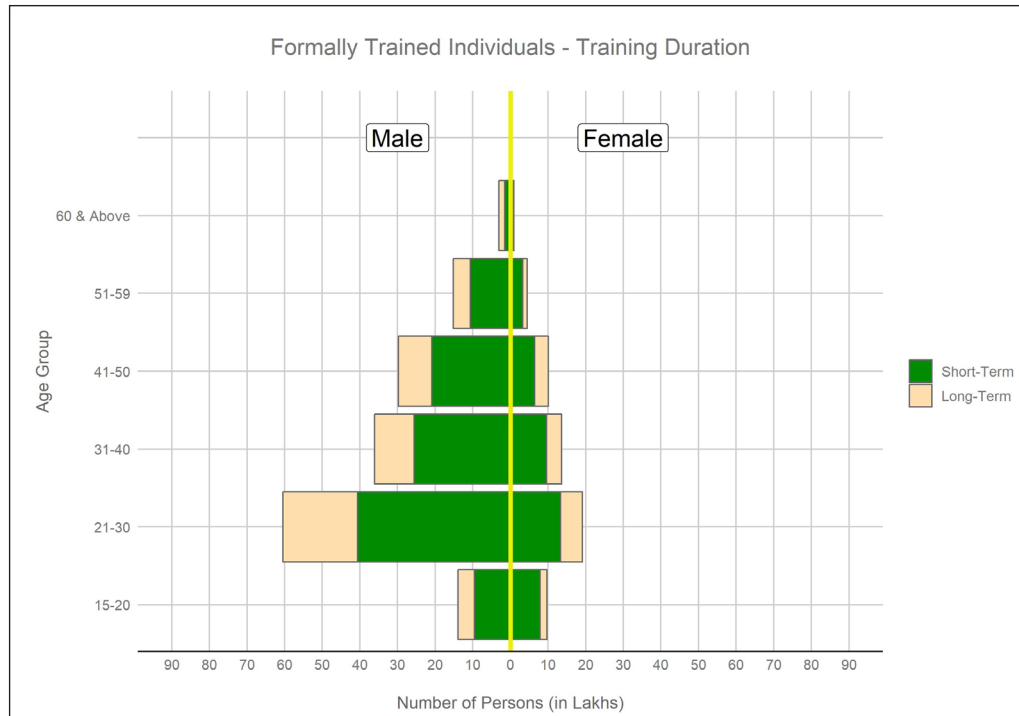


Figure 13

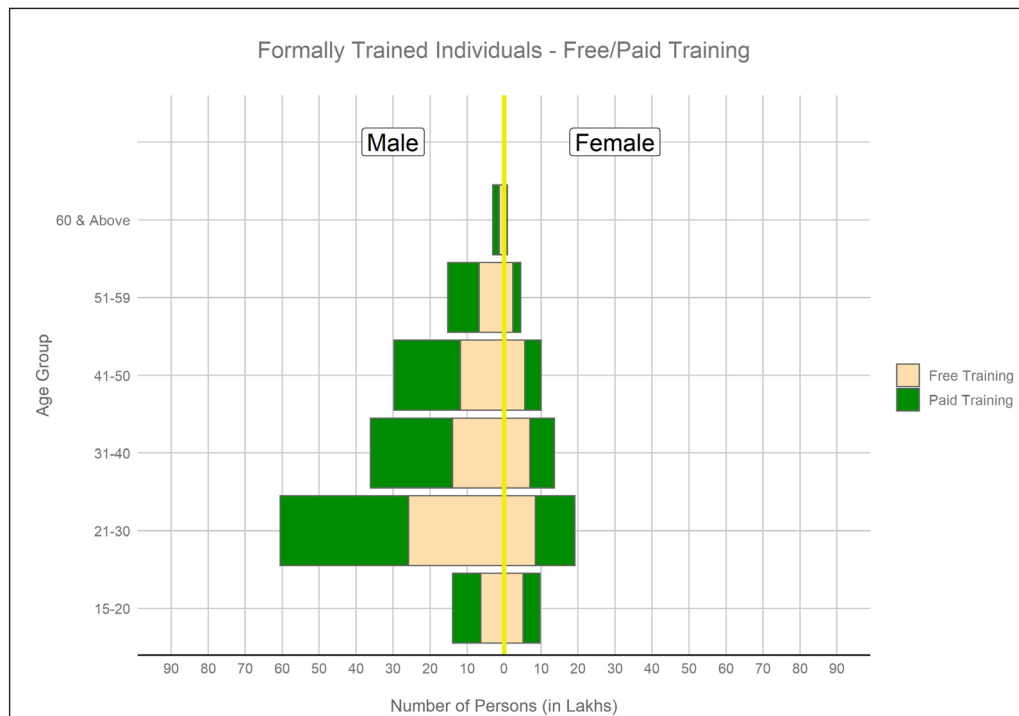


Figure 14



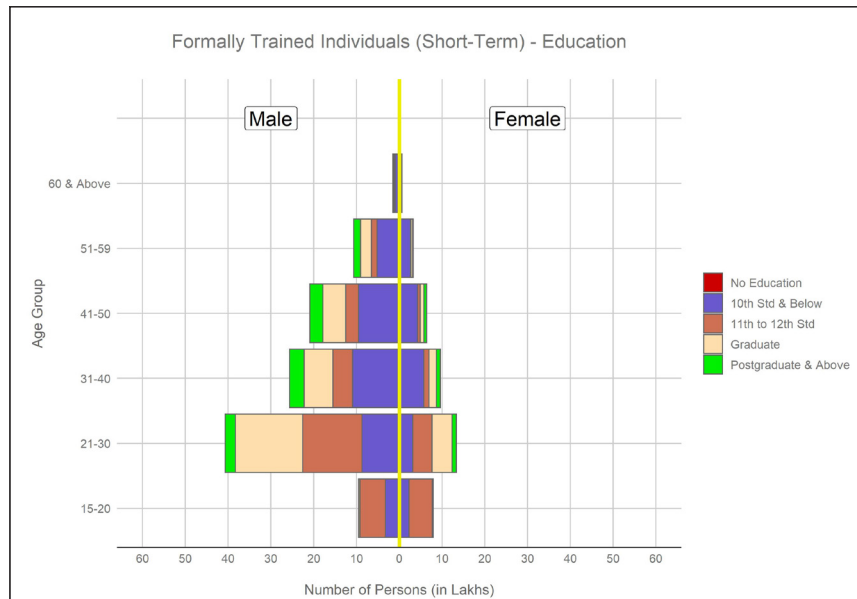


Figure 15

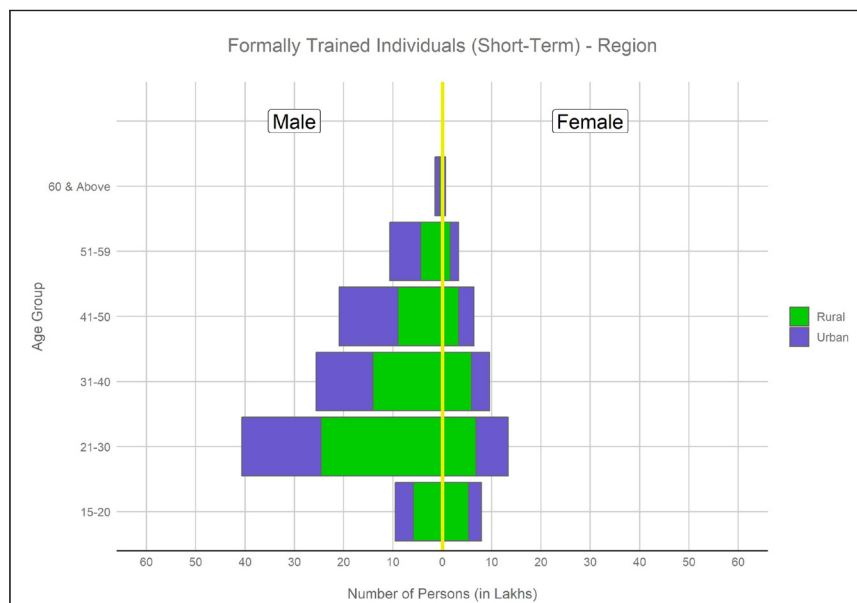


Figure 16



Figure 17



A majority (over 1 crore) earn a monthly income of more than Rs. 20,000. Among the employed persons who have undergone short-term training, more are working in rural areas (58.4 lakh, compared to just over 50 lakh in urban areas) and in non-agricultural occupations (92.4 lakh, compared to 16.3 lakh in agricultural occupations).

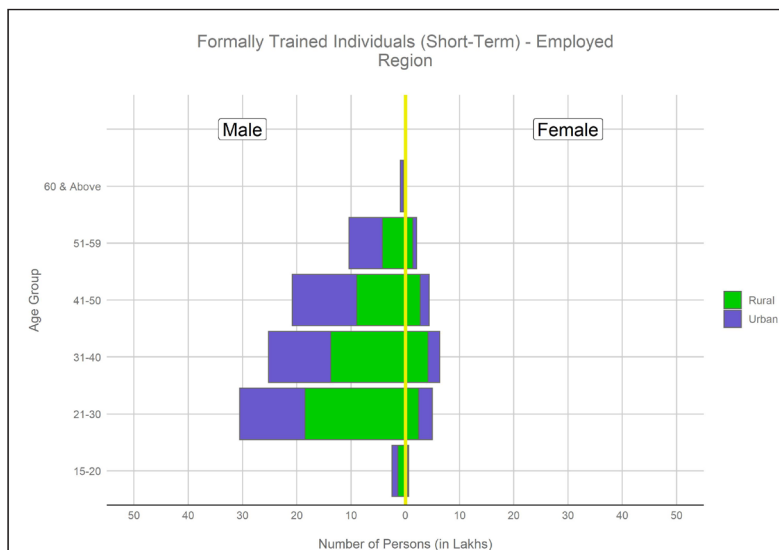


Figure 18

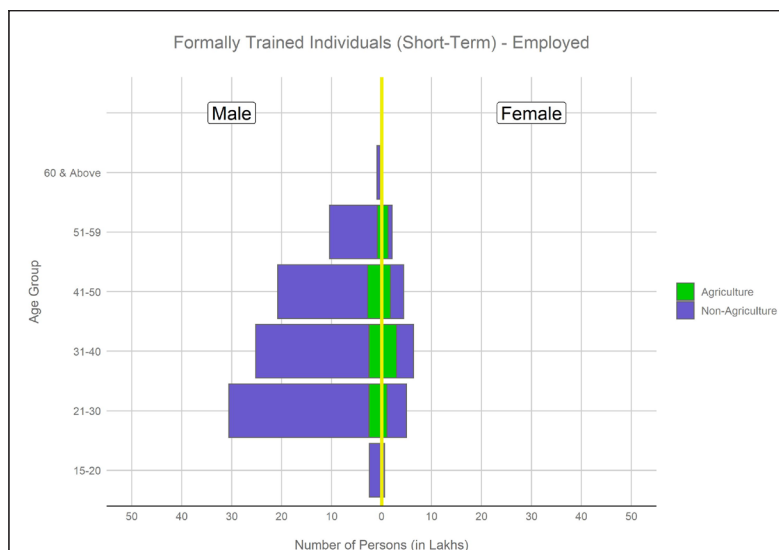


Figure 19

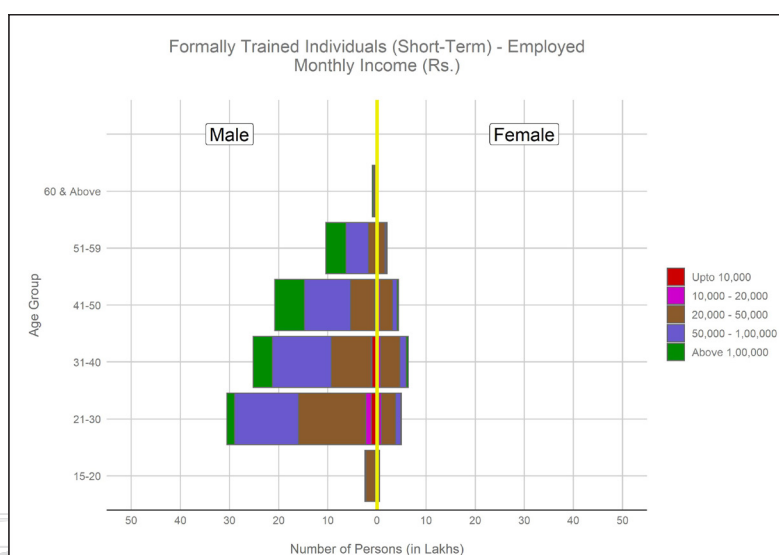


Figure 20



3. Benefits of formal vocational training

The following sub-sections 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.

1. Employed

Among those who are currently working and have completed at least one formal vocational training program (1.35 crore), 96.7 lakh (71%) stated that the training helped them in their current or previous job or self-employment. The most cited reason was that it helped them to get their current / previous job.

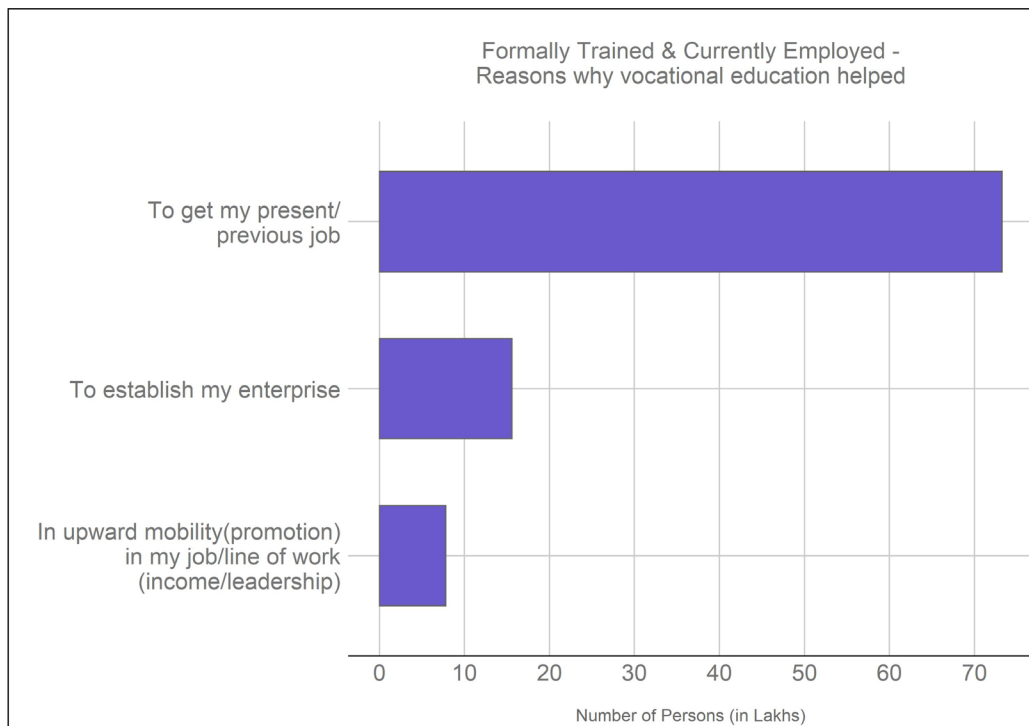


Figure 21

Among those who stated that the training did not help, over 40% stated that it did not help them as they changed the line of work/trade due to lack of interest.

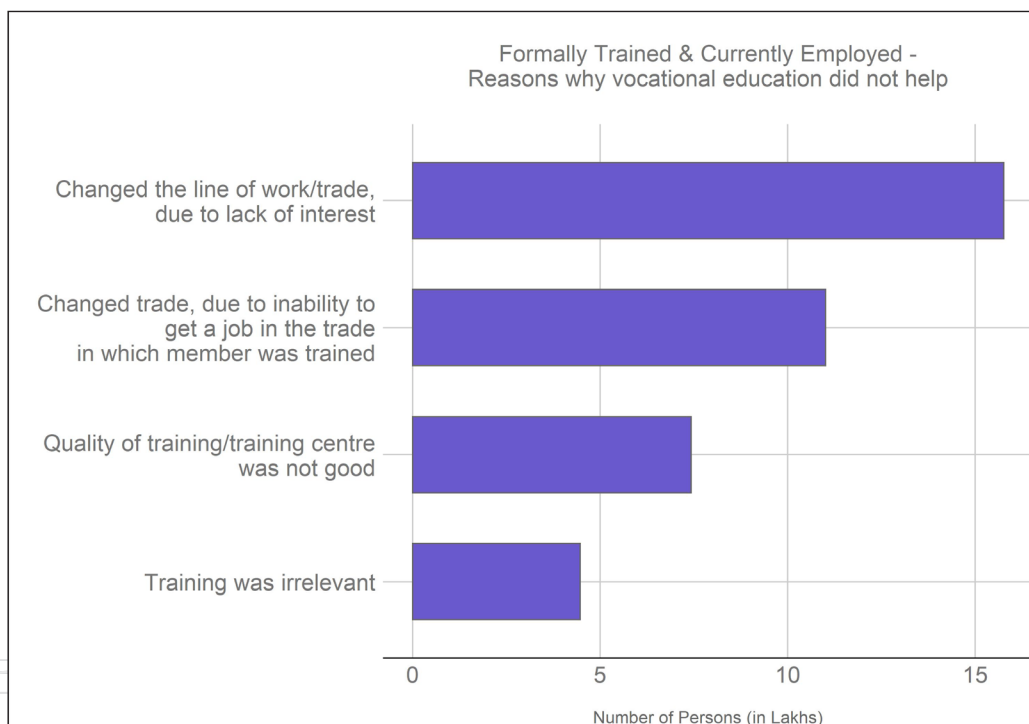


Figure 22



2. Currently not working, but worked post training

Nearly three-quarters of those who worked post training (but are not working currently) stated that the training helped in their previous job/self-employment. The most cited reason was that it helped them in getting their previous job. Among those who stated that the training did not help, 41.8% stated that the training did not help as they 'changed the line of work/trade, due to lack of interest'.

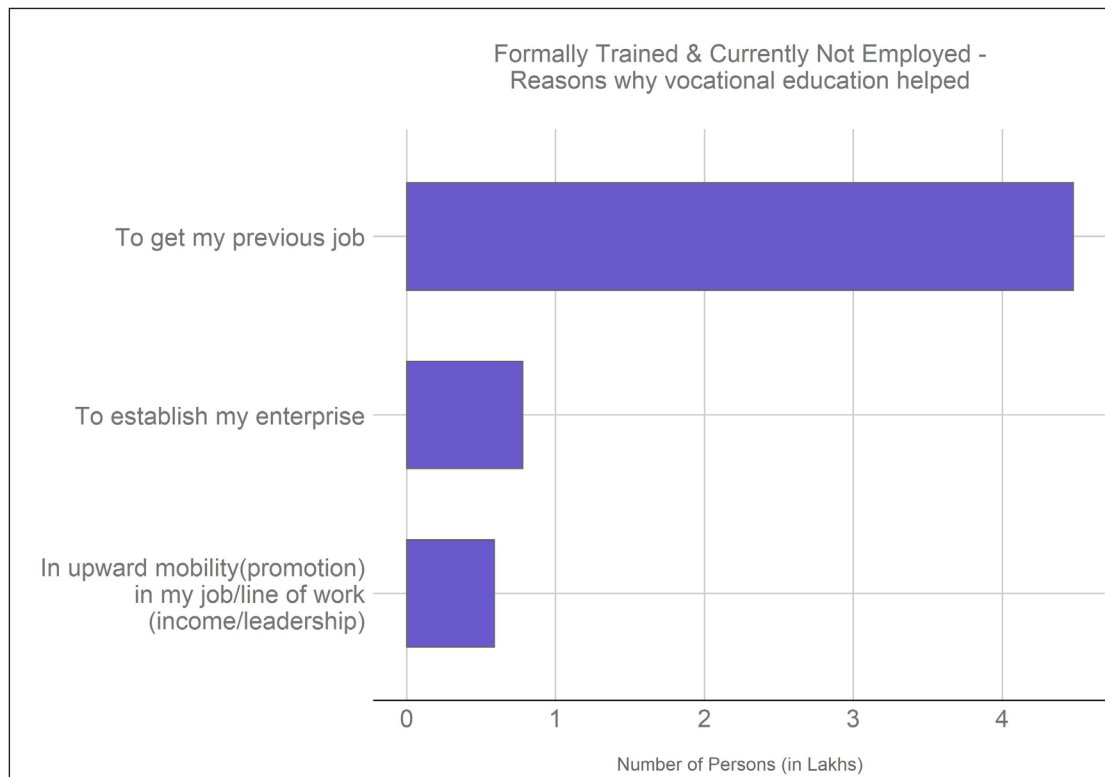


Figure 23

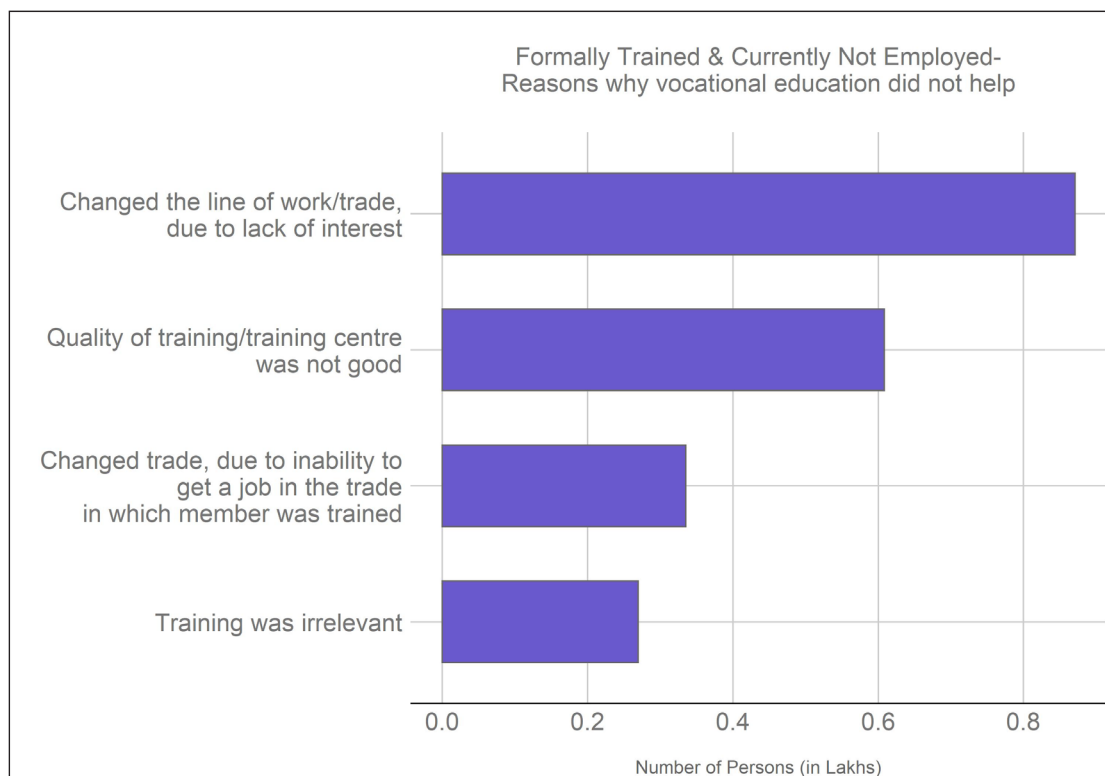


Figure 24



Among those who are currently working (estimated 1.56 crore), the majority got their job through friends and family and professional network. Only about 15% said they got the job through the training partner. Among those who got a job after training but are not currently working, the proportion of respondents who said they got their job through the training partner was higher (27.7%).

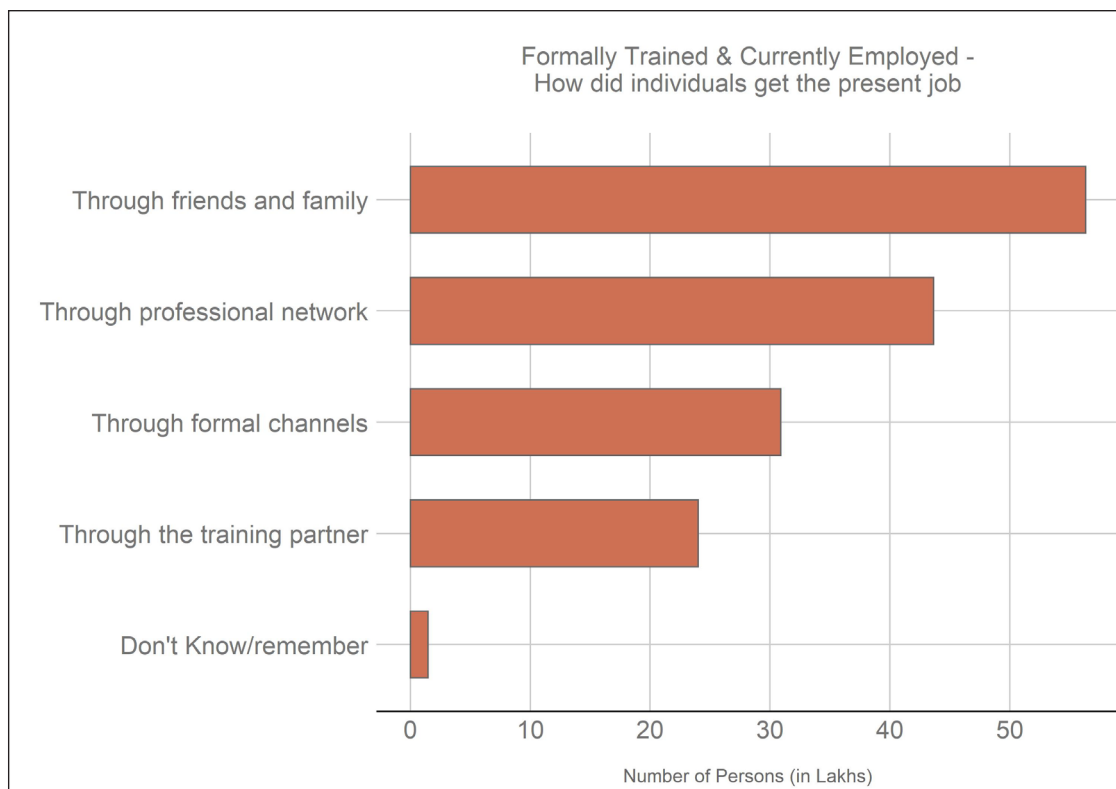


Figure 25

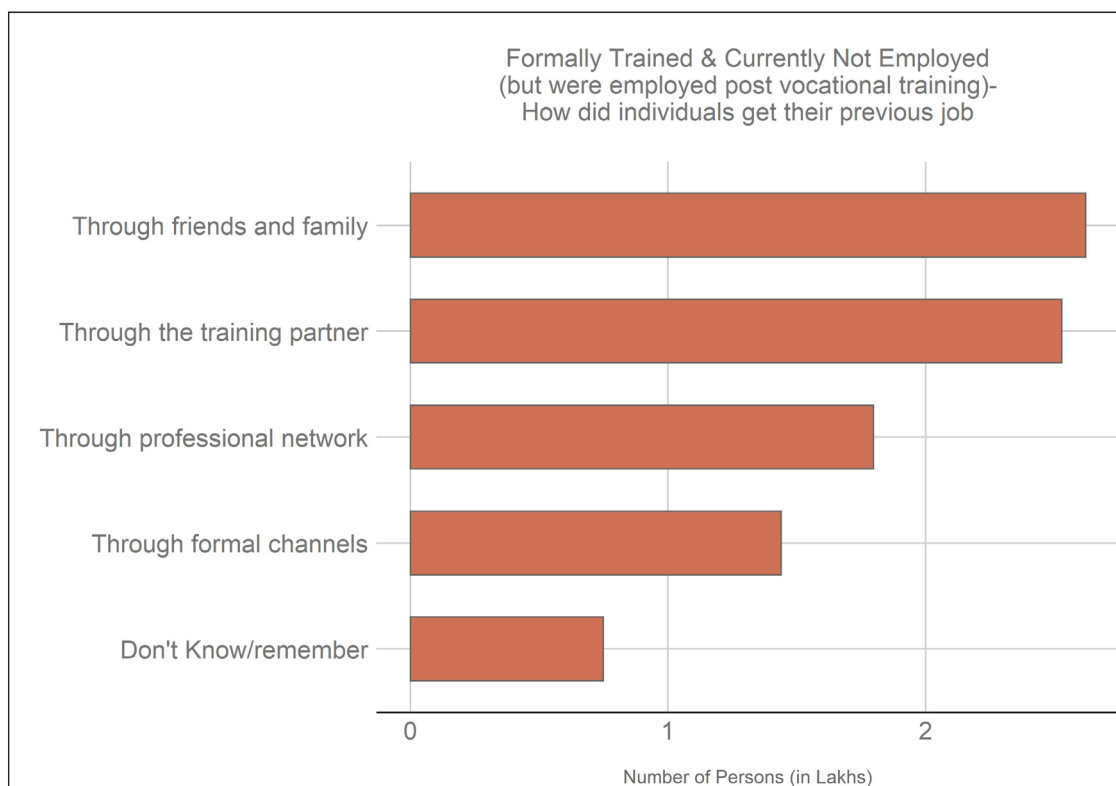


Figure 26



3. Not worked anytime post training

of the 2.16 crore formally trained individuals, 60 lakh are currently not working. 50.9 lakh (85%) of these individuals did not work any time after training. The most cited reason was they did not get a job (68.6%).

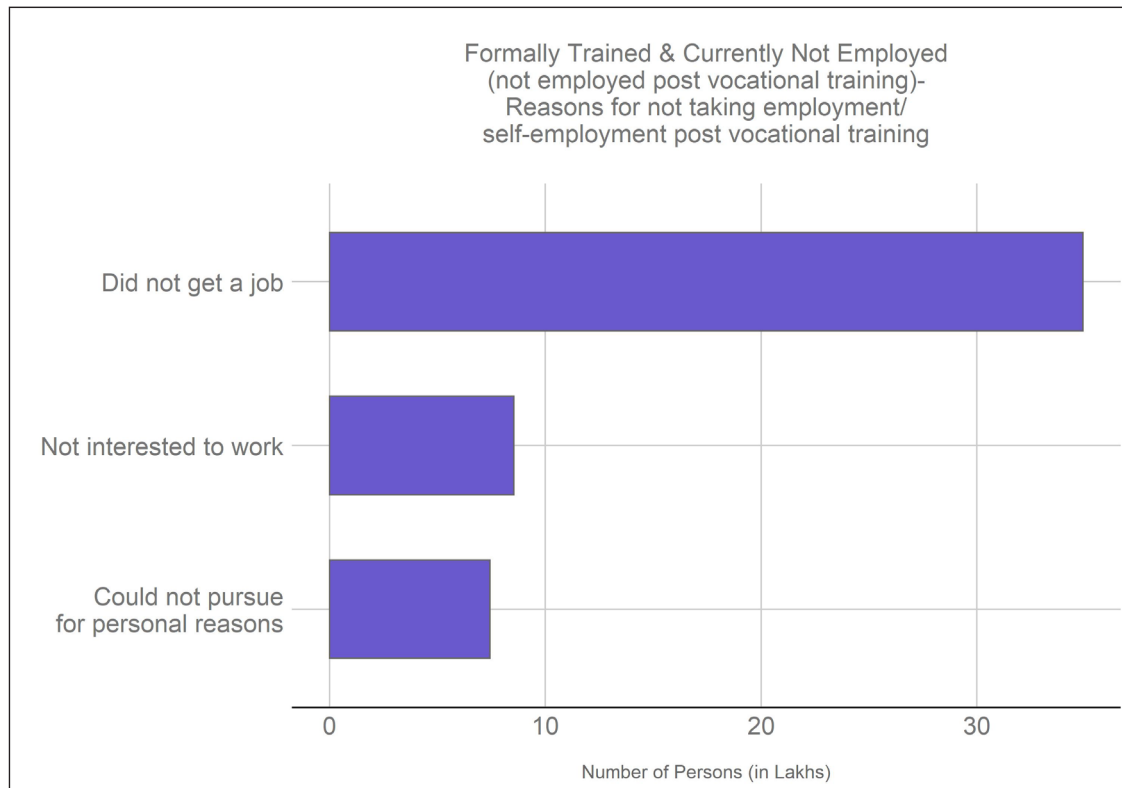


Figure 27



III. Informally Skilled and Employed

Among those who have not undergone formal vocational training, 38.43 crore persons are currently employed. 26.52 crore (nearly 70%) are working in rural areas. A larger segment is working in non-agricultural occupations than in agricultural ones (24.55 crore and 13.89 crore, respectively). 31.2 crore (81%) are working in one of five occupations – Workers/Labourers; Service and sales force; Small farmers, fishers, hunters; Managers; Farmers.

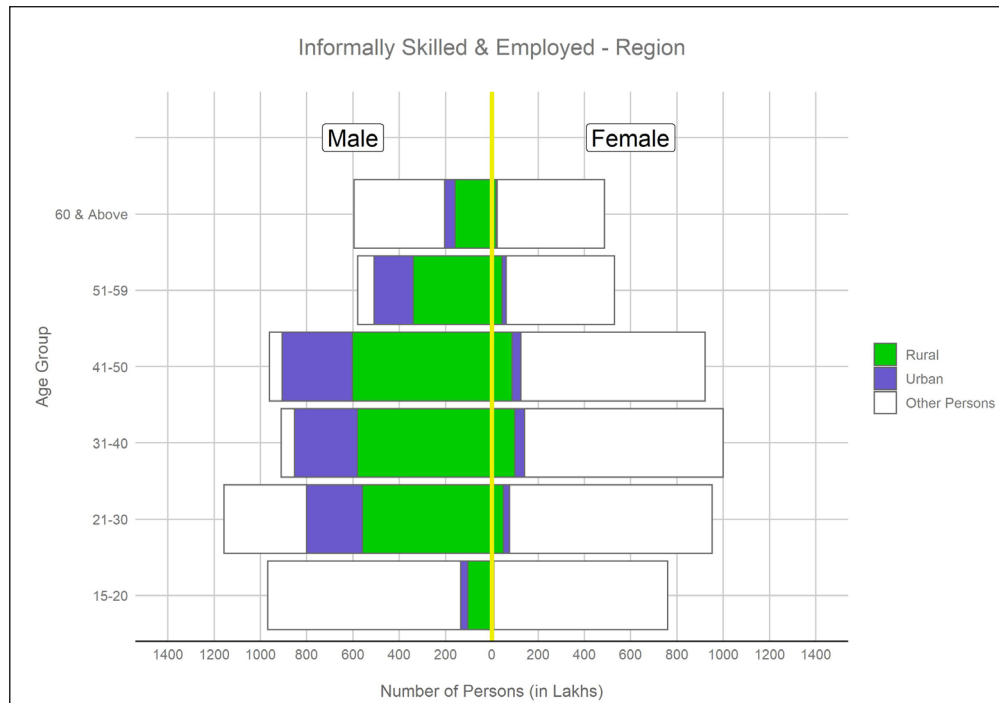


Figure 28

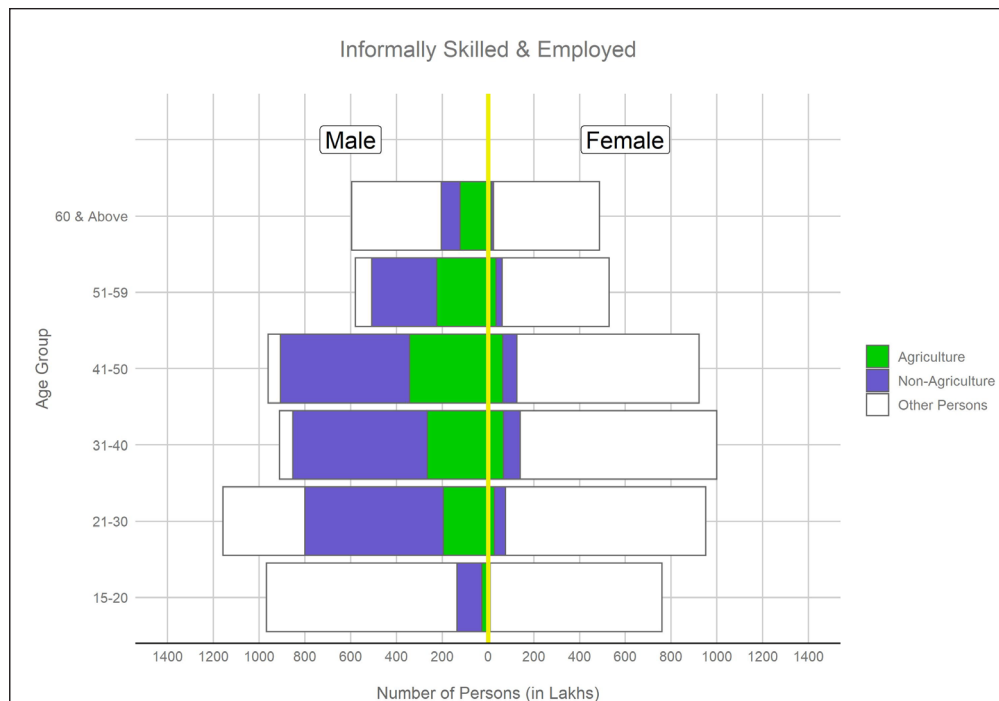


Figure 29

20.96 crore (55%) are working in one of six states – Uttar Pradesh, Maharashtra, West Bengal, Bihar, Tamil Nadu and Madhya Pradesh.



31.5 crore (82%) have at most school education (26.5 crore have studied till at most 10th standard). More than a third (nearly 14 crore) belong to households with monthly income of up to Rs. 50,000.

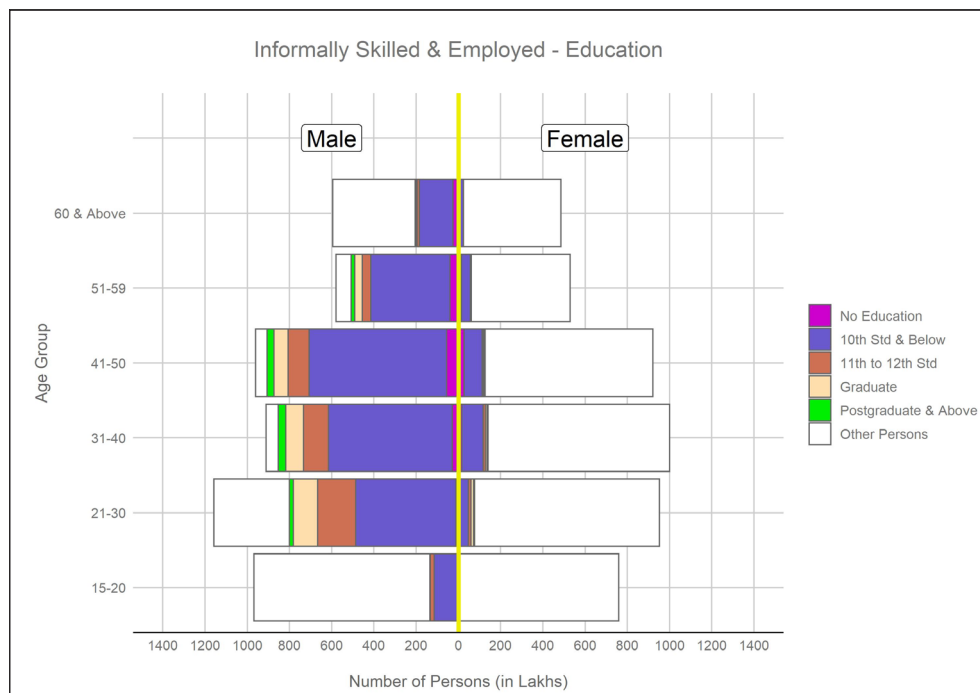


Figure 30

More than three quarters (29.8 crore) acquired their job through friends and family. Only 12.9% acquired their jobs through formal channels or through their professional networks.

Compared to the segment of formally vocationally trained and employed individuals, there is a somewhat larger segment of informally skilled and employed individuals who earn monthly incomes below Rs 20,000.

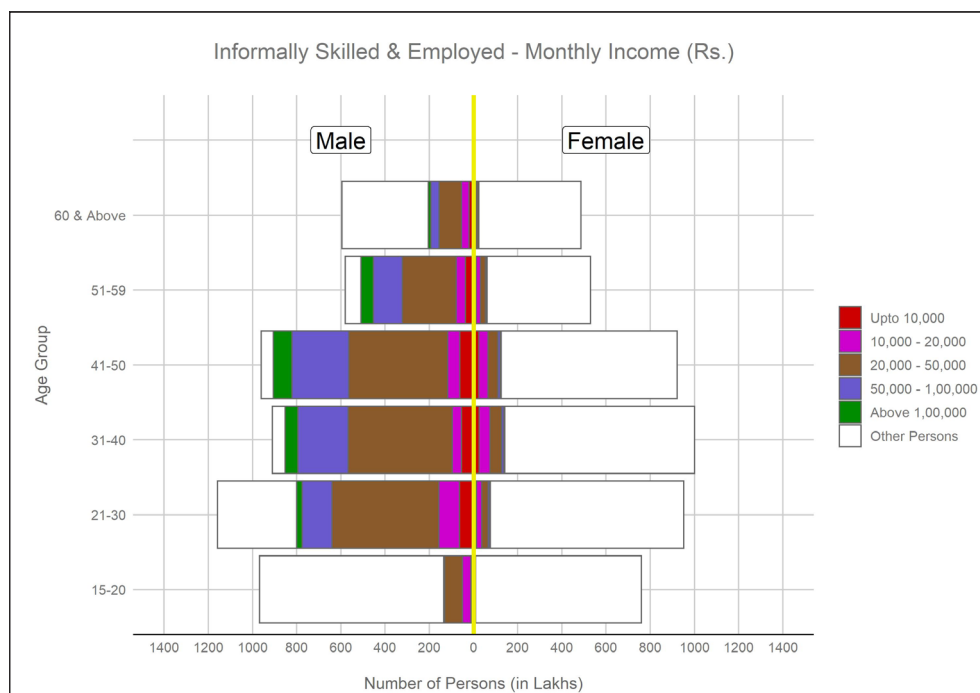


Figure 31



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

25.8 crore informally skilled and employed persons (67%) have more than 10 years' experience (and 80% more than 5 years).



Figure 32

When queried on how they acquired the skills required for their job/self-employment, the most cited was self-learning (15.45 crore), followed by on-the-job learning (7.99 crore) and hereditary (7.92 crore).

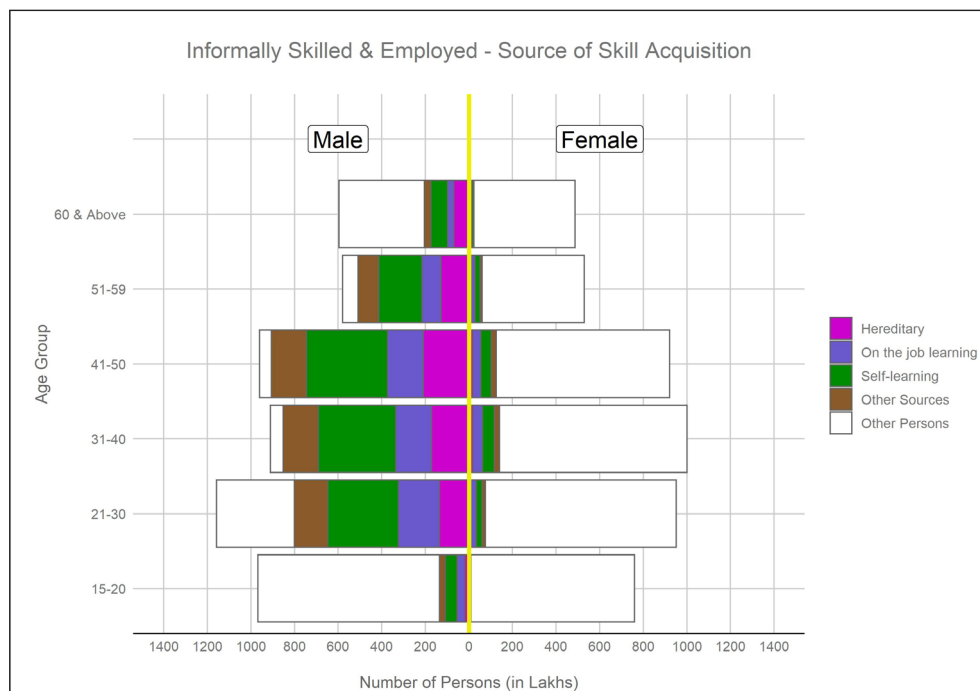


Figure 33

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 relating to their ancestors



2. Awareness about formal skill development programs

5.3 crore informally skilled and employed persons are aware of formal skill development programs. 3.36 crore (63%) belong to one of five states –Uttar Pradesh, West Bengal, Odisha, Punjab and Jharkhand. 2.96 crore are working as Workers/Labourers, or Service and Sales Force, or Managers.

3. Willingness to enroll in formal skill development programs

Out of the 3.9 crore informally skilled and employed persons who would like to enroll in formal skill development program, 2.55 crore are willing to enroll only if the training is free/sponsored. 1.56 crore of these individuals belong to one of five states – West Bengal, Uttar Pradesh, Madhya Pradesh, Maharashtra or Rajasthan.

87.7 lakh persons are willing to enroll if the training is subsidized. Over 50 lakh belong to one of five states – Karnataka, Punjab, Uttarakhand, Madhya Pradesh and Telangana.

47.2 lakh persons are willing to enroll even if they have to pay. Over 27 lakh belong to one of three states – Gujarat, Karnataka and Maharashtra – and another 9 lakh to Madhya Pradesh or Haryana.

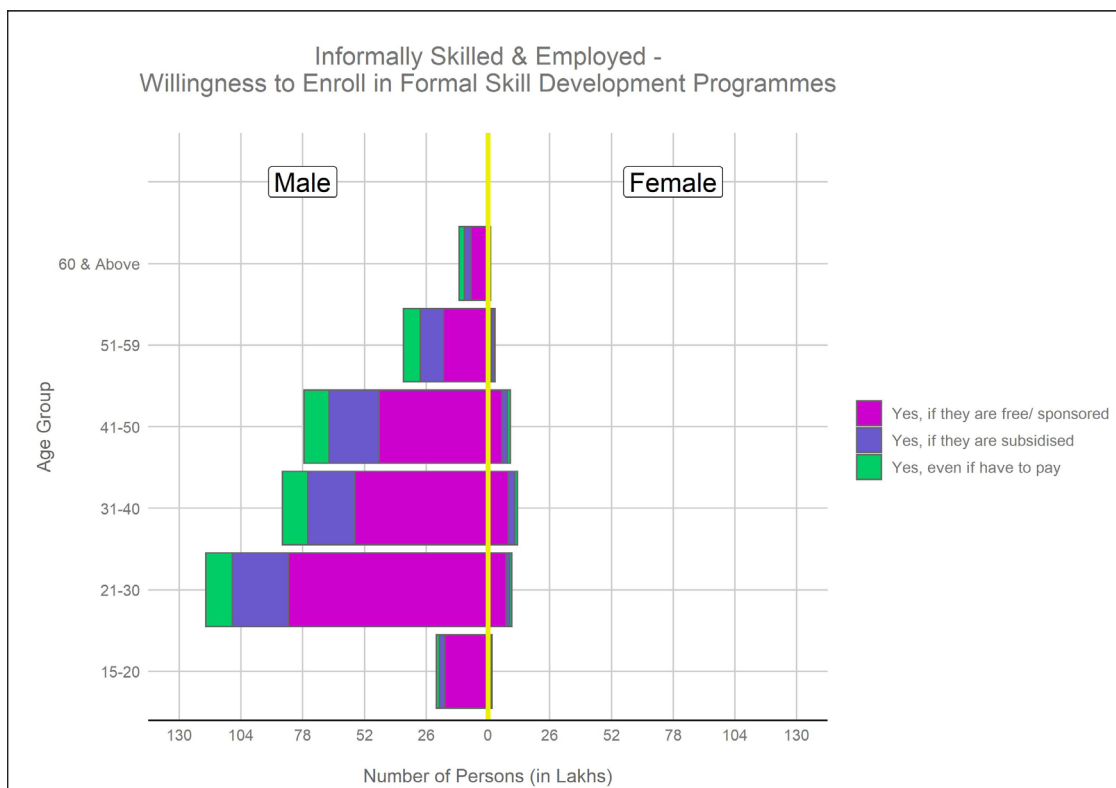


Figure 34



Looking at the type of training they would like to take up, there is a greater preference for short term training programs. Out of the 3.89 crore informally skilled and employed persons who would like to enroll in formal skill development program, an estimated 2.72 crore would prefer short term training. 1.47 crore (54% of this segment) belong to one of 5 states – West Bengal, Uttar Pradesh, Madhya Pradesh, Maharashtra and Rajasthan. 1.09 crore (40%) are 15-30 years of age. 1.72 crore (63%) have their highest educational qualification as 10th standard or below.

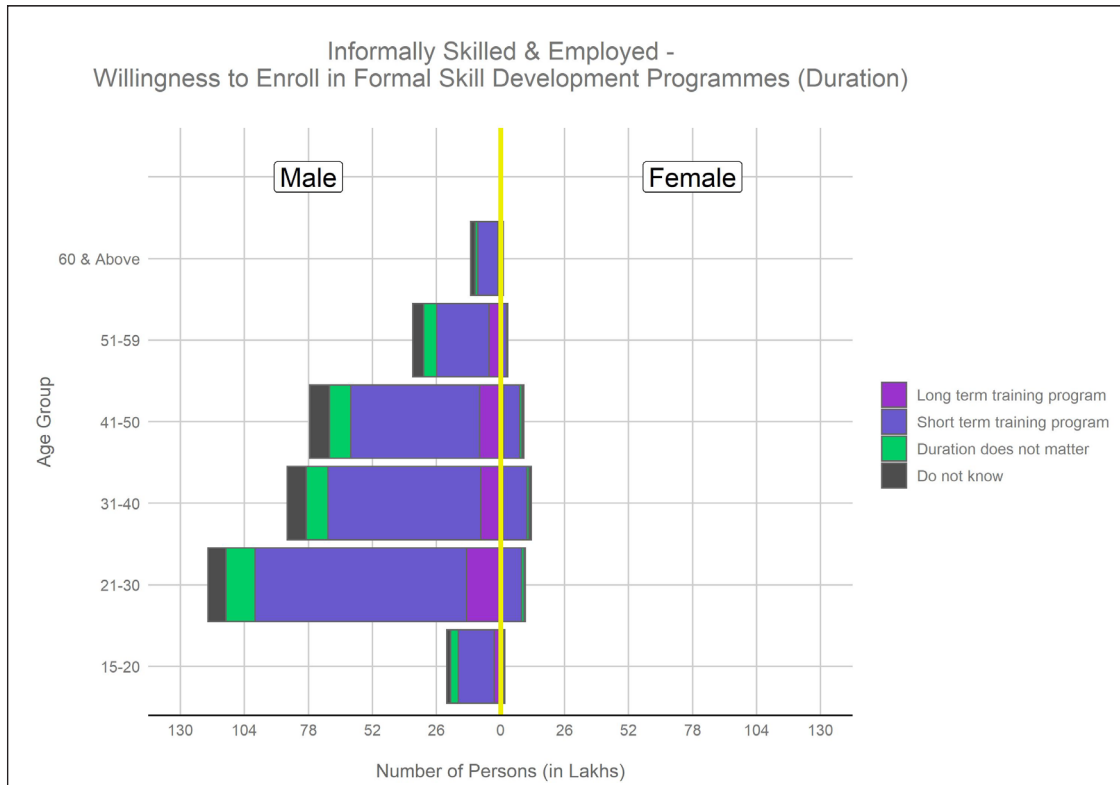


Figure 35



IV. Informally Skilled and Not Employed

About 53 lakh persons are estimated to have acquired skills through informal sources and are not employed (unemployed or not in labour force). Two-thirds are in one of five states – Gujarat, Uttar Pradesh, Telangana, Maharashtra and Tamil Nadu. About 60% of the informally skilled and not employed persons are 15-30 years of age. Number of females (34 lakhs) is about 1.8 times the number of males (18.6 lakhs). 55% have their highest educational qualification as 10th standard or below. Nearly one-third belong to households with a monthly income of less than or equal to Rs. 50,000.

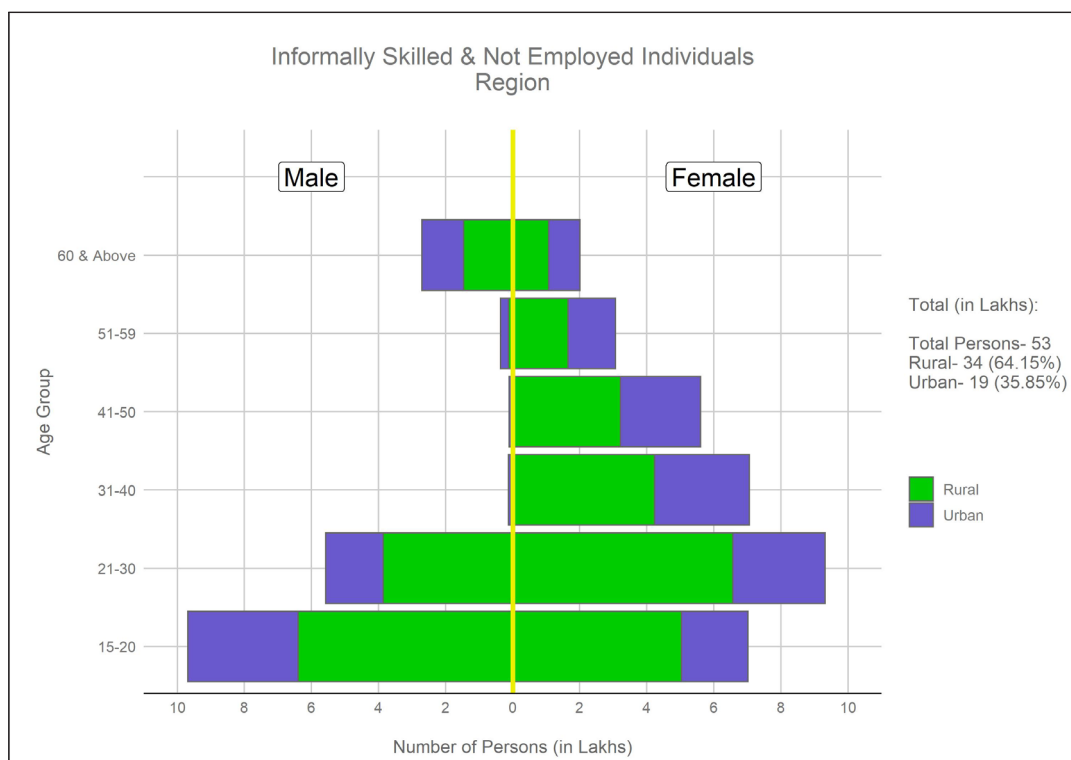


Figure 36

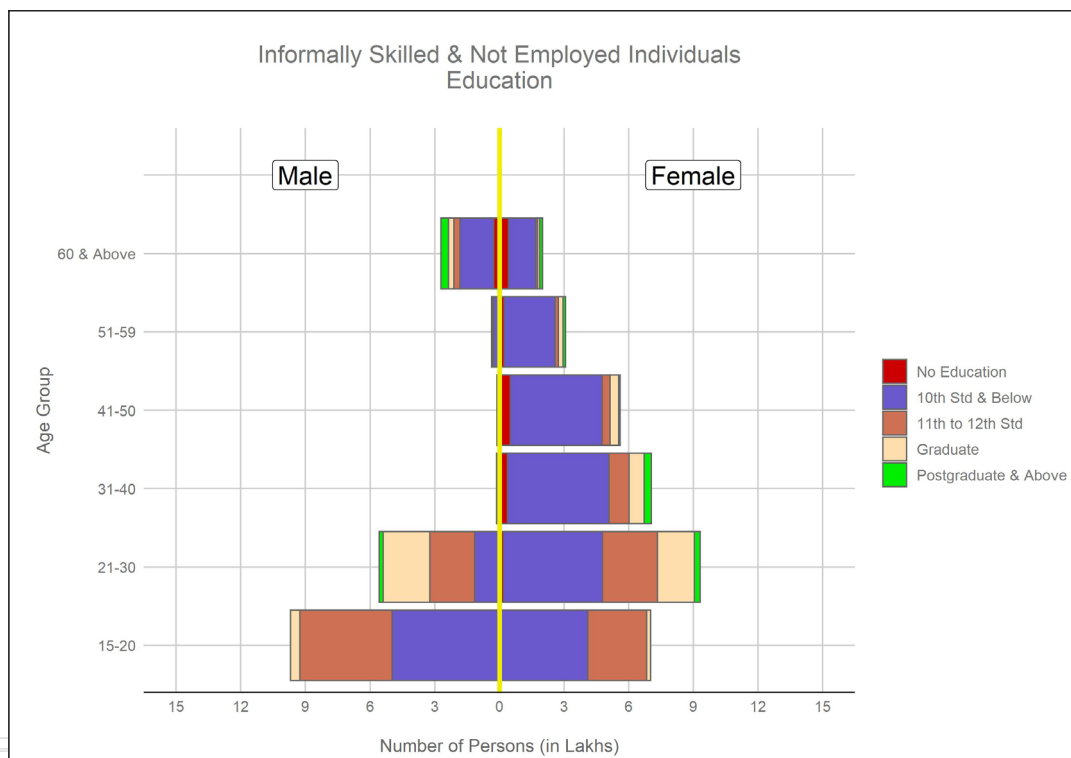


Figure 37



1. Source of skill acquisition

The most cited source of skill acquisition (22.2 lakh) is self-learning, followed by other sources (15.7 lakh), on the job learning (12.1 lakh) and hereditary (2.7 lakh).

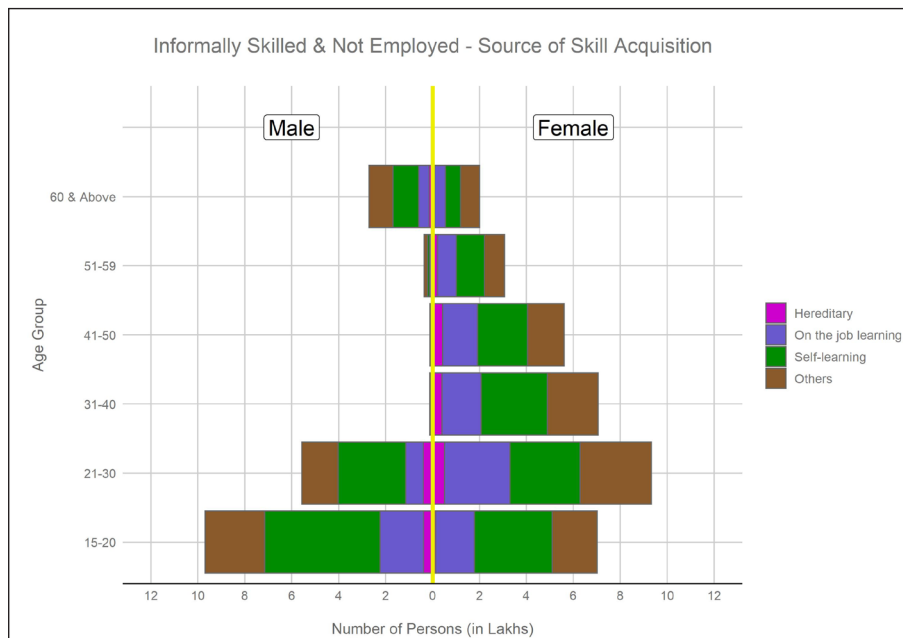


Figure 38

2. Awareness about formal skill development programs

29.4 lakh informally skilled and not employed persons are aware of formal Skill Development programs. 21.4 lakh (nearly three-quarters) are in one of five states – Gujarat, Uttar Pradesh, Telangana, Maharashtra and Rajasthan. 19.2 lakh (65%) are 15-30 years of age and 17.8 lakh (60%) are females. Half have highest educational attainment of 10th standard or below and 28% have studied up to 11th -12th standard.

23.3 lakh informally skilled and not employed persons are not aware of formal Skill Development programs. 15 lakh persons (65%) are in one of five states – Uttar Pradesh, Maharashtra, Tamil Nadu, Gujarat and Madhya Pradesh. 12.4 lakh (53%) are 15-30 years of age. There are 16.3 lakh females. 15.6 lakh persons have at most 10th standard education or no education at all. About a third belong to households with monthly income of up to Rs. 50,000.

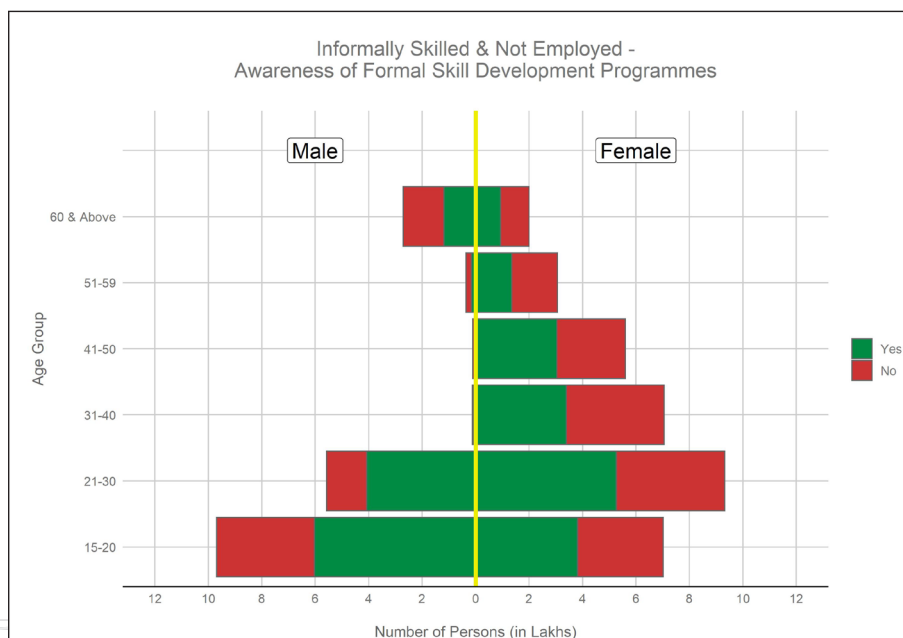


Figure 39



3. Willingness to enroll in formal skill development programs

About 24.4 lakh in formally skilled and not employed persons are willing to take up free/sponsored programs. 18.5 lakh persons are in one of five states – Uttar Pradesh, Gujarat, Telangana, Tamil Nadu and Rajasthan. 16.87 lakh persons are 15-30 years of age. There are 14.7 lakh females. More than half have a highest educational attainment of up to 10th standard.

4.95 lakh informally skilled and not employed persons are willing to take up formal programs if they are subsidized. 3.18 lakh persons are in one of five states – Maharashtra, Tamil Nadu, Gujarat, Uttar Pradesh and Punjab. 4.56 lakh informally skilled are willing to pay for formal programs, of which 80% (3.6 lakh) are in Gujarat, Maharashtra, Tamil Nadu, Haryana or Madhya Pradesh.

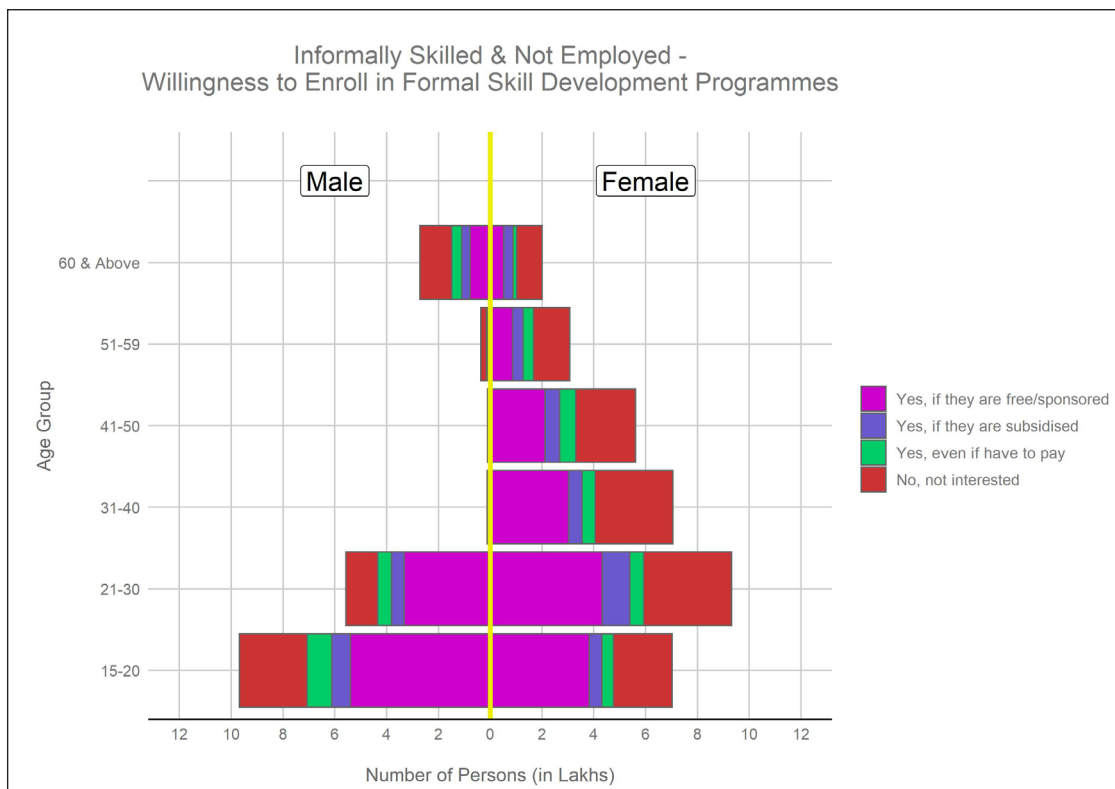


Figure 40



22.9 lakh informally skilled and not employed persons would like to enroll in short-term programs. 17 lakh persons are in Uttar Pradesh, Gujarat, Telangana, Tamil Nadu or Kerala. 15.8 lakh persons are 15-30 years of age and 13.7 lakh are females. 11.8 lakh persons have a highest educational attainment of up to 10th standard or no education.

An estimated 4.5 lakh informally skilled and not employed persons say that the duration of training does not matter to them. 3.35 lakh persons are from Maharashtra, Gujarat, Telangana, Haryana or Uttar Pradesh. 2.4 lakh persons are 15-30 years of age and there are 2.92 lakh females. 2.74 lakh persons have a highest educational attainment of up to 10th standard or have no education.

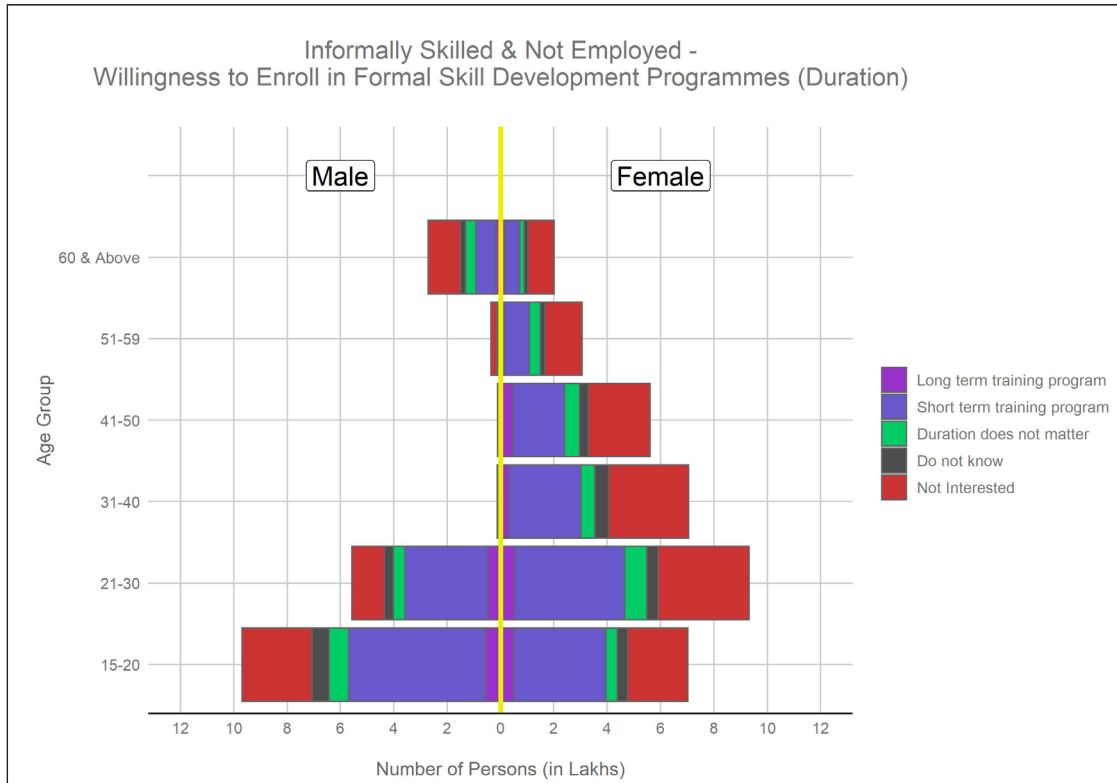


Figure 41



V. Not Skilled and Not Employed

56.73 crore individuals who are not employed (unemployed or not in labour force) state that they are neither formally nor informally skilled. More than half (30.49 crore) belong to one of six states – Uttar Pradesh, Maharashtra, Bihar, West Bengal, Madhya Pradesh or Rajasthan. 26.58 crore persons are 15-30 years of age. There are 41.13 crore females. 38.36 crore persons (two-thirds) have their highest educational qualification as 10th standard or below. 21.92 crore persons (nearly two-fifth) belong to households with a monthly income of less than or equal to Rs 50,000.

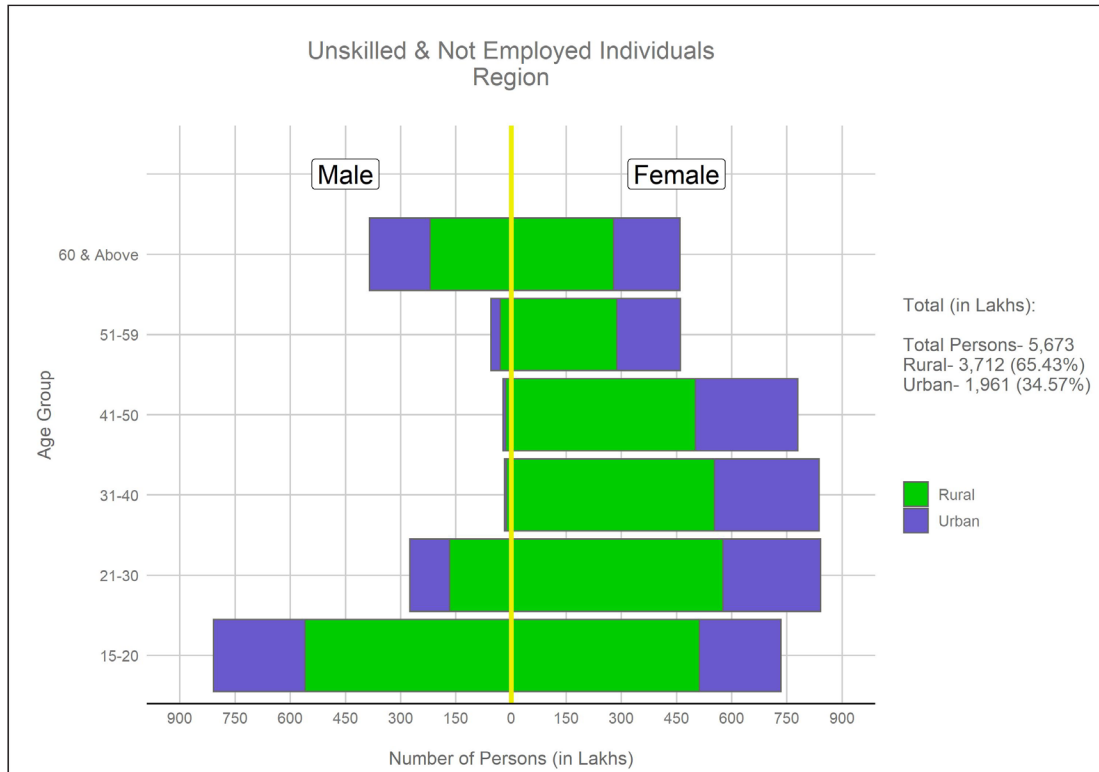


Figure 42

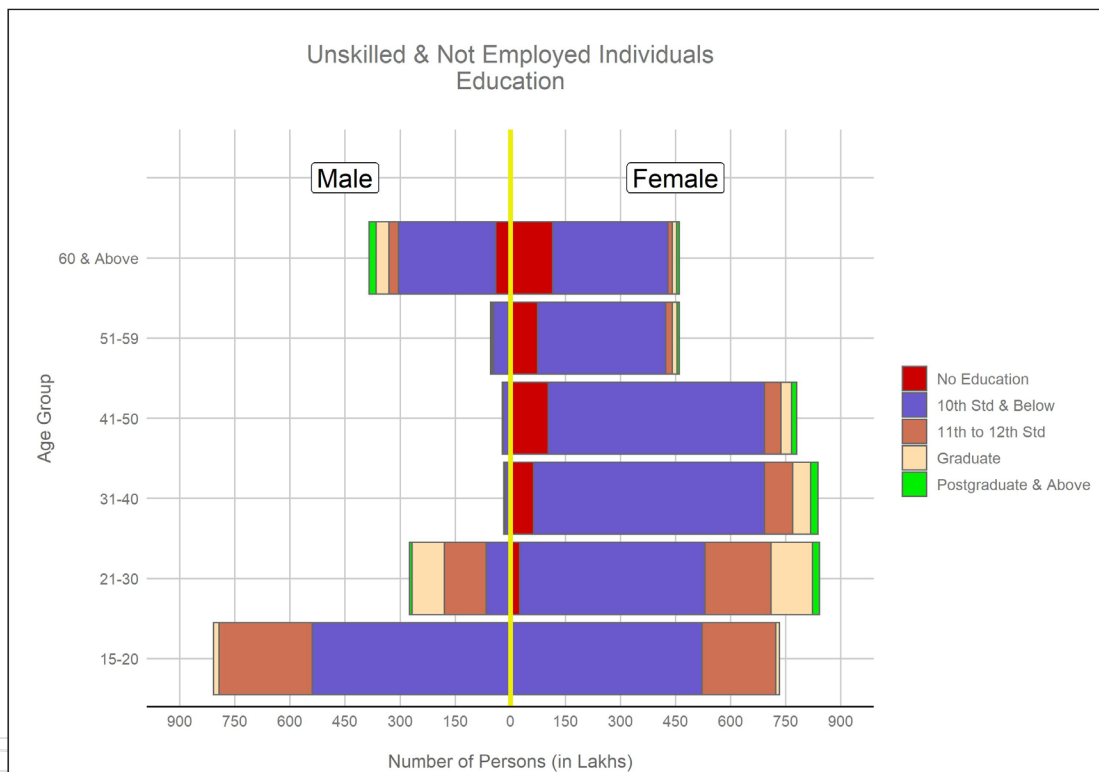


Figure 43



1. Awareness about formal skill development programs

6.7 crore persons do not possess any skill but are aware of formal skill development programs. More than half (3.47 crore) are in three states – Uttar Pradesh, West Bengal, Odisha – and 1.2 crore (17.8%) in Rajasthan and Punjab. 4.46 crore (66%) are 15-30 years of age and 4.42 crore (65%) are females.

50.03 crore have not acquired skills from formal or informal sources and are not aware of formal skill development programmes. 26.89 crore are in one of the six states – Uttar Pradesh, Maharashtra, Bihar, Madhya Pradesh, West Bengal and Tamil Nadu. About 22.1 crore (44%) are 15-30 years of age. There are more females in this category (36.7 crore). More than three-quarters (38.7 crore) have low levels of educational attainment (no education or up to 1st-10th standard).

2. Willingness to enroll in formal skill development programs

5.08 crore persons who are not skilled and not employed would like to enroll for formal Skill Development programs if they are free. 3.09 crore persons are in West Bengal, Uttar Pradesh, Rajasthan, Madhya Pradesh, or Maharashtra. 4.02 crore persons are 15-30 years of age. There are 3.17 crore females. 3.13 crore persons have a highest educational attainment of up to 10th standard or have no education.

1.38 crore persons who are not skilled and not employed would like to enroll in such programs if they are subsidized. 85.6 lakh persons are in Uttar Pradesh, Uttarakhand, Rajasthan, Punjab or Madhya Pradesh. 92.3 persons are 15-30 years of age and there are 83.4 lakh females. 87.2 lakh persons have a highest educational attainment of up to 10th standard or have no education.

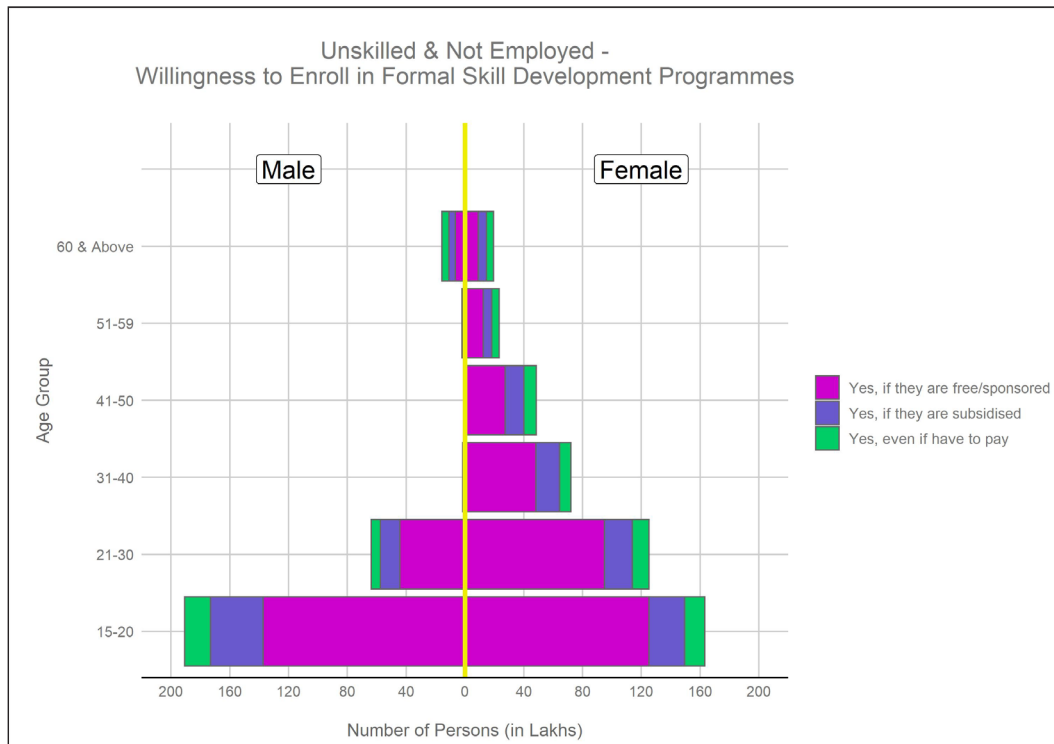


Figure 44

80.3 lakh persons who are not skilled and not employed would like to enroll in such programs even if they have to pay. 50.6 lakh persons are in Gujarat, Maharashtra, Madhya Pradesh, Haryana or Karnataka. 48.6 lakh persons are 15-30 years of age and there are 51 lakh females. 53.3 lakh persons have a highest educational attainment of up to 10th standard or no education, and 19.4 lakh of 11-12th standard.



Looking at the type of training that respondents would like to take up, 4.47 crore persons who are not skilled and not employed would like to take up short term formal vocational training programs. 2.7 crore persons are in West Bengal, Uttar Pradesh, Rajasthan, Uttarakhand or Maharashtra. 3.33 crore persons are 15-30 years of age and there are 2.87 crore females. 2.78 crore persons have a highest educational attainment of up to 10th standard or no education and 1.24 crore of 11-12th standard.

Nearly 1.06 crore persons who are not skilled and not employed say that the duration of training does not matter. 66.9 lakh persons are in one of five states – Gujarat, West Bengal, Uttar Pradesh, Assam and Karnataka. 80.7 lakh persons are 15-30 years of age and 62.2 lakh are females. 67.5 lakh persons have a highest educational attainment of up to 10th standard or have no education.

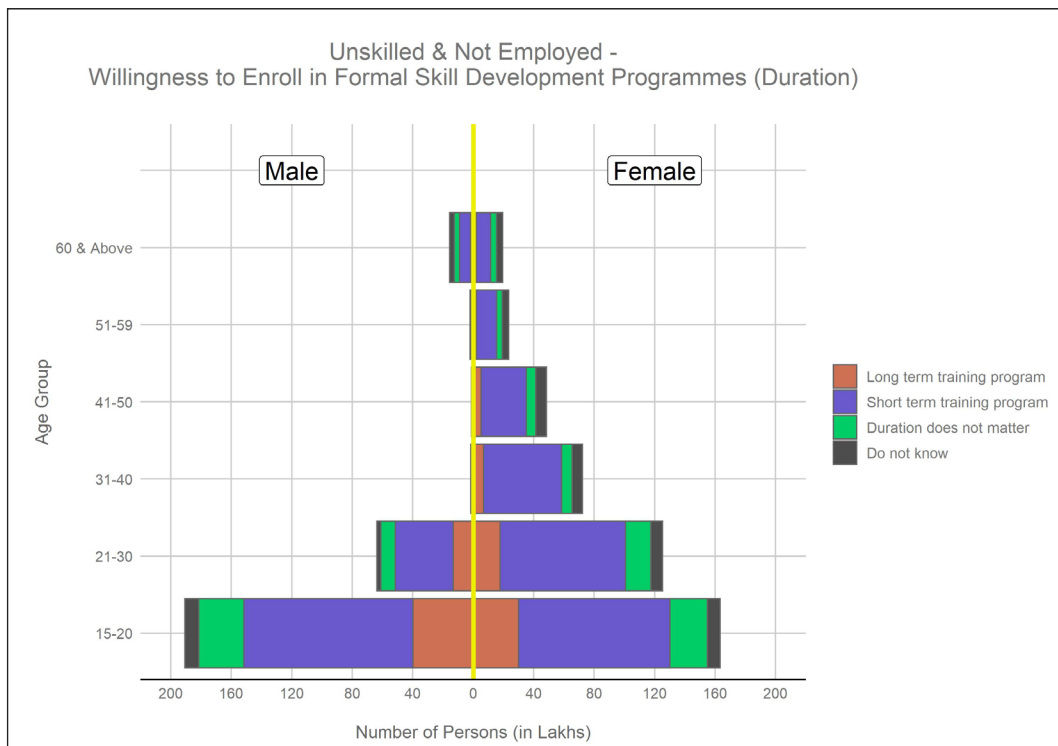


Figure 45



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

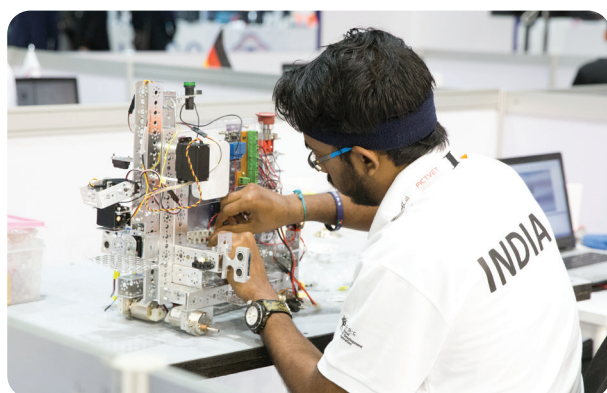
Country	Source	Defined Skilled / Unskilled	Definition	Indicator
Hong Kong	Hong Kong Council of Social Service	Unskilled Labour	20.2% of employed persons classified as 'unskilled labour' (2016), that is, workers in the elementary occupations as defined by the Census and Statistics Department. These include: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



Vietnam	International Labour Organization (ILO) and Institute of Labor Science and Social Affairs	Skilled Labour	Skilled workers are defined as those who currently hold leadership/management/administration, professional or technician/associate professional positions. In 2014, Vietnam has nearly 5.4 million skilled workers, including 585,000 leaders, managers and administrators (10.9% of the total skilled workforce), 3,165,000 professionals (58.7%) and 1,638,000 technicians and associate professionals (30.4%).	Occupation
Germany	Germany Trade and Invest	Unskilled Labour	Germany Trade and Invest, the economic development agency of the Federal Republic of Germany uses Federal Statistical Office data to classify its workforce by level of professional education. In 2015, German workforce was allocated to the following categories: Skilled Craftsmen, i.e., apprentices from dual education (52%), University Graduates (21%), Graduates from vocational colleges and technicians, master craftsman (10%) and Unskilled (18%).	Education and Vocational Training
Multiple	UNDP	Skilled Labour	UNDP measures skilled labour force as a percentage of the labour force aged 15 years and above with intermediate or advanced education, as classified by the International Standard Classification of Education (ISCE) (Class 10th and above). It defines labour force as a country's working-age population that engages actively in the labour market, either by working or looking for work.	Education
	India	NSSO	Skilled Labour	-
India	NSSO	Skilled Labour	Any marketable expertise, however acquired, irrespective of whether marketed or not, and whether the intention is to market it or not, is considered as skill. Thus, a person holding a certificate/ diploma on an appropriate subject will be considered to possess the specified skill along with persons who have acquired the said skill without any such certificate/ diploma or even without attending any institution. When a person has acquired skill in more than one trade, the skill in which he is more (most) proficient is considered as his skill.	-



Latin America	Brambilla et al. (2011)	Skilled Labour	According to a paper written by Brambilla et al. (2011), which was published in The World Bank Economic Review, skilled labour is defined as individuals who hold a high school diploma or more. Out of these, individuals who hold a high school diploma are semi-skilled, while those who hold more than a high school diploma (individuals with tertiary education, some college experience, college degree, and graduate degree) are highly-skilled.	Education
OECD Countries	OECD Social, Employment and Migration Working Paper	Highly Skilled Migrant Labour	Migrant population in OECD countries is categorized as 'highly skilled' based on education and occupation. It comprises of individuals who have completed post-secondary education (university-level) which includes those who have a vocational, technical or professional qualification of a shorter duration than a bachelor's degree as defined in the ISCE, or those who are in managerial, professional or associate professional occupations as defined in the International Standard Classification for Occupations (ISCO).	Education and Occupation
United States	The Social Studies Help Center	Skilled and Unskilled Labour	Skilled labor refers to workers who have received specialized training to do their jobs. They have developed and honed a special skill and may or may not need to be licensed or certified by the state. For example, carpenters, plumbers, electricians, engineers, accountants, police etc. Unskilled labor comprise of workers who have received no special training and have few specific skills. Examples are construction workers, painters, factory assembly line workers etc.	Occupation



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.

Gender	Age Group	Employed (in Lakhs)	Unemployed (in Lakhs)	Not In Labour Force (in Lakhs)
Female	15-20	9.8	18.29	731.32
	21-30	84.71	43.82	823.11
	31-40	150.68	10.18	839.3
	41-50	133.05	4	784.52
	51-59	64.34	0.64	464.39
	60 & Above	23.71	0.33	462.34
Male	15-20	138.48	57.33	772.15
	21-30	854.83	107.26	195.97
	31-40	892.63	4.88	13.58
	41-50	938.74	2.82	19.18
	51-59	524.91	1.57	53.35
	60 & Above	205.77	1.19	388.79

Table 1

Gender	Age Group	Rural (in Lakhs)	Urban (in Lakhs)	Not In Labour Force (in Lakhs)
Female	15-20	18.74	9.36	731.32
	21-30	80.8	47.73	823.11
	31-40	111.81	49.05	839.3
	41-50	95.23	41.82	784.52
	51-59	46.25	18.74	464.39
	60 & Above	18.36	5.69	462.34
Male	15-20	146.97	48.84	772.15
	21-30	657.01	305.08	195.97
	31-40	604.12	293.39	13.58
	41-50	618.97	322.59	19.18
	51-59	346.99	179.49	53.35
	60 & Above	160.45	46.51	388.79

Table 2

Gender	Age Group	Agriculture (in Lakhs)	Non-Agriculture (in Lakhs)	Unemployed/ Not In Labour Force (in Lakhs)
Female	15-20	2.52	7.28	749.62
	21-30	29.89	54.82	866.93
	31-40	70.95	79.73	849.48
	41-50	67.48	65.57	788.52
	51-59	36.67	27.67	465.03
	60 & Above	15.52	8.19	462.67
Male	15-20	26.99	111.49	829.48
	21-30	198.63	656.2	303.23
	31-40	268.54	624.09	18.46
	41-50	345.74	593.01	22
	51-59	225.43	299.48	54.92
	60 & Above	123.2	82.57	389.98

Table 3



Gender	Age Group	No Education (in Lakhs)	10th & Below (in Lakhs)	11th to 12th Std (in Lakhs)	Graduate (in Lakhs)	Post Graduate & Above (in Lakhs)
Female	15-20	4.66	531.44	211.54	11.78	0
	21-30	29.23	557.39	200.07	138.17	26.79
	31-40	80.72	741.38	90.13	60.56	27.37
	41-50	130.99	685.72	50.86	34.87	19.12
	51-59	88.43	398.4	19.25	15.75	7.54
	60 & Above	124.6	330.34	11.53	12.6	7.3
Male	15-20	3.15	660.14	286.33	18.35	0
	21-30	13.94	551.52	317.98	239.76	34.86
	31-40	30.7	610.29	126.72	98.03	45.34
	41-50	58.95	678.8	104.98	77.17	40.84
	51-59	45.26	420.75	47.24	42.83	23.74
	60 & Above	66.33	425.95	37.07	43.08	23.32

Table 4

Gender	Age Group	Rural (in Lakhs)	Urban (in Lakhs)
Female	15-20	6.6	3.2
	21-30	54.9	29.82
	31-40	105.77	44.91
	41-50	92.27	40.78
	51-59	45.97	18.37
	60 & Above	18.19	5.53
Male	15-20	105.87	32.61
	21-30	589.65	265.18
	31-40	601.29	291.33
	41-50	616.89	321.85
	51-59	345.87	179.04
	60 & Above	159.58	46.19

Table 5

Gender	Age Group	Monthly Income (Rs): 0 - 26,000 (persons in Lakhs)	Monthly Income (Rs): 26,000 - 42,250 (persons in Lakhs)	Monthly Income (Rs): 42,250 - 70,360 (persons in Lakhs)	Monthly Income (Rs): More than 70,360 (persons in Lakhs)	Not Employed
Female	15-20	7.35	1.89	0.47	0.08	749.62
	21-30	48.89	17.83	9.22	8.78	866.93
	31-40	97.36	29.82	13.02	10.48	849.48
	41-50	85.55	25.06	11.04	11.4	788.52
	51-59	41.73	12.25	4.91	5.45	465.03
	60 & Above	17.38	4.07	1.56	0.69	462.67
Male	15-20	79.73	46.96	10.38	1.41	829.48
	21-30	271.12	314.07	179.17	90.47	303.23
	31-40	175.48	299.78	256.17	161.2	18.46
	41-50	197.39	269.64	264.61	207.1	22
	51-59	131.59	139.2	134.21	119.91	54.92
	60 & Above	82.52	55.8	42.93	24.52	389.98

Table 6



Gender	Age Group	No Education (in Lakhs)	10th & Below (in Lakhs)	11th to 12th Std (in Lakhs)	Graduate (in Lakhs)	Post Graduate & Above (in Lakhs)
Female	15-20	0	2.89	6.44	0.38	0
	21-30	0.13	3.85	5.89	7.3	1.97
	31-40	0.07	7.35	1.93	2.47	1.78
	41-50	0.06	6.6	0.8	1.35	1.23
	51-59	0.04	3.42	0.16	0.53	0.34
	60 & Above	0	0.61	0.07	0.06	0.15
Male	15-20	0	4.96	8.46	0.5	0
	21-30	0.11	12.17	20.59	23.17	4.44
	31-40	0.12	13.28	5.91	10.38	6.4
	41-50	0.36	11.63	3.98	7.93	5.81
	51-59	0.14	6.46	1.77	3.98	2.83
	60 & Above	0.06	1.47	0.33	0.71	0.46

Table 7

Gender	Age Group	Rural (in Lakhs)	Urban (in Lakhs)
Female	15-20	6.3	3.4
	21-30	9.86	9.3
	31-40	7.84	5.76
	41-50	5.15	4.88
	51-59	2.23	2.27
	60 & Above	0.3	0.6
Male	15-20	8.81	5.11
	21-30	37	23.49
	31-40	19.58	16.52
	41-50	13.35	16.37
	51-59	6.58	8.6
	60 & Above	1.23	1.79

Table 8

Gender	Age Group	Employed (in Lakhs)	Unemployed (in Lakhs)	Not In Labour Force (in Lakhs)
Female	15-20	0.78	1.65	7.27
	21-30	7.04	4.42	7.7
	31-40	9.25	0.52	3.83
	41-50	7	0.01	3.02
	51-59	2.92	0	1.58
	60 & Above	0.12	0	0.78
Male	15-20	3.64	2.34	7.94
	21-30	44.27	9.27	6.96
	31-40	35.49	0.51	0.1
	41-50	29.56	0.06	0.11
	51-59	14.82	0	0.36
	60 & Above	1.46	0	1.57

Table 9



Gender	Age Group	Monthly Income (Rs): 0 - 26,000 (persons in Lakhs)	Monthly Income (Rs): 26,000 - 42,250 (persons in Lakhs)	Monthly Income (Rs): 42,250 - 70,360 (persons in Lakhs)	Monthly Income (Rs): More than 70,360 (persons in Lakhs)
Female	15-20	0.37	0.28	0.11	0.02
	21-30	1.97	2.44	1.55	1.07
	31-40	3.98	2.32	1.29	1.66
	41-50	3.35	1.44	0.81	1.41
	51-59	1.74	0.3	0.15	0.74
	60 & Above	0.04	0.03	0.03	0.02
Male	15-20	1.07	1.74	0.81	0.02
	21-30	5.96	11.51	16.58	10.21
	31-40	2.46	5.71	11.74	15.57
	41-50	1.21	4.16	7.58	16.6
	51-59	0.66	0.89	3.29	9.99
	60 & Above	0.25	0.27	0.45	0.49

Table 10

Gender	Age Group	Agriculture (in Lakhs)	Non-Agriculture (in Lakhs)
Female	15-20	0.06	0.71
	21-30	1.33	5.7
	31-40	3.87	5.38
	41-50	3.31	3.69
	51-59	1.67	1.26
	60 & Above	0.03	0.09
Male	15-20	0.28	3.35
	21-30	3.73	40.54
	31-40	3.28	32.21
	41-50	3.36	26.19
	51-59	1.27	13.55
	60 & Above	0.52	0.93

Table 11

Gender	Age Group	Rural (in Lakhs)	Urban (in Lakhs)
Female	15-20	0.48	0.3
	21-30	3.58	3.45
	31-40	6.02	3.23
	41-50	4.42	2.58
	51-59	1.97	0.95
	60 & Above		0.12
Male	15-20	2.28	1.35
	21-30	27.03	17.24
	31-40	19.22	16.27
	41-50	13.29	16.26
	51-59	6.41	8.41
	60 & Above	0.71	0.75

Table 12



Gender	Age Group	Long-Term Training (in Lakhs)	Short-Term Training (in Lakhs)
Female	15-20	1.77	7.94
	21-30	5.81	13.34
	31-40	4	9.6
	41-50	3.61	6.43
	51-59	1.22	3.29
	60 & Above	0.25	0.65
Male	15-20	4.38	9.53
	21-30	19.83	40.66
	31-40	10.49	25.61
	41-50	8.81	20.91
	51-59	4.54	10.64
	60 & Above	1.52	1.51

Table 13

Gender	Age Group	Free Training (in Lakhs)	Paid Training (in Lakhs)
Female	15-20	5.13	4.58
	21-30	8.45	10.71
	31-40	7	6.61
	41-50	5.65	4.39
	51-59	2.41	2.09
	60 & Above	0.29	0.6
Male	15-20	6.32	7.6
	21-30	25.82	34.67
	31-40	13.93	22.17
	41-50	11.77	17.95
	51-59	6.76	8.43
	60 & Above	1.3	1.73

Table 14

Gender	Age Group	No Education (in Lakhs)	10th Std & Below (in Lakhs)	11th to 12th Std (in Lakhs)	Graduate (in Lakhs)	Post Graduate & Above (in Lakhs)
Female	15-20	0	2.29	5.48	0.17	0
	21-30	0.09	3.07	4.53	4.63	1.02
	31-40	0.07	5.68	1.2	1.71	0.94
	41-50	0.03	4.24	0.59	0.87	0.7
	51-59	0.04	2.61	0.1	0.37	0.16
	60 & Above	0	0.55	0.04	0.03	0.03
Male	15-20	0	3.25	5.96	0.33	0
	21-30	0.1	8.63	13.84	15.7	2.4
	31-40	0.09	10.81	4.61	6.73	3.37
	41-50	0.27	9.23	3.03	5.29	3.1
	51-59	0.08	5.07	1.34	2.58	1.57
	60 & Above	0.03	0.87	0.15	0.26	0.2

Table 15



Gender	Age Group	Rural (in Lakhs)	Urban (in Lakhs)
Female	15-20	5.36	2.58
	21-30	6.84	6.5
	31-40	5.9	3.7
	41-50	3.31	3.12
	51-59	1.65	1.63
	60 & Above	0.24	0.4
Male	15-20	5.86	3.68
	21-30	24.58	16.08
	31-40	14.04	11.57
	41-50	9	11.91
	51-59	4.39	6.25
	60 & Above	0.5	1.01

Table 16

Gender	Age Group	Employed (in Lakhs)	Unemployed (in Lakhs)	Not In Labour Force (in Lakhs)
Female	15-20	0.57	1.48	5.89
	21-30	4.99	3.28	5.07
	31-40	6.38	0.47	2.76
	41-50	4.4	0.01	2.01
	51-59	2.08	0	1.21
	60 & Above	0.11	0	0.54
Male	15-20	2.42	1.57	5.55
	21-30	30.53	5.86	4.28
	31-40	25.18	0.37	0.05
	41-50	20.81	0.04	0.05
	51-59	10.39	0	0.25
	60 & Above	0.92	0	0.59

Table 17

Gender	Age Group	Rural (in Lakhs)	Urban (in Lakhs)
Female	15-20	0.37	0.2
	21-30	2.47	2.52
	31-40	4.21	2.16
	41-50	2.76	1.63
	51-59	1.42	0.66
	60 & Above	0	0.11
Male	15-20	1.37	1.05
	21-30	18.49	12.04
	31-40	13.73	11.45
	41-50	9	11.81
	51-59	4.21	6.18
	60 & Above	0.36	0.55

Table 18



Gender	Age Group	Agriculture (in Lakhs)	Non-Agriculture (in Lakhs)
Female	15-20		0.57
	21-30	1.13	3.87
	31-40	3.01	3.37
	41-50	1.81	2.59
	51-59	1.3	0.78
	60 & Above	0.03	0.08
Male	15-20	0.05	2.36
	21-30	2.56	27.97
	31-40	2.56	22.62
	41-50	2.8	18.01
	51-59	0.85	9.54
	60 & Above	0.22	0.69

Table 19

Gender	Age Group	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	0.17	0.1	0.18	0.1	0.02
	21-30	0.42	0.51	2.86	1.07	0.13
	31-40	0.34	0.43	3.9	1.32	0.39
	41-50	0.15	0.46	2.53	0.95	0.29
	51-59	0.03	0.27	1.31	0.25	0.23
	60 & Above	0.01	0	0.07	0.02	0
Male	15-20	0.21	0.15	1.84	0.22	0
	21-30	1.13	1.12	13.69	13.03	1.57
	31-40	0.98	0.24	8.03	12.01	3.93
	41-50	0.39	0.05	4.92	9.38	6.07
	51-59	0.1	0.07	1.58	4.56	4.08
	60 & Above	0.03	0.05	0.39	0.22	0.23

Table 20

Vocational Training Helped	Persons (in Lakhs)
To get my present/previous job	73.26
To establish my enterprise	15.59
In upward mobility(promotion) in my job/line of work(income/leadership)	7.82

Table 21

Vocational Training Did Not Help	Persons (in Lakhs)
Changed the line of work/trade, due to lack of interest	15.76
Changed trade, due to inability to get a job in the trade in which member was trained	11.01
Quality of training/training centre was not good	7.43
Training was irrelevant	4.47

Table 22

Vocational Training Helped	Persons (in Lakhs)
To get my previous job	4.48
To establish my enterprise	0.78
In upward mobility(promotion) in my job/line of work(income/leadership)	0.59

Table 23



Vocational Training Did Not Help	Persons (in Lakhs)
Changed the line of work/trade, due to lack of interest	0.87
Quality of training/training centre was not good	0.61
Changed trade, due to inability to get a job in the trade in which member was trained	0.34
Training was irrelevant	0.27

Table 24

Got Present Job	Persons (in Lakhs)
Through friends and family	56.33
Through professional network	43.64
Through formal channels	30.91
Through the training partner	24
Don't Know/remember	1.47

Table 25

Got Previous Job	Persons (in Lakhs)
Through friends and family	2.62
Through the training partner	2.53
Through professional network	1.8
Through formal channels	1.44
Don't Know/remember	0.75

Table 26

Reasons For Not Taking Up Work	Persons (in Lakhs)
Did not get a job	34.92
Not interested to work	8.53
Could not pursue for personal reasons	7.43

Table 27

Gender	Age Group	Rural (in Lakhs)	Urban (in Lakhs)	Other Persons (in Lakhs)
Female	15-20	6.07	2.89	750.45
	21-30	50.8	25.42	875.43
	31-40	99.68	41.31	859.18
	41-50	87.85	38	795.72
	51-59	44	17.37	468
	60 & Above	18.19	5.37	462.83
Male	15-20	103.59	31.15	833.22
	21-30	559.24	241.29	357.53
	31-40	581.08	271.48	58.53
	41-50	603.18	302.87	54.69
	51-59	339.29	169.2	71.34
	60 & Above	158.87	45.22	391.66

Table 28



Gender	Age Group	Agriculture (in Lakhs)	Non-Agriculture (in Lakhs)	Other Persons (in Lakhs)
Female	15-20	2.46	6.51	750.45
	21-30	28.56	47.65	875.43
	31-40	67.08	73.91	859.18
	41-50	64.17	61.68	795.72
	51-59	35.01	26.36	468
	60 & Above	15.5	8.05	462.83
Male	15-20	26.7	108.04	833.22
	21-30	194.72	605.81	357.53
	31-40	265.22	587.34	58.53
	41-50	342.3	563.76	54.69
	51-59	224.15	284.34	71.34
	60 & Above	122.67	81.42	391.66

Table 29

Gender	Age Group	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	0.08	7.01	1.71	0.16		750.45
	21-30	3.58	44.36	11.49	12.26	4.52	875.43
	31-40	16.51	101.1	10.68	6.98	5.7	859.18
	41-50	26.88	85.99	5.25	3.82	3.92	795.72
	51-59	14.24	42.87	1.37	1.56	1.32	468
	60 & Above	8.91	14.18	0.27	0.09	0.1	462.83
Male	15-20	1.77	112.33	19.55	1.09		833.22
	21-30	12.56	473.46	181.16	113.67	19.69	357.53
	31-40	29.06	586.03	118.57	83.12	35.77	58.53
	41-50	55.14	651.81	99.18	66.71	33.22	54.69
	51-59	39.6	374.3	41.57	34.64	18.38	71.34
	60 & Above	26.19	158.19	10.5	6.6	2.62	391.66

Table 30

Gender	Age Group	Monthly Income (Rs): upto 10,000 (in Lakhs)	Monthly Income (Rs): 10,000 - 20,000 (in Lakhs)	Monthly Income (Rs): 20,000 - 50,000 (in Lakhs)	Monthly Income (Rs): 50,000 - 1,00,000 (in Lakhs)	Monthly Income (Rs): Above 1,00,000 (in Lakhs)	Other Persons (in Lakhs)
Female	15-20	2.02	3.54	3.14	0.23	0.03	750.45
	21-30	14.43	23.04	28.03	7.7	3.01	875.43
	31-40	25.38	49.1	52.21	10.41	3.88	859.18
	41-50	24.11	41.91	45.12	9.11	5.61	795.72
	51-59	12.08	20.1	22.03	4.47	2.69	468
	60 & Above	5.97	8.54	7.65	1.07	0.33	462.83
Male	15-20	10.7	39.47	79.57	4.73	0.27	833.22
	21-30	62.87	93.51	483.33	134.92	25.91	357.53
	31-40	54.15	42.44	469.85	228.52	57.59	58.53
	41-50	62.41	55.18	446.01	256.95	85.49	54.69
	51-59	37.27	41.72	242.78	130.51	56.22	71.34
	60 & Above	19.93	34.38	101.17	36.79	11.83	391.66

Table 31



Gender	Age Group	Experience: 0-1 yr (persons in Lakhs)	Experience: More than 1 & Less than 2yrs(persons in Lakhs)	Experience: More than 10yrs(persons in Lakhs)	Experience: More than 2 & Less than 5 yrs (persons in Lakhs)	Experience: More than 2 & Less than 10 yrs (persons in Lakhs)	Other Persons (persons in Lakhs)
Female	15-20	2.4	3.88	0.33	2.13	0.23	750.45
	21-30	5.11	11.5	10.18	26.19	23.25	875.43
	31-40	2.8	4.63	84.85	15.64	33.08	859.18
	41-50	1.18	2.09	103.22	6.18	13.19	795.72
	51-59	0.43	0.98	54.42	1.97	3.57	468
	60 & Above	0.08	0.04	21.85	0.62	0.96	462.83
Male	15-20	34	61.62	6.52	28.87	3.73	833.22
	21-30	30.78	111.88	125.44	293.42	239.02	357.53
	31-40	5.39	12.88	660.2	37.8	136.28	58.53
	41-50	5.06	9.81	837.52	14.75	38.91	54.69
	51-59	2.65	5.46	480.7	6.25	13.43	71.34
	60 & Above	1.25	1.88	194.06	3.13	3.77	391.66

Table 32

Gender	Age Group	Hereditary (in Lakhs)	On the job learning (in Lakhs)	Self-learning (in Lakhs)	Others (in Lakhs)	Other Persons (in Lakhs)
Female	15-20	0.94	3.39	3.02	1.61	750.45
	21-30	7.98	26	26.2	16.03	875.43
	31-40	18.17	44.34	53.53	24.95	859.18
	41-50	17.88	37.17	47.2	23.61	795.72
	51-59	9.82	17.63	24	9.92	468
	60 & Above	4.37	6.13	8.82	4.24	462.83
Male	15-20	19.76	33.7	54.58	26.7	833.22
	21-30	134.77	188.24	324.45	153.08	357.53
	31-40	171.93	163.19	355.26	162.18	58.53
	41-50	209.54	163.85	371.9	160.75	54.69
	51-59	127.18	87.4	199.66	94.25	71.34
	60 & Above	69.51	28.03	76.45	30.1	391.66

Table 33

Gender	Age Group	Willingness to enroll in formal training: Yes, even if have to pay (in Lakhs)	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	0.15	1.27	0.24
	21-30	0.88	7.54	1.61
	31-40	1.18	8.41	2.86
	41-50	1.33	5.73	2.4
	51-59	0.47	1.41	1.11
	60 & Above	0.22	0.73	0.13
Male	15-20	1.29	18.11	2.34
	21-30	11.06	84.02	23.65
	31-40	10.64	56.05	19.84
	41-50	10.67	45.87	20.96
	51-59	7.19	18.74	9.7
	60 & Above	2.13	7.09	2.89

Table 34



Gender	Age Group	Willingness to enroll in formal training: Long term training program	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	0.25	1.13	0.26	0.02
	21-30	0.84	7.66	1.04	0.48
	31-40	1.11	9.54	0.91	0.9
	41-50	1.24	6.52	0.98	0.71
	51-59	0.42	2.09	0.33	0.16
	60 & Above	0.19	0.65	0.09	0.14
Male	15-20	2.46	14.6	3.21	1.46
	21-30	13.8	85.88	11.86	7.19
	31-40	7.93	62.13	8.85	7.62
	41-50	8.49	52.32	8.65	8.04
	51-59	4.7	21.18	5.33	4.42
	60 & Above	0.98	8.24	1.1	1.79

Table 35

Gender	Age Group	Rural (in Lakhs)	Urban (in Lakhs)
Female	15-20	5.04	1.98
	21-30	6.57	2.76
	31-40	4.24	2.82
	41-50	3.21	2.39
	51-59	1.65	1.41
	60 & Above	1.08	0.93
Male	15-20	6.39	3.29
	21-30	3.86	1.71
	31-40	0.05	0.07
	41-50	0.03	0.08
	51-59	0.12	0.23
	60 & Above	1.46	1.25

Table 36

Gender	Age Group	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	4.1	2.73	0.19	0
	21-30	0.18	4.61	2.54	1.72	0.27
	31-40	0.37	4.71	0.94	0.71	0.33
	41-50	0.51	4.25	0.38	0.39	0.08
	51-59	0.22	2.36	0.15	0.22	0.11
	60 & Above	0.42	1.26	0.09	0.09	0.14
Male	15-20	0	4.97	4.29	0.42	0
	21-30	0	1.14	2.08	2.17	0.17
	31-40	0	0.08	0.01	0.03	0.01
	41-50	0	0.09	0	0.02	0
	51-59	0.03	0.24	0.02	0.04	0.02
	60 & Above	0.25	1.57	0.29	0.25	0.34

Table 37



Gender	Age Group	Hereditary (in Lakhs)	On the job learning (in Lakhs)	Self-learning (in Lakhs)	Others (in Lakhs)
Female	15-20	0.14	1.64	3.32	1.91
	21-30	0.51	2.79	2.99	3.04
	31-40	0.41	1.67	2.82	2.16
	41-50	0.43	1.49	2.13	1.56
	51-59	0.21	0.8	1.21	0.85
	60 & Above	0.09	0.46	0.64	0.82
Male	15-20	0.38	1.85	4.92	2.54
	21-30	0.4	0.75	2.88	1.55
	31-40	0	0.04	0.05	0.03
	41-50	0	0.04	0.02	0.04
	51-59	0	0.12	0.09	0.15
	60 & Above	0.15	0.44	1.09	1.02

Table 38

Gender	Age Group	Awareness of formal training: Yes (in Lakhs)	Awareness of formal training: No (in Lakhs)
Female	15-20	3.82	3.2
	21-30	5.26	4.06
	31-40	3.39	3.67
	41-50	3.04	2.56
	51-59	1.35	1.72
	60 & Above	0.93	1.07
Male	15-20	6.03	3.66
	21-30	4.08	1.5
	31-40	0.07	0.05
	41-50	0.04	0.06
	51-59	0.16	0.2
	60 & Above	1.18	1.52

Table 39

Gender	Age Group	Willingness to enroll in formal training: Yes, even if have to pay (in Lakhs)	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	0.45	3.82	0.49
	21-30	0.53	4.32	1.07
	31-40	0.51	3.03	0.52
	41-50	0.61	2.12	0.56
	51-59	0.4	0.86	0.42
	60 & Above	0.14	0.52	0.36
Male	15-20	0.95	5.4	0.71
	21-30	0.54	3.32	0.49
	31-40		0.07	0.02
	41-50		0.05	
	51-59	0.03	0.11	0.02
	60 & Above	0.39	0.79	0.31

Table 40



Gender	Age Group	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	0.5	3.45	0.43	0.39
	21-30	0.54	4.11	0.83	0.44
	31-40	0.31	2.7	0.52	0.52
	41-50	0.45	1.95	0.56	0.34
	51-59	0.13	0.95	0.41	0.18
	60 & Above	0.16	0.55	0.17	0.14
Male	15-20	0.58	5.12	0.73	0.65
	21-30	0.47	3.1	0.43	0.34
	31-40	0	0.07	0.02	0
	41-50	0	0.05	0	0
	51-59	0.01	0.11	0	0.04
	60 & Above	0.18	0.74	0.39	0.18

Table 41

Gender	Age Group	Rural (in Lakhs)	Urban (in Lakhs)
Female	15-20	512.2	221.14
	21-30	575.93	265.88
	31-40	553.07	284.54
	41-50	500.9	278.84
	51-59	287.22	173.13
	60 & Above	278.87	180.88
Male	15-20	560.62	247.74
	21-30	166.9	107.61
	31-40	12.11	5.54
	41-50	14.91	6.81
	51-59	29.41	24.71
	60 & Above	219.79	164.49

Table 42

Gender	Age Group	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	4.57	517.43	200.6	10.74	0
	21-30	25.33	504.57	179.83	113.26	18.81
	31-40	63.77	628.22	76.58	49.94	19.1
	41-50	103.54	588.88	44.44	29.23	13.65
	51-59	73.92	349.74	17.57	13.41	5.72
	60 & Above	115.26	314.3	11.1	12.35	6.75
Male	15-20	1.37	537.89	253.8	15.3	0
	21-30	1.26	64.74	114.03	87.06	7.41
	31-40	1.52	10.91	2.11	2.35	0.77
	41-50	3.45	15.27	1.76	0.94	0.28
	51-59	5.5	39.76	3.88	3.39	1.6
	60 & Above	39.82	264.73	25.95	34.63	19.15

Table 43



Gender	Age Group	Willingness to enroll in formal training: Yes, even if have to pay (in Lakhs)	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	13.53	125.2	24.42
	21-30	11.32	94.93	18.9
	31-40	7.85	48.24	16.06
	41-50	8.31	27.27	12.84
	51-59	5.17	12.46	5.7
	60 & Above	4.82	9.15	5.47
Male	15-20	17.38	137.42	35.87
	21-30	6.33	44.29	13.14
	31-40	0.18	0.97	0.3
	41-50	0.11	0.72	0.17
	51-59	0.52	1.1	0.4
	60 & Above	4.75	6.57	4.3

Table 44

Gender	Age Group	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	29.92	100.24	24.6	8.4
	21-30	17.81	82.9	16.73	7.72
	31-40	6.84	51.5	7.06	6.75
	41-50	5.12	30.07	6.19	7.03
	51-59	2.29	13.11	3.76	4.18
	60 & Above	2.28	9.32	3.86	3.98
Male	15-20	39.91	111.7	29.85	9.21
	21-30	13.29	38.15	9.56	2.76
	31-40	0.16	0.88	0.16	0.25
	41-50	0.08	0.52	0.28	0.12
	51-59	0.2	1.21	0.34	0.28
	60 & Above	1.9	7.23	3.37	3.12

Table 45









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