

ESTIMATING THE SKILL STOCK IN PUNJAB

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





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A. Introduction

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

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

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

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

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

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

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



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

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

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

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

Within each HR, two strata were formed – a rural stratum comprising all villages and an urban stratum comprising all towns. Towns within 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. Executive Summary

Punjab's population (aged 15 years and above) is 239.18 lakh, of which 103.16 lakh (43%) 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 6% compared to, 74% for males. Unemployment rate in the state is 8.5%.

64% of the state's labour force is in rural areas. 64% of all employed persons are working in rural areas and 66% in non-agriculture occupations. Among employed persons, 31% earn Rs. 20,000 or lower and 24% earn between Rs. 20,001-50,000.

1.5693 lakh persons (1% of population aged 15 years and above) have received or are undergoing formal vocational training, of whom 1.06 lakh are 15-30 years of age. Females constitute 52.62% (0.8258 lakh) of the formally trained segment. 72% of this segment took up short-term training courses and 62%, paid training. 75% (1.174 lakh) persons are in the labour force - of whom, 0.696 lakh (59%) are employed. Among the employed, formally trained persons, 99% are working in non-agriculture occupations. 14.37% earn Rs. 20000 or lower and 37.83% earn between Rs. 20,001-50,000.

94.1 lakh persons (39% of the state's population aged 15 years and above) have informally acquired skills. As source of skill acquisition, 29% reported Hereditary, 23% On the job learning, 41% Self-learning and 7% other sources. Among the employed, informally skilled persons, 65% (60.71 lakh) are working in non-agriculture occupations. 31% earn Rs. 20,000 or lower and 24% earn between Rs. 20,001-50,000. 74% have work experience of more than 10 years.

38.77 lakh informally skilled persons are aware of formal skill development programs. 12.96 lakh are willing to enroll for formal programs, of whom 1.36 lakh would like to enroll if the training is free/sponsored, 10.76 lakh if it is subsidized and 0.85 lakh even if they have to pay. 2.585 lakh are willing to enroll in short-term programs and 0.428 lakh in long-term. There are 1.303 lakh persons who are willing to enroll in formal programs and the duration of training does not matter for them.

142.65 lakh persons (59.64% of population aged 15 years and above) in the state do not possess any skill and are not employed (unemployed or not in labour force). Females constitute 72.82% (103.88 lakh) of this segment. 60% reside in rural areas. Within this segment, 49.707 lakh are aware of formal skill development programs of whom, 22.001 lakh (44%) are 15-30 years of age and 35.672 lakh (72%) are females. Among those who are willing to enroll in formal training, 63% reported- Yes, if they are subsidised and 50% reported preferred training duration - Do not know.



D. Insights from the household survey

I. Overview of Punjab's Labour market

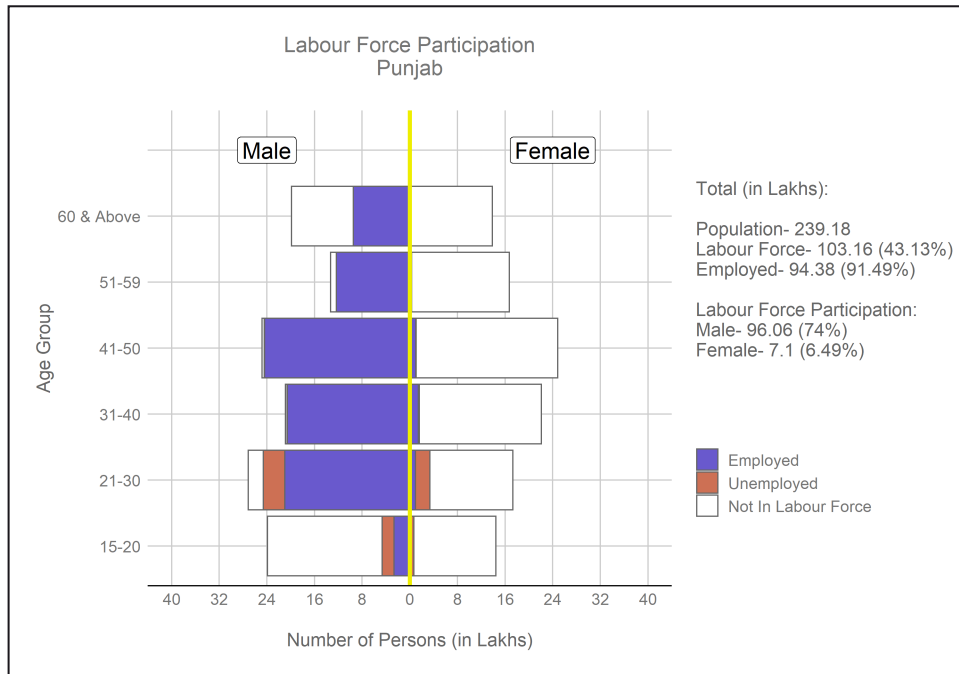


Figure 1

Population of persons aged 15 years and above in Punjab is 239.18 lakhs. There are 103.16 lakhs persons in the labour force (persons who are either working or willing to work and actively looking for work). 8.5% of the state's labour force is unemployed. 97% of the unemployed are in the age-group of 15-30 years. (5.9% of India's labour force is unemployed; 90% of the unemployed are in the age-group of 15-30 years)

Female labour force participation rate in the state is 6% (All-India Female labour force participation rate is 11.7%).

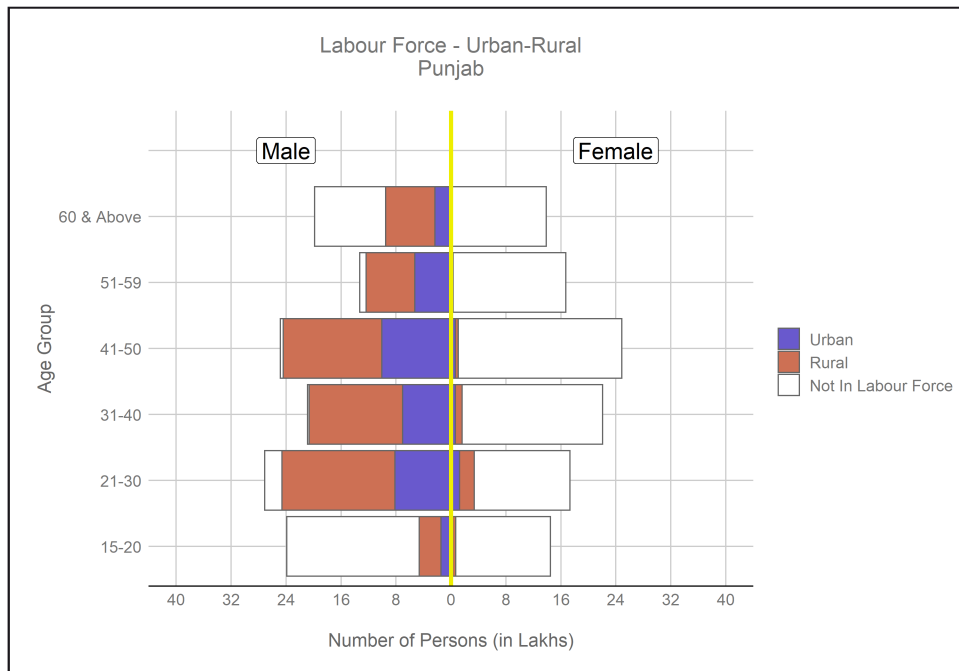


Figure 2

64% of the labour force in the state resides in rural areas (68% of India's labour force resides in rural areas).



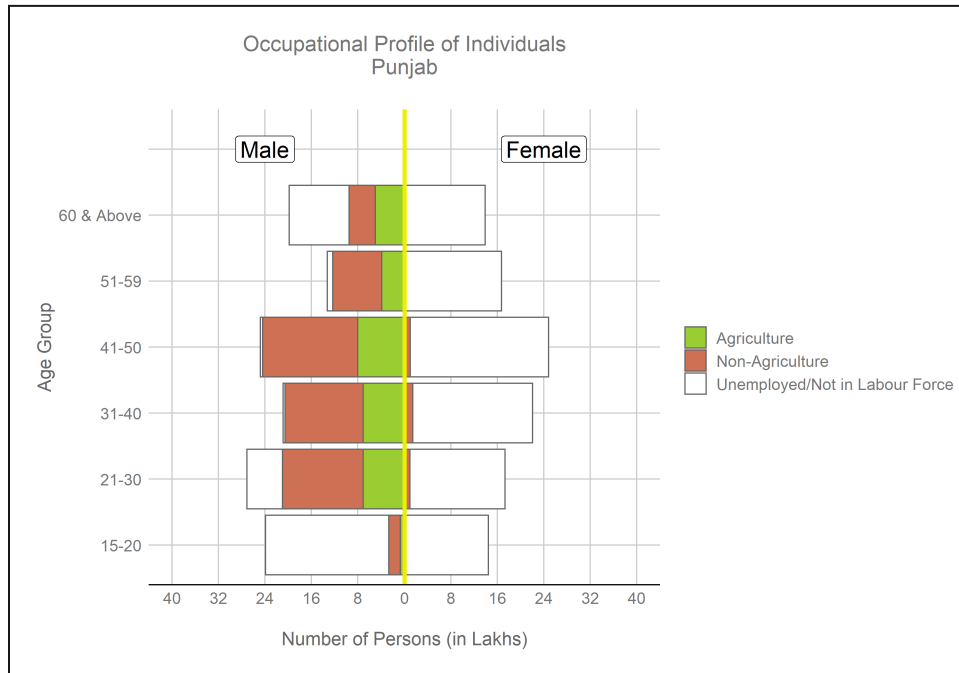


Figure 3

61.96 lakh (66%) persons are working in non-agriculture occupations and 32.42 lakh in agriculture (65% of all employed persons in India, are working in non-agricultural occupations).

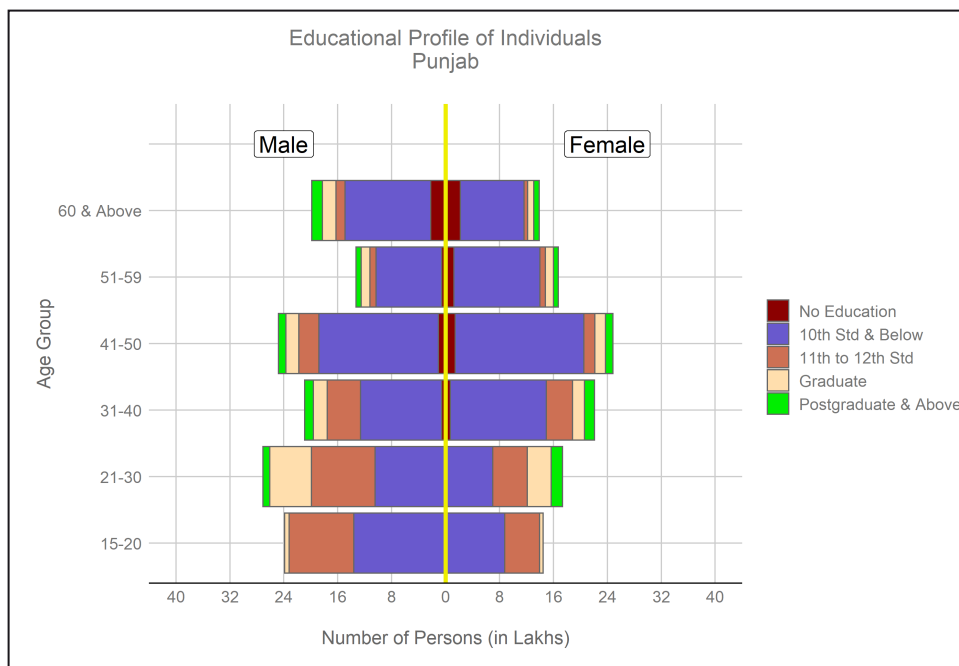


Figure 4

Out of all persons aged 15 years and above, 66% are 10th Std & Below /Not Educated, 19% are 11th to 12th Std and 15% are Graduate & above.



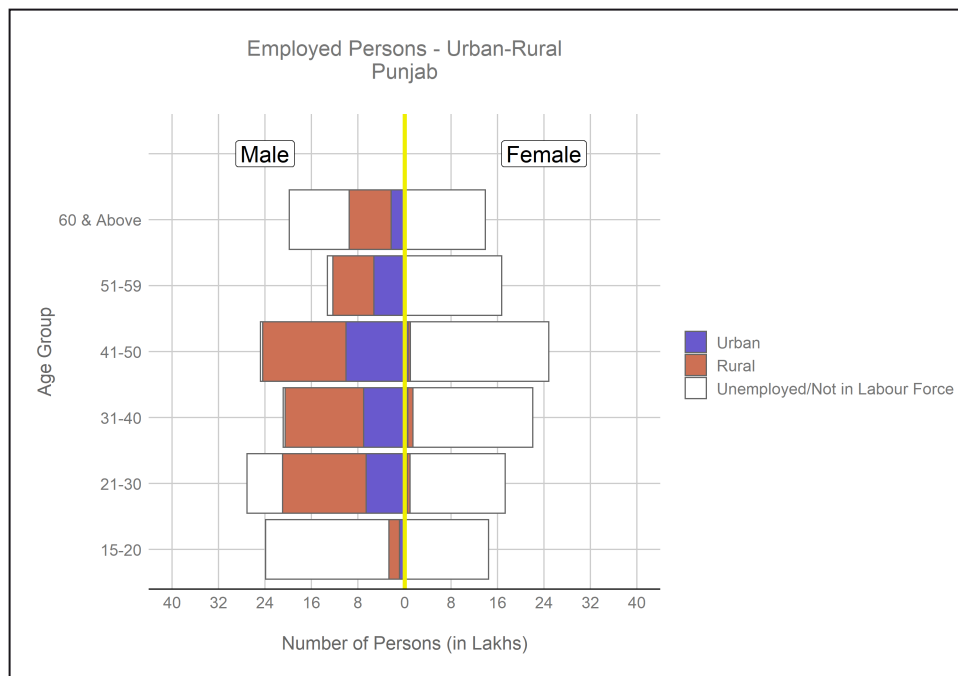


Figure 5

64% of all employed persons in the state are working in rural areas.

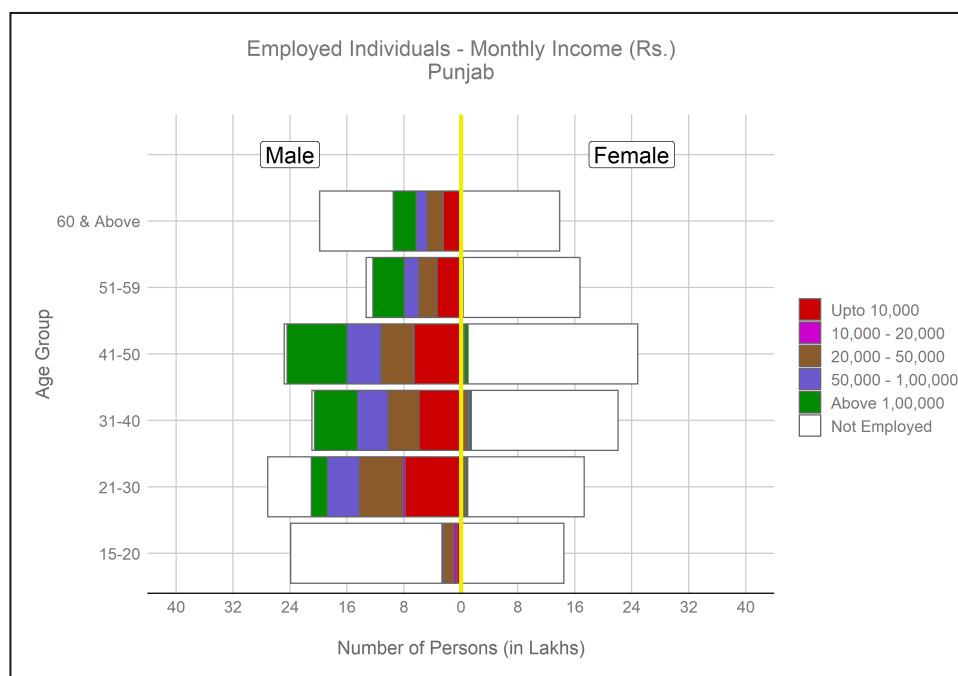


Figure 6

Among the employed persons in the state, 31% earn Rs. 20,000 or lower (All-India: 19%) and 24% earn between Rs. 20,001-50,000 (All-India: 51%).

Among the employed males, 30% earn Rs. 20,000 or lower (All-India: 16%), and 23% earn between Rs. 20,001-50,000 (All-India: 53%). Among the employed females in the state, 21% earn Rs. 20,000 or lower (All-India: 50%) and 35% earn between Rs. 20,001-50,000 (All-India: 37%).

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



II. Formal Vocational Training

1. Access to formal vocational training

1.57 lakh persons (1% of population aged 15 years and above) are estimated to have received or are undergoing formal vocational training² (All-India: 2.16 crore, 2.2% of population aged 15 years and above). There are 1.06 lakh formally trained persons who are 15-30 years of age and 0.27 lakh 31-40 years of age. There are 0.83 lakh formally trained females (53% of all formally trained persons).

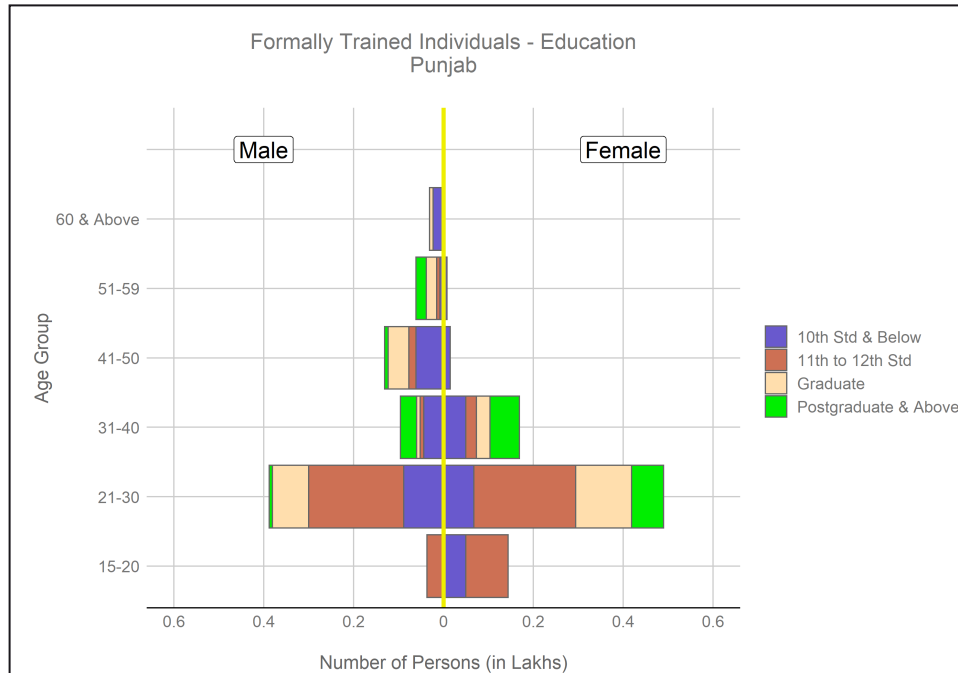


Figure 7

Out of all persons aged 15 years and above who received formal vocational training, 26.4% are 10th Std & Below, 39.7% are 11th to 12th Std and 33.9% 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).

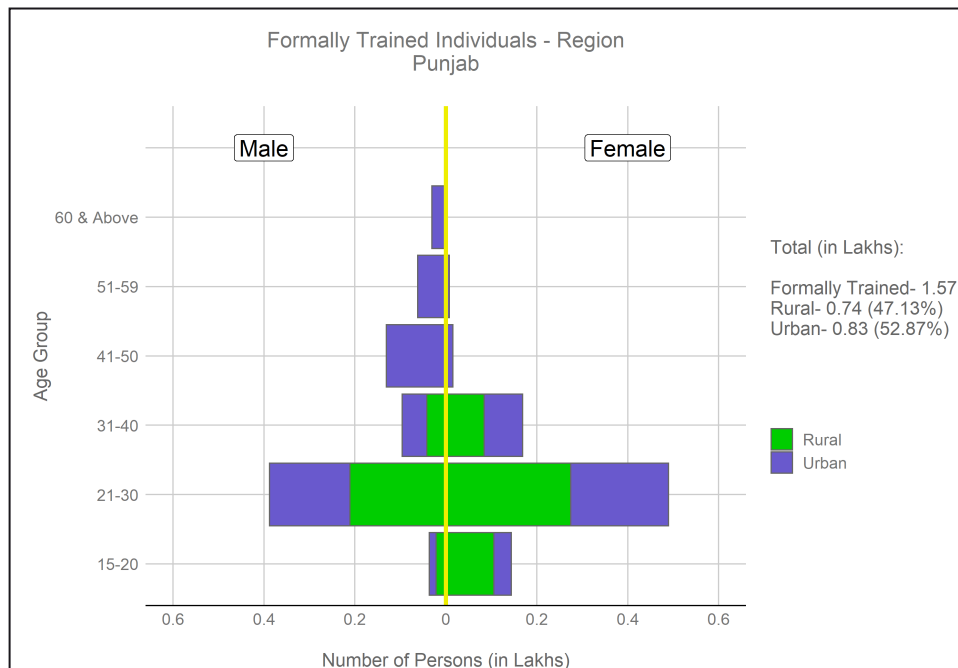


Figure 8

47% of formally trained persons in the state reside in rural areas (54.7% of all formally trained persons in India, reside in rural areas).

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



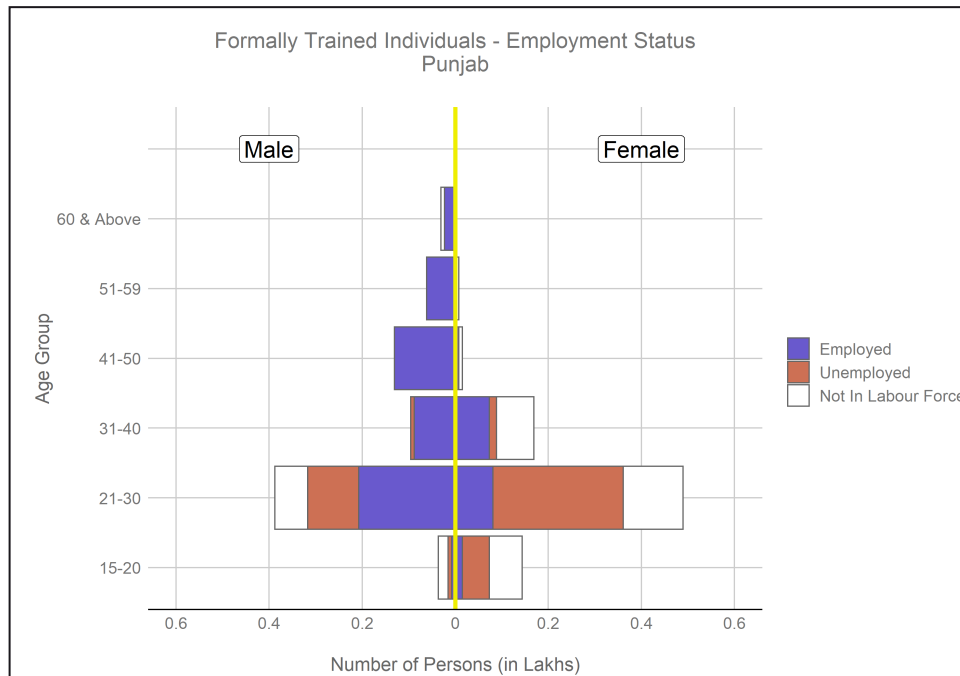


Figure 9

Number of formally trained persons aged 15 years and above in Punjab is 1.57 lakhs. Among the formally trained persons, there are 1.174 lakh persons in the labour force (persons who are either working or willing to work and actively looking for work).

40.74% of this labour force is unemployed (11% of the formally trained labour force in India, are unemployed). 81.5% 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 64% in Punjab (All-India female labour force participation rate for formally trained females is 58%).

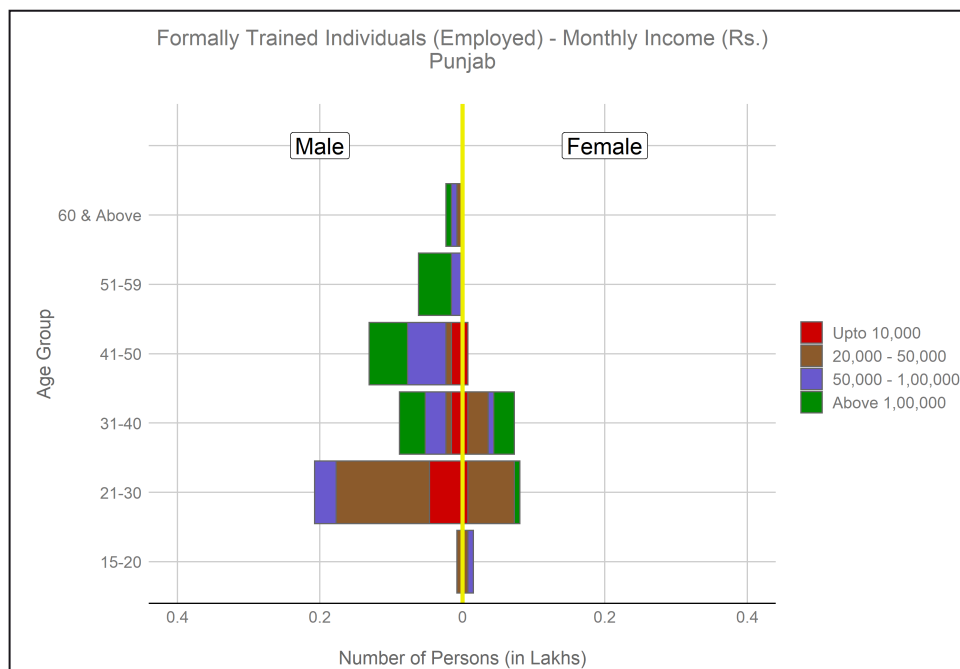


Figure 10

Among the employed persons who have received formal vocational training in the state, 14% earn Rs. 20000 or lower (All-India: 8%) and 38% earn between Rs. 20,001-50,000 (All-India: 37%).

Among the employed males who have received formal vocational training in the state, 14.8% earn Rs. 20000 or lower (All-India: 5%) and 31.1% earn between Rs. 20,001-50,000 (All-India: 33%). Among the employed females who have received formal vocational training in the state, 13% earn Rs. 20000 or lower (All-India: 14%) and 58% earn between Rs. 20,001-50,000 (All-India: 57%).



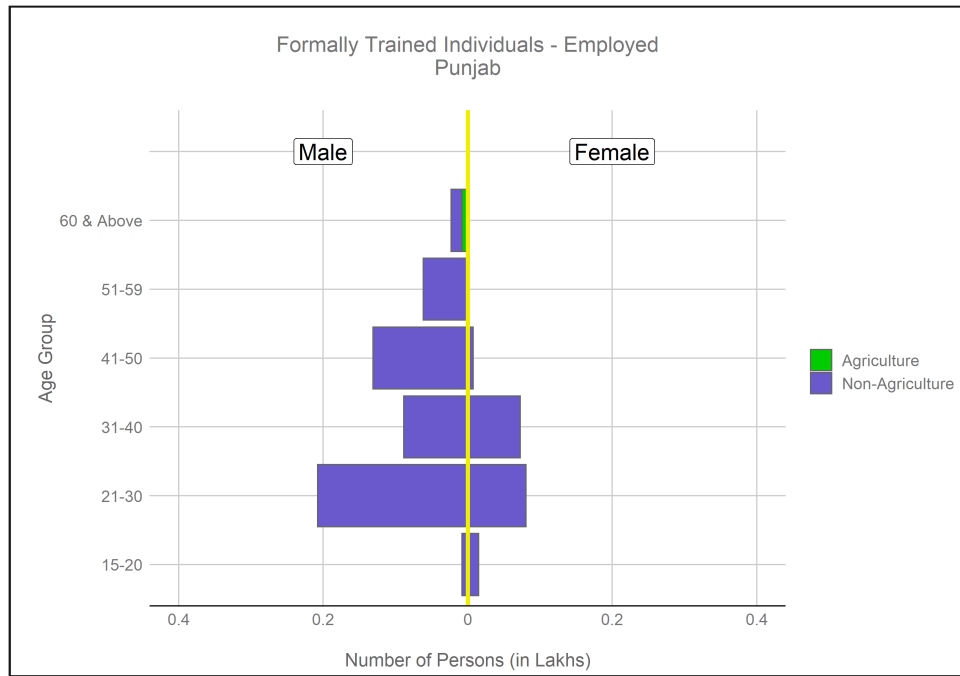


Figure 11

0.69 lakh (99%) employed persons in the state who have received formal vocational training are working in non-agriculture occupations and 0.01 lakh in agriculture (85% of all formally trained persons in India, are working in non-agricultural occupations).

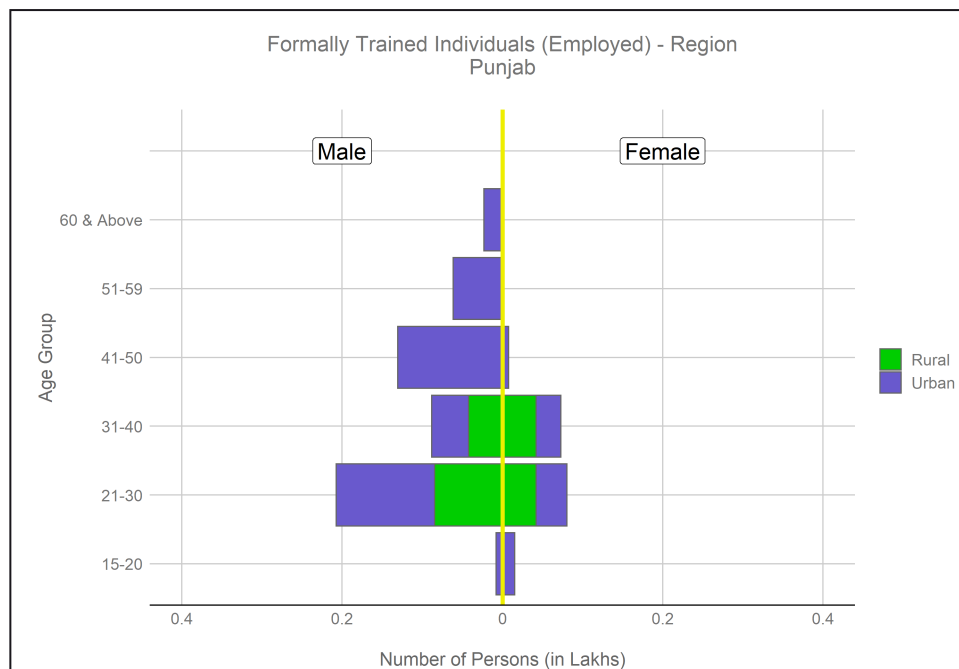


Figure 12

30% of formally trained and employed persons in the state reside in rural areas (55% of formally trained and employed persons in India, reside in rural areas).



2. Duration of course

72% of formally trained persons in the state took up short-term training (69% of all formally trained persons in India, took up short-term training).

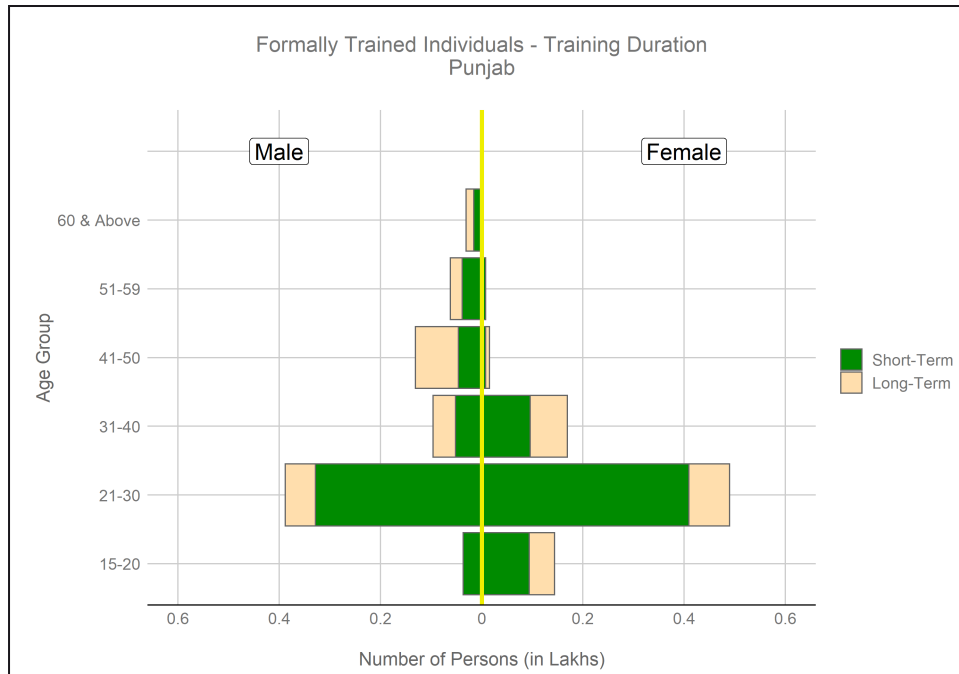


Figure 13

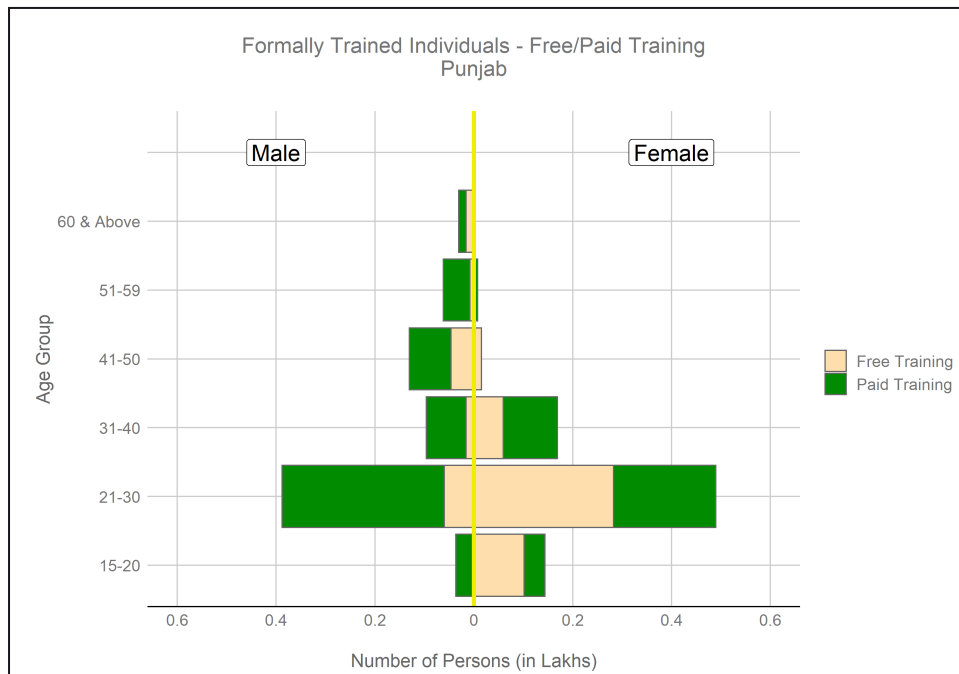


Figure 14

62% of formally trained persons in the state took up paid training (56% of all formally trained persons in India, took up-paid training).



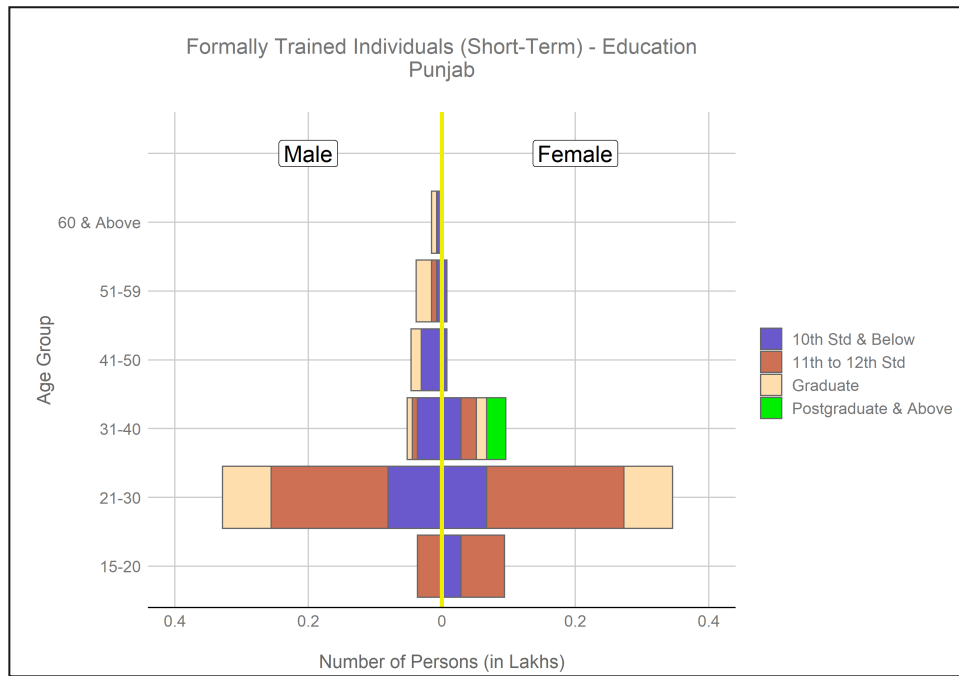


Figure 15

Out of all persons aged 15 years and above who received short-term formal vocational training: 26.8% are 10th Std & Below, 46% are 11th to 12th Std and 27.2% are Graduate & above (At all-India level: 38% are 10th Std & Below/Not Educated, 27.2% are 11th to 12th Std, 34.7% are Graduate & above).

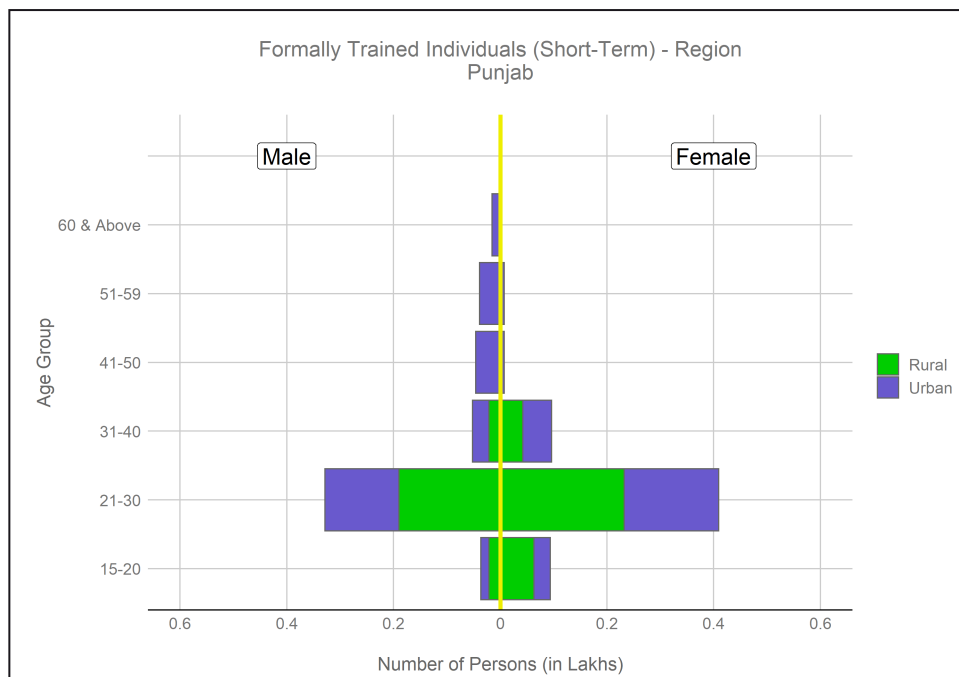


Figure 16

50% of formally trained persons who took up short-term training in the state resides in rural areas (All-India: 54% of all formally trained persons in India, who took up short-term training, reside in- rural areas).



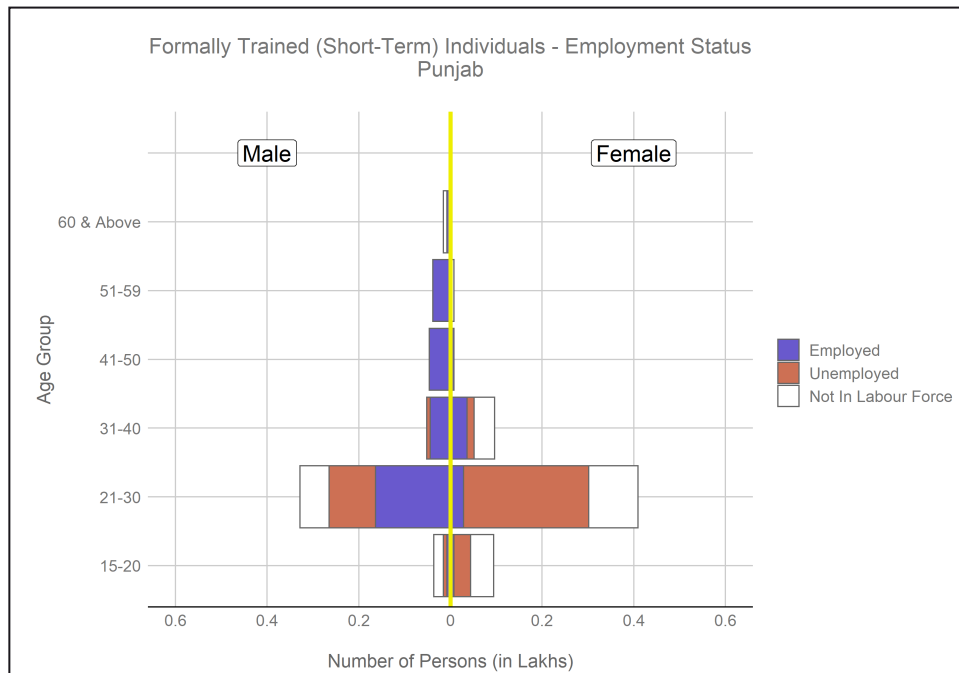


Figure 17

Number of formally trained persons in short-term training aged 15 years and above in Punjab is 1.131 lakhs. There are 0.83 lakh persons in the labour force (persons who are either working or willing to work and actively looking for work).

53.25% of this labour force is unemployed (All-India: 11%). 85% of the unemployed are in the age-group of 21-30 years. (70% of the unemployed persons in India are in the age-group of 21-30 years).

Female labour force participation rate is 67% (All-India: 58%).

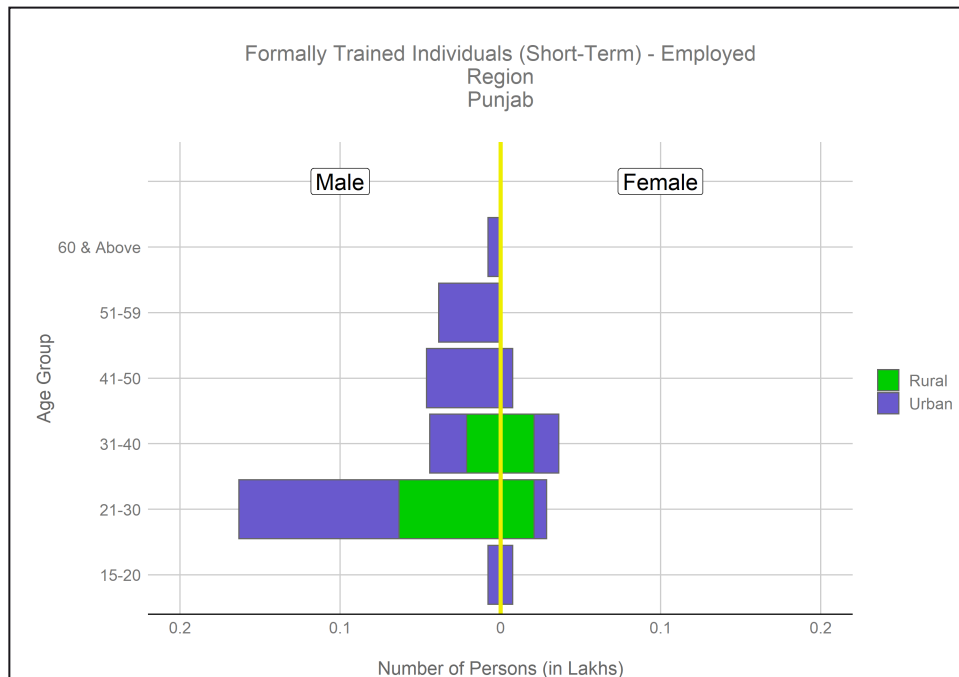


Figure 18

33% of formally trained persons, who took up short-term training and are employed, reside in rural areas (All-India: 54% resides in rural areas).



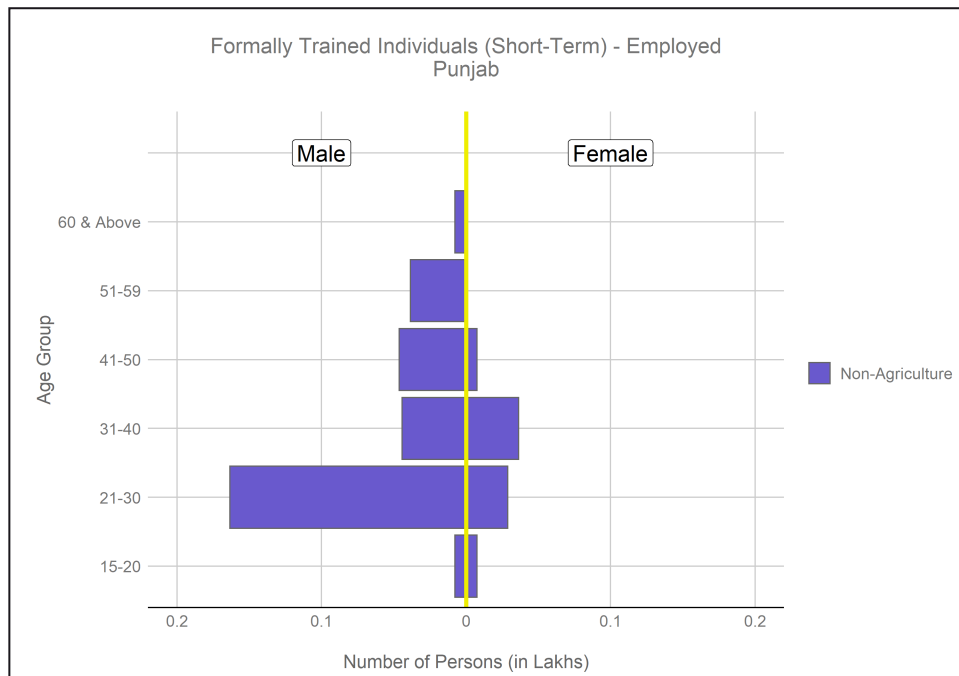


Figure 19

100% (0.39 lakh) of employed persons who are formally trained in short-term trainings, are working in non-agriculture occupations (All-India: 85% are working in non-agricultural occupations).

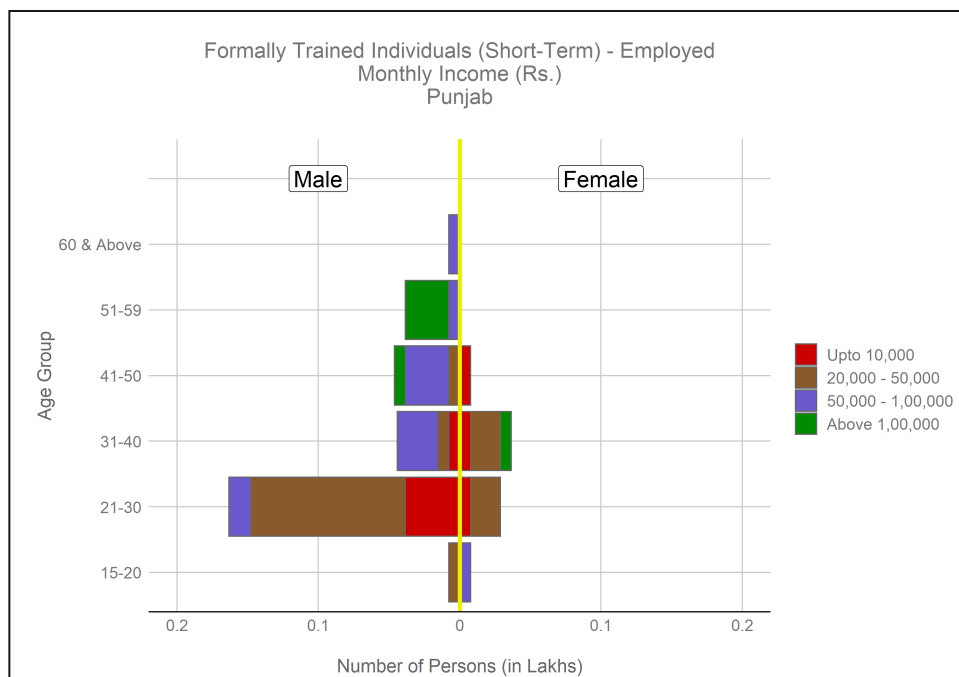


Figure 20

Among the employed persons who have received short-term formal vocational training in the state, 18% earn Rs. 20,000 or lower (All-India: 7%) and 45% earn between Rs. 20,001-50,000 (All-India: 38%).

Among the employed males who have received short-term formal vocational training in the state, 15% earn Rs. 20,000 or lower (All-India: 5%) and 43.1% earn between Rs. 20,001-50,000 (All-India: 34%). Among the employed females who have received short-term formal vocational training in the state, 29% earn Rs. 20,000 or lower (All-India: 16%) and 52% earn between Rs. 20,001-50,000 (All-India: 59%).



3. Benefits of formal vocational training

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

a. Employed

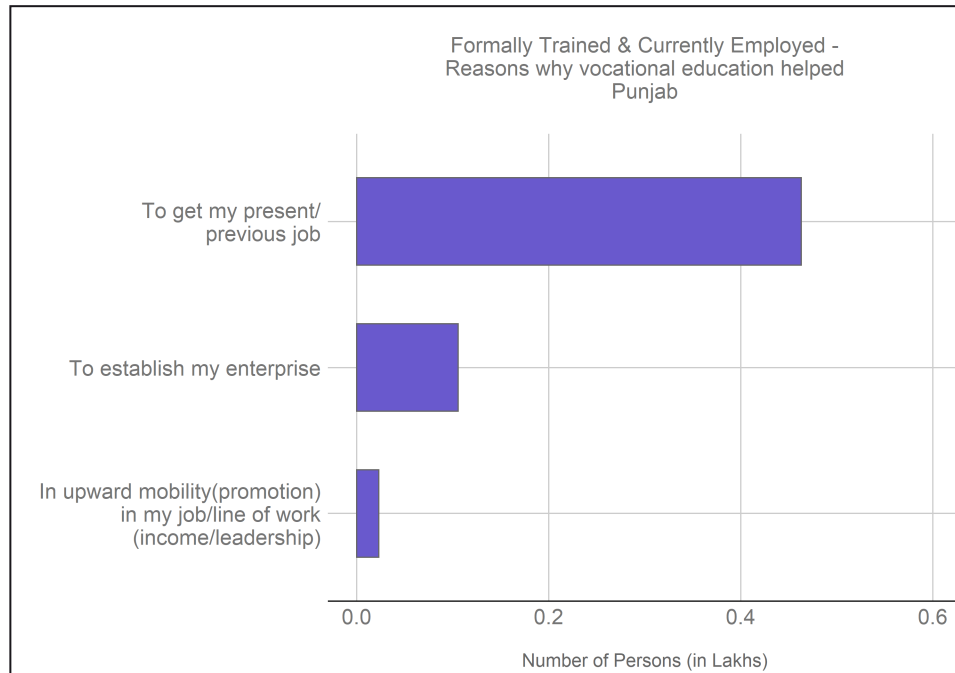


Figure 21

Among 0.63 lakh formally trained and currently employed persons, 94% reported that vocational training helped. Out of those who reported reasons why vocational training helped, 78% stated the reason as - to get my present/previous job (At all-India level- 71% of formally trained and currently employed persons reported that vocational training helped. Out of those who reported reasons why vocational training helped, 76% stated the reason as- to get my present or previous job).

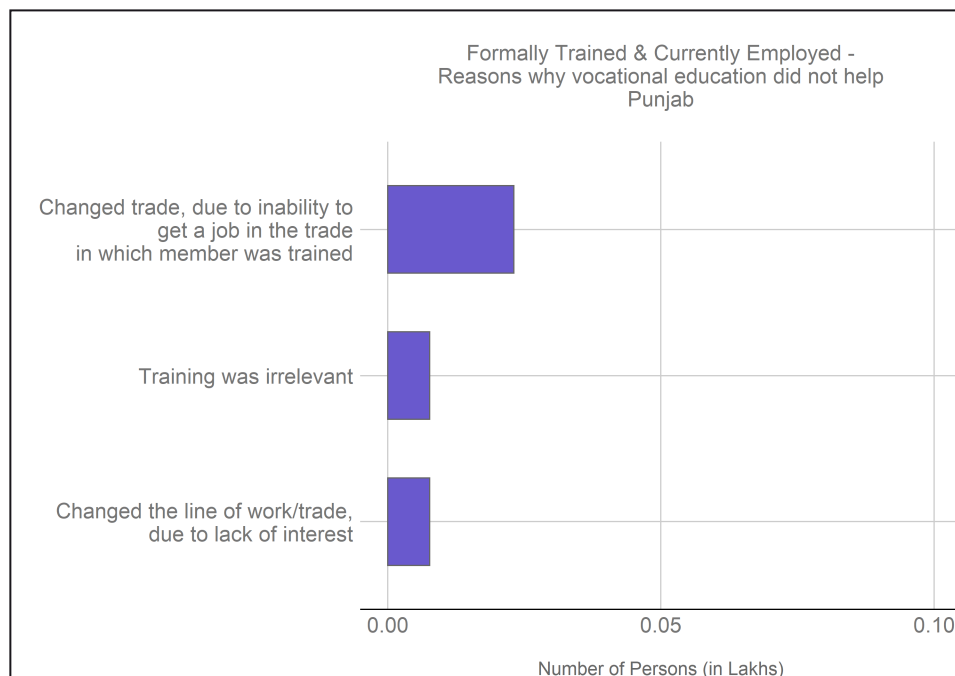


Figure 22

Among 0.63 lakh formally trained and currently employed persons, 6% reported that vocational training did not help. Out of those who reported reasons why vocational training did not help, 60% stated the reason as - changed trade, due to inability to get a job in the trade in which member was trained (At all-India: 29% of formally trained and currently employed persons reported that vocational training did not help. Out of those who reported reasons why vocational training did not help, 41% stated the reason as- changed the line of work or trade, due to lack of interest).



b. Currently not working, but worked post training

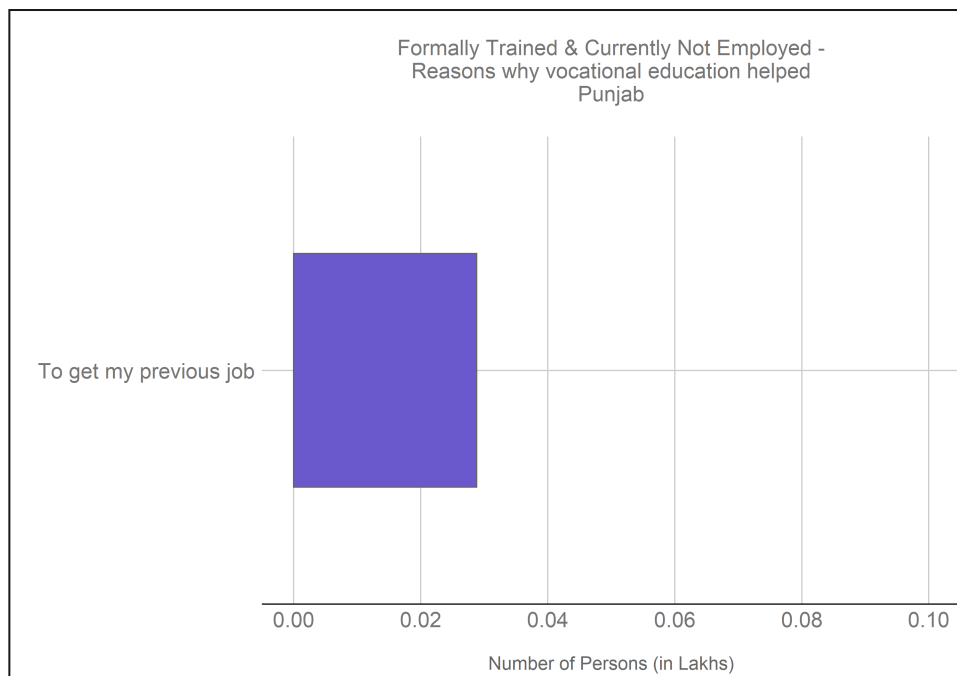


Figure 23

Among 0.03 lakh formally trained and currently not employed persons, 100% reported that vocational training helped. Out of those who reported reasons why vocational training helped, 100% stated the reason as - to get my previous job (At all-India level- 74% of formally trained and currently not employed persons reported that vocational training helped. Out of those who reported reasons why vocational training helped, 77% stated the reason as- to get my previous job)

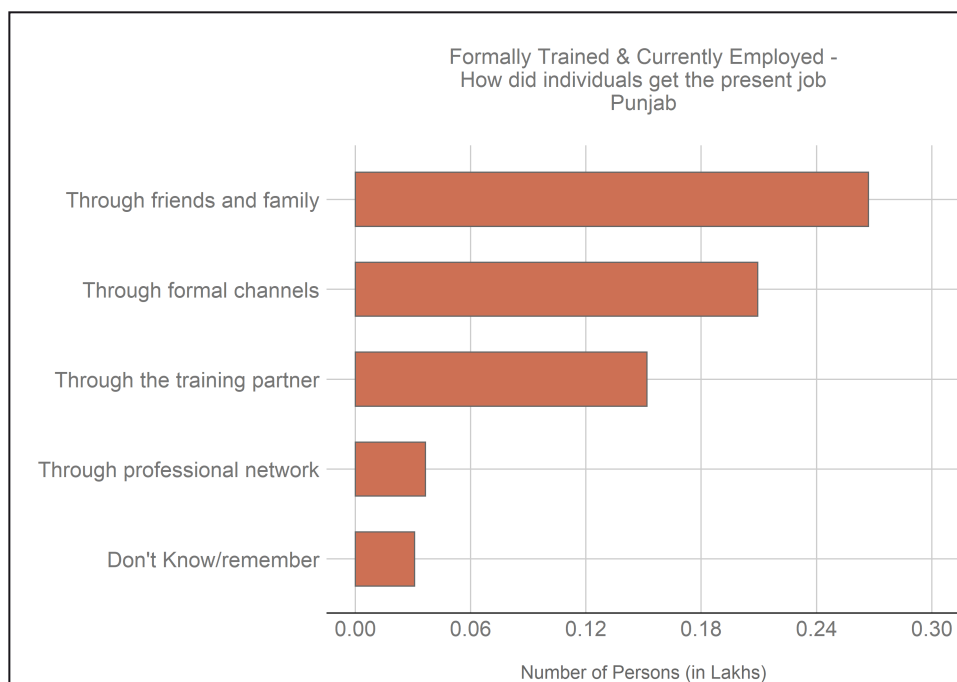


Figure 24

Formally trained and currently employed persons were asked how they got their present job. 38% reported that they got their job- through friends and family.



c. Not worked any time post training

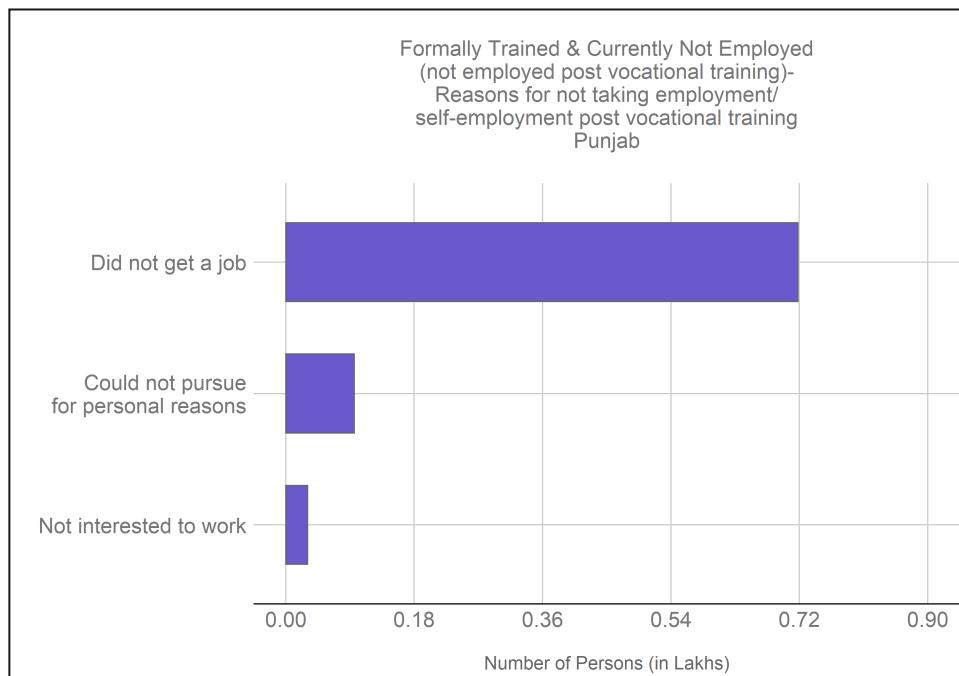


Figure 26

Formally trained persons, who did not work any time after training, were asked the reason for not taking up employment. 85% reported the reason as -did not get a job.



III. Informally Skilled & Employed

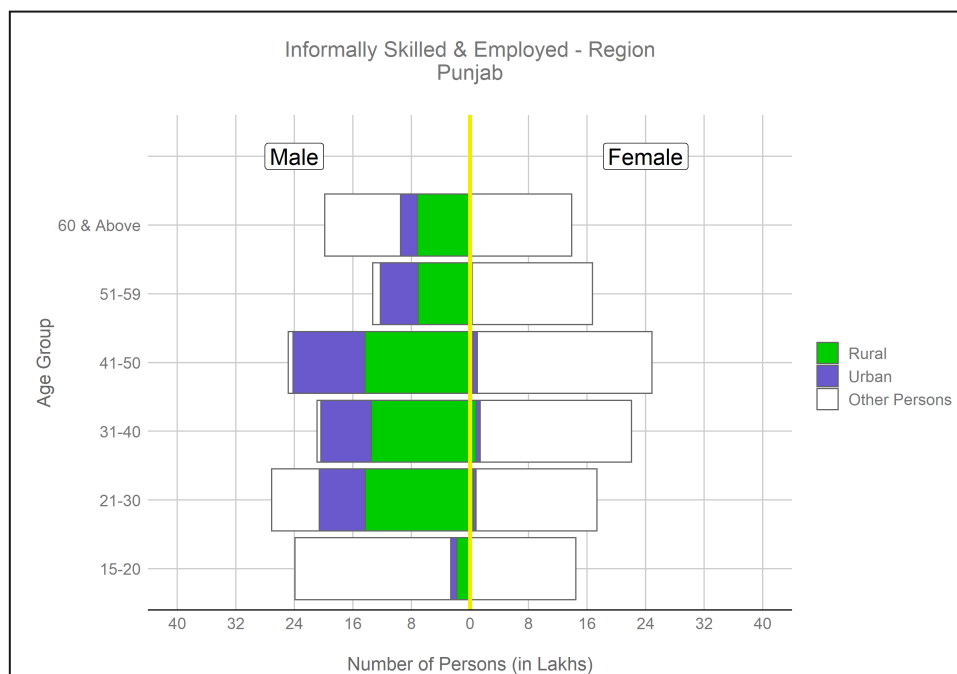


Figure 27

65% of informally skilled and employed persons in the state resides in rural areas. (All-India: 69% resides in rural areas).

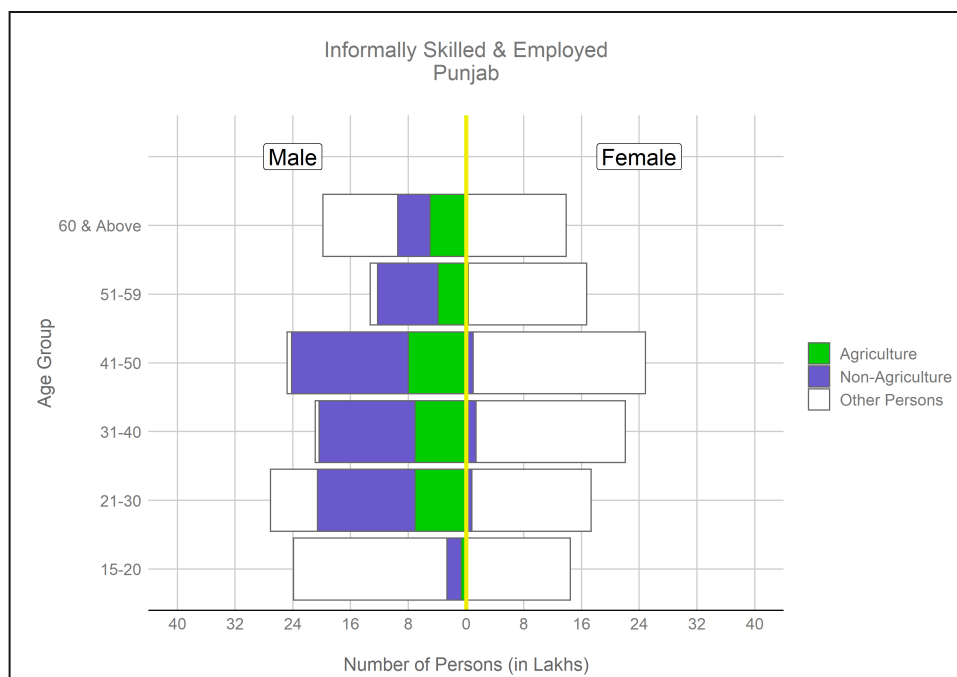


Figure 28

65% (60.71 lakh) employed persons, who are informally skilled, are working in non-agriculture occupations and 35% (32.42 lakhs) in agriculture (64% of all employed persons in India, who are informally skilled, are working in non-agricultural occupations).



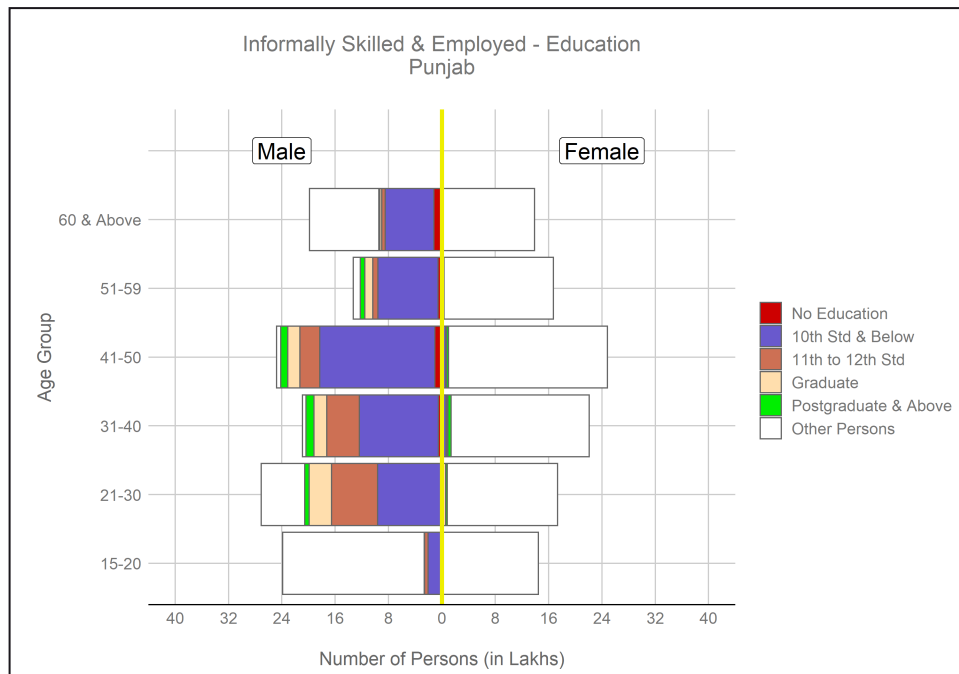


Figure 29

Out of all persons aged 15 years and above who are informally skilled and employed, 67% are 10th Std & Below /Not Educated, 18% 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 (including No Education), 13% are 11th to 12th Std, 12% are Graduate & above).

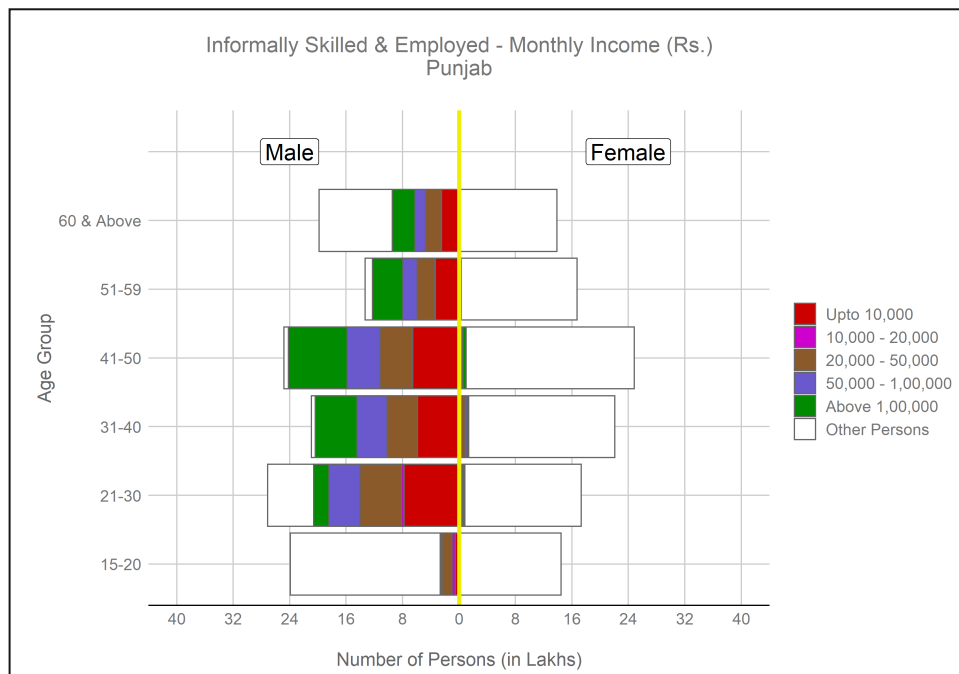


Figure 30

Among the employed persons who are informally skilled in the state, 31% earn Rs. 20,000 or lower (All-India: 21%) and 24% earn between Rs. 20,001-50,000 (All-India: 52%).

Among the employed males who are informally skilled in the state, 31% earn Rs. 20,000 or lower (All-India: 16%) and 23% earn between Rs. 20,001-50,000 (All-India: 54%). Among the employed females who are informally skilled in the state, 22% earn Rs. 20,000 or lower (All-India: 52%) and 34% earn between Rs. 20,001-50,000 (All-India: 36%).



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

1. Years of experience and source of skill acquisition



Figure 31

74% of informally skilled and employed persons in the state have work experience of- more than 10 years (67% of informally skilled and employed persons in India, have work experience of- more than 10 years).

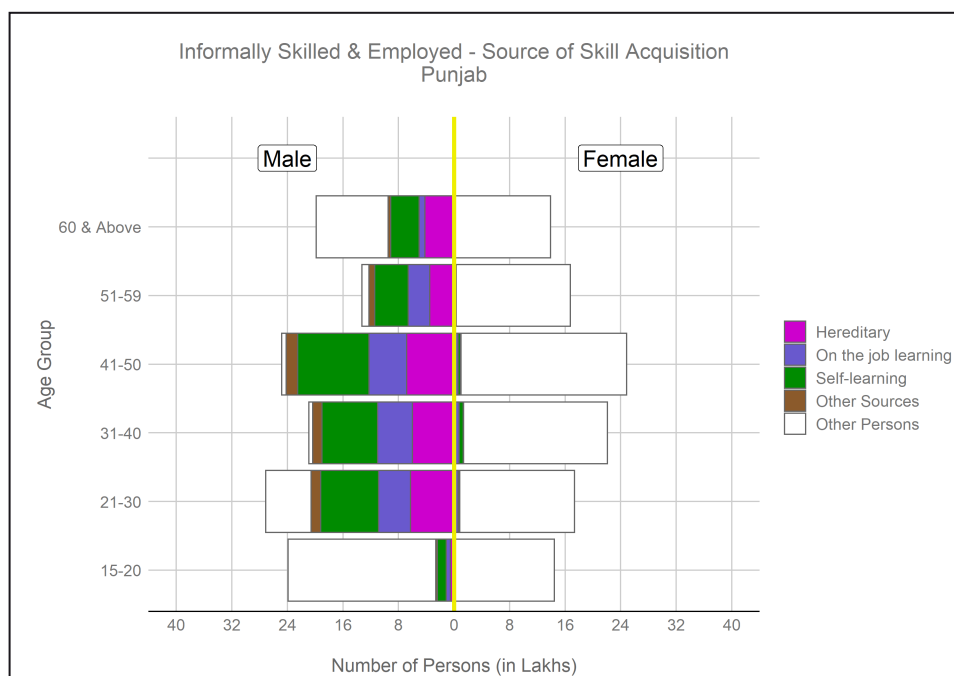


Figure 32

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

30% reported 'Hereditary'³, 23% acquired 'On the job learning', 41% through 'Self-learning' and 7% through 'Other sources'.

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



2. Awareness about formal skill development programs

37.91 lakh informally skilled and employed persons are aware of formal skill development programs. 26.23 lakh are working as farmers or managers or workers/labourers.

3. Willingness to enroll in formal skill development programs

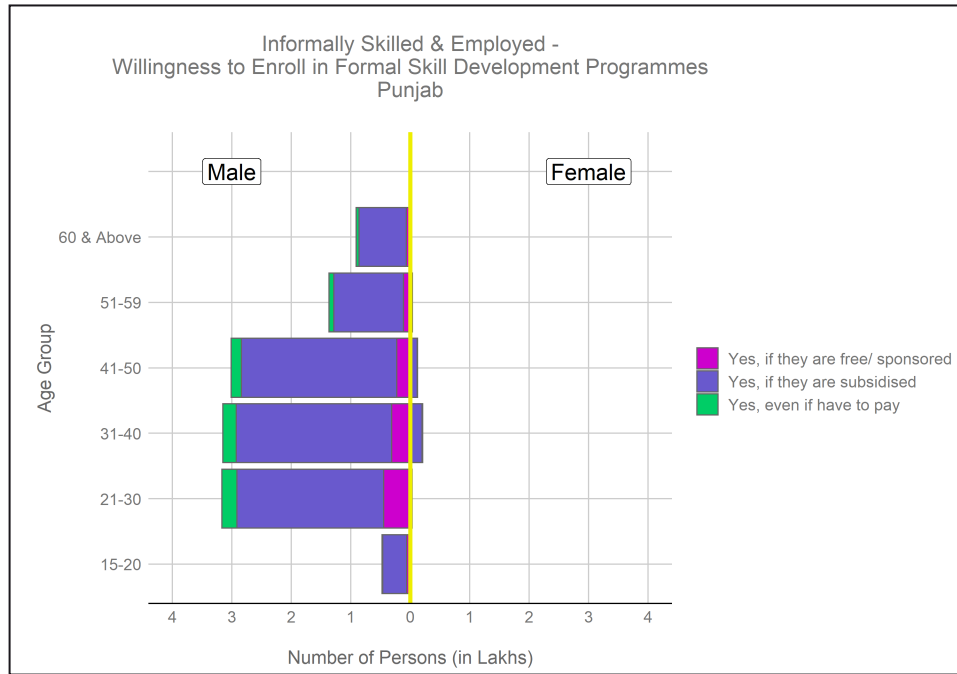


Figure 33

Informally skilled and employed persons were asked their willingness to enroll in formal training. Out of those who said Yes, 83% reported- Yes, if they are subsidised.

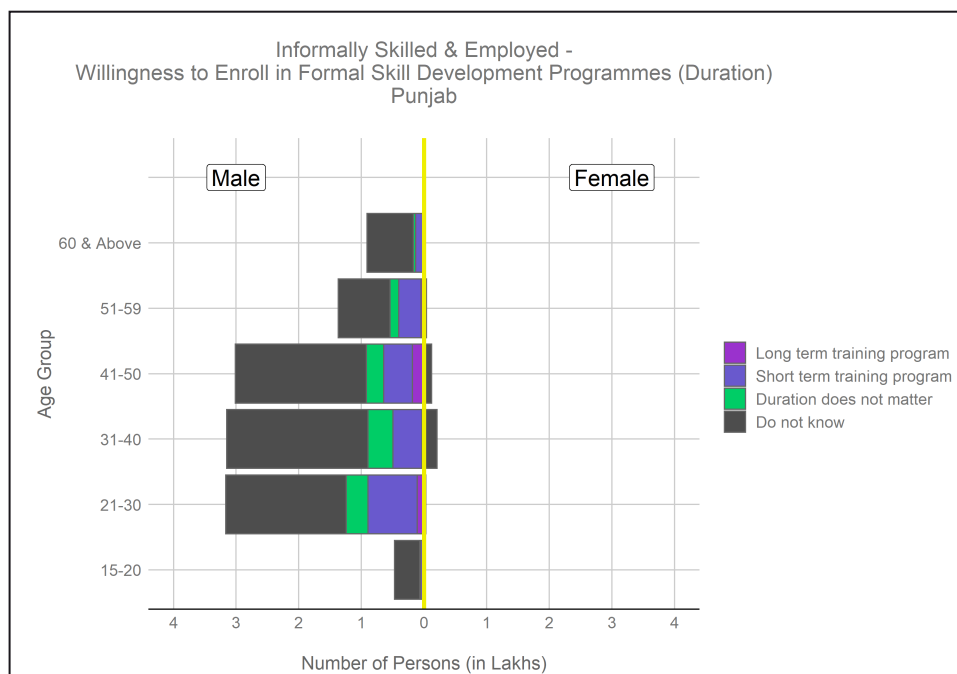


Figure 34

Informally skilled and employed persons who are willing to enroll in formal training were asked about their preferred duration of training. 69% respondents reported- do not know.



IV. Informally Skilled and Not Employed

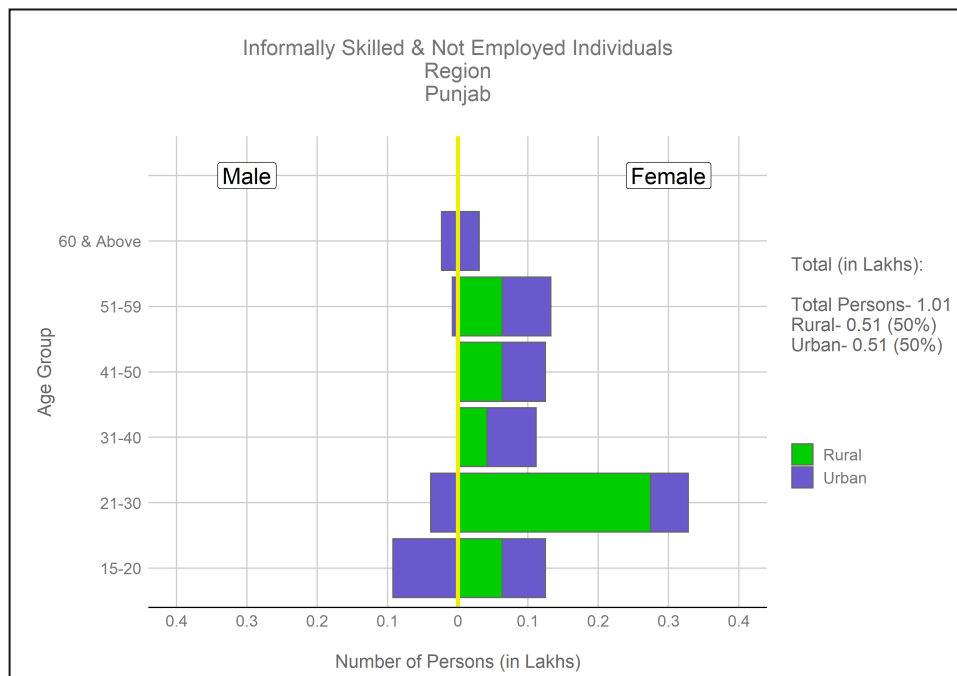


Figure 35

50% of informally skilled and not employed persons in the state resides in rural areas (64% of informally skilled and not employed persons in India, reside in rural areas).

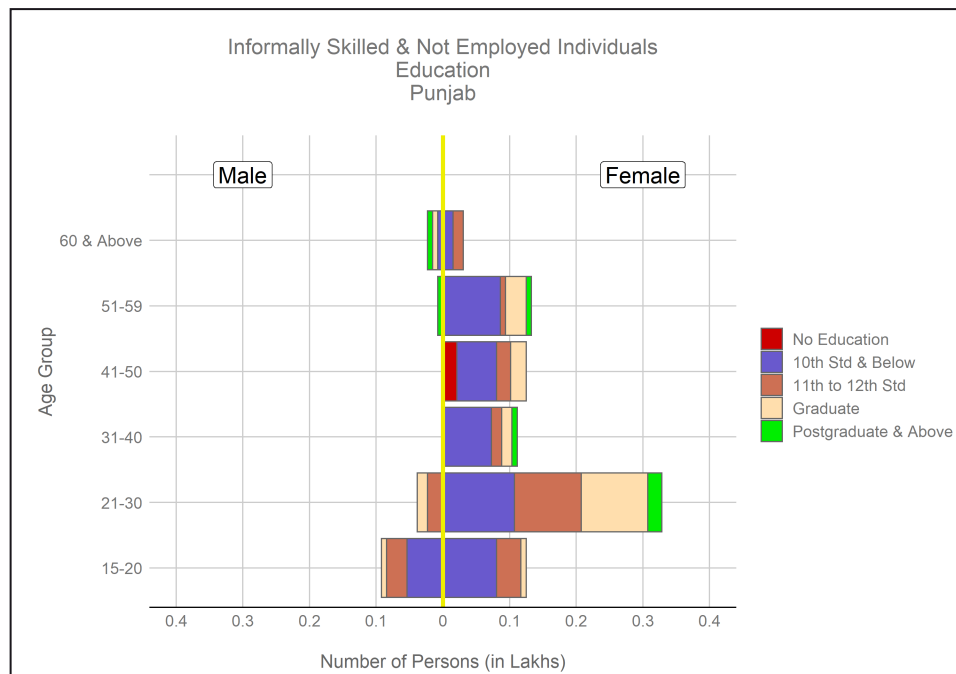


Figure 36

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



1. Source of skill acquisition

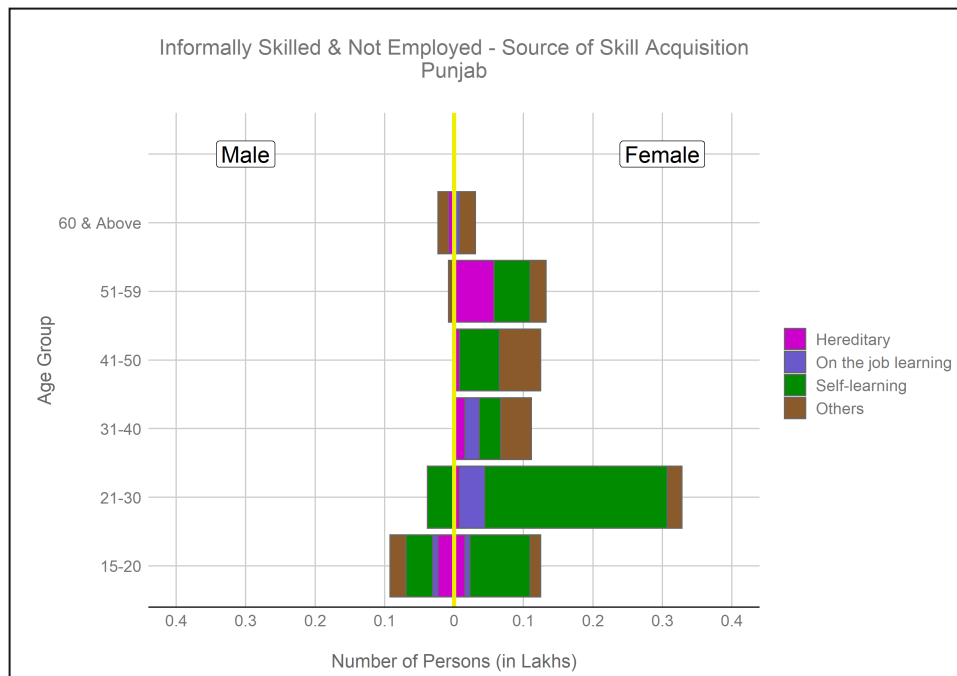


Figure 37

Informally skilled and not employed persons were asked their source of skill acquisition. 13% reported 'hereditary', 8% acquired 'on the job learning', 56% through 'self-learning' and 23% 'through other sources'.

2. Awareness about formal skill development programs

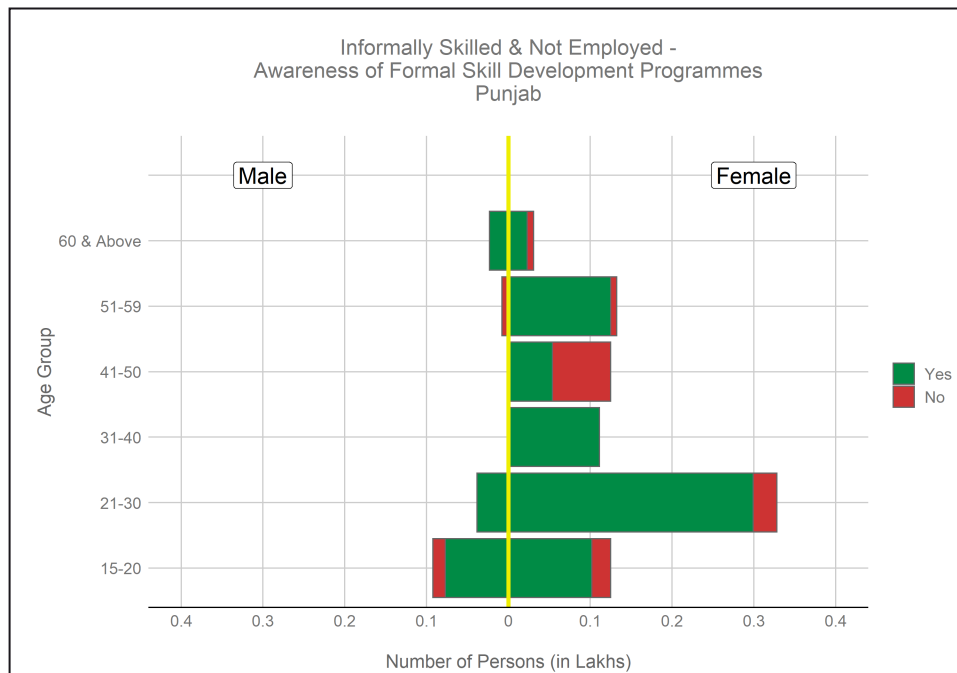


Figure 38

Informally skilled and not employed persons were asked whether they are aware of any formal skill development programs and 84% reported that they are aware.



3. Willingness to enroll in formal skill development programs

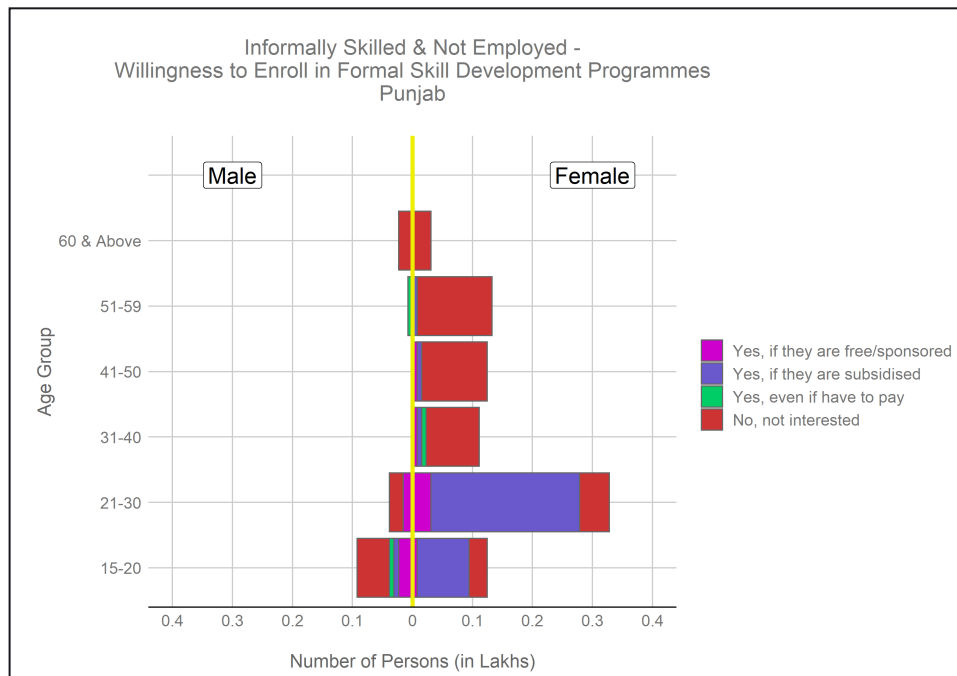


Figure 39

Informally skilled and not employed persons were asked their willingness to enroll in formal training. Among those who are willing to enroll, 76% reported- Yes, if they are subsidised.

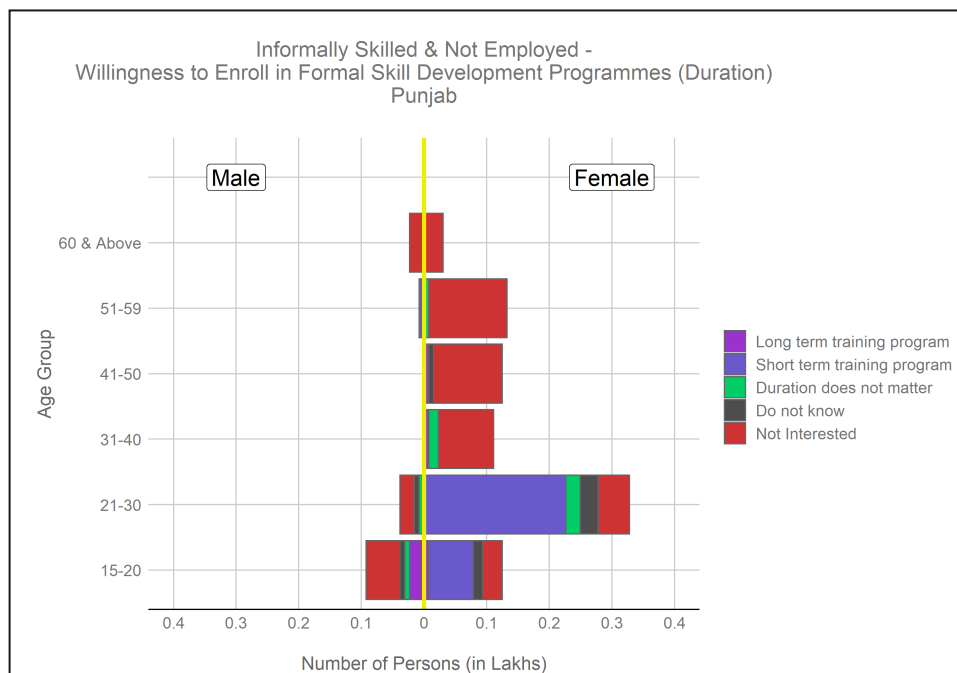


Figure 40

Informally skilled and not employed persons who are willing to enroll in formal training, were asked about training duration. Maximum (64%) respondents reported- short-term training program.



V. Not Skilled and Not Employed

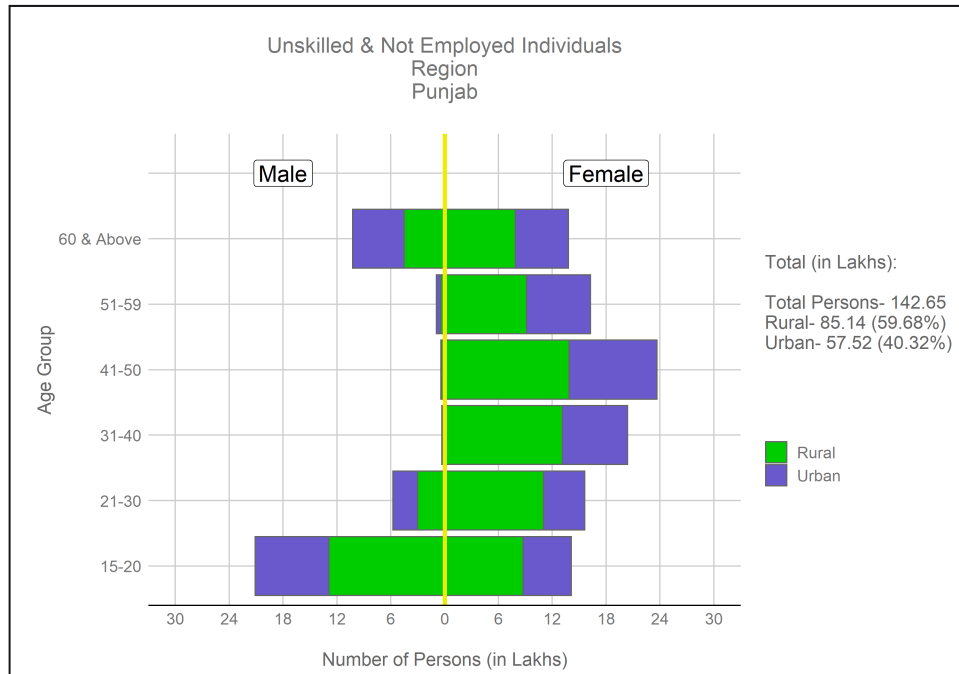


Figure 41

60% of persons, who say they do not possess any skills in the state and are not employed, reside in rural areas (65% of unskilled and not employed persons in India reside in rural areas).

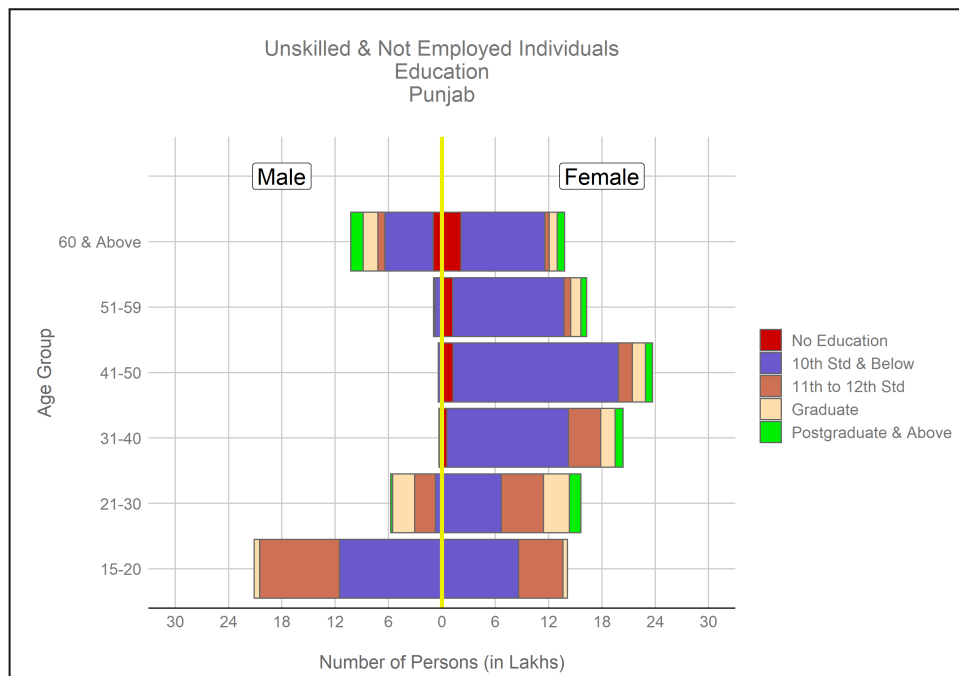


Figure 42

Out of all persons aged 15 years and above who say they do not possess any skills and are not employed, 66% are 10th Std & Below/Not Educated, 20% are 11th to 12th Std and 14% are Graduate & above (All-India: 75% are 10th Std & Below/Not Educated, 16% are 11th to 12th Std, 8% are Graduate & above).



1. Awareness about formal skill development programs

49.71 lakh persons do not possess any skill but are aware of formal skill development programs. 22 lakh (44%) are 15-30 years of age and 35.8 lakh (72%) are females.

2. Willingness to enroll in formal skill development programs

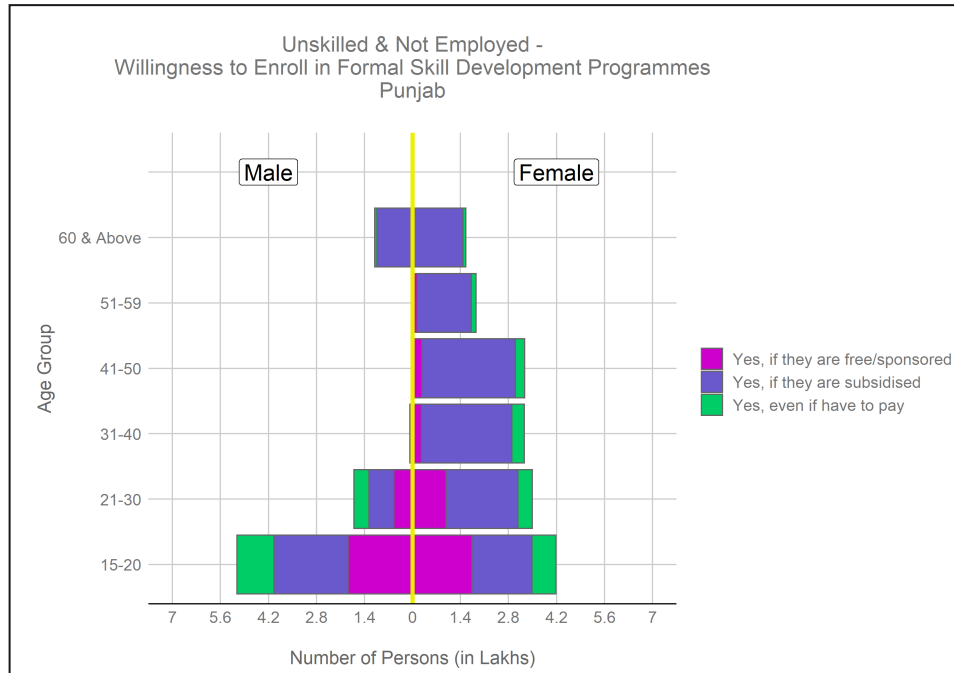


Figure 43

Among persons who said that they do not possess any skills (are not employed and willing to enroll in formal training) 63% reported- Yes, if they are subsidised.

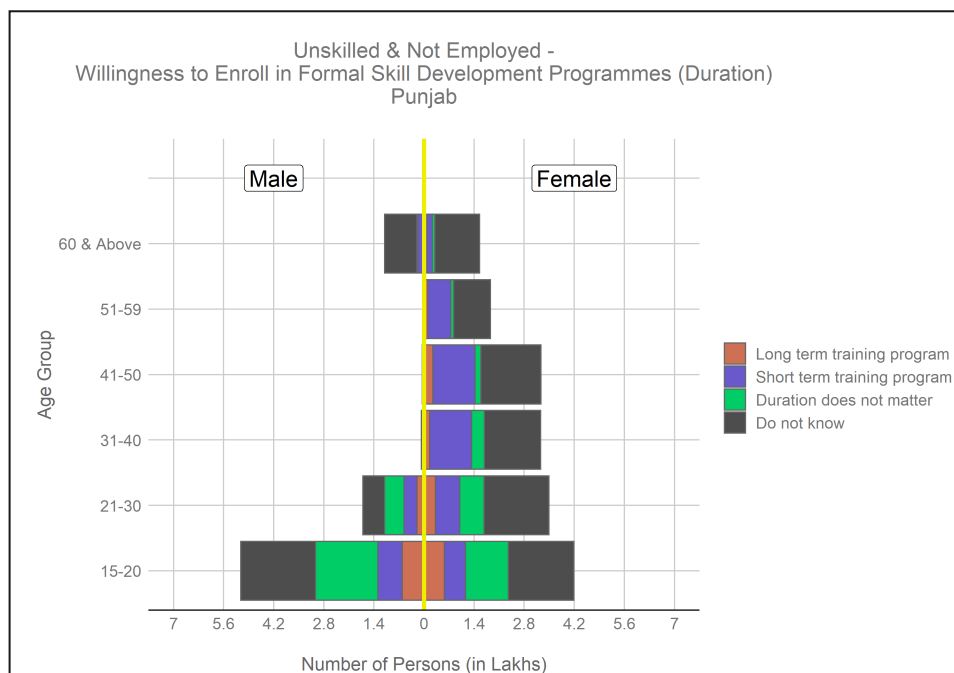


Figure 44

Persons who say they do not possess any skills (are not employed and are willing to enroll in formal training) were asked about training duration. Maximum (50%) respondents reported "Do not know".



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

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



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

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





Tables

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

Gender	Age Group (in Years)	Employed (in Lakhs)	Unemployed (in Lakhs)	Not In Labour Force (in Lakhs)
Female	15-20	0.1	0.59	13.79
	21-30	0.95	2.43	13.96
	31-40	1.47	0.13	20.48
	41-50	1.03	0.02	23.8
	51-59	0.32	0	16.42
	60 & Above	0.07	0	13.83
Total (Female)		3.94	3.16	102.27
Male	15-20	2.65	1.97	19.28
	21-30	21	3.57	2.53
	31-40	20.56	0.07	0.26
	41-50	24.4	0.02	0.39
	51-59	12.34	0	0.95
	60 & Above	9.49	0	10.34
Total (Male)		90.44	5.62	33.75
Total		94.38	8.78	136.02

Table-1

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)	Not In Labour Force (in Lakhs)
Female	15-20	0.42	0.26	13.79
	21-30	2.11	1.27	13.96
	31-40	0.95	0.65	20.48
	41-50	0.38	0.67	23.8
	51-59	0.11	0.22	16.42
	60 & Above	0.04	0.02	13.83
Total (Female)		4.01	3.09	102.27
Male	15-20	3.17	1.45	19.28
	21-30	16.42	8.15	2.53
	31-40	13.57	7.05	0.26
	41-50	14.33	10.08	0.39
	51-59	7.09	5.24	0.95
	60 & Above	7.18	2.31	10.34
Total (Male)		61.77	34.3	33.75
Total		65.78	37.39	136.02

Table-2



Gender	Age Group (in Years)	Agriculture (in Lakhs)	Non-Agriculture (in Lakhs)	Unemployed/Not in Labour Force (in Lakhs)
Female	15-20	0.02	0.07	14.38
	21-30	0.06	0.89	16.39
	31-40	0.3	1.17	20.61
	41-50	0.22	0.81	23.81
	51-59	0.04	0.28	16.42
	60 & Above	0.04	0.02	13.83
	Total (Female)		0.68	3.25
Male	15-20	0.71	1.94	21.24
	21-30	7.07	13.93	6.1
	31-40	7.08	13.48	0.33
	41-50	8.01	16.38	0.41
	51-59	3.87	8.47	0.95
	60 & Above	5	4.49	10.34
	Total (Male)		31.74	58.7
Total		32.42	61.96	144.8

Table-3

Gender	Age Group (in Years)	No Education (in Lakhs)	10th Std & Below (in Lakhs)	11th to 12th Std (in Lakhs)	Graduate (in Lakhs)	Postgraduate & Above (in Lakhs)
Female	15-20	0.01	8.78	5.15	0.53	0
	21-30	0.2	6.81	5.13	3.54	1.65
	31-40	0.73	14.23	3.88	1.78	1.48
	41-50	1.44	19.07	1.62	1.62	1.1
	51-59	1.22	12.76	0.82	1.2	0.73
	60 & Above	2.18	9.46	0.52	0.93	0.81
	Total (Female)		5.78	71.11	17.12	9.59
Male	15-20	0	13.61	9.6	0.68	0
	21-30	0.13	10.33	9.45	6.15	1.03
	31-40	0.56	12.07	4.93	2.04	1.29
	41-50	1.05	17.74	2.98	1.9	1.14
	51-59	0.6	9.73	0.87	1.3	0.78
	60 & Above	2.19	12.72	1.33	2.02	1.57
	Total (Male)		4.53	76.22	29.16	14.09
Total		10.31	147.33	46.28	23.68	11.58

Table-4



Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)	Unemployed/Not in Labour Force (in Lakhs)
Female	15-20	0.04	0.05	14.38
	21-30	0.51	0.45	16.39
	31-40	0.91	0.56	20.61
	41-50	0.38	0.65	23.81
	51-59	0.11	0.22	16.42
	60 & Above	0.04	0.02	13.83
Total (Female)		1.98	1.95	105.44
Male	15-20	1.82	0.84	21.24
	21-30	14.4	6.61	6.1
	31-40	13.53	7.03	0.33
	41-50	14.33	10.07	0.41
	51-59	7.09	5.24	0.95
	60 & Above	7.18	2.31	10.34
Total (Male)		58.35	32.1	39.37
Total		60.33	34.05	144.8

Table-5

Gender	Age Group (in Years)	Monthly Income (Rs.): Upto 10,000 (persons in Lakhs)	Monthly Income (Rs.): 10,000 - 20,000 (persons in Lakhs)	Monthly Income (Rs.): 20,000 - 50,000 (persons in Lakhs)	Monthly Income (Rs.): 50,000 - 1,00,000 (persons in Lakhs)	Monthly Income (Rs.): Above 1,00,000 (persons in Lakhs)
Female	15-20	0	0.02	0.04	0.03	0
	21-30	0.14	0.12	0.35	0.12	0.22
	31-40	0.13	0.1	0.7	0.29	0.25
	41-50	0.15	0.06	0.21	0.13	0.48
	51-59	0.07	0.02	0.05	0.06	0.13
	60 & Above	0.01	0.04	0.01	0.01	0
Total (Female)		0.49	0.36	1.37	0.64	1.08
Male	15-20	0.51	0.48	1.4	0.2	0.06
	21-30	7.81	0.36	6.06	4.5	2.27
	31-40	5.88	0	4.31	4.33	6.03
	41-50	6.57	0.1	4.55	4.73	8.44
	51-59	3.35	0.07	2.51	2.04	4.37
	60 & Above	2.46	0.08	2.21	1.52	3.23
Total (Male)		26.58	1.09	21.05	17.32	24.4
Total		27.07	1.45	22.41	17.96	25.48

Table-6



Gender	Age Group (in Years)	10th Std & Below (in Lakhs)	11th to 12th Std (in Lakhs)	Graduate (in Lakhs)	Postgraduate & Above (in Lakhs)
Female	15-20	0.05	0.09	0	0
	21-30	0.07	0.23	0.12	0.07
	31-40	0.05	0.02	0.03	0.07
	41-50	0.02	0	0	0
	51-59	0.01	0	0	0
Total (Female)		0.19	0.34	0.16	0.14
Male	15-20	0	0.04	0	0
	21-30	0.09	0.21	0.08	0.01
	31-40	0.04	0.01	0.01	0.04
	41-50	0.06	0.02	0.05	0.01
	51-59	0.01	0.01	0.02	0.02
	60 & Above	0.02	0	0.01	0
Total (Male)		0.22	0.28	0.17	0.07
Total		0.41	0.62	0.32	0.21

Table-7

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)
Female	15-20	0.11	0.04
	21-30	0.27	0.22
	31-40	0.08	0.08
	41-50	0	0.02
	51-59	0	0.01
Total (Female)		0.46	0.36
Male	15-20	0.02	0.02
	21-30	0.21	0.18
	31-40	0.04	0.05
	41-50	0	0.13
	51-59	0	0.06
	60 & Above	0	0.03
Total (Male)		0.27	0.47
Total		0.74	0.83

Table-8



Gender	Age Group (in Years)	Employed (in Lakhs)	Unemployed (in Lakhs)	Not In Labour Force (in Lakhs)
Female	15-20	0.02	0.06	0.07
	21-30	0.08	0.28	0.13
	31-40	0.07	0.02	0.08
	41-50	0.01	0	0.01
	51-59	0	0	0.01
Total (Female)		0.18	0.35	0.3
Male	15-20	0.01	0.01	0.02
	21-30	0.21	0.11	0.07
	31-40	0.09	0.01	0
	41-50	0.13	0	0
	51-59	0.06	0	0
	60 & Above	0.02	0	0.01
Total (Male)		0.52	0.12	0.1
Total		0.7	0.48	0.4

Table-9

Gender	Age Group (in Years)	Monthly Income (Rs.): Upto 10,000 (persons in Lakhs)	Monthly Income (Rs.): 20,000 - 50,000 (persons in Lakhs)	Monthly Income (Rs.): 50,000 - 1,00,000 (persons in Lakhs)	Monthly Income (Rs.): Above 1,00,000 (persons in Lakhs)
Female	15-20	0	0.01	0.01	0
	21-30	0.01	0.07	0	0.01
	31-40	0.01	0.03	0.01	0.03
	41-50	0.01	0	0	0
	Total (Female)		0.02	0.1	0.02
Male	15-20	0	0.01	0	0
	21-30	0.05	0.13	0.03	0
	31-40	0.02	0.01	0.03	0.04
	41-50	0.02	0.01	0.05	0.05
	51-59	0	0	0.02	0.05
	60 & Above	0	0.01	0.01	0.01
Total (Male)		0.08	0.16	0.14	0.14
Total		0.1	0.26	0.15	0.18

Table-10



Gender	Age Group (in Years)	Agriculture (in Lakhs)	Non-Agriculture (in Lakhs)
Female	15-20	0	0.015
	21-30	0	0.081
	31-40	0	0.073
	41-50	0	0.008
	Total (Female)		0
Male	15-20	0	0.008
	21-30	0	0.207
	31-40	0	0.088
	41-50	0	0.131
	51-59	0	0.062
	60 & Above	0.008	0.015
Total (Male)		0.008	0.511
Total		0.008	0.688

Table-11

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)
Female	15-20	0	0.015
	21-30	0.042	0.038
	31-40	0.042	0.031
	41-50	0	0.008
	Total (Female)	0.084	0.092
Male	15-20	0	0.008
	21-30	0.084	0.123
	31-40	0.042	0.046
	41-50	0	0.131
	51-59	0	0.062
	60 & Above	0	0.023
Total (Male)	0.127	0.392	
Total	0.211	0.484	

Table-12



Gender	Age Group (in Years)	Long-Term Training (in Lakhs)	Short-Term Training (in Lakhs)
Female	15-20	0.05	0.09
	21-30	0.08	0.41
	31-40	0.07	0.1
	41-50	0.01	0.01
	51-59	0	0.01
Total (Female)		0.21	0.61
Male	15-20	0	0.04
	21-30	0.06	0.33
	31-40	0.04	0.05
	41-50	0.08	0.05
	51-59	0.02	0.04
	60 & Above	0.02	0.02
Total (Male)		0.23	0.52
Total		0.44	1.13

Table-13

Gender	Age Group (in Years)	Free Training (in Lakhs)	Paid Training (in Lakhs)
Female	15-20	0.1	0.04
	21-30	0.28	0.21
	31-40	0.06	0.11
	41-50	0.02	0
	51-59	0	0.01
Total (Female)		0.46	0.37
Male	15-20	0	0.04
	21-30	0.06	0.33
	31-40	0.02	0.08
	41-50	0.05	0.08
	51-59	0.01	0.05
	60 & Above	0.02	0.02
Total (Male)		0.14	0.6
Total		0.6	0.97

Table-14



Gender	Age Group (in Years)	10th Std & Below (in Lakhs)	11th to 12th Std (in Lakhs)	Graduate (in Lakhs)	Postgraduate & Above (in Lakhs)
Female	15-20	0.03	0.07	0	0
	21-30	0.07	0.21	0.07	0.06
	31-40	0.03	0.02	0.02	0.03
	41-50	0.01	0	0	0
	51-59	0.01	0	0	0
Total (Female)		0.14	0.29	0.09	0.09
Male	15-20	0	0.04	0	0
	21-30	0.08	0.17	0.07	0
	31-40	0.04	0.01	0.01	0
	41-50	0.03	0	0.02	0
	51-59	0.01	0.01	0.02	0
	60 & Above	0.01	0	0.01	0
Total (Male)		0.16	0.23	0.13	0
Total		0.3	0.52	0.22	0.09

Table-15

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)
Female	15-20	0.06	0.03
	21-30	0.23	0.18
	31-40	0.04	0.05
	41-50	0	0.01
	51-59	0	0.01
Total (Female)		0.34	0.28
Male	15-20	0.02	0.02
	21-30	0.19	0.14
	31-40	0.02	0.03
	41-50	0	0.05
	51-59	0	0.04
	60 & Above	0	0.02
Total (Male)		0.23	0.28
Total		0.57	0.56

Table-16



Gender	Age Group (in Years)	Employed (in Lakhs)	Unemployed (in Lakhs)	Not In Labour Force (in Lakhs)
Female	15-20	0.01	0.04	0.05
	21-30	0.03	0.27	0.11
	31-40	0.04	0.02	0.04
	41-50	0.01	0	0
	51-59	0	0	0.01
Total (Female)		0.08	0.32	0.21
Male	15-20	0.01	0.01	0.02
	21-30	0.16	0.1	0.06
	31-40	0.04	0.01	0
	41-50	0.05	0	0
	51-59	0.04	0	0
	60 & Above	0.01	0	0.01
Total (Male)		0.31	0.12	0.09
Total		0.39	0.44	0.3

Table-17

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)
Female	15-20	0	0.01
	21-30	0.02	0.01
	31-40	0.02	0.02
	41-50	0	0.01
Total (Female)		0.04	0.04
Male	15-20	0	0.01
	21-30	0.06	0.1
	31-40	0.02	0.02
	41-50	0	0.05
	51-59	0	0.04
	60 & Above	0	0.01
Total (Male)		0.08	0.22
Total		0.13	0.26

Table-18



Gender	Age Group (in Years)	Non-Agriculture (in Lakhs)
Female	15-20	0.01
	21-30	0.03
	31-40	0.04
	41-50	0.01
	Total (Female)	0.08
Male	15-20	0.01
	21-30	0.16
	31-40	0.04
	41-50	0.05
	51-59	0.04
	60 & Above	0.01
Total (Male)	0.31	
Total	0.39	

Table-19

Gender	Age Group (in Years)	Monthly Income (Rs.): Upto 10,000 (persons in Lakhs)	Monthly Income (Rs.): 20,000 - 50,000 (persons in Lakhs)	Monthly Income (Rs.): 50,000 - 1,00,000 (persons in Lakhs)	Monthly Income (Rs.): Above 1,00,000 (persons in Lakhs)
Female	15-20	0	0	0.01	0
	21-30	0.01	0.02	0	0
	31-40	0.01	0.02	0	0.01
	41-50	0.01	0	0	0
	Total (Female)	0.02	0.04	0.01	0.01
Male	15-20	0	0.01	0	0
	21-30	0.04	0.11	0.02	0
	31-40	0.01	0.01	0.03	0
	41-50	0	0.01	0.03	0.01
	51-59	0	0	0.01	0.03
	60 & Above	0	0	0.01	0
Total (Male)	0.05	0.13	0.09	0.04	
Total	0.07	0.17	0.1	0.05	

Table-20



Vocational Training Helped	Persons (in Lakhs)
"To get my present/ previous job"	0.46
To establish my enterprise	0.11
"In upward mobility(promotion) in my job/line of work (income/leadership)"	0.02
Total	0.59

Table-21

Vocational Training Did Not Help - Reasons	Persons (in Lakhs)
"Changed trade, due to inability to get a job in the trade in which member was trained"	0.02
Training was irrelevant	0.01
"Changed the line of work/trade, due to lack of interest"	0.01
Total	0.04

Table-22

Vocational Training Helped	Persons (in Lakhs)
To get my previous job	0.03
Total	0.03

Table-23

Got Present Job	Persons (in Lakhs)
Through friends and family	0.27
Through formal channels	0.21
Through the training partner	0.15
Through professional network	0.04
Don't Know/remember	0.03
Total	0.7

Table-24



Got Previous Job	Persons (in Lakhs)
Through friends and family	0.02
Through formal channels	0.01
Total	0.03

Table-25

Reasons For Not Taking Up Work	Persons (in Lakhs)
Did not get a job	0.72
"Could not pursue for personal reasons"	0.1
Not interested to work	0.03
Total	0.84

Table-26

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)	Other Persons (in Lakhs)
Female	15-20	0.04	0.03	14.4
	21-30	0.46	0.36	16.51
	31-40	0.87	0.52	20.69
	41-50	0.38	0.62	23.85
	51-59	0.11	0.22	16.42
	60 & Above	0.04	0.02	13.83
Total (Female)		1.9	1.77	105.71
Male	15-20	1.82	0.82	21.26
	21-30	14.31	6.26	6.53
	31-40	13.47	6.91	0.52
	41-50	14.33	9.83	0.64
	51-59	7.07	5.17	1.05
	60 & Above	7.18	2.29	10.36
Total (Male)		58.18	31.28	40.35
Total		60.08	33.05	146.06

Table-27



Gender	Age Group (in Years)	Agriculture (in Lakhs)	Non-Agriculture (in Lakhs)	Other Persons (in Lakhs)
Female	15-20	0.02	0.05	14.4
	21-30	0.06	0.76	16.51
	31-40	0.3	1.09	20.69
	41-50	0.22	0.78	23.85
	51-59	0.04	0.28	16.42
	60 & Above	0.04	0.02	13.83
Total (Female)		0.68	2.99	105.71
Male	15-20	0.71	1.93	21.26
	21-30	7.07	13.5	6.53
	31-40	7.08	13.3	0.52
	41-50	8.01	16.15	0.64
	51-59	3.87	8.37	1.05
	60 & Above	4.99	4.48	10.36
Total (Male)		31.73	57.73	40.35
Total		32.42	60.71	146.06

Table-28

Gender	Age Group (in Years)	No Education (in Lakhs)	10th Std & Below (in Lakhs)	11th to 12th Std (in Lakhs)	Graduate (in Lakhs)	Postgraduate & Above (in Lakhs)	Other Persons (in Lakhs)
Female	15-20	0	0.03	0.02	0.02	0	14.4
	21-30	0.02	0.13	0.07	0.34	0.27	16.51
	31-40	0.14	0.46	0.21	0.1	0.48	20.69
	41-50	0.16	0.41	0.02	0.13	0.28	23.85
	51-59	0.01	0.15	0.05	0.02	0.08	16.42
	60 & Above	0.04	0.02	0	0.01	0	13.83
Total (Female)		0.37	1.2	0.36	0.62	1.12	105.71
Male	15-20	0	2.06	0.54	0.04	0	21.26
	21-30	0.13	9.52	6.88	3.37	0.67	6.53
	31-40	0.54	11.84	4.86	1.93	1.2	0.52
	41-50	1.05	17.28	2.96	1.81	1.06	0.64
	51-59	0.56	9.02	0.8	1.16	0.7	1.05
	60 & Above	1.22	7.27	0.54	0.27	0.17	10.36
Total (Male)		3.5	56.99	16.59	8.57	3.8	40.35
Total		3.87	58.19	16.95	9.19	4.92	146.06

Table-29



Gender	Age Group (in Years)	Monthly Income (Rs.): Upto 10,000 (persons in Lakhs)	Monthly Income (Rs.): 10,000 - 20,000 (persons in Lakhs)	Monthly Income (Rs.): 20,000 - 50,000 (persons in Lakhs)	Monthly Income (Rs.): 50,000 - 1,00,000 (persons in Lakhs)	Monthly Income (Rs.): Above 1,00,000 (persons in Lakhs)	Other Persons (in Lakhs)
Female	15-20	0	0.02	0.04	0.02	0	14.4
	21-30	0.12	0.12	0.29	0.11	0.18	16.51
	31-40	0.11	0.1	0.67	0.28	0.22	20.69
	41-50	0.14	0.06	0.21	0.13	0.46	23.85
	51-59	0.07	0.02	0.05	0.06	0.13	16.42
	60 & Above	0.01	0.04	0.01	0.01	0	13.83
Total (Female)		0.45	0.36	1.26	0.59	1	105.71
Male	15-20	0.51	0.48	1.39	0.2	0.06	21.26
	21-30	7.76	0.36	5.9	4.4	2.15	6.53
	31-40	5.85	0	4.31	4.28	5.94	0.52
	41-50	6.53	0.1	4.54	4.67	8.32	0.64
	51-59	3.35	0.07	2.51	2.02	4.29	1.05
	60 & Above	2.46	0.08	2.2	1.51	3.22	10.36
Total (Male)		26.46	1.09	20.85	17.09	23.97	40.35
Total		26.91	1.45	22.12	17.68	24.97	146.06

Table-30

Gender	Age Group (in Years)	Experience: 0-1 yr (persons in Lakhs)	Experience: More than 1 & Less than 2 yrs (persons in Lakhs)	Experience: More than 2 & Less than 5 yrs (persons in Lakhs)	Experience: More than 5 & Less than 10 yrs (persons in Lakhs)	Experience: More than 10 yrs (persons in Lakhs)	Other Persons (in Lakhs)
Female	15-20	0.02	0.05	0	0	0	14.4
	21-30	0.07	0.2	0.39	0.07	0.1	16.51
	31-40	0.02	0.03	0.07	0.47	0.8	20.69
	41-50	0.01	0	0.01	0.03	0.95	23.85
	51-59	0	0	0.02	0	0.3	16.42
	60 & Above	0	0	0	0	0.07	13.83
Total (Female)		0.12	0.28	0.48	0.58	2.21	105.71
Male	15-20	0.82	1.48	0.22	0.01	0.11	21.26
	21-30	0.64	3.54	8.47	5.68	2.23	6.53
	31-40	0.03	0.02	0.16	1.74	18.43	0.52
	41-50	0.03	0.01	0.03	0.14	23.96	0.64
	51-59	0.02	0.01	0.02	0.05	12.14	1.05
	60 & Above	0.01	0	0	0.03	9.43	10.36
Total (Male)		1.54	5.06	8.91	7.65	66.3	40.35
Total		1.66	5.34	9.39	8.22	68.51	146.06

Table-31



Gender	Age Group (in Years)	Hereditary (in Lakhs)	On-the-job learning (in Lakhs)	Self-learning (in Lakhs)	Other Sources (in Lakhs)	Other Persons (in Lakhs)
Female	15-20	0	0.02	0.04	0.01	14.4
	21-30	0.02	0.56	0.16	0.09	16.51
	31-40	0.04	0.68	0.6	0.07	20.69
	41-50	0.14	0.46	0.31	0.08	23.85
	51-59	0.04	0.14	0.1	0.05	16.42
	60 & Above	0.01	0.01	0.05	0	13.83
Total (Female)		0.24	1.86	1.27	0.3	105.71
Male	15-20	0.53	0.58	1.3	0.22	21.26
	21-30	6.25	4.6	8.35	1.37	6.53
	31-40	6.01	4.98	8.02	1.37	0.52
	41-50	6.83	5.43	10.27	1.64	0.64
	51-59	3.48	3.09	4.85	0.82	1.05
	60 & Above	4.18	0.86	4.07	0.36	10.36
Total (Male)		27.28	19.55	36.86	5.77	40.35
Total		27.52	21.41	38.12	6.08	146.06

Table-32

Gender	Age Group (in Years)	Willingness to enroll in formal training: Yes, if they are free/ sponsored (in Lakhs)	Willingness to enroll in formal training: Yes, if they are subsidised (in Lakhs)	Willingness to enroll in formal training: Yes, even if have to pay (in Lakhs)
Female	15-20	0	0.01	0
	21-30	0.01	0.02	0.01
	31-40	0.02	0.18	0.01
	41-50	0	0.12	0.01
	51-59	0.02	0.02	0.01
Total (Female)		0.04	0.34	0.03
Male	15-20	0.06	0.41	0.01
	21-30	0.45	2.47	0.25
	31-40	0.31	2.61	0.23
	41-50	0.23	2.61	0.17
	51-59	0.12	1.17	0.08
	60 & Above	0.07	0.79	0.05
Total (Male)		1.23	10.06	0.79
Total		1.27	10.4	0.82

Table-33



Gender	Age Group (in Years)	Willingness to enroll in formal training: Long-term training program (in Lakhs)	Willingness to enroll in formal training: Short-term training program (in Lakhs)	Willingness to enroll in formal training: Duration does not matter (in Lakhs)	Willingness to enroll in formal training: Do not know (in Lakhs)
Female	15-20	0	0	0	0.01
	21-30	0	0.01	0.01	0.02
	31-40	0.01	0	0.01	0.19
	41-50	0.01	0	0.01	0.11
	51-59	0	0.02	0.01	0.02
Total (Female)		0.02	0.02	0.03	0.34
Male	15-20	0	0.05	0.02	0.41
	21-30	0.11	0.79	0.35	1.92
	31-40	0.03	0.47	0.4	2.26
	41-50	0.19	0.46	0.27	2.09
	51-59	0.04	0.36	0.14	0.83
	60 & Above	0	0.13	0.04	0.74
Total (Male)		0.37	2.26	1.21	8.24
Total		0.38	2.28	1.24	8.58

Table-34

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)
Female	15-20	0.06	0.06
	21-30	0.27	0.05
	31-40	0.04	0.07
	41-50	0.06	0.06
	51-59	0.06	0.07
	60 & Above	0	0.03
Total (Female)		0.51	0.35
Male	15-20	0	0.09
	21-30	0	0.04
	51-59	0	0.01
	60 & Above	0	0.02
Total (Male)		0	0.16
Total		0.51	0.51

Table-35



Gender	Age Group (in Years)	No Education (in Lakhs)	10th Std & Below (in Lakhs)	11th to 12th Std (in Lakhs)	Graduate (in Lakhs)	Postgraduate & Above (in Lakhs)
Female	15-20	0	0.08	0.04	0.01	0
	21-30	0	0.11	0.1	0.1	0.02
	31-40	0	0.07	0.02	0.02	0.01
	41-50	0.02	0.06	0.02	0.02	0
	51-59	0	0.09	0.01	0.03	0.01
	60 & Above	0	0.02	0.02	0	0
Total (Female)		0.02	0.42	0.2	0.18	0.04
Male	15-20	0	0.05	0.03	0.01	0
	21-30	0	0	0.02	0.02	0
	51-59	0	0	0	0	0.01
	60 & Above	0	0.01	0	0.01	0.01
Total (Male)		0	0.06	0.05	0.03	0.02
Total		0.02	0.48	0.25	0.21	0.05

Table-36

Gender	Age Group (in Years)	Hereditary (in Lakhs)	On-the-job learning (in Lakhs)	Self-learning (in Lakhs)	Other Sources (in Lakhs)
Female	15-20	0.02	0.01	0.09	0.02
	21-30	0.01	0.04	0.26	0.02
	31-40	0.02	0.02	0.03	0.04
	41-50	0.01	0	0.06	0.06
	51-59	0.06	0	0.05	0.02
	60 & Above	0	0.01	0	0.02
Total (Female)		0.1	0.07	0.49	0.19
Male	15-20	0.02	0.01	0.04	0.02
	21-30	0	0	0.04	0
	51-59	0	0	0	0.01
	60 & Above	0.01	0	0	0.02
Total (Male)		0.03	0.01	0.08	0.05
Total		0.13	0.08	0.57	0.23

Table-37



Gender	Age Group (in Years)	Awareness of formal training: Yes (in Lakhs)	Awareness of formal training: No (in Lakhs)
Female	15-20	0.1	0.02
	21-30	0.3	0.03
	31-40	0.11	0
	41-50	0.05	0.07
	51-59	0.12	0.01
	60 & Above	0.02	0.01
Total (Female)		0.71	0.14
Male	15-20	0.08	0.02
	21-30	0.04	0
	51-59	0	0.01
	60 & Above	0.02	0
Total (Male)		0.14	0.02
Total		0.85	0.16

Table-38

Gender	Age Group (in Years)	Willingness to enroll in formal training: Yes, if they are free/ sponsored (in Lakhs)	Willingness to enroll in formal training: Yes, even if have to pay (in Lakhs)	Willingness to enroll in formal training: Yes, if they are subsidised (in Lakhs)	Willingness to enroll in formal training: No, not interested (in Lakhs)
Female	15-20	0.01	0	0.09	0.03
	21-30	0.03	0	0.25	0.05
	31-40	0.01	0.01	0.01	0.09
	41-50	0.01	0	0.01	0.11
	51-59	0	0	0.01	0.12
	60 & Above	0	0	0	0.03
Total (Female)		0.05	0.01	0.36	0.43
Male	15-20	0.02	0.01	0.01	0.05
	21-30	0.02	0	0	0.02
	51-59	0	0.01	0	0
	60 & Above	0	0	0	0.02
Total (Male)		0.04	0.02	0.01	0.1
Total		0.09	0.02	0.36	0.53

Table-39



Gender	Age Group (in Years)	Willingness to enroll in formal training: Long-term training program (in Lakhs)	Willingness to enroll in formal training: Short-term training program (in Lakhs)	Willingness to enroll in formal training: Duration does not matter (in Lakhs)	Willingness to enroll in formal training: Do not know (in Lakhs)	Willingness to enroll in formal training: Not Interested (in Lakhs)
Female	15-20	0.01	0.07	0	0.02	0.03
	21-30	0	0.23	0.02	0.03	0.05
	31-40	0.01	0	0.02	0	0.09
	41-50	0.01	0	0	0.01	0.11
	51-59	0	0	0.01	0	0.12
	60 & Above	0	0	0	0	0.03
Total (Female)		0.02	0.3	0.05	0.05	0.43
Male	15-20	0.02	0	0.01	0.01	0.05
	21-30	0	0	0.01	0.01	0.02
	51-59	0	0.01	0	0	0
	60 & Above	0	0	0	0	0.02
Total (Male)		0.02	0.01	0.02	0.02	0.1
Total		0.05	0.31	0.06	0.07	0.53

Table-40

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)
Female	15-20	8.74	5.37
	21-30	11.02	4.61
	31-40	13.11	7.28
	41-50	13.87	9.8
	51-59	9.14	7.13
	60 & Above	7.9	5.91
Total (Female)		63.77	40.11
Male	15-20	12.88	8.24
	21-30	3	2.77
	31-40	0.25	0.07
	41-50	0.34	0.07
	51-59	0.4	0.52
	60 & Above	4.5	5.74
Total (Male)		21.36	17.41
Total		85.14	57.52

Table-41



Gender	Age Group (in Years)	No Education (in Lakhs)	10th Std & Below (in Lakhs)	11th to 12th Std (in Lakhs)	Graduate (in Lakhs)	Postgraduate & Above (in Lakhs)
Female	15-20	0.01	8.62	5	0.48	0
	21-30	0.18	6.51	4.74	2.93	1.27
	31-40	0.58	13.65	3.63	1.63	0.9
	41-50	1.26	18.58	1.59	1.46	0.79
	51-59	1.21	12.52	0.76	1.14	0.64
	60 & Above	2.14	9.43	0.5	0.92	0.81
Total (Female)		5.39	69.3	16.21	8.57	4.41
Male	15-20	0	11.49	9	0.62	0
	21-30	0	0.72	2.34	2.49	0.21
	31-40	0.02	0.19	0.04	0.05	0.03
	41-50	0	0.4	0	0	0.01
	51-59	0.04	0.7	0.06	0.09	0.02
	60 & Above	0.97	5.43	0.79	1.68	1.38
Total (Male)		1.03	18.94	12.22	4.93	1.65
Total		6.42	88.24	28.43	13.5	6.07

Table-42

Gender	Age Group (in Years)	Willingness to enroll in formal training: Yes, if they are free/ sponsored (in Lakhs)	Willingness to enroll in formal training: Yes, if they are subsidised (in Lakhs)	Willingness to enroll in formal training: Yes, even if have to pay (in Lakhs)
Female	15-20	1.74	1.75	0.7
	21-30	0.98	2.1	0.42
	31-40	0.26	2.64	0.36
	41-50	0.27	2.74	0.27
	51-59	0.13	1.58	0.14
	60 & Above	0.05	1.42	0.08
Total (Female)		3.43	12.23	1.96
Male	15-20	1.87	2.17	1.08
	21-30	0.55	0.72	0.44
	31-40	0	0.07	0
	41-50	0	0.04	0
	51-59	0.01	0.01	0
	60 & Above	0.04	1	0.06
Total (Male)		2.47	4	1.58
Total		5.9	16.23	3.53

Table-43



	Age Group (in Years)	Willingness to enroll in formal training: Long-term training program (in Lakhs)	Willingness to enroll in formal training: Short-term training program (in Lakhs)	Willingness to enroll in formal training: Duration does not matter (in Lakhs)	Willingness to enroll in formal training: Do not know (in Lakhs)
Female	15-20	0.57	0.6	1.19	1.83
	21-30	0.32	0.68	0.68	1.81
	31-40	0.16	1.17	0.35	1.57
	41-50	0.25	1.18	0.16	1.68
	51-59	0.1	0.64	0.08	1.03
	60 & Above	0.08	0.15	0.08	1.25
Total (Female)		1.49	4.41	2.55	9.17
Male	15-20	0.61	0.68	1.74	2.09
	21-30	0.2	0.36	0.55	0.61
	31-40	0	0	0.01	0.06
	41-50	0	0	0	0.04
	51-59	0.01	0	0	0.01
	60 & Above	0.04	0.14	0.02	0.9
Total (Male)		0.85	1.17	2.32	3.7
Total		2.34	5.58	4.87	12.88

Table-44





By Market Analytics Unit



National Skill Development Corporation

301, West Wing, Worldmark 1, Aerocity, New Delhi 110037

T: +91-11-47451600-10 | F: +91-11-46560417

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