

ESTIMATING THE SKILL STOCK IN KARNATAKA

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





Table of Contents

A. Introduction	4
B. Consumer Pyramids Household Survey (CPHS): All India Survey Design	5
C. Executive Summary	6
D. Insights from the Household Survey	7
I. Overview of Karnataka's Labour Market	7
II. Formal Vocational Training	10
1. Access to Formal Vocational Training	10
2. Duration of Course	13
3. Benefits of Formal Vocational Training	17
iii. Informally Skilled and Employed	21
1. Years of Experience and Source of Skill Acquisition	23
2. Awareness About Formal Skill Development Programs	24
3. Willingness to Enroll in Formal Skill Development Programs	24
iv. Informally Skilled and Not Employed	25
1. Source of Skill Acquisition	26
2. Awareness About Formal Skill Development Programs	26
3. Willingness to Enroll in Formal Skill Development Programs	27
V. Not Skilled and Not Employed	29
1. Awareness About Formal Skill Development Programs	30
2. Willingness to Enroll in Formal Skill Development Programs	30
E. Annexure: Examples of how the Stock of Skills is defined/measured in Different Countries	31
Tables	34



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



D. Insights from the Household Survey

I. Overview of Karnataka's Labour Market

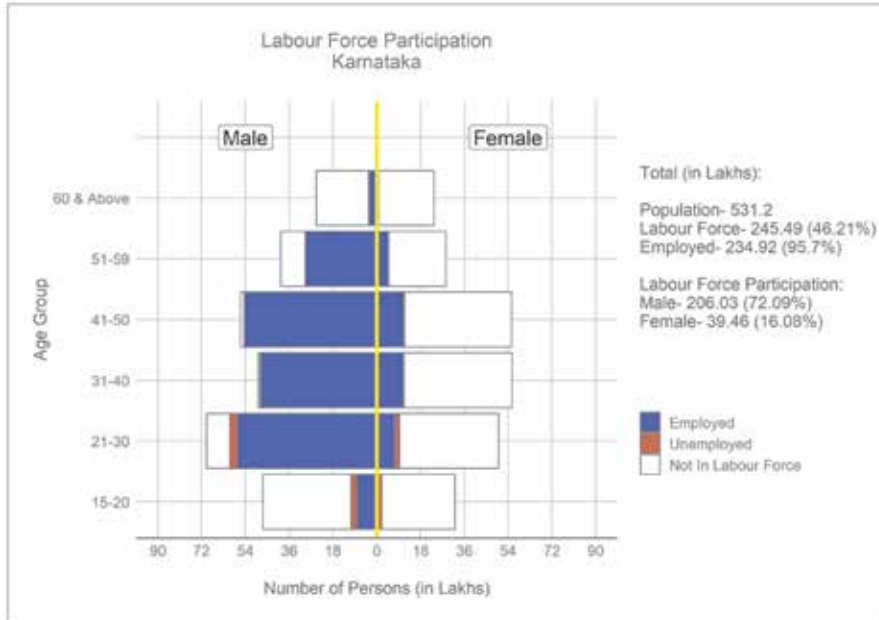


Figure 1

Population of persons aged 15 years and above in Karnataka is 531.2 lakhs. There are 245.49 lakhs persons in the labour force (persons who are either working or willing to work and actively looking for work). 4.3% of the state's labour force is unemployed. 87% 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 16% (All-India Female labour force participation rate is 11.7%).

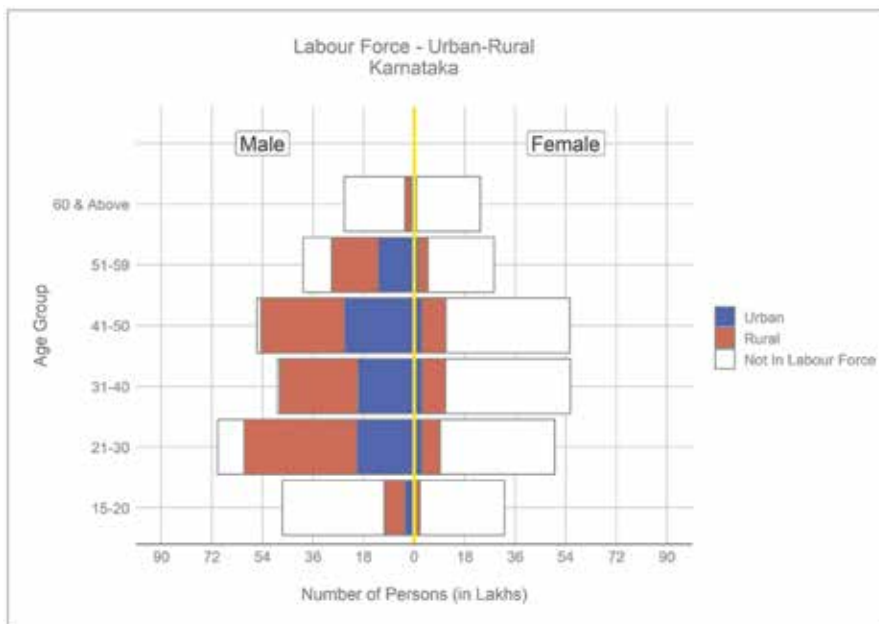


Figure 2

62% of the labour force in the state resides in rural areas (68% of India's labour force resides in rural areas).



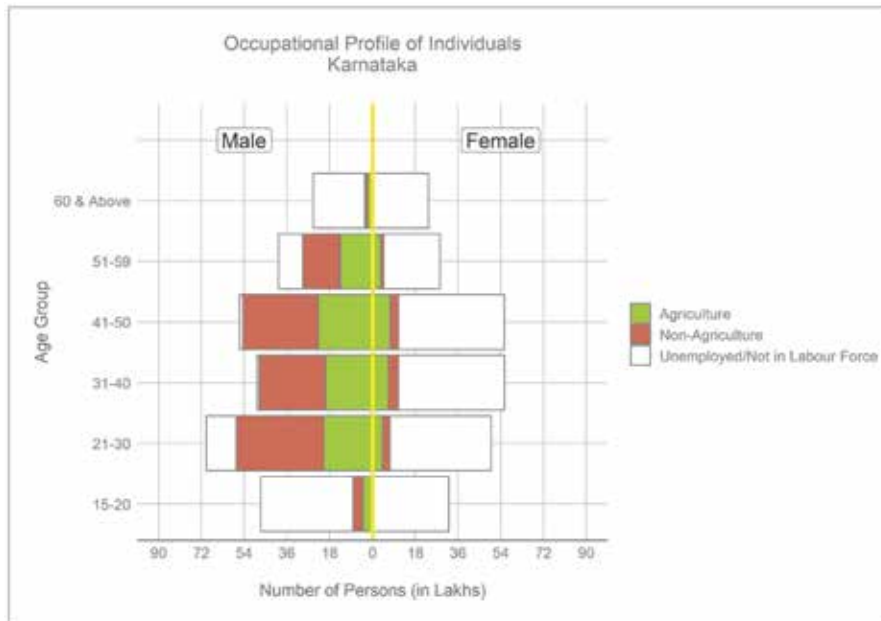


Figure 3

130.59 lakh (56%) persons are working in non-agriculture occupations and 104.33 lakh in agriculture (65% of all employed persons in India, are working in non-agricultural occupations).

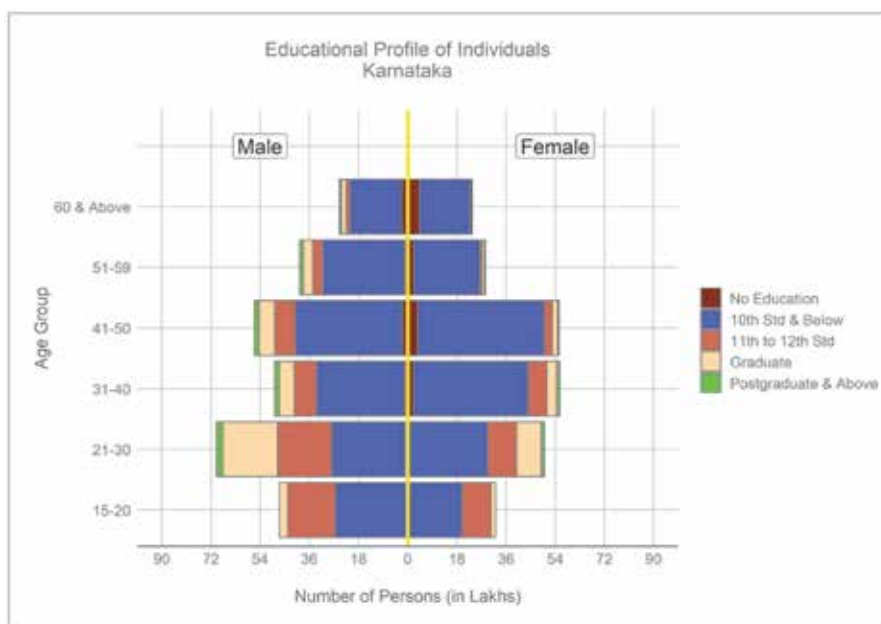


Figure 4

Out of all persons aged 15 years and above, 70% are 10th Std & Below (including No Education), 17% are 11th to 12th Std and 13% are Graduate & above.



II. Formal Vocational Training

1. Access to Formal Vocational Training

47.14 lakh persons (9% 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 16.44 lakh formally trained persons who are 15-30 years of age and 12.12 lakh 31-40 years of age. There are 17.5 lakh formally trained females (37% of all formally trained persons).

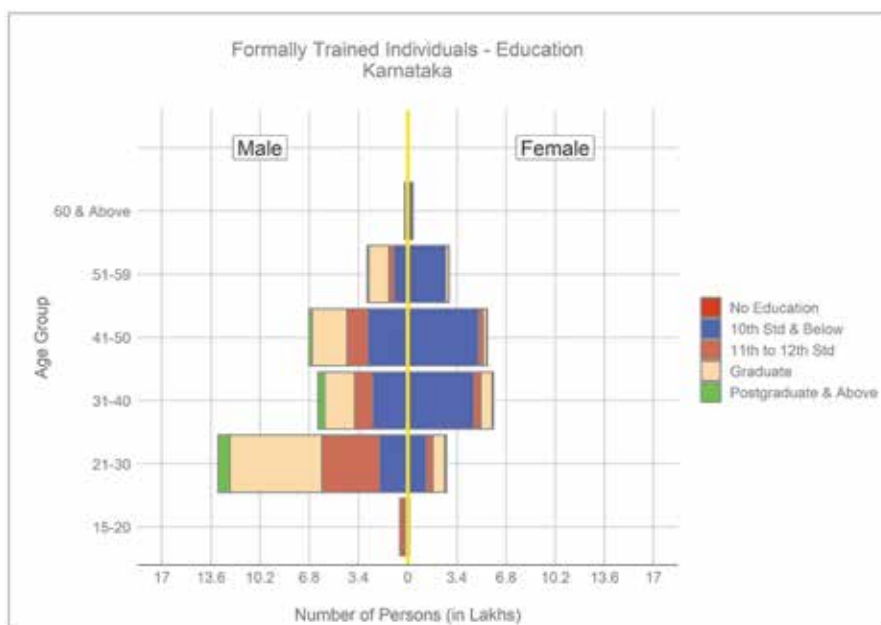


Figure 7

Out of all persons aged 15 years and above who received formal vocational training, 46.9% are 10th Std & Below (including No Education), 18.8% are 11th to 12th Std and 34.4% are Graduate & above (at all-India level, 35% are 10th Std & Below (including No Education), 26% are 11th to 12th Std and 38.9% are Graduate & above).

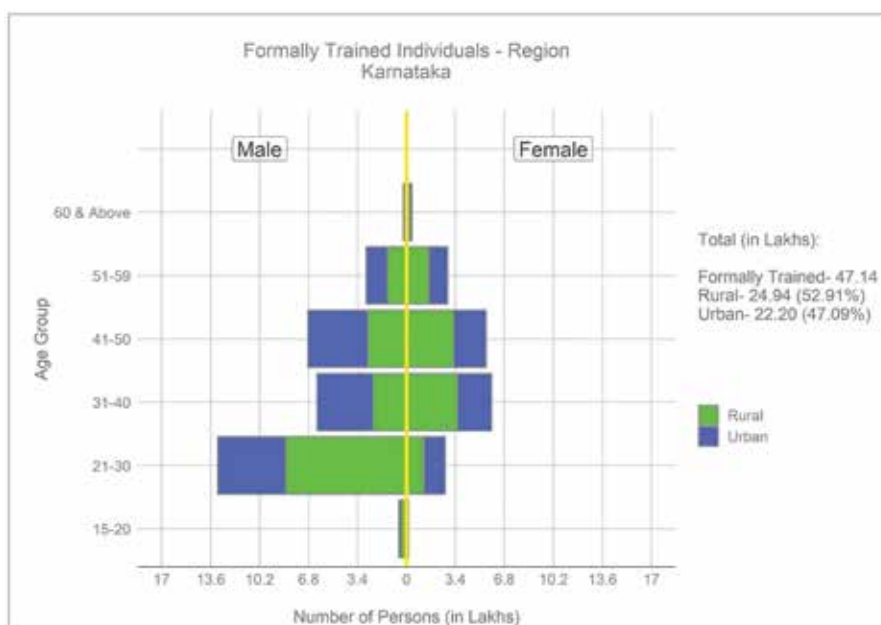


Figure 8

53% of formally trained persons in the state reside in rural areas (54.7% of all formally trained persons in India, reside in rural areas).

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



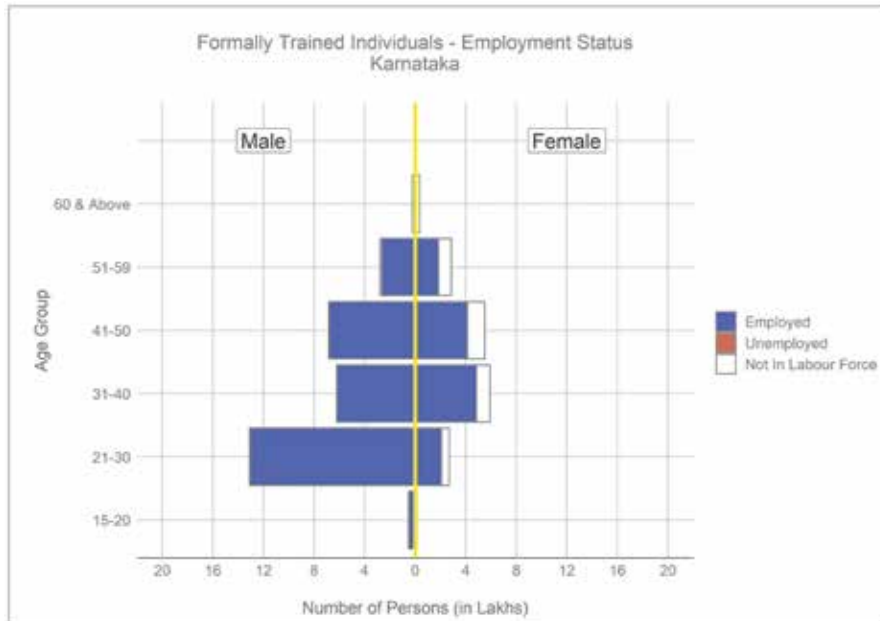


Figure 9

Number of formally trained persons aged 15 years and above in Karnataka is 47.14 lakhs. Among the formally trained persons, there are 42.12 lakh persons in the labour force (persons who are either working or willing to work and actively looking for work).

Only 0.12% of this labour force is unemployed (11% of the formally trained labour force in India, are unemployed). 50% of the unemployed are in the age-group of 15-20 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 74% in Karnataka (All-India female labour force participation rate for formally trained females is 58%).

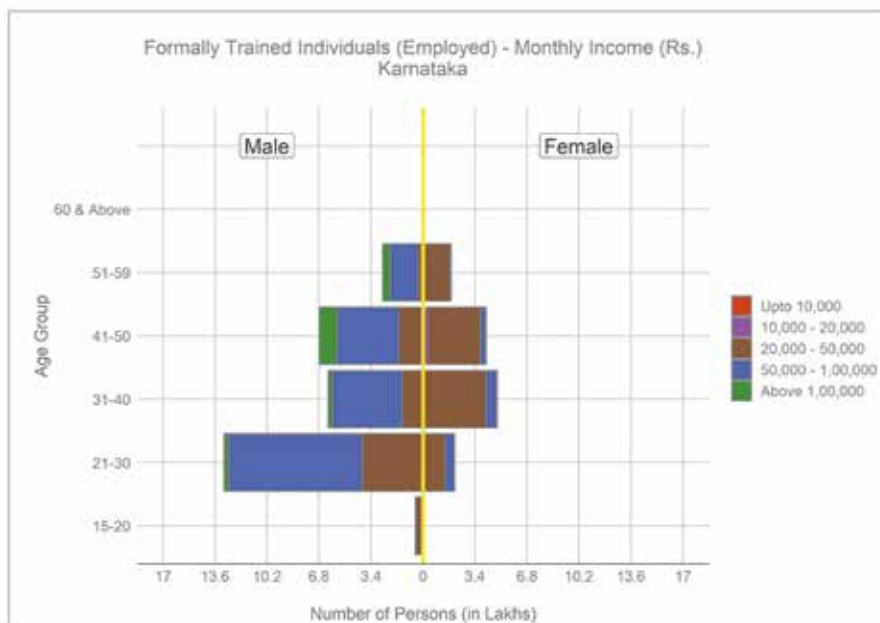


Figure10

Among the employed persons who have received formal vocational training in the state, only 1% earn Rs. 20000 or lower (All-India: 8%) and 43% earn between Rs. 20,001-50,000 (All-India: 37%).

Among the employed males who have received formal vocational training in the state, only 0.3% earn Rs. 20000 or lower (All-India: 5%) and 26% earn between Rs. 20,001-50,000 (All-India: 33%). Among the employed females who have received formal vocational training in the state, 4% earn Rs. 20000 or lower (All-India: 14%) and 82% earn between Rs. 20,001-50,000 (All-India: 57%).



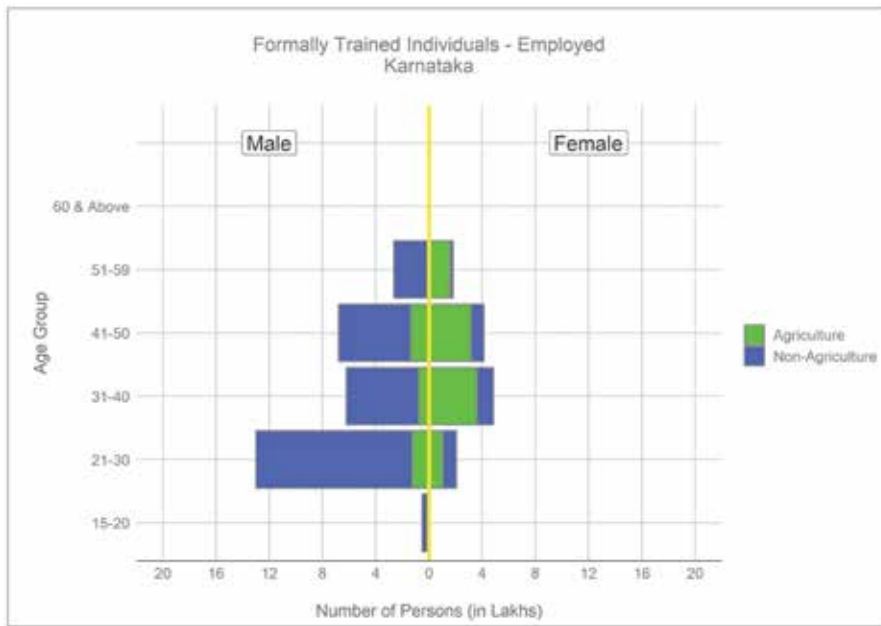


Figure11

28.97 lakh (69%) employed persons in the state who have received formal vocational training are working in non-agriculture occupations and 13.1 lakh in agriculture (85% of all formally trained persons in India, are working in non-agricultural occupations).

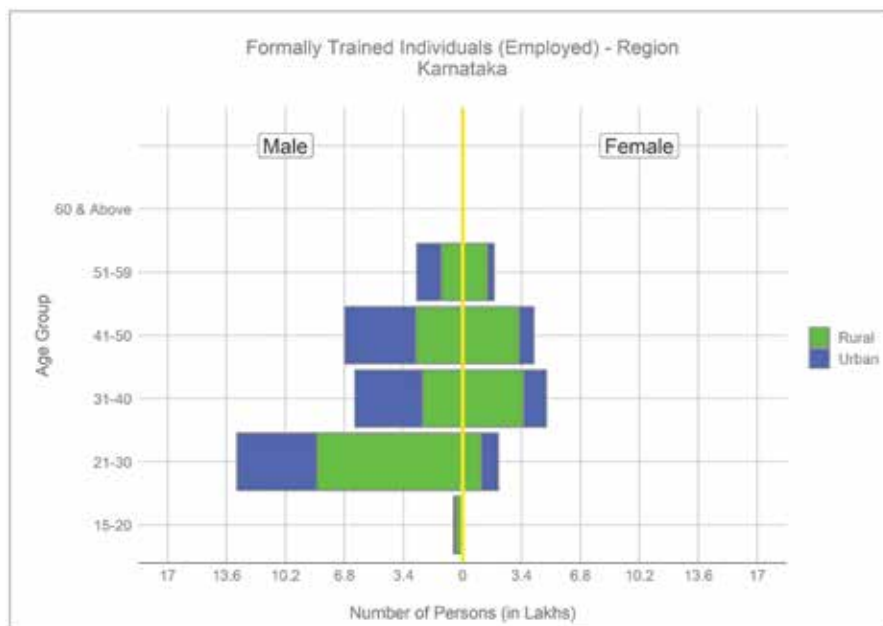


Figure12

58% of formally trained and employed persons in the state reside in rural areas (55% of formally trained and employed persons in India, reside in rural areas).



2. Duration of Course

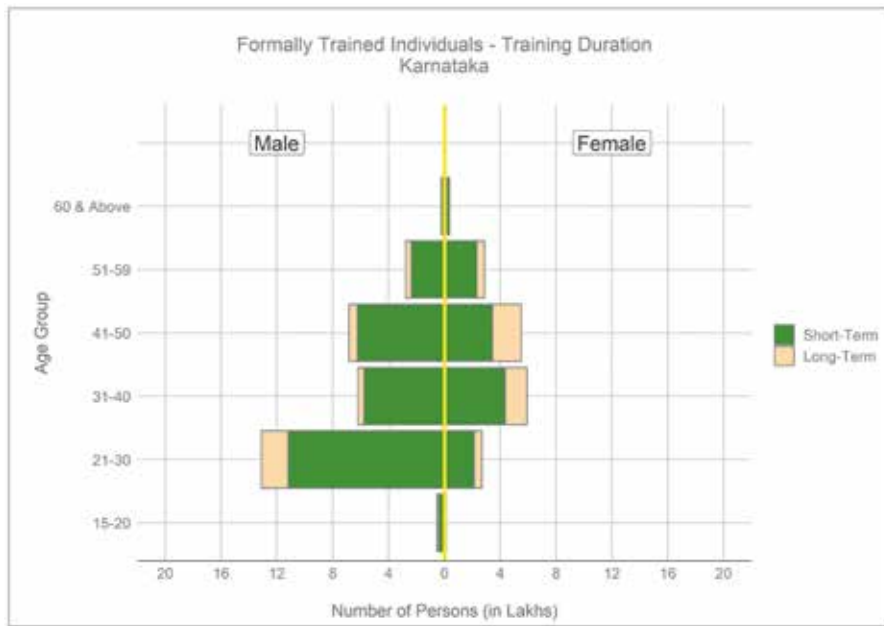


Figure 13

82% of formally trained persons in the state took up short-term training (69% of all formally trained persons in India, took up short term training).

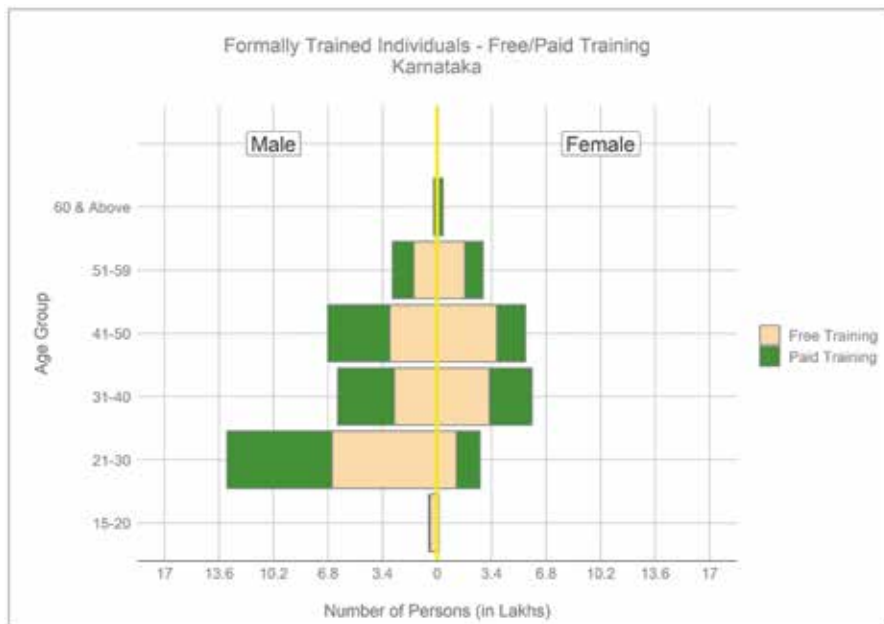


Figure 14

49% of formally trained persons in the state took up paid training (56% of all formally trained persons in India, took up paid training).



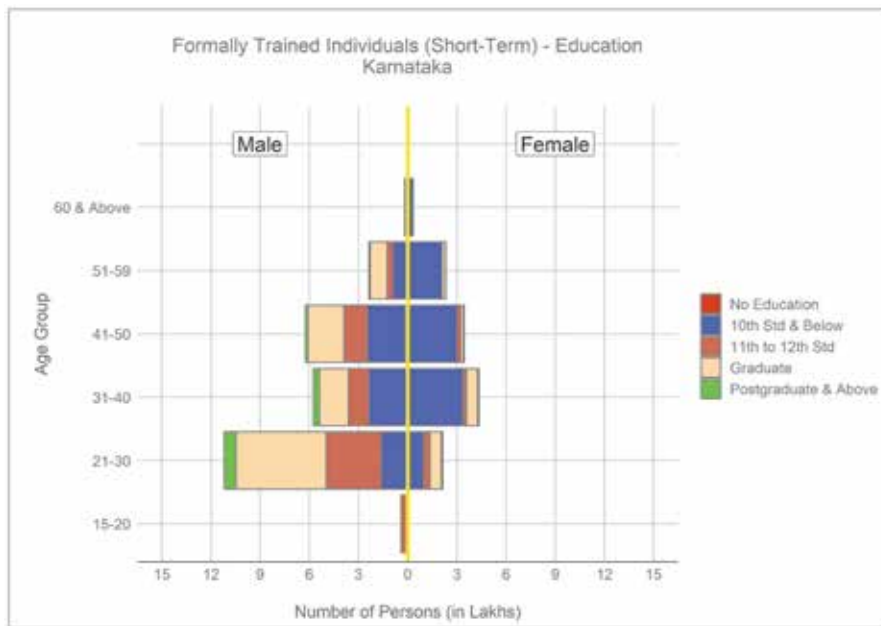


Figure 15

Out of all persons aged 15 years and above who received short-term formal vocational training: 44.4% are 10th Std & Below (including No Education), 19.9% are 11th to 12th Std and 35.6% are Graduate & above (At all-India level: 38% are 10th Std & Below (including No Education), 27.2% are 11th to 12th Std, 34.7% are Graduate & above).

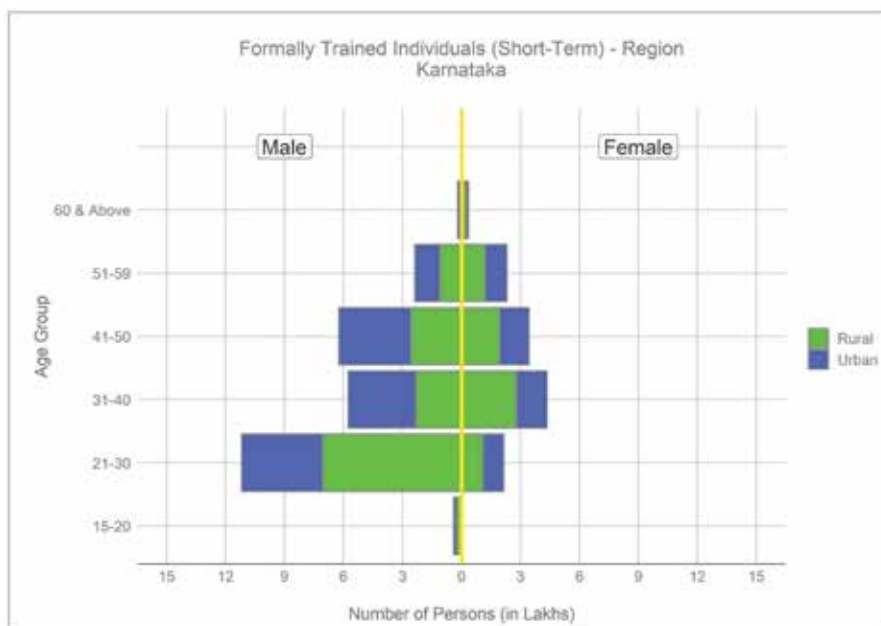


Figure 16

53% of formally trained persons who took up short-term training in the state resides in rural areas (All-India: 54% of all formally trained persons in India, who took up short-term training, reside in- rural areas).



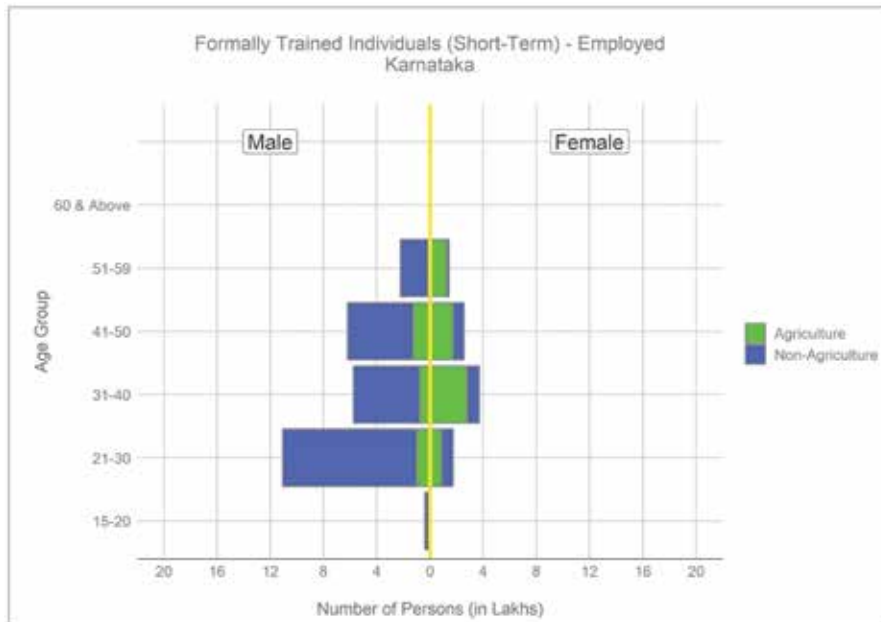


Figure 19

72% (25.27 lakh) of employed persons who are formally trained in short-term trainings, are working in non-agriculture occupations and 28% (9.82 lakhs) in agriculture (All-India: 85% are working in non-agricultural occupations).

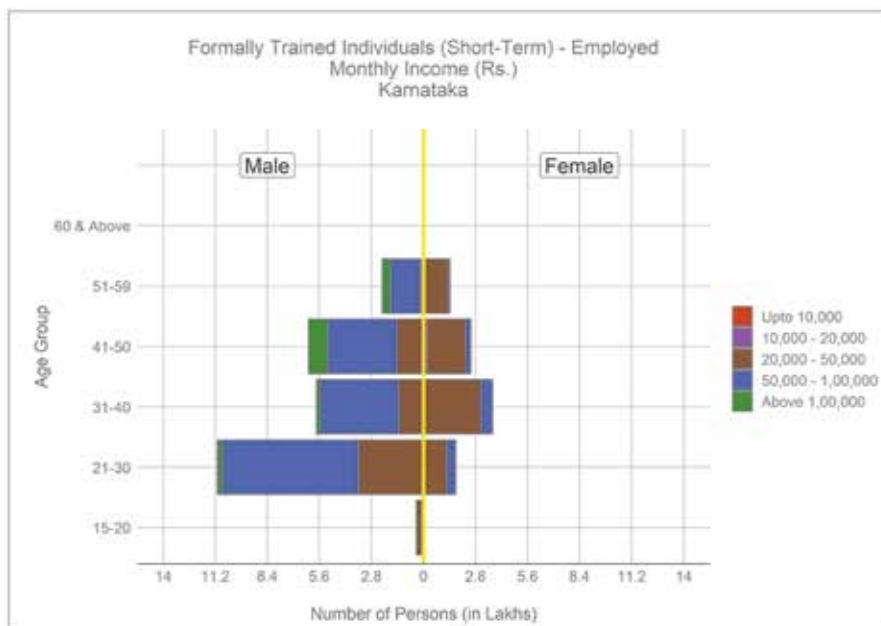


Figure 20

Among the employed persons who have received short-term formal vocational training in the state, 1% earn Rs. 20000 or lower (All-India: 7%) and 40% 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, 0.31% earn Rs. 20000 or lower (All-India: 5%) and 26% 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, 4% earn Rs. 20000 or lower (All-India: 16%) and 79% 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

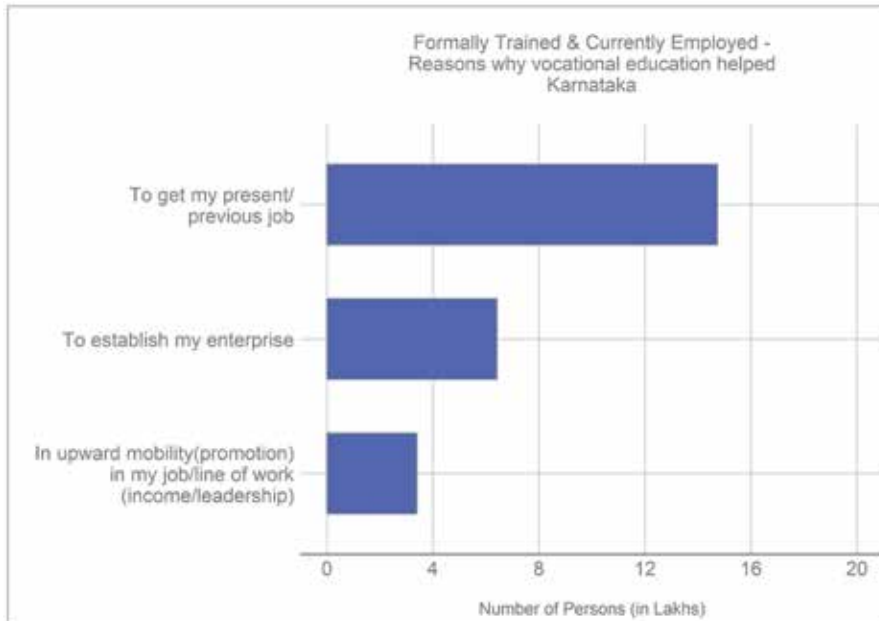


Figure 21

Among 34.54 lakh formally trained and currently employed persons, 71% reported that vocational training helped. Out of those who reported reasons why vocational training helped, 60% 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).

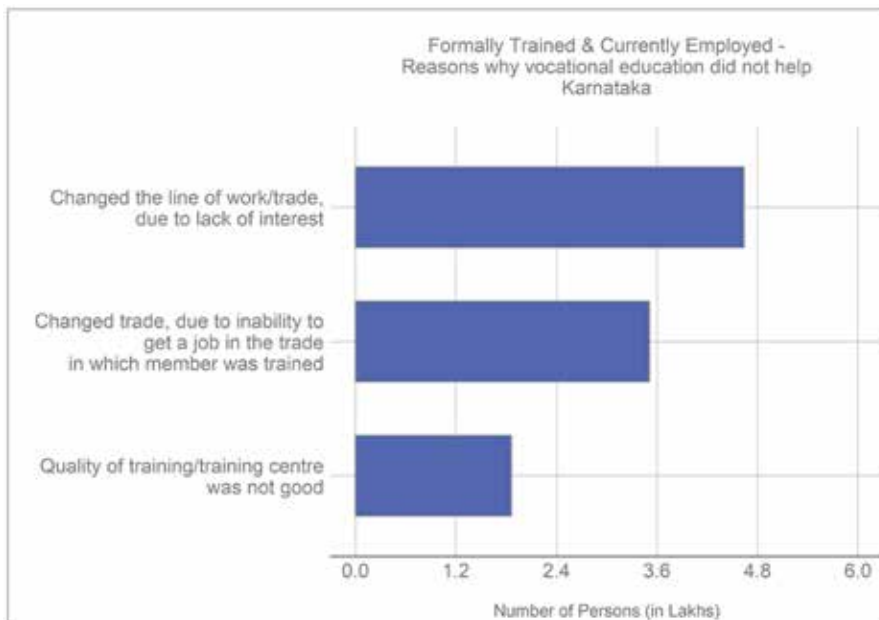


Figure 22

Among 34.54 lakh formally trained and currently employed persons, 29% reported that vocational training did not help. Out of those who reported reasons why vocational training did not help, 46% stated the reason as - changed the line of work/trade, due to lack of interest (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

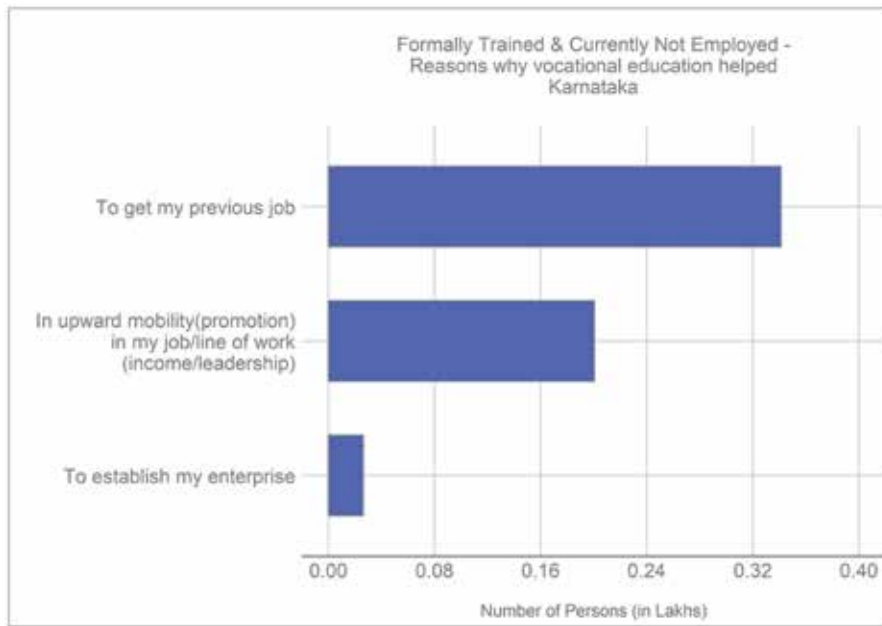


Figure 23

Among 0.86 lakh formally trained and currently not employed persons, 66.3% reported that vocational training helped. Out of those who reported reasons why vocational training helped, 60% 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).

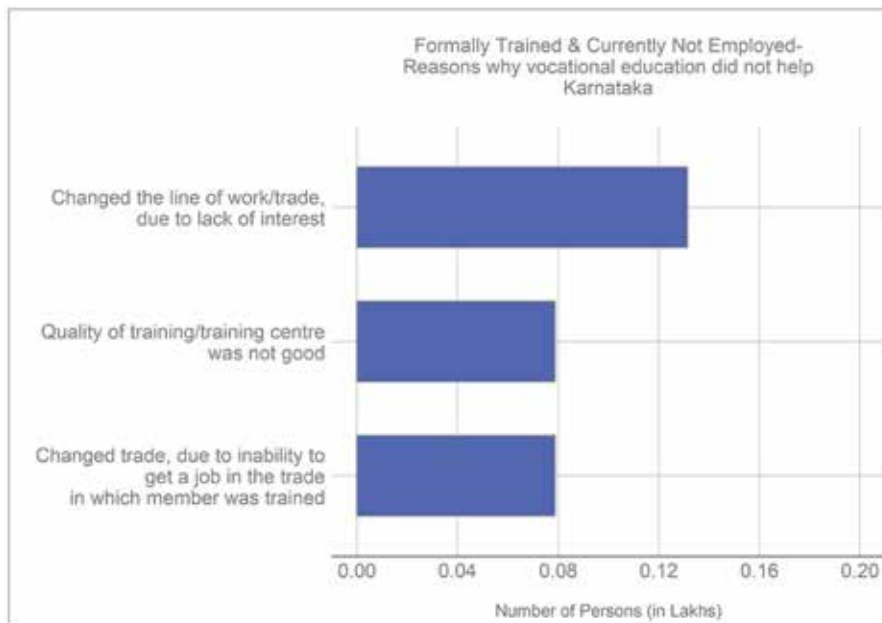


Figure 24

Among 0.86 lakh formally trained and currently not employed persons, 33.7% reported that vocational training did not help. Out of those who reported reasons why vocational training did not help, 45% stated the reason as - changed the line of work/trade, due to lack of interest (At all-India level- 26% of formally trained and currently not employed persons reported that vocational training did not help. Out of those who reported reasons why vocational training did not help, 42% stated the reason as- changed the line of work or trade, due to lack of interest).



c. Not worked any time post training

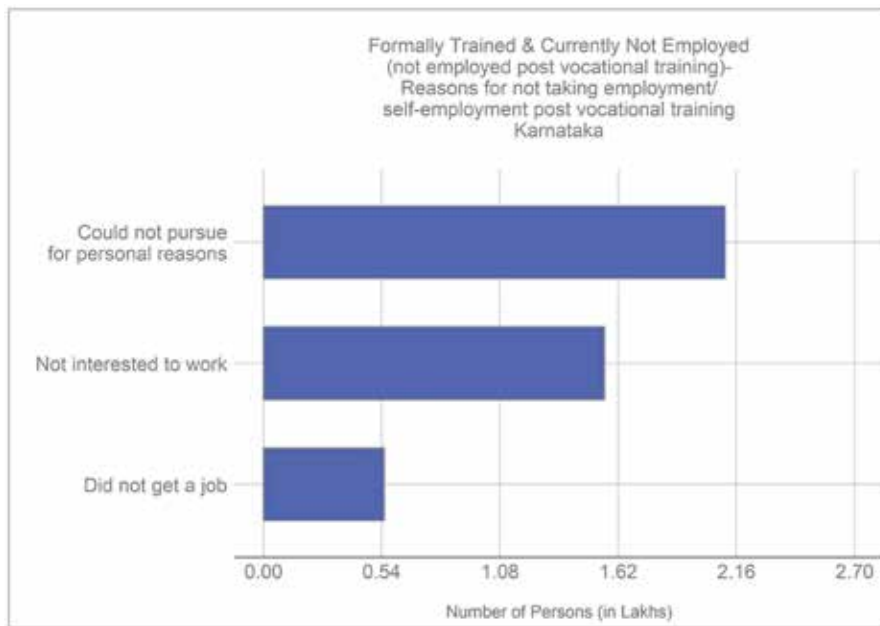


Figure 27

Formally trained persons, who did not work any time after training, were asked the reason for not taking up employment. 50% reported the reason as -could not pursue for personal reasons.



III. Informally skilled and Employed

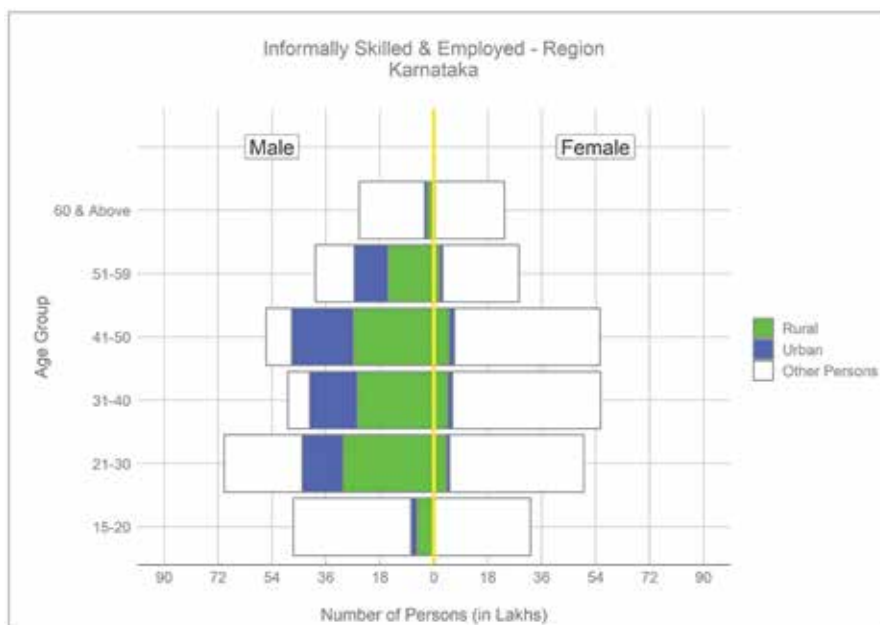


Figure 28

64% of informally skilled and employed persons in the state resides in rural areas. (All-India: 69% resides in rural areas).

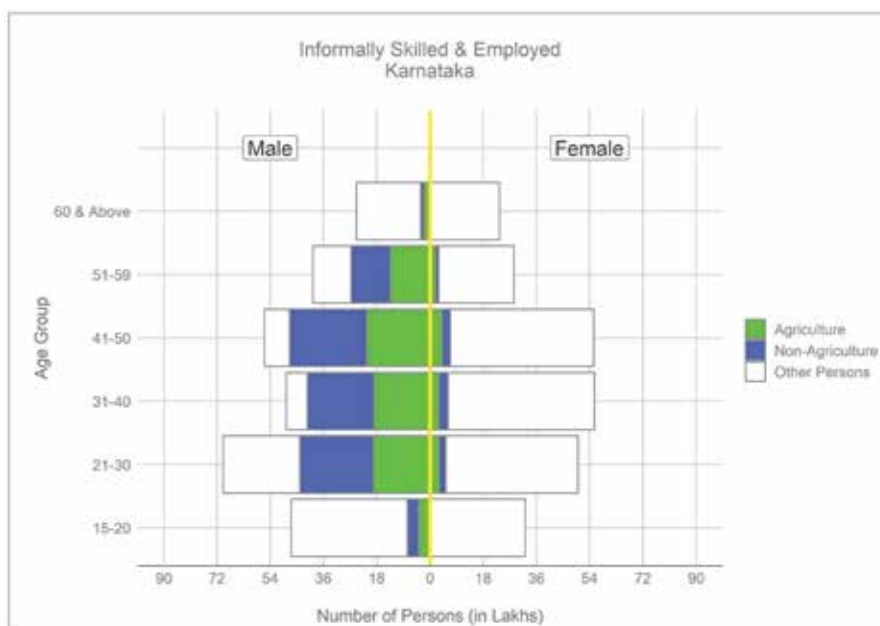


Figure 29

53% (100.86 lakh) employed persons, who are informally skilled, are working in non-agriculture occupations and 47% (91.24 lakhs) in agriculture (64% of all employed persons in India, who are informally skilled, are working in non-agricultural occupations).



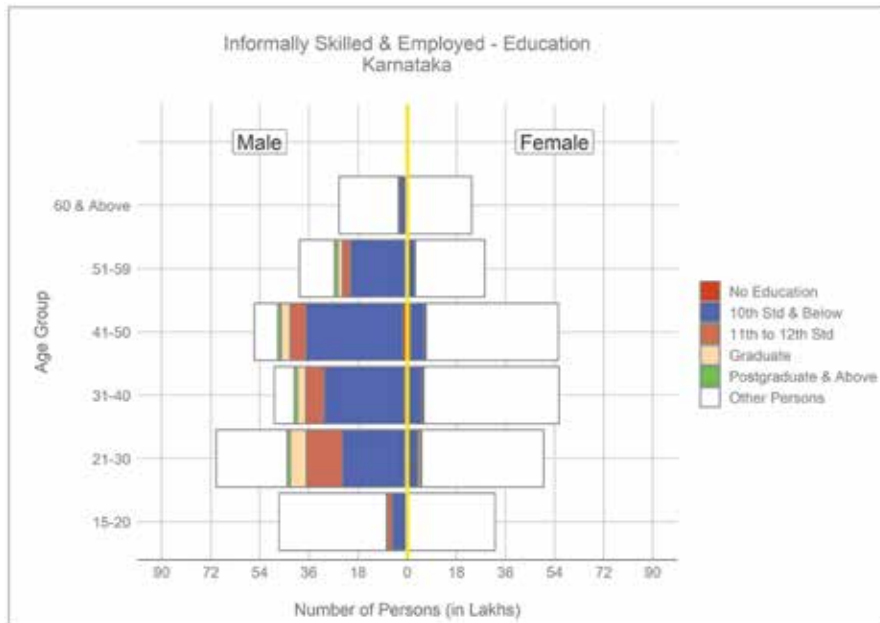


Figure 30

Out of all persons aged 15 years and above who are informally skilled and employed, 72% are 10th Std & Below (including No Education), 17% are 11th to 12th Std and 11% are Graduate & above (At all-India level: the respective numbers are as follows: 75% are 10th Std & Below (including No Education), 13% are 11th to 12th Std, 12% are Graduate & above).

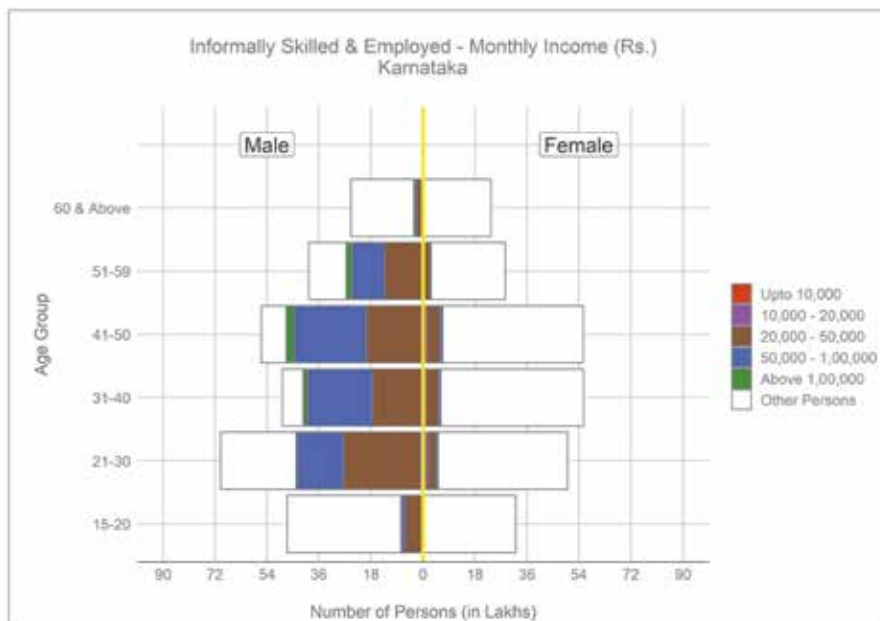


Figure 31

Among the employed persons who are informally skilled in the state, 3% earn Rs. 20,000 or lower (All-India: 21%) and 51% earn between Rs. 20,001-50,000 (All-India: 52%).

Among the employed males who are informally skilled in the state, 1% earn Rs. 20,000 or lower (All-India: 16%) and 49% earn between Rs. 20,001-50,000 (All-India: 54%). Among the employed females who are informally skilled in the state, 24% earn Rs. 20,000 or lower (All-India: 52%) and 60% earn between Rs. 20,001-50,000 (All-India: 36%).



2. Awareness About Formal Skill Development Programs

7.81 lakh informally skilled and employed persons are aware of formal skill development programs. 5.75 lakh are working as professionals or clerks and clerical staff or managers.

3. Willingness to Enroll in Formal Skill Development Programs



Figure 34

Informally skilled and employed persons were asked their willingness to enroll in formal training. Out of those who said Yes, 48% reported- Yes, if they are subsidised.

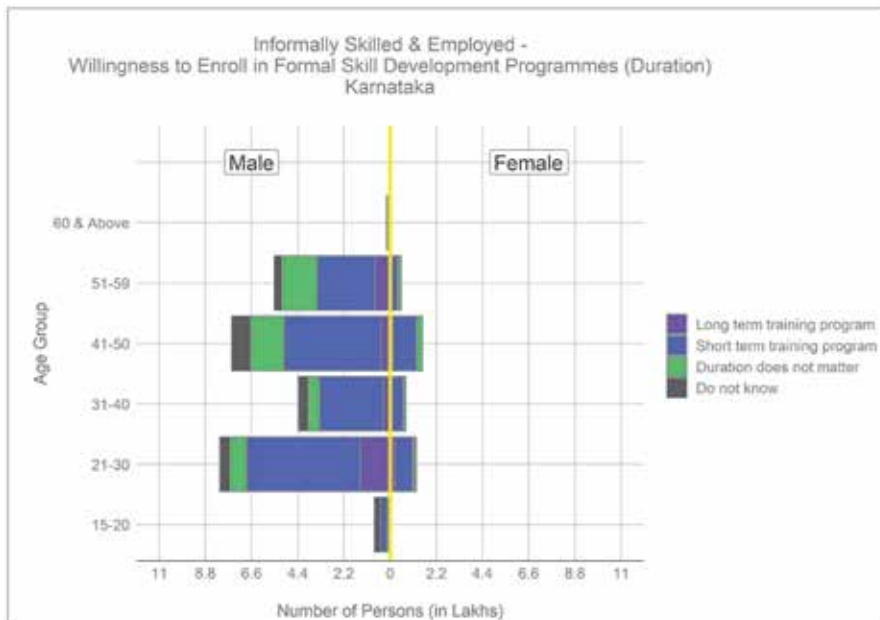


Figure 35

Informally skilled and employed persons who are willing to enroll in formal training were asked about their preferred duration of training. 63% respondents prefer short-term training program.



IV. Informally Skilled and Not Employed

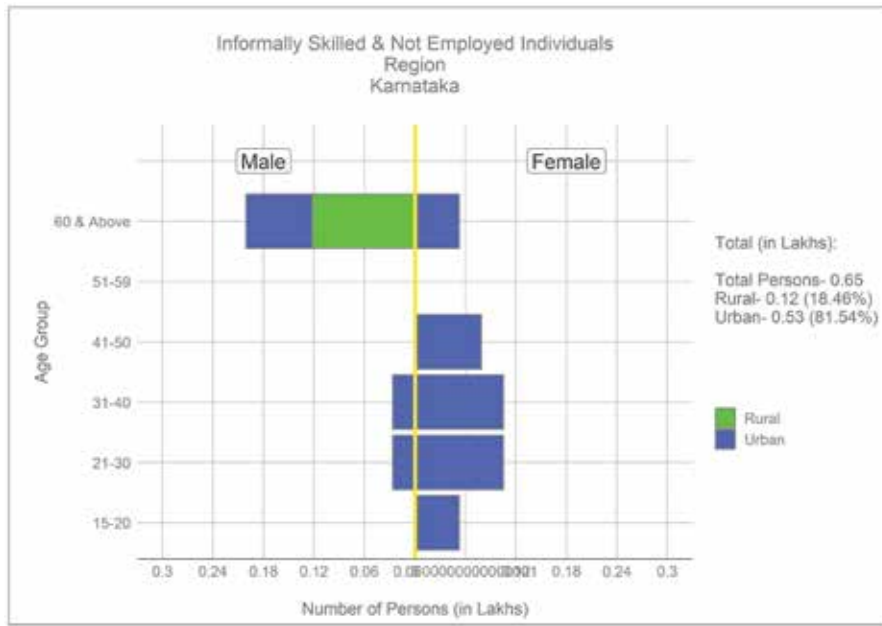


Figure 36

19% of informally skilled and not employed persons in the state resides in rural areas (64% of informally skilled and not employed persons in India, reside in rural areas).

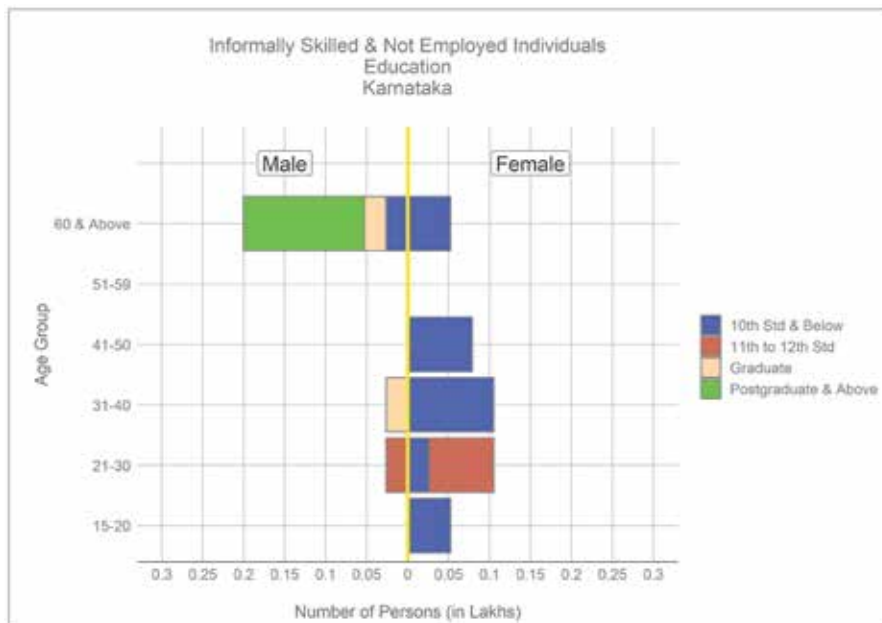


Figure 37

Out of all persons aged 15 years and above who are informally skilled and not employed, 53% are 10th Std & Below, 16% are 11th to 12th Std and 31% are Graduate & above (All-India: 60% are 10th Std & Below/Not Educated 26% are 11th to 12th Std, 15% are Graduate & above).



1. Source of Skill Acquisition

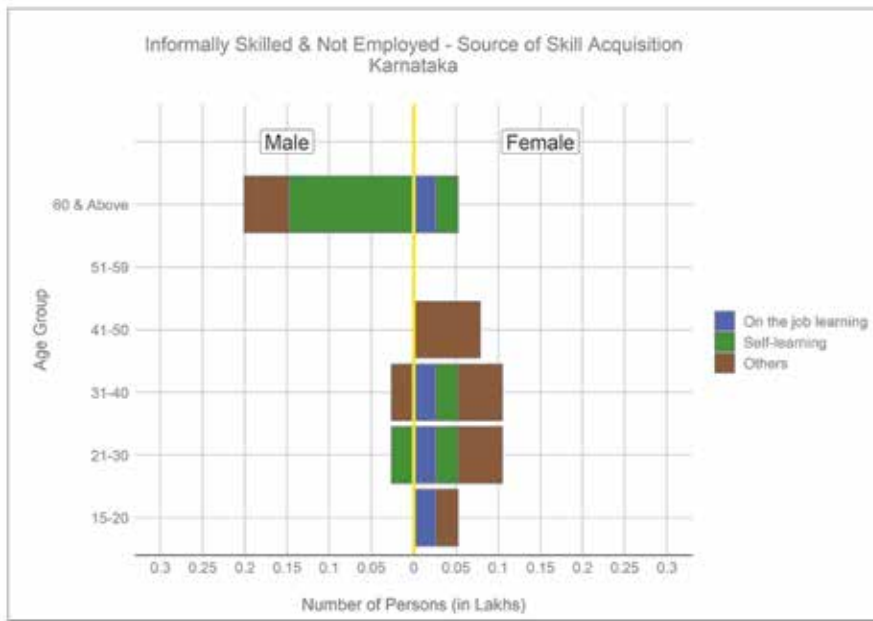


Figure 38

Informally skilled and not employed persons were asked their source of skill acquisition. 0% reported 'hereditary', 16% acquired 'on the job learning', 39% through 'self-learning' and 45% 'through other sources'.

2. Awareness About Formal Skill Development Programs

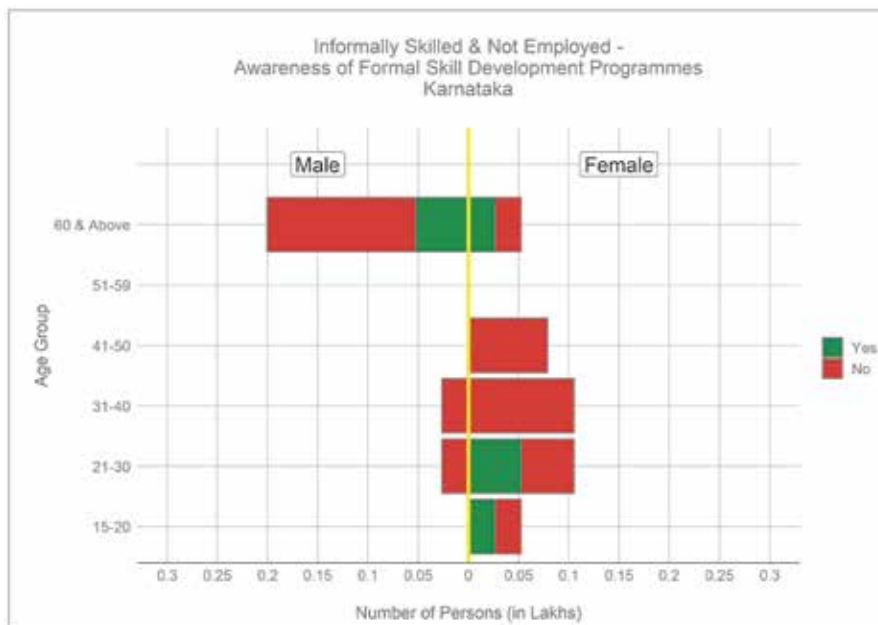


Figure 39

Informally skilled and not employed persons were asked whether they are aware of any formal skill development programs and 24% reported that they are aware.



3. Willingness to Enroll in Formal Skill Development Programs

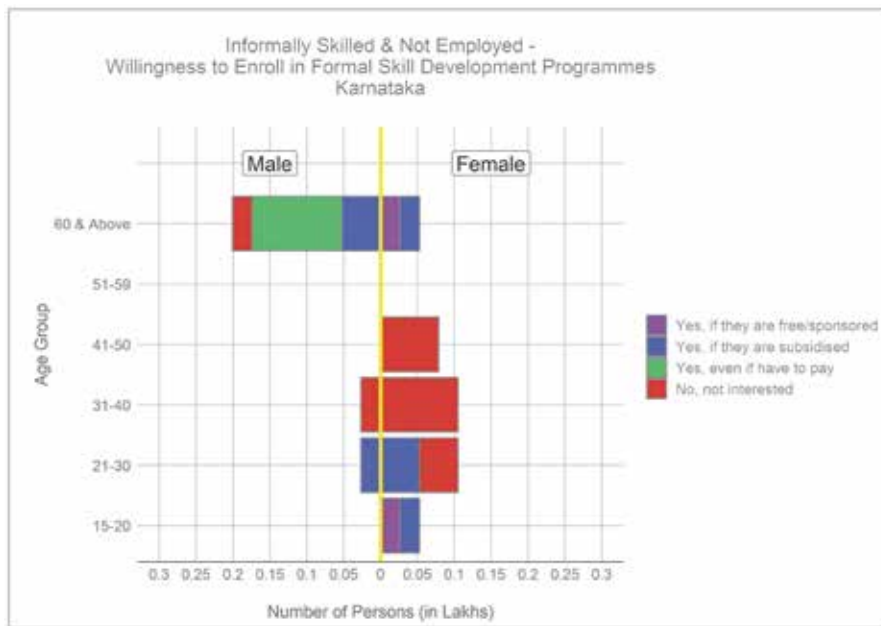


Figure 40

Informally skilled and not employed persons were asked their willingness to enroll in formal training. Among those who are willing to enroll, 51% reported- Yes, if they are subsidised.

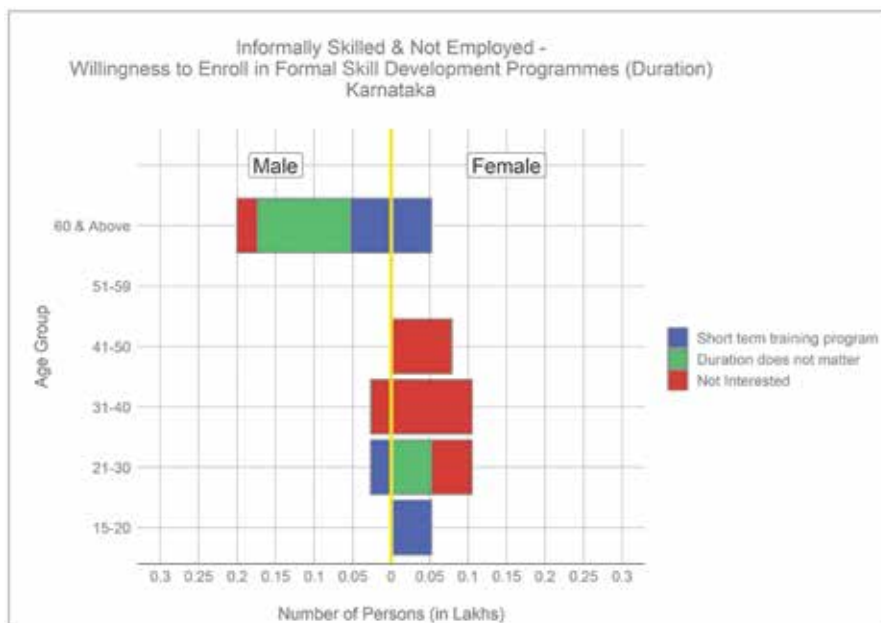


Figure 41

Informally skilled and not employed persons who are willing to enroll in formal training, were asked about training duration. Maximum (51%) respondents reported- short-term training program.



V. Not Skilled and Not Employed

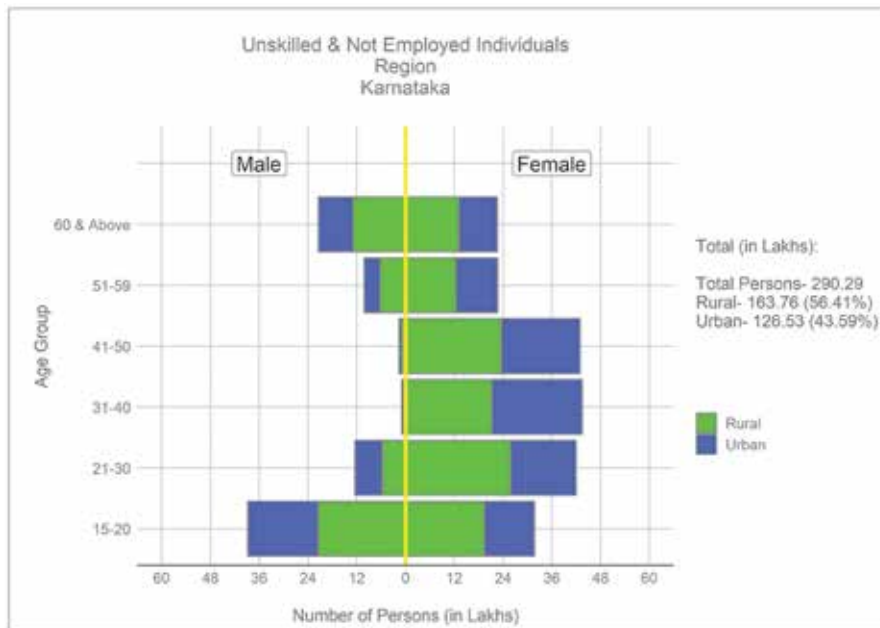


Figure 42

56% of persons, who say they do not possess any skills in the state and are not employed, reside in rural areas (65% of unskilled and not employed persons in India reside in rural areas).

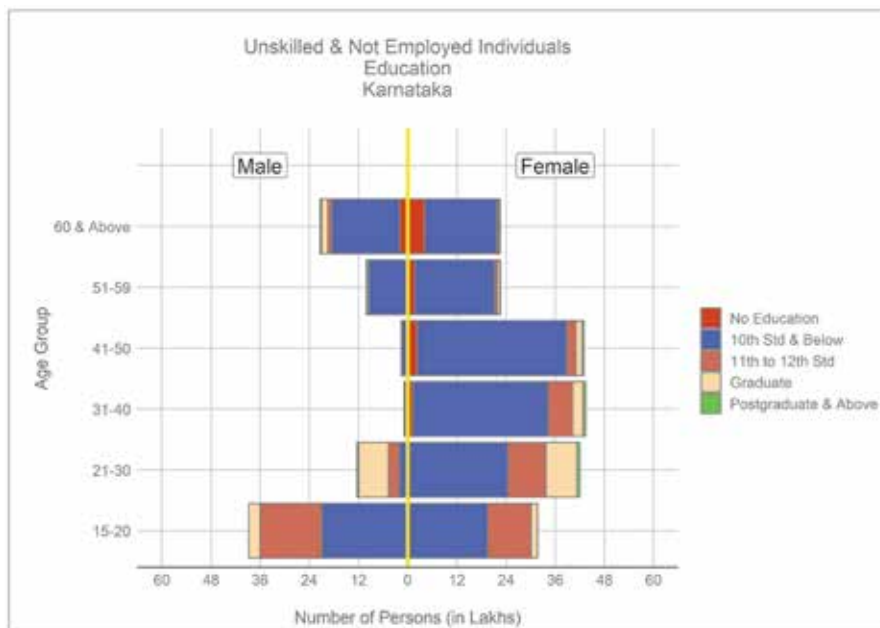


Figure 43

Out of all persons aged 15 years and above who say they do not possess any skills and are not employed, 73% are 10th Std & Below (including No Education), 17% are 11th to 12th Std and 10% are Graduate & above (All-India: 75% are 10th Std & Below (including No Education), 16% are 11th to 12th Std, 8% are Graduate & above).



1. Awareness About Formal Skill Development Programs

1.24 lakh persons do not possess any skill but are aware of formal skill development programs. 0.64 lakh (51%) are 15-30 years of age and 0.85 lakh (69%) are females.

2. Willingness to Enroll in Formal Skill Development Programs

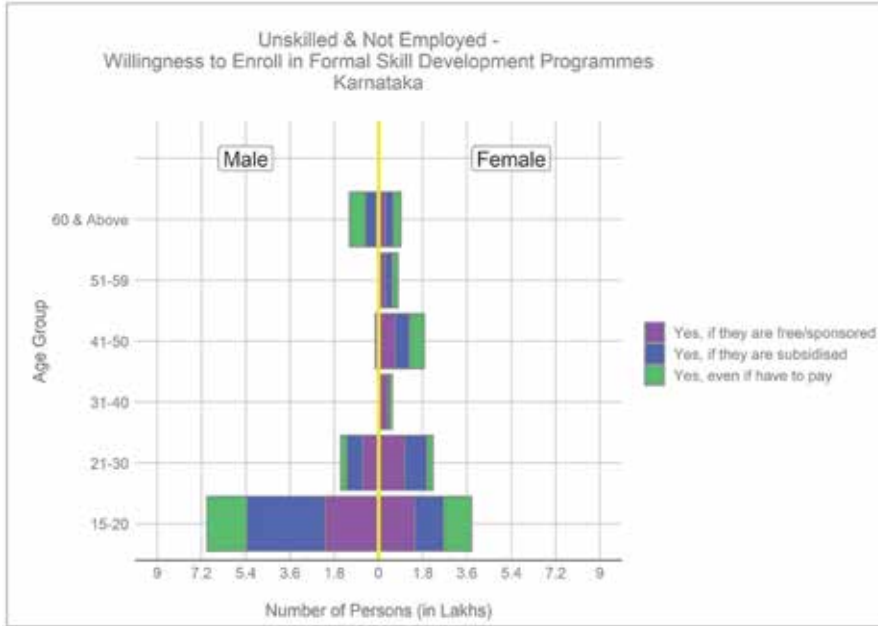


Figure 44

Among persons who said that they do not possess any skills (are not employed and willing to enroll in formal training) 38% reported- Yes, if they are subsidised.

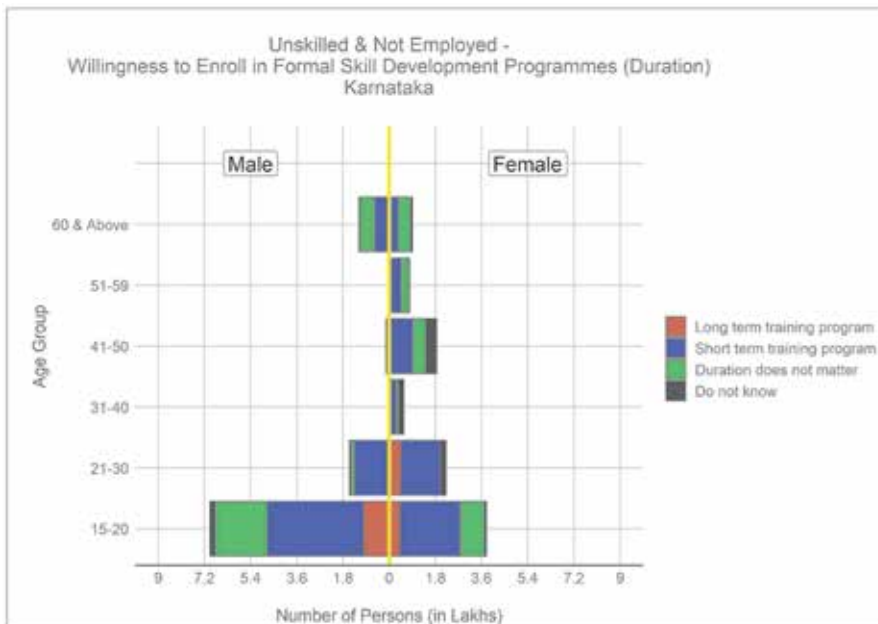


Figure 45

Persons who say they do not possess any skills (are not employed and are willing to enroll in formal training) were asked about training duration. Maximum (58%) respondents reported Short-term training program.



E. Annexure: Examples of how the Stock of Skills is defined/measured in different countries

Country	Source	Defined skilled/ Unskilled	Definition	Indicator
Hong Kong	Hong Kong Council of Social Service	Unskilled Labour	20.2% of employed persons classified as 'unskilled labour' (2016), that is, workers in the elementary occupations as defined by the Census and Statistics Department. These include: Street vendors; domestic helpers and cleaners; messengers; private security guards; watchmen; freight handlers; lift operators; construction labourers; hand packers; food preparation assistants; agricultural and fishery labourers.	Occupation
		Advanced managerial and technological skills	39% of occupied jobs in the employed population requiring advanced managerial and technological skills (2016)- managers and administrators, professionals and associate professionals.	Occupation
South Africa	Statistics South Africa	Skilled Labour	Over 1994-2014, low-skilled labour grew by 49% to 4.3 million, semiskilled labour by 66% to 7 million, and skilled labour by 108% to 3.8 million. Low-skilled: Those with 'elementary' skills and domestic workers; Semi-skilled: Includes clerks, sales & service, skilled agriculture, craftsmen , machine operators; Skilled: Managers, professionals and technicians	Occupation
Vietnam	Ministry of Labour, Invalids and Social Affairs and General Statistics Office	Skilled Labour	Skilled labour force includes people aged 15 years and over that hold a certificate/degree with a training duration of 3 months and above. As per labour employment surveys, 20% of the Vietnamese labour force was skilled: Primary Vocational (3.1%), secondary vocational (1.4%), prof-secondary school (3.7%), vocational college (0.3%), professional college (2.7%) and university and higher (9.1%).	Education
Vietnam	International Labour Organization (ILO) and Institute of Labour Science and Social Affairs	Skilled Labour	Skilled workers are defined as those who currently hold leadership/management/ administration, professional or technician/associate professional positions. In 2014, Vietnam has nearly 5.4 million skilled workers, including 585,000 leaders, managers and administrators (10.9% of the total skilled workforce), 3,165,000 professionals (58.7%) and 1,638,000 technicians and associate professionals (30.4%).	Occupation
Germany	Germany Trade and Invest	Unskilled Labour	Germany Trade and Invest, the economic development agency of the Federal Republic of Germany uses Federal Statistical Office data to classify its workforce by level of professional education. In 2015, German workforce was allocated to the following categories: Skilled Craftsmen, i.e., apprentices from dual education (52%), University Graduates (21%), Graduates from vocational colleges and technicians, master craftsman (10%) and Unskilled (18%). ⁴	Education and Vocational Training

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



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





Tables

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

Gender	Age Group (in Years)	Employed (in Lakhs)	Unemployed (in Lakhs)	Not In Labour Force (in Lakhs)
Female	15-20	0.36	1.69	30.15
	21-30	7.35	1.9	40.82
	31-40	10.99	0.17	44.47
	41-50	11.02	0.3	44.14
	51-59	4.77	0.11	23.56
	60 & Above	0.6	0.2	22.8
Total (Female)		35.09	4.36	205.93
Male	15-20	8.11	2.48	36.32
	21-30	57.26	3.19	9.49
	31-40	47.72	0.11	0.82
	41-50	54.36	0.17	1.4
	51-59	29.26	0.11	10.14
	60 & Above	3.12	0.15	21.62
Total (Male)		199.83	6.2	79.78
Total		234.92	10.57	285.71

Table 1

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)	Not In Labour Force (in Lakhs)
Female	15-20	1.34	0.71	30.15
	21-30	6.57	2.68	40.82
	31-40	8.27	2.89	44.47
	41-50	8.64	2.68	44.14
	51-59	3.41	1.47	23.56
	60 & Above	0.49	0.32	22.8
Total (Female)		28.71	10.74	205.93
Male	15-20	7.3	3.28	36.32
	21-30	40.15	20.3	9.49
	31-40	27.86	19.96	0.82
	41-50	29.69	24.85	1.4
	51-59	16.55	12.82	10.14
	60 & Above	2.19	1.08	21.62
Total (Male)		123.74	82.3	79.78
Total		152.45	93.04	285.71

Table 2



Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)	Unemployed/Not in Labour Force (in Lakhs)
Female	15-20	0.12	0.24	31.84
	21-30	5.35	2	42.72
	31-40	8.15	2.84	44.64
	41-50	8.4	2.63	44.43
	51-59	3.41	1.37	23.67
	60 & Above	0.37	0.24	23
	Total (Female)		25.79	9.3
Male	15-20	6.08	2.02	38.79
	21-30	38.69	18.57	12.68
	31-40	27.86	19.86	0.92
	41-50	29.57	24.8	1.58
	51-59	16.55	12.71	10.24
	60 & Above	2.07	1.05	21.77
	Total (Male)		120.82	79.01
Total		146.61	88.31	296.28

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	0.12	0	0.18	0.05	0
	21-30	0.9	1.1	3.89	1.46	0
	31-40	0.03	1.16	8.08	1.68	0.05
	41-50	0.03	1.88	7.65	1.36	0.11
	51-59	0	0.3	3.73	0.61	0.13
	60 & Above	0.12	0.17	0.28	0.03	0
	Total (Female)		1.2	4.6	23.82	5.19
Male	15-20	0.12	0.15	6.4	1.44	0
	21-30	0.67	0.12	30.52	25.36	0.58
	31-40	0.16	0.12	18.43	27.26	1.74
	41-50	0.11	0.12	20.84	29.34	3.95
	51-59	0.17	0.12	13.22	13.38	2.36
	60 & Above	0.12	0	2.07	0.87	0.05
	Total (Male)		1.35	0.63	91.49	97.66
Total		2.55	5.23	115.31	102.84	8.98

Table 6



Gender	Age Group (in Years)	No Education (in Lakhs)	10th Std & Below (in Lakhs)	11 th to 12 th Std (in Lakhs)	Graduate (in Lakhs)	Postgraduate & Above (in Lakhs)
Female	15-20	0	0.05	0.05	0.03	0
	21-30	0	1.27	0.48	0.8	0.13
	31-40	0	4.57	0.52	0.76	0.08
	41-50	0	4.9	0.33	0.24	0.05
	51-59	0	2.63	0	0.21	0.03
	60 & Above	0	0.37	0	0	0
Total (Female)		0	13.79	1.38	2.04	0.29
Male	15-20	0	0.15	0.37	0	0
	21-30	0	1.94	3.98	6.37	0.8
	31-40	0	2.41	1.27	2.04	0.48
	41-50	0.12	2.61	1.46	2.4	0.24
	51-59	0	0.93	0.37	1.37	0.11
	60 & Above	0	0.13	0	0.03	0.05
Total (Male)		0.12	8.17	7.46	12.21	1.68
Total		0.12	21.97	8.84	14.25	1.96

Table 7

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)
Female	15-20	0	0.13
	21-30	1.22	1.47
	31-40	3.53	2.39
	41-50	3.29	2.23
	51-59	1.58	1.29
	60 & Above	0.24	0.13
Total (Female)		9.86	7.64
Male	15-20	0.37	0.16
	21-30	8.4	4.7
	31-40	2.31	3.89
	41-50	2.68	4.15
	51-59	1.34	1.44
	60 & Above	0	0.21
Total (Male)		15.09	14.55
Total		24.94	22.2

Table 8



Gender	Age Group (in Years)	Employed (in Lakhs)	Unemployed (in Lakhs)	Not In Labour Force (in Lakhs)
Female	15-20	0.05	0	0.08
	21-30	2.07	0	0.62
	31-40	4.84	0	1.08
	41-50	4.13	0	1.39
	51-59	1.83	0	1.04
	60 & Above	0.03	0	0.35
Total (Female)		12.94	0	4.56
Male	15-20	0.5	0.03	0
	21-30	12.99	0.03	0.08
	31-40	6.2	0	0
	41-50	6.77	0	0.05
	51-59	2.64	0	0.15
	60 & Above	0.03	0	0.18
Total (Male)		29.12	0.05	0.46
Total		42.06	0.05	5.02

Table 9

Gender	Age Group (in Years)	Monthly Income (Rs.): Upto 10,000 (persons in Lakhs)	Monthly Income (Rs.): 10,000 - 20,000 (persons in Lakhs)	Monthly Income (Rs.): 20,000 - 50,000 (persons in Lakhs)	Monthly Income (Rs.): 50,000 - 1,00,000 (persons in Lakhs)	Monthly Income (Rs.): Above 1,00,000 (persons in Lakhs)
Female	15-20	0	0	0.05	0	0
	21-30	0.03	0	1.41	0.63	0
	31-40	0	0	4.1	0.74	0
	41-50	0	0.37	3.4	0.33	0.03
	51-59	0	0.12	1.57	0.11	0.03
	60 & Above	0	0	0.03	0	0
Total (Female)		0.03	0.49	10.57	1.81	0.05
Male	15-20	0	0.03	0.42	0.05	0
	21-30	0	0	3.93	8.78	0.28
	31-40	0.05	0	1.29	4.58	0.28
	41-50	0	0	1.55	4.08	1.15
	51-59	0	0	0.3	1.85	0.49
	60 & Above	0	0	0	0	0.03
Total (Male)		0.05	0.03	7.49	19.34	2.22
Total		0.08	0.51	18.05	21.15	2.27

Table 10



Gender	Age Group (in Years)	No Education (in Lakhs)	10 th Std & Below (in Lakhs)	11 th to 12 th Std (in Lakhs)	Graduate (in Lakhs)	Postgraduate & Above (in Lakhs)
Female	15-20	0	0	0.05	0	0
	21-30	0	0.97	0.4	0.7	0.08
	31-40	0	3.38	0.21	0.68	0.08
	41-50	0	3.01	0.25	0.16	0.03
	51-59	0	2.11	0	0.18	0.03
	60 & Above	0	0.35	0	0	0
Total (Female)		0	9.81	0.92	1.72	0.21
Male	15-20	0	0.03	0.37	0	0
	21-30	0	1.59	3.37	5.5	0.72
	31-40	0	2.36	1.27	1.75	0.37
	41-50	0.12	2.33	1.43	2.19	0.16
	51-59	0	0.88	0.37	1.02	0.08
	60 & Above	0	0.11	0	0.03	0.05
Total (Male)		0.12	7.29	6.81	10.49	1.39
Total		0.12	17.1	7.73	12.21	1.6

Table 15

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)
Female	15-20	0	0.05
	21-30	1.1	1.05
	31-40	2.8	1.55
	41-50	1.95	1.5
	51-59	1.22	1.1
	60 & Above	0.24	0.11
Total (Female)		7.3	5.36
Male	15-20	0.24	0.16
	21-30	7.06	4.12
	31-40	2.31	3.44
	41-50	2.56	3.68
	51-59	1.1	1.26
	60 & Above	0	0.18
Total (Male)		13.26	12.84
Total		20.56	18.2

Table 16



Gender	Age Group (in Years)	Employed (in Lakhs)	Unemployed (in Lakhs)	Not In Labour Force (in Lakhs)
Female	15-20	0	0	0.05
	21-30	1.74	0	0.41
	31-40	3.72	0	0.63
	41-50	2.55	0	0.89
	51-59	1.44	0	0.88
	60 & Above	0.03	0	0.32
	Total (Female)		9.47	0
Male	15-20	0.37	0.03	0
	21-30	11.08	0.03	0.08
	31-40	5.75	0	0
	41-50	6.18	0	0.05
	51-59	2.21	0	0.15
	60 & Above	0.03	0	0.16
	Total (Male)		25.62	0.05
Total		35.08	0.05	3.63

Table 17

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)
Female	21-30	0.97	0.76
	31-40	2.8	0.92
	41-50	1.95	0.6
	51-59	1.1	0.34
	60 & Above	0	0.03
	Total (Female)		6.81
Male	15-20	0.24	0.13
	21-30	7.06	4.02
	31-40	2.31	3.44
	41-50	2.56	3.62
	51-59	0.97	1.23
	60 & Above	0	0.03
Total (Male)		13.14	12.48
Total		19.95	15.13

Table 18



Got Previous Job	Persons (in Lakhs)
Through professional network	0.52
Through friends and family	0.16
Through the training partner	0.08
Through formal channels	0.08
Don't Know/remember	0.03
Total	0.86

Table 26

Reasons For Not Taking Up Work	Persons (in Lakhs)
Could not pursue for personal reasons	2.11
Not interested to work	1.56
Did not get a job	0.55
Total	4.22

Table 27

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)	Other Persons (in Lakhs)
Female	15-20	0.12	0.18	31.89
	21-30	4.26	1.02	44.78
	31-40	4.62	1.52	49.49
	41-50	5.11	1.79	48.56
	51-59	1.95	1	25.5
	60 & Above	0.37	0.21	23.02
Total (Female)		16.43	5.73	223.24
Male	15-20	5.72	1.84	39.34
	21-30	30.3	13.58	26.06
	31-40	25.55	15.87	7.23
	41-50	26.89	20.51	8.54
	51-59	15.33	11.27	12.9
	60 & Above	2.07	1.02	21.79
Total (Male)		105.85	64.09	115.86
Total		122.28	69.82	339.1

Table 28



Gender	Age Group (in Years)	Agriculture (in Lakhs)	Non-Agriculture (in Lakhs)	Other Persons (in Lakhs)
Female	15-20	0.15	0.16	31.89
	21-30	3.17	2.11	44.78
	31-40	3.03	3.12	49.49
	41-50	4.17	2.72	48.56
	51-59	1.93	1.01	25.5
	60 & Above	0.3	0.28	23.02
Total (Female)		12.74	9.41	223.24
Male	15-20	3.76	3.79	39.34
	21-30	19.12	24.75	26.06
	31-40	18.86	22.55	7.23
	41-50	21.42	25.98	8.54
	51-59	13.32	13.28	12.9
	60 & Above	2	1.09	21.79
Total (Male)		78.49	91.45	115.86
Total		91.24	100.86	339.1

Table 29

Gender	Age Group (in Years)	No Education (in Lakhs)	10 th Std & Below (in Lakhs)	11 th to 12 th Std (in Lakhs)	Graduate (in Lakhs)	Postgraduate & Above (in Lakhs)	Other Persons (in Lakhs)
Female	15-20	0	0.23	0.08	0	0	31.89
	21-30	0.15	3.5	0.7	0.7	0.24	44.78
	31-40	0.78	4.34	0.43	0.32	0.28	49.49
	41-50	1.25	4.95	0.35	0.16	0.18	48.56
	51-59	0.51	2.1	0.12	0.13	0.08	25.5
	60 & Above	0.17	0.4	0	0	0	23.02
Total (Female)		2.87	15.52	1.67	1.31	0.79	223.24
Male	15-20	0	5.35	1.91	0.3	0	39.34
	21-30	0.88	22.87	13.19	5.94	1	26.06
	31-40	1.1	29.28	6.7	3.16	1.16	7.23
	41-50	1.5	35.5	5.97	3.16	1.28	8.54
	51-59	0.81	19.92	3.06	1.62	1.19	12.9
	60 & Above	0.12	2.39	0.4	0.16	0.03	21.79
Total (Male)		4.41	115.31	31.23	14.34	4.66	115.86
Total		7.28	130.82	32.9	15.64	5.44	339.1

Table 30



Gender	Age Group (in Years)	Monthly Income (Rs.): Upto 10,000 (persons in Lakhs)	Monthly Income (Rs.): 10,000 - 20,000 (persons in Lakhs)	Monthly Income (Rs.): 20,000 - 50,000 (persons in Lakhs)	Monthly Income (Rs.): 50,000 - 1,00,000 (persons in Lakhs)	Monthly Income (Rs.): Above 1,00,000 (persons in Lakhs)	Other Persons (in Lakhs)
Female	15-20	0.12	0	0.13	0.05	0	31.89
	21-30	0.88	1.1	2.48	0.83	0	44.78
	31-40	0.03	1.16	3.98	0.93	0.05	49.49
	41-50	0.03	1.51	4.25	1.03	0.08	48.56
	51-59	0	0.17	2.16	0.51	0.11	25.5
	60 & Above	0.12	0.17	0.25	0.03	0	23.02
Total (Female)		1.17	4.11	13.25	3.38	0.24	223.24
Male	15-20	0.12	0.12	5.96	1.36	0	39.34
	21-30	0.67	0.12	26.56	16.27	0.25	26.06
	31-40	0.11	0.12	17.14	22.61	1.44	7.23
	41-50	0.11	0.12	19.3	25.18	2.7	8.54
	51-59	0.17	0.12	12.93	11.53	1.84	12.9
	60 & Above	0.12	0	2.07	0.87	0.03	21.79
Total (Male)		1.3	0.61	83.96	77.82	6.26	115.86
Total		2.47	4.72	97.21	81.2	6.5	339.1

Table 31

Gender	Age Group (in Years)	Experience: 0-1 yr (persons in Lakhs)	Experience: More than 1 & Less than 2 yrs (persons in Lakhs)	Experience: More than 2 & Less than 5 yrs (persons in Lakhs)	Experience: More than 5 & Less than 10 yrs (persons in Lakhs)	Experience: More than 10 yrs (persons in Lakhs)	Other Persons (in Lakhs)
Female	15-20	0	0.25	0.03	0	0.03	31.89
	21-30	0	1.05	2.04	1.28	0.91	44.78
	31-40	0	0.27	0.58	1.18	4.12	49.49
	41-50	0	0.23	0.11	0.77	5.8	48.56
	51-59	0	0.35	0.17	0.24	2.19	25.5
	60 & Above	0	0	0.15	0.15	0.28	23.02
Total (Female)		0	2.14	3.07	3.62	13.32	223.24
Male	15-20	0.17	4.7	1.86	0.03	0.79	39.34
	21-30	0.59	6.05	16.19	12.91	8.13	26.06
	31-40	0	3.26	2.86	9.29	26.01	7.23
	41-50	0.03	3.56	2.52	6.51	34.79	8.54
	51-59	0	1.99	1.42	3.18	20.01	12.9
	60 & Above	0	0.64	0.55	0.47	1.43	21.79
Total (Male)		0.79	20.21	25.4	32.38	91.16	115.86
Total		0.79	22.35	28.47	36	104.48	339.1

Table 32



Gender	Age Group (in Years)	Hereditary (in Lakhs)	On-the-job learning (in Lakhs)	Self-learning (in Lakhs)	Other Sources (in Lakhs)	Other Persons (in Lakhs)
Female	15-20	0.12	0.03	0.03	0.13	31.89
	21-30	0.54	1.36	1.65	1.73	44.78
	31-40	0.49	1.61	2.41	1.64	49.49
	41-50	1.42	1.39	2.37	1.72	48.56
	51-59	0.27	0.67	1.3	0.71	25.5
	60 & Above	0	0	0.43	0.15	23.02
Total (Female)		2.83	5.06	8.18	6.07	223.24
Male	15-20	1.26	1.45	2.06	2.78	39.34
	21-30	10.84	9	13.27	10.77	26.06
	31-40	10.14	6.63	13.3	11.35	7.23
	41-50	12.25	7.62	12.51	15.02	8.54
	51-59	6.44	4.09	7.22	8.85	12.9
	60 & Above	0.42	0.16	0.83	1.69	21.79
Total (Male)		41.34	28.95	49.2	50.46	115.86
Total		44.18	34.01	57.38	56.53	339.1

Table 33

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	0.03	0.03
	21-30	0.25	0.63	0.35
	31-40	0.08	0.39	0.27
	41-50	0.3	0.71	0.51
	51-59	0.05	0.39	0.08
	Total (Female)		0.68	2.16
Male	15-20	0.3	0.3	0.15
	21-30	3.12	3.99	0.99
	31-40	1	2.46	0.9
	41-50	2.12	2.95	2.47
	51-59	0.72	2.86	1.95
	60 & Above	0.05	0	0.12
Total (Male)		7.3	12.55	6.58
Total		7.98	14.71	7.81

Table 34



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	0.05	0
	21-30	0.23	0.84	0.12	0.05
	31-40	0	0.62	0.12	0
	41-50	0.12	1.13	0.27	0
	51-59	0.03	0.32	0.15	0.03
Total (Female)		0.37	2.91	0.71	0.08
Male	15-20	0.15	0.32	0.03	0.24
	21-30	1.4	5.44	0.8	0.45
	31-40	0.33	3.03	0.56	0.43
	41-50	0.45	4.6	1.59	0.89
	51-59	0.72	2.76	1.68	0.36
	60 & Above	0	0.05	0.12	0
Total (Male)		3.06	16.22	4.78	2.37
Total		3.43	19.12	5.5	2.45

Table 35

Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)
Female	15-20	0	0.05
	21-30	0	0.11
	31-40	0	0.11
	41-50	0	0.08
	60 & Above	0	0.05
Total (Female)		0	0.39
Male	21-30	0	0.03
	31-40	0	0.03
	60 & Above	0.12	0.08
Total (Male)		0.12	0.13
Total		0.12	0.53

Table 36



Gender	Age Group (in Years)	10 th Std & Below (in Lakhs)	11 th to 12 th Std (in Lakhs)	Graduate (in Lakhs)	Postgraduate & Above (in Lakhs)
Female	15-20	0.05	0	0	0
	21-30	0.03	0.08	0	0
	31-40	0.11	0	0	0
	41-50	0.08	0	0	0
	60 & Above	0.05	0	0	0
Total (Female)		0.32	0.08	0	0
Male	21-30	0	0.03	0	0
	31-40	0	0	0.03	0
	60 & Above	0.03	0	0.03	0.15
Total (Male)		0.03	0.03	0.05	0.15
Total		0.34	0.11	0.05	0.15

Table 37

Gender	Age Group (in Years)	On-the-job learning (in Lakhs)	Self-learning (in Lakhs)	Other Sources (in Lakhs)
Female	15-20	0.03	0	0.03
	21-30	0.03	0.03	0.05
	31-40	0.03	0.03	0.05
	41-50	0	0	0.08
	60 & Above	0.03	0.03	0
Total (Female)		0.11	0.08	0.21
Male	21-30	0	0.03	0
	31-40	0	0	0.03
	60 & Above	0	0.15	0.05
Total (Male)		0	0.17	0.08
Total		0.11	0.25	0.29

Table 38

Gender	Age Group (in Years)	Awareness of formal training: Yes (in Lakhs)	Awareness of formal training: No (in Lakhs)
Female	15-20	0.03	0.03
	21-30	0.05	0.05
	31-40	0	0.11
	41-50	0	0.08
	60 & Above	0.03	0.03
Total (Female)		0.11	0.29
Male	21-30	0	0.03
	31-40	0	0.03
	60 & Above	0.05	0.15
Total (Male)		0.05	0.2
Total		0.16	0.49

Table 39



Gender	Age Group (in Years)	Willingness to enroll in formal training: Yes, if they are free/ sponsored (in Lakhs)	Willingness to enroll in formal training: Yes, 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	0.03	0	0.03	0
	21-30	0	0	0.05	0.05
	31-40	0	0	0	0.11
	41-50	0	0	0	0.08
	60 & Above	0.03	0	0.03	0
Total (Female)		0.05	0	0.11	0.24
Male	21-30	0	0	0.03	0
	31-40	0	0	0	0.03
	60 & Above	0	0.12	0.05	0.03
Total (Male)		0	0.12	0.08	0.05
Total		0.05	0.12	0.18	0.29

Table 40

Gender	Age Group (in Years)	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: Not Interested (in Lakhs)
Female	15-20	0.05	0	0
	21-30	0	0.05	0.05
	31-40	0	0	0.11
	41-50	0	0	0.08
	60 & Above	0.05	0	0
Total (Female)		0.11	0.05	0.24
Male	21-30	0.03	0	0
	31-40	0	0	0.03
	60 & Above	0.05	0.12	0.03
Total (Male)		0.08	0.12	0.05
Total		0.18	0.17	0.29

Table 41



Gender	Age Group (in Years)	Rural (in Lakhs)	Urban (in Lakhs)
Female	15-20	19.47	12.21
	21-30	25.92	16.05
	31-40	21.29	22.17
	41-50	23.6	19.36
	51-59	12.41	10.22
	60 & Above	13.14	9.46
Total (Female)		115.83	89.47
Male	15-20	21.54	17.23
	21-30	5.72	6.65
	31-40	0.61	0.29
	41-50	0.97	0.55
	51-59	6.21	3.89
	60 & Above	12.9	8.46
Total (Male)		47.94	37.06
Total		163.76	126.53

Table 42

Gender	Age Group (in Years)	No Education (in Lakhs)	10 th Std & Below (in Lakhs)	11 th to 12 th Std (in Lakhs)	Graduate (in Lakhs)	Postgraduate & Above (in Lakhs)
Female	15-20	0.03	19.54	10.55	1.57	0
	21-30	0.32	24.09	9.29	7.54	0.72
	31-40	1.31	33.02	5.92	2.54	0.67
	41-50	2.29	36.57	2.22	1.54	0.34
	51-59	1.72	19.49	0.74	0.63	0.05
	60 & Above	4.14	17.6	0.44	0.37	0.05
Total (Female)		9.8	150.3	29.16	14.19	1.84
Male	15-20	0	20.9	15.15	2.72	0
	21-30	0	2.03	2.66	7.23	0.44
	31-40	0	0.59	0.13	0.17	0
	41-50	0.27	1.1	0.16	0	0
	51-59	0.32	9.07	0.24	0.44	0.03
	60 & Above	1.89	16.57	1.01	1.52	0.37
Total (Male)		2.48	50.27	19.34	12.08	0.83
Total		12.28	200.57	48.5	26.27	2.67

Table 43



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	1.46	1.18	1.14
	21-30	1.07	0.89	0.25
	31-40	0.36	0.08	0.13
	41-50	0.67	0.59	0.59
	51-59	0.27	0.3	0.23
	60 & Above	0.28	0.32	0.31
Total (Female)		4.11	3.36	2.65
Male	15-20	2.17	3.19	1.63
	21-30	0.64	0.64	0.25
	31-40	0	0	0.03
	41-50	0.12	0	0
	51-59	0	0.03	0
	60 & Above	0.11	0.43	0.64
Total (Male)		3.04	4.28	2.55
Total		7.15	7.64	5.2

Table 44

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	0.42	2.35	0.94	0.08
	21-30	0.44	1.54	0.03	0.2
	31-40	0	0.29	0.08	0.2
	41-50	0.03	0.89	0.51	0.43
	51-59	0.05	0.42	0.3	0.03
	60 & Above	0.03	0.33	0.47	0.08
Total (Female)		0.97	5.82	2.32	1.01
Male	15-20	0.99	3.77	2.02	0.2
	21-30	0.05	1.31	0.13	0.05
	31-40	0	0	0.03	0
	41-50	0	0.12	0	0
	51-59	0	0	0	0.03
	60 & Above	0.05	0.51	0.57	0.05
Total (Male)		1.1	5.7	2.74	0.33
Total		2.06	11.52	5.07	1.34

Table 45





Market Analytics Unit



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