

“Skill India”, Growth of Indian Economy in Light of its Skill Availability; Retrospection after Covid-19

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ABSTRACT

The journey of Indian economy from being pure agrarian that started from green revolution making India major food exporter and to now manufacturing based. To boost up its economic growth, India is propped up by its incredible skilled labour market. By the end of 2030 India will be surpassing China in terms of population and thereby becoming hub of Global workforce. Experts forecast India's growth at the rate of 7% which means that by after 2030 India will be the second largest economy of the world which is indicative that India with its skill composition and “Skill India” initiative is going to have a sanguine future.

This all was projected before world got engulfed in Covid-19 Pandemic. Therefore, it may become quite challenging for India to attain 5 trillion economy and be largest skill supplier to the world.

The purpose of this paper is to study growth of Indian economy with respect to its ever-growing young population. The study tries to focus upon “Skill India Initiative” and how India would en-cash opportunity of being the only supplier of youngest employable workforce amidst the Corona Pandemic, that has changed the whole economics of the world.

Design/Methodology/ Approach

This paper analyses World Indicators of Skills for employment (WISE) with respect to “Skill India” initiative and the framework for India's future course of action after Covid-19 Pandemic. The Study focuses on economy and employability of Indian youth. For the purpose of this study various statistical data and reports of various organisations have been studied. Data has been primarily taken from National Skill Development Council (India)

Originality/value

This paper focuses upon some statistical data taken from various agencies and other secondary data sources. Therefore, it provides enough evidence about India being prime hub for supply of employable skill to rest of the world with the help of programs like “Skill India” which thereby focuses on boosting economy of India.

Practical Implications

This study will help to identify skill gaps which needs to be addressed so that India can be a lucrative destination for investment as well as the global skill supplier

Social implications/ Significance

The findings of this study will help to know about sectors that need to be focussed in terms of skill matching. This study shall also try to focus upon skills that need to be built and developed to en-cash opportunities that India will relish being young nation by the end of 2030.

Keywords

Economic growth, Skill Indicators, Skill Gap, economic indicators, Covid-19

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Introduction

According to the World Bank the economic growth of the country can be indicated by certain factors like GDP, GNI, adjusted national net income etc. India is set to become world's second largest economy by 2050⁴² provided India utilizes its human resource dividend which is expected to be over one billion by 2050⁴⁷ and if India loses this opportunity of providing workforce globally one can imagine the economic loss caused to the country. It is estimated that by 2030 there would be dearth of round about 85 million skilled workforces leading to the loss of \$8.4³⁴ and India will be only nation in the world which will be having surplus work force of about 245.3 million as compared to the other countries (Annexure 1)

Table 1 Global Skill Crunch

Asia Pacific Markets Studied	Unrealized Output 2030 (\$bn)	Labour Deficit 2030
China	1,433.5	-6,739,663
Japan	1,386.8	-13,756,592
Australia	587.6	-4,032,201
Indonesia	442.6	-17,943,311
Hong Kong	219.8	-1,884,657
Singapore	106.8	-1,093,506
Malaysia	6.1	-93,458
Thailand	54.8	-1,191,364
India	0	+245,294,246 (Surplus)

Source: Korn Ferry report, Future of work, The Global Crunch 2018

India realised the potential of its humungous population base much later, in the year 2009 and felt the need of a uniform skill development policy leading to the formulation of new National Skill Development policy in 2015, controlled and regulated by Ministry of Skill development, Government of India. This policy potentially targeted 471.8 million of workers which includes new entrants in the labour market, workers of unorganised and organised sector both. At the inception, this policy targeted only 3.1 million of workers which was much less as compared to the huge demand of skill development⁴⁰. India not only requires focus on workforce aspirations but also lacks common standards thus leading to the gap in training. In order to bridge up this gap, Government of India through its Ministry of skill development has implemented more than 40 programmes⁸ (Annexure 2). In a projection, skills demanded from Indian workforce would be in the area of Pharmaceuticals, Data Analytics, Software Engineers, and Artificial Intelligence⁴⁶. According to the Hays Global index report 2018, India is scoring 5.1 in talent mismatch index, which is not very promising for a country like India which will be having surplus workforce. There exists a wide gap between rapidly growing young working population and job creation thus resulting in income inequality, social gaps and conflicts¹⁰. Going by the scenario, India needs to create approximately 7 million jobs every year which at present is only 5.5 million, clearly revealing that the rise in the number of unemployed youths is having no productive work³⁶. To add on to the unemployment, India is witnessing dip in Labour Force Participation (LFP) specifically females are dropping out more which needs considerable attention and LFP must be increased above 0.65¹¹.

India in the Global Skill Map

It is being projected that by 2031 India will witness increase in its working age population up to 58.8%. Today, median age of working class of Indian youth is 27.0 which will rise to 31.4 in 2030¹³. This would be achieved only if Indian youth is having the required skill set as governed by the global skill demand. Various researches reveal that India with its huge skill base can gain added advantage in activities which are labour intensive and thus will give a lift to labour force employment in industries like textiles, toys, footwear and clothing. Also, India can en-cash its potential in network products which will make India a global hub by 2025⁹. According to the United Nations international migration report 2019, almost 17.5 million Indians are immigrants, which means number of Indian employees working abroad are more as compared to rest of the countries in the world. It is estimated that by 2025 there may be decline in emigration of Indians thus strengthening the entrepreneurial base. In order to make India seen in world skill map, it requires strong policy reforms to achieve USD 6.5 trillion GDP by 2030. Going by the projections of World economic forum report, half of the Indian work force needs at least 100 days of learning that will not only focus on existing but future workforce also. Therefore, Government of India (GOI) is boosting and encouraging Indian youth through programs like "Skill India", Pradhan Mantri Rozgar Protsahan Yojana, Deen Dayal Upadhyaya Grameen Kaushalya Yojana and National Apprenticeship

Promotion Scheme. Through these schemes Government of India is targeting around 400 million people to whom training in various fields and sectors can be imparted.

According to statistics released by GOI, out of 400 million youths only 25 million have been trained although, whooping budget of 3,400 crore (340 million USD) was allocated in the fiscal year 2018-19.

World economic forum report says that by the end of 2024-25 the median working age of Indian would be 31 years as compared to 42 and 40 years of China and US respectively. Therefore, India with this humungous demographic dividend poses a serious challenge in terms of age verses global skill demand by 2030. Four major sectors of manufacturing, telecommunications, media and technology are going to witness the demand and supply gap by 2030. Since the median working age of countries like US, France, Germany, Australia and Japan is more than 41 years, therefore, these countries might encounter severe skill threat. As far as technological skills are considered, Indians predominantly are up skilling themselves in the areas of Artificial Intelligence, Block chain and Cyber security.

Objective

The objective of this research is to study "Skill India" initiative against World Indicators of Skills for Employment (WISE) Factors ie contextual factors, skill acquisition, skill requirements, skill mismatch, economic and social outcomes and the initiatives that have been taken by the GOI through implementation of various schemes in order to impart skills among youth of India to make them employable and narrow down the skill gap as projected. This study will help to identify skill gaps which needs to be addressed so that India can be a lucrative destination for investment as well as the global skill supplier, this research also explores as to how "Skill India" can be instrumental in the growth of Indian economy with respect to its ever-growing young population. "Skill India" has 4 schemes out of which three are state based and two schemes are central based. For this study, only two schemes which are central based namely Pradhan Mantri Kaushal Vikas Yojna (PMKVY) and Skills Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP) have been studied.

The study tries to focus upon how India could en-cash opportunity of being the only supplier of youngest employable workforce to the world in near future under and after Covid-19 situation. Since, Covid-19 has changed the whole economics of the world; therefore, researcher could not ignore the impact of lockdown in almost whole world because of Pandemic Covid-19 and its impact on economic growth thereafter.

According to Asian Development Bank, by the end of 2020 world will witness economic loss of \$5.8 trillion to \$8.8 trillion. There would be decrease in global trade by nearly \$1.7 trillion to \$2.6 trillion. Because of travel restrictions and lockdown almost 242 million people will be jobless therefore, India, being considered as the major supplier of employable workforce by 2025 now faces a big challenge in this new economic environment.

The findings of this study will help to know about sectors that need to be focussed in terms of skill matching. This

study shall also try to focus upon skills that need to be built and developed to encash opportunities that India will relish being young nation by the end of 2030

Methodology

To study the skills needed for propelling Indian economy by 2030, structured data has been studied. Skill related data has primarily been taken from various reports of financial year 2018-19 published by National Skills Development Corporation (NSDC), GOI. In India, Gross Value added (GVA) comprises of primarily three main sectors Primary, Secondary and Tertiary that is Agriculture, Industry & Service respectively. For this study, data studied is on the basis of prime contributors of Indian economy. Although, there are various sectors and subsectors contributing towards the economic growth of India yet for research purposes only three main corresponding subsectors have been studied. According to the Ministry of Statistics and Programme Implementation, GOI, the major sectors and subsectors of Indian economy (2018-2019) and their contribution is given in the Table 2.

Table 2 GDP Contributing Sectors in India

Sectors	Main contributing Sectors	Percent age contribution	Sub Sectors	Percent age Contribution
Tertiary	Service Sector	54.40 %	1. Financial, real estate & professional services	20.96%
			2. Trade, hotels, transport, communication & services related to broadcasting	18.62%
			3. Public administration, defence & other services	14.82 %
Secondary	Industry Sector	27.03%	1. Manufacturing	16.83 %
			2. Construction	7.54%
			3. Electricity, gas, water supply & other utility services	2.70%
Primary	Agriculture & Allied Sector	18.57%	1. Agriculture, forestry & fishing	15.87%
			2. Mining & quarrying	2.70%

Source: Ministry of Statistics and Programme Implementation (2018-2019)

Further, for every sector taken, skill development indicators have been studied as given in Table 3. For research purpose, indicators have been chosen from the indicators as developed by OECD and World Bank.

Table 3

Sectors	Indicators of Skills for Employment				
	Contextual factors	Skill acquisition	Skill requirement	Matching	Outcomes
Service Sector	1. Employment shares by sector 2. Human Development Index 3. Relative size of youth population	1. Youth and adult literacy rate 2. Education enrolment rate of young adults	1. Employment shares by level of education 2. Employment shares by occupation 3. Job-task measures of skill use at work (SI)	1. Proportion of workers who are overqualified or under qualified 2. Skill gaps(SI) 3. Proportion of qualified workers working in the informal sector	1. Growth in GDP 2. Employment rate of youth by education, age and gender. 3. Job quality by education (in informal employment and temporary jobs)
Industry Sector	1. Ease of doing Business 2. Human Development Index 3. Trade openness	1. Participation in apprenticeships (SI) 2. Youth and adult literacy rate 3. Share of vocational programmes in upper secondary education	1. Job-task measures of skill use at work (SI) 2. Job requirements by qualification 3. Incidence of self-employment	1. Hard-to-fill vacancies (SI) 2. Skill gaps(SI) 3. Changes in unemployment rates by education	1. Growth in GDP 2. Labour productivity (per worker and per hour worked) 3. Job quality by education (in informal employment and temporary jobs)
Agriculture & Allied Sector	1. Access to internet 2. Access to mobile phones 3. GNI per capita	1. Participation in education and training by (working) adult (SI) 2. Youth and adult literacy rate 3. Cognitive skills of adults	1. Incidence of self-employment 2. Job requirements by qualification (SI) 3. Employment shares by level of education	1. Skill gaps(SI) 2. Changes in earnings by education 3. Changes in earnings by occupation	1. Growth in GDP 2. Labour productivity (per worker and per hour worked) 3. Incidence of poverty

Skill Development Indicators

For any country to grow economically, the main contributor is workforce of that country. Having a skilled workforce determines the prosperity of the nation. ILO in association with OECD and many prominent organisations like Asia Development Bank, the Asia-Pacific Economic Cooperation (APEC) Working Group on Human Resource Development, the European Training Foundation, UNESCO, and the World Bank developed a strategy on skill development²⁸. For skill development, ILO suggested prioritizing linking of education, lifelong learning, job training and skills development strategies to growth strategies.

After training strategy formulation by OECD and ILO, most of the countries identified skill development as the nation's strategic objective; with the result, India too espoused ILO training strategy and chalked down its National Skills Development Policy through formation of National Skills Development Corporation set up by Ministry of Finance, GOI as Public Private Partnership (PPP) model.

World Indicators of Skills for employment as developed by OECD has been classified in five domains:

1. Contextual Factors: These are the skill driving factors that indicate the skills that need to be acquired for the fulfilment of the skill as demanded by the market, therefore, skill acquired must match with the skills required. These indicators cover early childhood development, demographics, aggregate economic conditions, education,

technology and work conditions, policy settings and labour market.

2. Skill acquisition: These factors focus on employable skills which is the prime driver of economic growth. This indicator helps in assessing skills that have been developed and are required by the employer and thus will lead to the gap analysis of employable skills and education system. Thus, includes indicators like literacy rate, education and training.

3. Skill Requirement: These factors focus on the skills which are actually utilised and are demanded by the employers, therefore, these factors will help in analysing if a particular country is having productive economy or not and its potential of economic growth. Indicators that frame out skill requirement are occupation, education, self-employment and job task requirements.

4. Matching: These indicators have been developed in order to analyze matching of skills that have been acquired through education and training with those demanded by the market and for being self-employed, thus indicators like over and under qualified too has been taken as a measurement tool for matching. It also includes indicators like unemployment rate, income differentials by attainment of education.

5. Outcomes: Last indicator developed by OECD is Outcome that indicates linkage between skills developed with the employment, economy and what finally it leads to in terms of social outcomes. Economic outcome is depicted through the indicators like GDP, labour productivity and job quality.

Skill India Initiative

India has a humungous population base with nearly 65% of young population. In 2009, GOI analyzed that there are almost 300 million youths who are neither employed nor undertaking any training or pursuing any educational course and every year number keeps on increasing under the category of NEET ('not in employment, education or training') realizing this, Government of India recognized the tremendous potential and requirement of skill development which can be helpful in pedaling India's economic growth by 2030, thus resulted in the formation of Ministry for Skill Development & Entrepreneurship (MSDE) in 2015 focusing on enhancing employability of the youth through skill development. Since then, GOI has launched various schemes for skill development. Schemes like Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and SANKALP (Skills Acquisition and Knowledge Awareness for Livelihood Promotion). Through PMKVY, GOI wants to fulfil the objective of enabling and encouraging youth to take up skill training which is industry relevant, whereas SANKALP focuses on permeating skill development training quality and convergence. To meet the global workforce demand, India needs skilling, reskilling and upskilling that can be achieved through these schemes.

Discussion

Service Sector

Global Human Index, 2019, compiled by World economic forum has placed India at 65th position out of 130 countries surveyed in human development index. Human Capital has been measured on the parameter of the knowledge and skills people possess that enable them to create value in the global economic system. India, not faring well in the survey is because of the low educational attainment and very low deployment of skills available. This indicates that the skill development is quite challenging for India. Although, comparatively development index has improved yet it is not at very promising place in overall index.

According to the report released by Central Statistics Office, Ministry of Statistics and Programme Implementation, GOI, India has a large youth population base. By 2031, the projected relative size of Indian youth population will be 19.48 million males and 17.48 million females who are having literacy rate of 78.9% and 59.3% respectively⁷. Education enrolment rate of young adults in India is 18488.6 males and 15723.0 in females thus; there is a tremendous gap in the education enrolment as compared to the total youth population. Education is one of the driving factors for employment, in rural India employment rate of male youth is 63.1% and for females it is 18.3% as compared to 59.9% males and 15.9% females in urban India thus indicating low labour participation of females. The mismatch between education and employment needs to be filled in through concrete policy measures. A report prepared by a renowned university on "State of employment in India-2019" has revealed that there is mismatch of educated working age population and employment. According to the report, the ratio of graduate rural men to the share of unemployment is 7 to 20 % similarly ratio of graduate rural women to the share of unemployment is 3.2 to 24% and in urban areas it is 14 to 31%, 10 to 34% for men and women respectively. As far as age is concerned, the ratio of rural men with the age ranging in between 20-24 yrs to the share of unemployment is 13.5 to 60% and for rural women within same age group is 10 to 43% and in urban areas this ratio for men is 12 to 58% and women is 10 to 42%.

If we consider technical skills that are being possessed by the Indian youth, GOI needs strong implementation of Skill development initiatives. Indian males without technical education are 96.1% and females are 98.1% and those who have degree in technical education is 1.5% males 0.8% females. Similarly, young males having diploma below graduate level are 1.7% and females are 0.7 % and the percentage of those having diploma above graduate level is 0.6 and 0.3 in males and females respectively.

Indian males in between age group of 15-29 years, who received vocational training through formal and informal medium both is 15.7% and females in the same category is 6.9% (Report PLFS-18-19). Analyzing the discussed statistics, it is clearly visible that there is huge gap between the age and share of employment, education (technical skills) and the available size of youth population. "Skill India Initiative" schemes like PMKVY and SANKALP has to identify and target this available young population so as to match the global requirements of employment.

By the end of 2018, PMKVY alone did the enrolment of almost 3 million candidates for various skill development training programs out of which 2.3 million successfully finished their training programs in various sectors and 0.45 million were given employment (NSDC, Annual Report 2017-18). It is worth mentioning that out of placed candidates 55% were females.

Pradhan Mantri Kaushal Vikas Yojana (PMKVY), not only enroll candidates for fresh trainings but also provide training on the basis of candidates prior learning whether formal or informal learning under Recognition of Prior learning (RPL) program and under this scheme target was 1 million

Table 4

RPL statistics (2017-18)	
Candidate Details	Value(in millions)
Enrolled	0.53
Trained	0.51
Assessed	0.46
Certified	0.43

Source: NSDC Annual Report 17-18, GOI

Industry Sector

To fulfill the requirements of industrial sector and availability of young population, Ministry of Skill development & Entrepreneurship through its “Skill India” launched National Apprenticeship Promotion Scheme (NAPS) on 19th August 2016. The objective is to train candidates for optional trades so that they are exposed to various jobs in shop floor and are ready to take up the employment in industry. In financial year 2017-18, 2.1 million were trained and 0.77 million were placed still a large chunk of trained youths are yet to be placed and are market ready, thus, can be part of global workforce.

Construction is one of the largest employers in India, creating about 45 million jobs annually. Projection of its employment base is about 76 million jobs by the end of 2022³⁹. Skills required in this sector for jobs like project engineers, managers, supervisors, mason, plumber, painter, welder has undergone shift change. To match the skill gap lot of training initiatives are required, according to the NSDC report, there is inadequacy of training programs which are being offered at present to meet the existing demand.

Table 5

Training Skill Status In Construction	
Workers	There is no Formal training, skill certification system and institutions are absent. Dependency on traditional manpower
Engineers	Formal institutions not ready to increase intake in various Construction related engineering streams, thus, reducing the share of new trainees
Contractors	Number of skilled contractors is insufficient. More number of training institutions is required.

Source: N.S.D.C report on Construction (2017-22)

By the end of 2022 about 400 million workers are being targeted by Ministry of Skill development through its Skill development initiative schemes like PMKVY and SANKALP. To give boost to the manufacturing sector, GOI initiated “Make in India” and by the end of 2025 it is expecting GDP of 25%. Among manufacturing nations, India was the 6th country to receive the largest FDI in 2016-17. Indian manufacturing industry revival from its sluggish growth can be made out from the employment of 14.9 million workers in 2017-18 (ASI 2017-18). According to GCI report 2019, the quality of vocational training in India has scored 53.3 and ranked at 67th position out of 141 countries. Similarly, India ranked 93 and 71 for skill set of graduates and ease of finding skilled employees respectively.

Agriculture sector

Agriculture sector in India contributes about 18% of GDP and generates employment in both organised and unorganised sector. According to the Agriculture Skill Council of India (2019), this sector has provided employment to 0.2 million and 1.95 million people in both the sectors respectively. As far as skill development is concerned, under “Skill India” initiative 0.5 million candidates have been trained through PMKVY till 2019. The trained candidates have been provided employment in the fields of Bee keeping, Dairy Farmer, Organic farming, Animal husbandry and other related areas. MSDE, now in India is shifting its focus from employment to entrepreneurship through PCM (Producer-Company Model) along with PPP model.

GOI has functional 4 ministries that look into the development of this sector such as, Ministry of Agriculture, Ministry of Agriculture and Farmer welfare, Ministry of Food processing industries. All these ministries work towards the capacity building, skill development by bridging up the gap through Rashtriya Krishi Vikas Yojana (RKVY). Application of biotechnology has got tremendous potential in India, although, the initiative was pulled down after the release of BT brinjal was restricted. It cannot be denied that the countries which are applying biotechnology in agriculture are reaping the benefits and will give strong competition to the India in this area; therefore, skill development in this field has a lot of scope and ASCI in collaboration with MSDE and NSDC should focus in this area.

Worldwide there has been decrease in the share of National income percentage as well as in the share of employment percentage in this sector. World Bank report (2018) has shown this trend and India has come down from 27.3 % in 1991 to 15.6 % in 2017 in the share of National income and from 63.0% in 1991 to 44.5 % in 2017 in the share of employment. This trend has been seen in countries like China, Brazil, Vietnam and Malaysia too. There has been shift in the agriculture workforce from 229 million in 1994 to 188 million in 2018⁴¹. Government needs to implement schemes and policies to change this trend by making this sector more appealing for the workers and candidates so that the shift from agriculture based jobs to middle income jobs can be balanced.

Covid-19 & World Economy

Coronavirus disease (COVID-19) as defined by WHO is an infectious disease which is caused by a virus that spreads through saliva droplets or discharge from the nose when an infected person coughs or sneezes. Till now there is no specific treatment for this disease and the rate at which it has spread and engulfed most of the countries in the world has made WHO to declare it as Pandemic. Since, it spreads through the droplets when an infected person coughs or sneezes so the best possible way to restrict its spread is to follow respiratory hygiene, frequently washing of hands and social/physical distancing (Guidelines of WHO). For enforcing social distancing, countries across the world were forced to impose *Lockdown*, a situation in which people are not allowed to enter or leave a building or area freely because of an emergency (Cambridge dictionary) and because of the very fast spread of infection and lockdown whole economic activities of the world came to stand still. This situation has led to the economic damages to the extent of contraction of world GDP to merely 5.2% as forecasted by World Bank and triggered the deepest recession in the decades (Annexure 3). Per capita income of the world is projected to shrink in between 7% to 2.5 % It is very alarming situation for developing economies and emerging countries.

With the shutdown of 81% of workplaces, there has been worldwide impact on jobs and wages. Imposition of Lockdown may it be full, partial and weak have affected 1.6 billion workers which constitutes almost 76% of informal employment (ILO report) (Annexure 4). By the end of 2021, unemployment is predicted to rise up to from 2.7 % to 8.3% (JP Morgan Chase & Co). ILO has forecasted loss of 5 million, 12 million and 125 million of full time workers with respect to working hours in Arab states, Europe and Asia respectively. The sectors that have been identified to be at high risk are manufacturing, administrative services, retail, food services and accommodation.

Indian economy too has been hard hit by Covid-19. With the end of Lockdown the 7% growth has smashed down to 3.1% (IMF) , investment shrunk to 3% from 10% in 2018 (World Bank). GDP that was projected to 7% contracted to 4.5% (IMF). Service and Manufacturing sector witnessed the contraction of 5.4 % and 27.4 % respectively after Lockdown (HIS/Markit data) which otherwise was forecasted to 40 %. Millions of Indians lost their jobs because of lockdown situation whether rural or urban (Annexure 5). Because of Covid-19, 50 million tourism related jobs will get disregarded (WTC report). Although, 46% of Indians are market ready and the employment skills have increased up to 47% as compared to past years (India Skill report 2020) yet it would be challenging to get employment post Covid-19. It is not only the employment that has been drastically affected but its impact can be seen in skill development as well. Global economies will respond to skill crisis and be ready for the revival. However, world economic forum has projected revival of world economy by the end of 2022 by the recovery curves like U, V, W, L or Swoosh which means India becoming 5 trillion economy by the end of 2030 is challenging but not impossible.

Limitation & Scope

One of the prime limitation of this study is non availability of Skill indicator data of India, therefore, it became difficult to do a specific analysis. Reports of various agencies have been studied and quite possible that a few important reports related to the global skill may not have been explored. Since, not much of the research has been done on the basis of WISE therefore, this study has got a huge scope of future research. On the basis of Skill indicators, data analysis of countries will reveal different findings. This study is based on the secondary data, therefore, researchers may use primary data as well to reveal more quantifiable results and analysis.

Findings & Conclusion

Covid- 19 has changed whole dynamics of world economy, Developed economies are trying to maintain their growth and control the economic contraction and developing economies are struggling to survive, evolve and adapt. Market will change and so would job requirements. Organizations would look forward to new skill set of adaptability, reskilling, upskilling and agility. More of digital, technical based skills, ICO, artificial intelligence and IOT based skills will help organizations to build more resilient systems in the future. India will have a very challenging situation because of limited availability of IT structure for online training Amidst the Covid-19 situation, skill development initiatives too have come to a halt. GOI had to close 30,000 training institutes and convert 33 national Skill centers to quarantine centers which were providing industrial training to almost 5million candidates³⁵ (KPMG Report)

Despite, GOI target to train 10 million youth under PMKVY in 2018, only 36% of the target was met which means the implementation and awareness of the scheme needs to be worked upon. To supply employees who have new skill set, India will have to revive and look into its Skill development schemes. Revival has been started by taking skill development training programs on a virtual platform through online classrooms

Due to Lockdown there is deferment of recruitment, thus leading to lack of apprenticeship and employment and which is seen as one of the most envisaged challenge of skill development. To cope up with the changed situation, Ministry of skill development, GOI has directed all the states to resume training programs under PMKVY within 30 days of lifting up of Lockdown and finish it off by the end of August 2020 and also given a dead line for the assessment and certification of the candidates by mid of September 2020.

Wise

Almost 200 countries are trying to build up information related to WISE but still not very concrete information is available related to the skill indicators developed by OECD. India too is having dearth of information in this context. According to the data whatever is available researcher has tried to give a summarized analysis of WISE for India.

As far as Contextual indicators are concerned, positive relationship has been found between the outcomes and skills acquired. Wages are influenced by the demand and supply of skills. Skills that are in demand have to be balanced with the skills that are being developed or acquired by the workforce or the candidates, therefore, mass skilling development schemes have to in alignment with global demands otherwise will lead to inefficiency.

Data reveals that enrolment of candidates in higher education in India is only 23% which is lower than other developed countries, same is the case with school dropout rate, which is 17% much higher as compared to UK, US and China. Thus, these candidates should be acquainted with skills through vocational training quite from early years of schooling which will lower down the percentage of NEET. National Skill Development Council (NSDC) of India projected Skill gap in various sectors by 2022, although this is before Covid-19 data yet cannot be ignored (Table 6).

Table 6 Skill Gap of various sectors by 2022

Sector		Skill Gap (in millions)
Services	Health Care	12.7
	Real estate Services	14
	Transport & Logistics	17.7
	Education & Skill development services	5.8
Industries	Auto & Auto components	35
	Textile and clothing	26.2
	Infrastructure	103
	Building & Construction	33
Agriculture	Food Processing	9.3
	Organised Retail	17.3

This data shows the skill development schemes need exhaustive implementation so as to narrow down the gap and take advantage in the global market for supplying skills. Skill mismatch needs to be addressed through open channels of communication with industry and training faculty. SANKALP is focusing on getting trainers accredited through Unified National Accreditation Board within the NSDA so as to enhance quality.

Objective of "Skill India" initiative will be forfeited if skills developed are not put to use through proper placement of these skills. After Covid-19 situation, technical and digital skills required are on high demand, therefore, it becomes imperative for GOI to modify skill base required by tweaking in PMKVY and SANKALP schemes so that uprising mode of online business operations skill demands can be met. According to the report of Ministry of Skill Development & Entrepreneurship, 2018 there would be demand of 120.8 million skilled workers by the end of 2022. If we compare formally skilled workers of India with countries like Japan, UK, US and South Korea the percentage of India is very less only 5%. If India wants to be skill supplier to the world by 2030, it needs to strengthen its education system by following collaborative approach of theory and practical based learning, to get more female

labour participation and fill in the skill gap by matching the skills with actual global demand.

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Annexure 1

Talent deficit in World business & financial services by 2030



Source: Korn Ferry Report

Annexure 2

S. No.	Name of Ministries/ Department	Name of the Scheme
1.	M/o Skill Development and Entrepreneurship	Pradhan Mantri Kaushal Vikas Yojana (PMKVY)
		Apprenticeship Training Scheme (ATS)
		Craftsmen Training Scheme
		Craftsmen Instructor Training Scheme
		Skill Development Initiative Scheme (SDIS)
2.	M/o Rural Development	Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY)
		Rural Self-Employment Training Institutes (RSETIS)
3.	M/o Housing and Urban Poverty Alleviation	National Urban Livelihoods Mission (NULM)
4.	M/o Textiles	Integrated Skill Development Scheme (ISDS)
5.	M/o Agriculture and Farmers Welfare	National Food Security Mission – Farmers Field School
		Agri-Clinic and Agri-Business Centres Scheme
		Extension Reforms - Farm School
		Krishi Vigyan Kendras (KVKs)
		Skill training to Agri-graduates
6.	M/o Micro, Small and Medium Enterprises	Promotion of farmer to farmer extension
		Entrepreneurship Development Programmes (EDPS)
		Entrepreneurship Skill Development Programmes (ESDPS)
		Management Development Programmes (MDPS)
		Assistance to Training Institutions Scheme (ATI SCHEME)
		Skill Upgradation and Quality Improvement and Mahila Coir Yojana (MCY)
7.	M/o Tourism and Culture	Tool Rooms
		Central Manufacturing Technology Institute (CMTI)
8.	M/o Human Resource Development	Scheme of Capacity Building for Service Providers
		Hunar se Rozgarkar Initiative
		Vocationalization of School Education
		Scheme of Community Development through Polytechnics
		National Institute of Open Schooling Distance Vocational Education Programmes (Practical Learning through Accredited Vocational Institutes (AVI))
9.	M/o Electronics and Information Technology (MeitY)	National Apprenticeship Training (NAT) Scheme
		Jan Shiksha Sansthan
10.	M/o Tribal Affairs	Scheme for Financial Assistance to States for Skill Development in Electronic System Design and Manufacturing (ESDM) Sector
		Skill Development in ESDM for Digital India
11.	M/o Women and Child Development	Vocational Training for Tribal Youth
12.	M/o Commerce and Industry	Support to Training and Employment Programme for Women (STEP)
13.	M/o Development of North Eastern Region (DoNER)	Indian Leather Development Programme
		Capacity Building and Technical Assistance

Source: Annual Report 2017-18, Skill India, Ministry of Skill Development & Entrepreneurship

Annexure 3

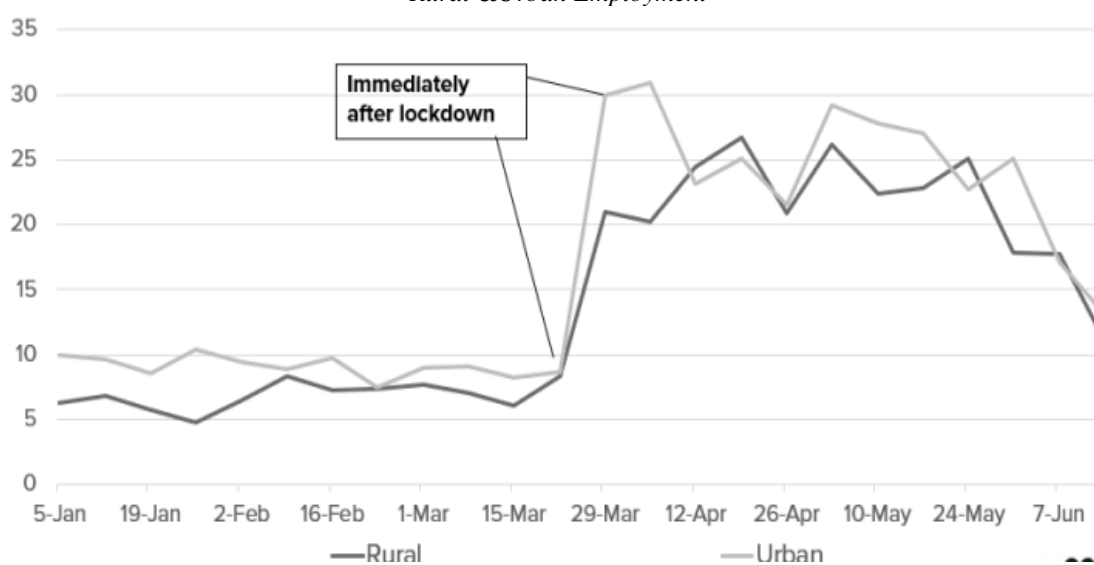
The proportion of economies with an annual contraction in per capita GDP. Shaded areas refer to global recessions. Data for 2020-21 are forecasts.



Source: World Bank

Annexure 4*Employment in countries with workplace closures (as of 22 April 2020)*

	Employed in countries with workplace closures (in millions)	Share of employed in countries with workplace closures (%)	Employers in countries with workplace closures (in millions)	Share of employers in countries with workplace closures (%)	Own-account workers in countries with workplace closures (in millions)	Share of own-account workers in countries with workplace closures (%)
World	2,259	68	71	82	740	66
Low-income countries	75	25	2	31	40	27
Lower-middle-income countries	1,119	98	32	100	540	97
Upper-middle-income countries	502	39	19	62	115	31
High-income countries	563	96	19	96	44	94
Africa	265	56	11	77	117	51
Americas	460	98	17	98	87	95
Arab States	49	89	1	76	4	69
Asia and the Pacific	1,092	57	29	71	486	65
Europe and Central Asia	393	95	13	96	45	94
World without China	2,259	88	71	93	740	84

*Source: ILOSTAT, ILO modelled estimates, November 2019 and The Oxford COVID-19 Government Response Tracker.***Annexure 5***Rural & Urban Employment**Source: Centre for monitoring India*