

A Conceptual Study of “Skill India” Mission Bridge to “Make in India” Program

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Abstract: This paper examines Skill India mission and its relevance to Make in India programme. It explained disconnects of skill India program in terms of demand and supply of work force and highlights the challenges in Make in India. The government of India has taken various initiatives to bridge the gap between employment linked skill development of labour for the domestic and international market.

National policy for skill development and entrepreneurship was announced to skill, reskill and upskill the youth of the country under Skill India mission and Make in India Program was announced to make India a manufacturing hub. The main objective of both program is development of infrastructure, invite foreign direct investment, improvement in standard of living of the people and to eradicate the unemployment by creating more jobs opportunities.

This research paper has made a literature review analysis regarding its challenges, prospects of skill India and Make in India. Secondary data collected from various websites, journals, etc.

Keywords: Skill India, Make in India, Employment, Economic growth and Entrepreneurship

“I call upon the nation to take a pledge to make India the Skill Capital of the world”

Seekho Hunar. Bano Honhaar!

Mr. Narendra Modi Prime Minister of India

1. INTRODUCTION

Prime minister of India has announced Make in India programme from the ramp of Red fort on his maiden speech on Independence Day. The core message was the to create India a manufacturing hub. The aim of this initiative was to make manufacturing sector to contribute 25% of GDP of the country. To make this programme more effective government of India has started other programs and missions such as Digital India, Skill India, Start-up India and Stand-up India etc.

National Skill Development Mission was launched by the Hon’ble Prime Minister on 15/7/2015 on world youth skills Day. The mission has been developed to create convergence across sectors and state in terms of skill training activities.

Ministry of Skill Development & Entrepreneurship (MSDE) (Labor and Employment Department Government of Gujarat, 2016)

- Governing council policy guidance at apex level.
- A steering Committee
- A Mission Directorate (along with an Executive Committee)

Mission Directorate (Labor and Employment Department Government of Gujarat, 2016)

- National Skill Development Corporation (NSDC)
- National Skill Development Agency (NSDA)
- Directorate General of Training (DGT)

National Skill Development Corporation (NSDC) (Labor and Employment Department Government of Gujarat, 2016)

It acts as a catalyst in skill development by providing funding to enterprises, companies and organizations that provide skill training. Its mandate is also to enable support system such as quality assurance, information system and train the trainer academies either directly or through partnerships. It also develops appropriate models to enhance, support and coordinate private sector initiative.

National Skill Development Fund (NSDF) (Labor and Employment Department Government of Gujarat, 2016)

The National skill development Fund was set up in 2009 by the government of India. The fund is contributed by various Government sources, and donors/ contributors to enhance, stimulate and develop the skills of Indian youth by various sector specific programs. The trust accepts donation, contribution in cash or kind from the contributors for furtherance of objectives of the fund.



Fig. 1: Building Blocks of the Mission (Labor and Employment Department Government of Gujarat, 2016)

National Skill Development Agency (NSDA) (Labor and Employment Department Government of Gujarat, 2016)

An autonomous body under the Ministry of Skill Development and Entrepreneurship, Government of India, to achieve the skilling targets of the 12th plan document and beyond. The NSDA plays a pivotal role in bridging the social, regional, gender and economic divide by ensuring that the skilling needs of the disadvantaged and marginalized groups like SCs, STs, OBCs, minorities, women and differently -abled persons are taken care of through the various skill development programs.

Directorate General of Training (DGT) (Labor and Employment Department Government of Gujarat, 2016)

The Directorate General of training consists of the Directorate of Apprentice training. This includes a network of Industrial Training Institutes (ITIs) in States; Advance Training institute (ATIs), Regional Vocational Training Institute (RVITIs) and other central institutes. Several training programmes catering to students, trainers and industry requirements are being run through this network. The building blocks for vocational training in the country Industrial Training Institutes- play a vital role in the economy by providing skilled manpower in different sectors with varying levels of expertise. ITIs are affiliated by National Council for Vocational Training (NCVT). DGT also operationalizes the amended Apprentices Act, 1961.

National Career Services: NCS Portal (Labor and Employment Department Government of Gujarat, 2016)

Hon’ble Prime Minister Narendra Modi has Launched the National career service portal on July 20, 2015 which is the employment exchange new site IT is ICT based portal is developed primarily to connect opportunities with the aspirants of youth. The new site provides the list of Employment offices, and the information of vacancies in the

departments in every state. To avoid misuse, the labour ministry will ask job hunters to link Aadhaar card number and companies or Organization need to submit Company registration copies.

2. OBJECTIVE

1. To study initiative in Skill India mission.
2. To understand effectiveness of skill India.

3. RESEARCH METHODOLOGY

As the research paper is of conceptual and review nature, the researcher has applied exploratory research design by using varied secondary data availed from the secondary data sources. Based on the secondary data and review, the researcher has reported on various emerging trends and issues and challenges in digital India.

Research report, journal and newspaper articles from eminent writers have been reviewed.

4. LITERATURE REVIEW

(Ingle, 2016)Dr DV Ingle analyse the potential of NGO’s in mission skill India, in this journal he conceptually highlights role of NGO’s in skill development and making work force global competitive. He also focused on challenges and strengths of NGO in skill India.(Dr Neeta Sahu, 2016)Dr Neeta Shau focus on the importance of skill India for Make in India programme and draw attention in education system which poses difficulty in goal of skill India and provide some genuine suggestions to deal with the problems. These problems are like: no coordination between education system and labour market, absence of proper training of vocation, lack of guidance and counselling programs, lack of systematic approach etc.(Kaur, 2016). Harpreet Kaur intends to study the future demand of skilled labour in the manufacturing sector of

India and its corresponding supply. It also studies various obstacles in providing the requisite skills to the people of India and various initiatives taken by the government so far.(Dr. Sudhansu Sekhar Nayak, 2016)Dr Sudhansu Sekhar Nayak in this study argued that, the policy makers might advocate the implementation of PPP model for the expansion of education, but the ground reality is this that private institutions, established with sole motto of 'profit maximization' have little of no concern with the quality of education. The net result is the mushrooming growth of the labour force without adequate skill. The recent initiative of NDA government for skill development is a step in right direction. It will certainly produce fruitful results. The success of skill will ultimate depends on the creation of job opportunities. The talent must not go waste. Scams like Vyapam should be dealt with a tough and impartial stick.(Shetty, 2015)Prof V. Pushpa Shetty focus this conceptual study analyses the origin of the concept "business ecosystem" and analyses the ecosystem structure in the changing context of the economy from the industrial period to the knowledge based economy. Exploring the gaps and challenges posed in execution of ambitious programs of Make in India, Skill India and Digital India to transform India into a knowledge based economy.(Jaiswal, 2016)Prof Kripa Shankar Jaiswal expose the readers to the present scenario of Indian higher education and how by focusing on "Teach in India" the country can tread on the path of "Make in India".(Aggarwal, 2016)the present paper attempts to study the present skill capacity, challenges in front of skill development initiatives in India along with their solutions.(Koundal, 2016)Dr Virender Koundal in the conceptual study focus on the critical success factors of Make in India and argued that skilling, reskilling and upskilling the labour force is important for overall economic growth.(Dr.Sonia Singhal, 2016)Dr Sonia Singhal in this journal highlights the challenges & opportunities of Make in India programme and suggested technology driven process

with minimum human intervention will guarantee manufacture excellence. Author also emphasis importance of ease of doing business & conducive environment of business will boost manufacture sector.(Chaugule, 2016)Dr. Suryakant Ratan Chaugule explain Pradhan Mantri Kaushal Vikas Yojana in detail which include outlay, features and benefits of the scheme. Author also focused on National Skill development and Skill India program and analyse the importance in entrepreneurship development. (S.Soundharia, 2015)S. Soundharia in this paper discusses about Make in India scheme, its opportunities, challenges, changes needed and some examples of different investors, invested so far. Make in India campaign surely makes India an investment destination and global hub for manufacturing and innovation.(Mathur, 2016)Prof Ajeet N. Mathur examines whether "Make in India" policies are constrained by over-regulation or under-regulation in the Indian labour market. Specific labour law provisions and the scope of circumventing them as evidenced from strategy-as-practised are analysed. Author suggested labour market, among other challenges, also needs attention if the "Make in India" programme is to succeed.(Chandra, 2016)Dr Lal Chandra analyse the skill development mission in India and discussed its relevance in present time. (S. N. Misra, 2016)S.N. Mishra analyse the manufacturing policy and explain the challenges that come across in Make in India. It highlights disconnects that manifest in our education policy both at the primary and tertiary level where GER and inclusivity have become the buzzword; clearly discounting the quality dimension. (Dr.Susmita Priyadarshini, 2016)Dr Susmita Priyadarshini analyse the performance ongoing initiatives of skill development by multiple stakeholders with in the provision of NSDC with the help of certain case studies it seems reality has belied the expectation.

5. RESULT & DISCUSSION

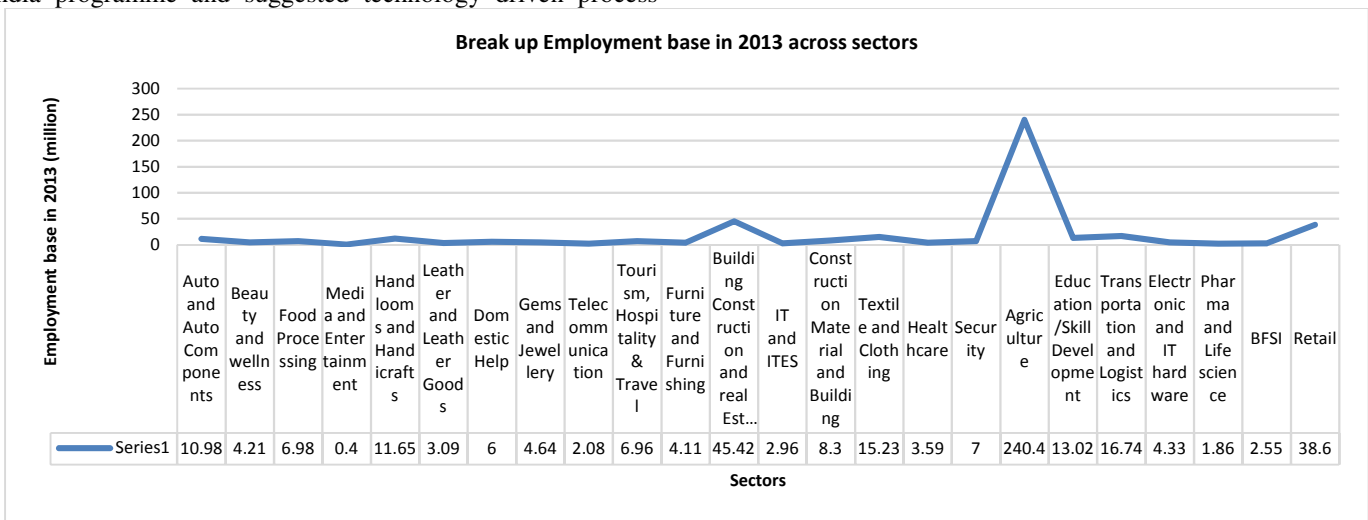


Fig. 2. Break Up Employment Base in 2013 Across sectors (Government of India Ministry of Skill Development & Entrepreneurship , 2015)

Above figure shows employment base in 2013 across all sectors agriculture sector has contributed maximum. The graph below shows projected requirement by 2022 across all sectors

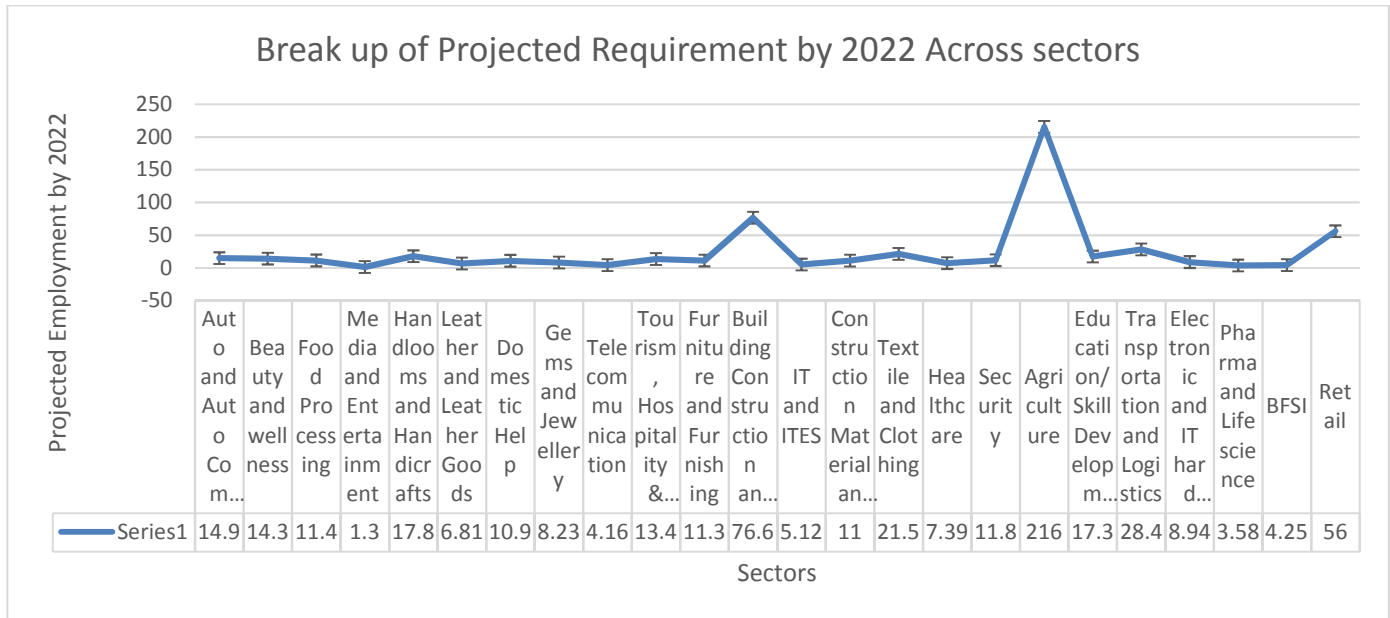


Fig. 3. Break up Projected Requirement by 2022 Across Sectors (Government of India Ministry of Skill Development & Entrepreneurship , 2015)

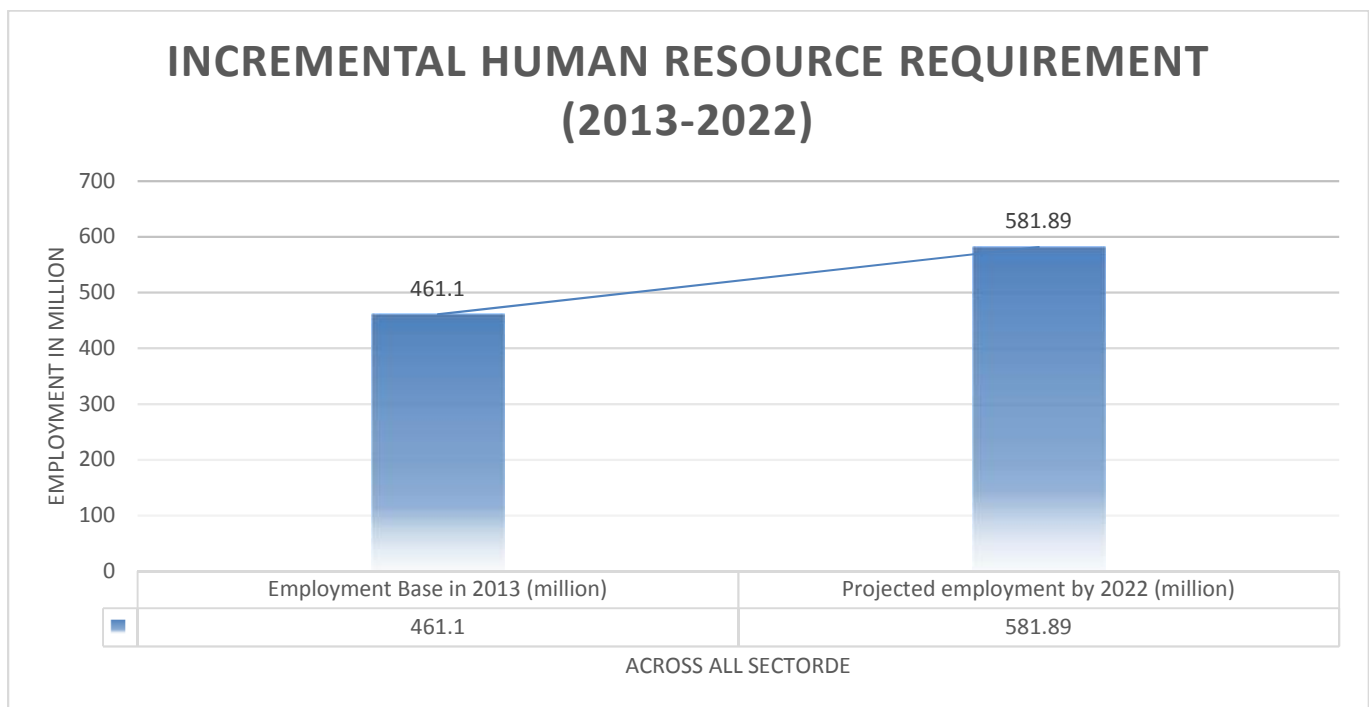


Fig. 4. Incremental Human Resource Requirement (2013-2022) (Government of India Ministry of Skill Development & Entrepreneurship, 2015)

Above graph shows incremental human resource requirement (2013-2022) across all sectors. The graph shown below exhibit employment base in retail sector in 2013.

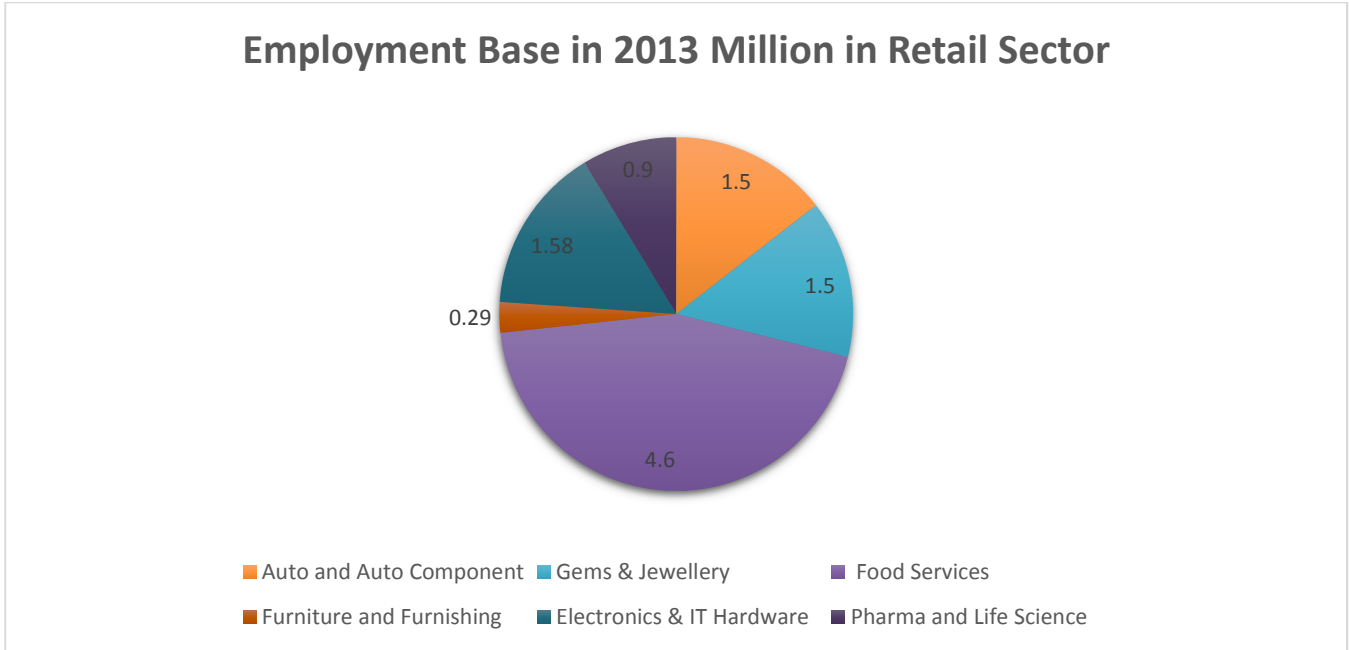


Fig. 5. Employment base in 2013 million in Retail sector(Government of India Ministry of Skill Development & Entrepreneurship , 2015)

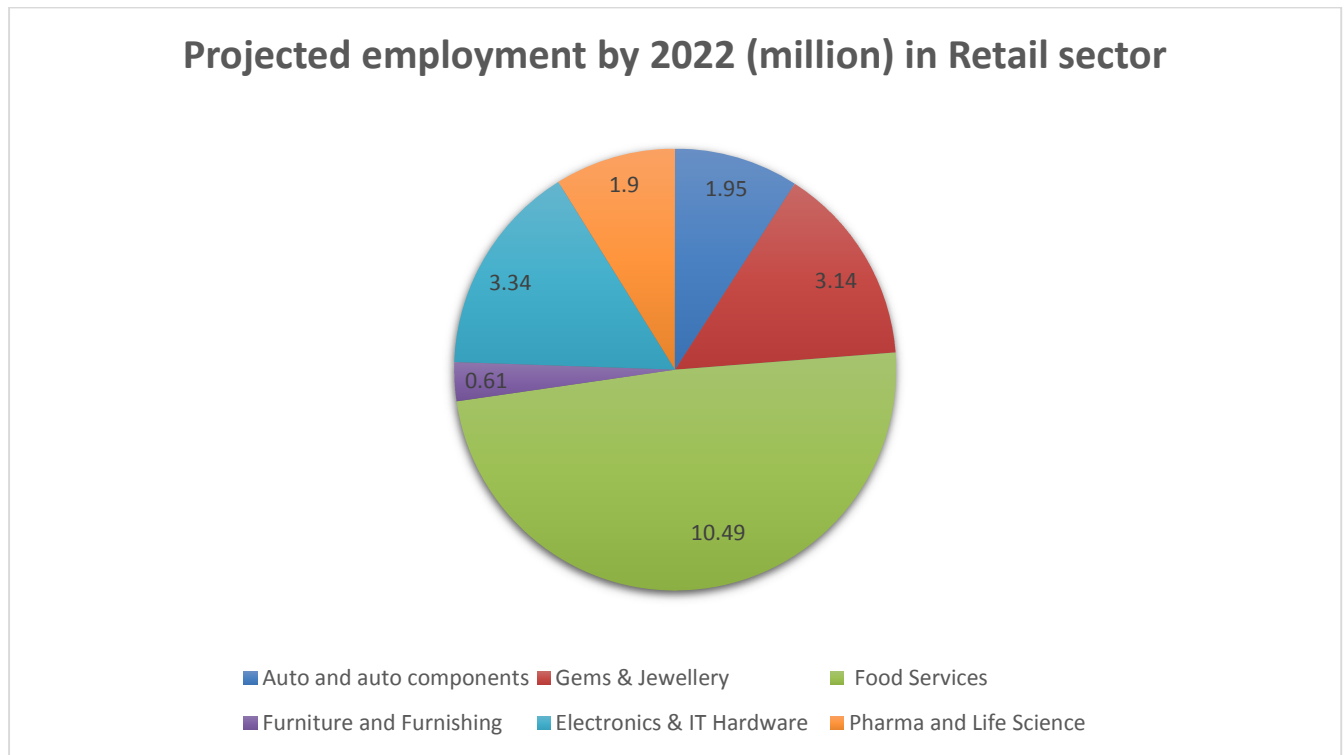


Fig. 6. Projected employment by 2022 million in Retail sector (Government of India Ministry of Skill Development & Entrepreneurship , 2015)

Above figure shows projected employment by 2022 in retail sector. The figure shown below has high light incremental human resource requirement across retail sector.

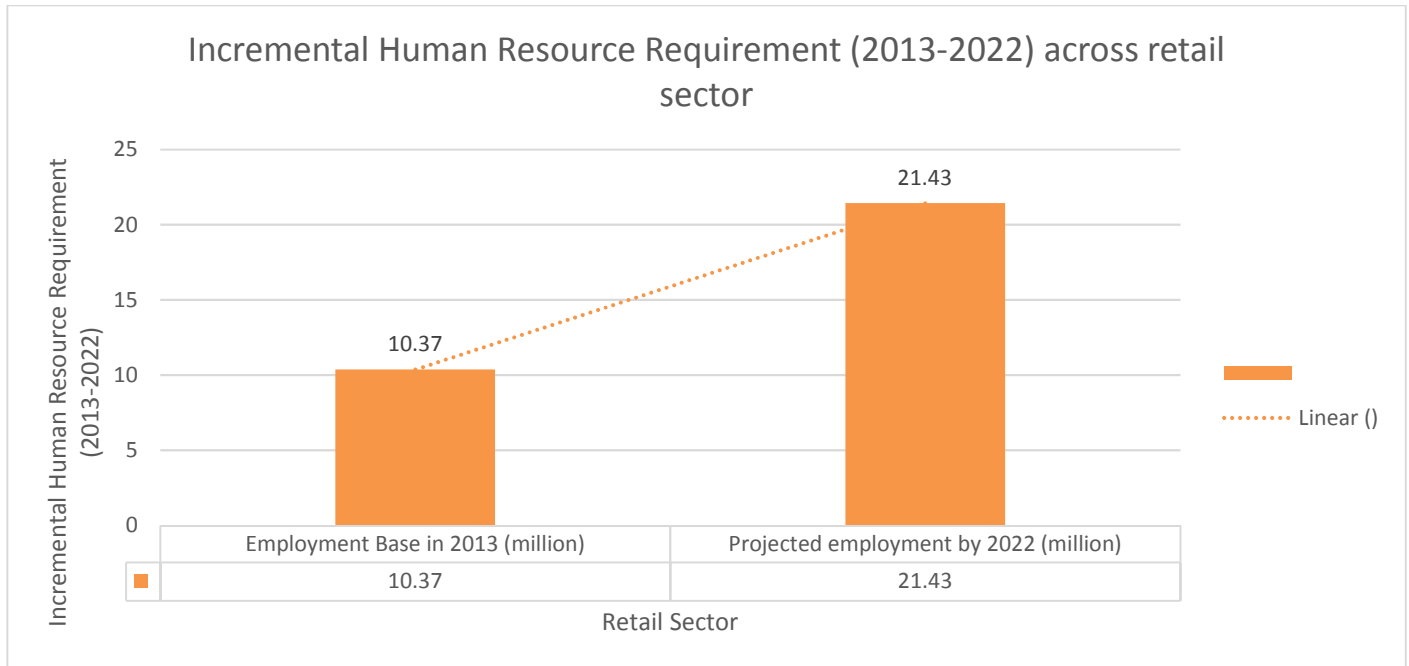


Fig. 7. Incremental Human Resource requirement (2013-2022) across retail sector (Government of India Ministry of Skill Development & Entrepreneurship , 2015)

6. CONCLUSION

Make in India has made India favourite destination for foreign investors. It has happened because of number of steps initiated on ease of doing business and attracting foreign investors by developing infrastructure. Growth of manufacturing sector will always depend on the skilled labour.

The economies and business across the world have become very dynamic leading to an environment which can be defined as VUCA (Volatile, Uncertain, Complex, Ambiguous). The environment requires strengthening of the work base. This makes skill development, imperative across globe. Develop countries have large base of talented and skilled manpower but developing countries are still in the process of making the required institutional arrangements to ensure the availability of skilled manpower on a consistent basis. There are various statistics which indicate that the world will face a shortage of skilled workers by 2020.

Centre and state government must address this jointly to address demand and supply gap of skilled labour. Make in India program will be successful only by the people who are skilled there for Skill India Mission is imperative for Make in India.

“And the demographic dividend India is proud of,

Its guarantee lies with skill and trained manpower”.

Shri Narendra Modi Hon’ble Prime Minister

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