



Skill Development Initiatives Towards Enhancing Employability In Unorganized Sector Workers In India.

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Abstract: India is on the threshold of a demographic dividend over the next 25 years, due to an increase in the proportion of young and working-age people in the population as a whole. Such a rise in the youth population is a window of opportunity as it reduces the ratio of dependents to total workers leading to higher rates of savings, investment, and growth. This change in the age structure, if properly utilized, will result in a demographic dividend, which provides immense growth opportunities to the nation. But only 50% of Indians were engaged in the labour force in 2018, and 81% of them worked in the informal sector, commonly referred to as the unorganised sectors or the shadow economy. The data provided by the National Sample Survey Organisation (NSSO) show that only 2.4% of the Indian workforce has undergone formal skill training and another 8.6% have received non-formal vocational training. This indicates that only a few young people who have vocational training will enter the labour market. Hence providing employable skills to young people remains an important challenge in capturing the opportunities of the demographic dividend. India faces the dual challenges of the inadequacy of a skilled workforce as well as non-employability of large sections of youth in lacking employable skills. Therefore this paper explored the initiations of Government of India (GOI) as well as Government of Karnataka (GOK) regarding enhancing employability skills through skill development programmes and policies in unorganized sector workers.

Keywords: Skill Development, Policies, Employability, Unorganized Sector Workers.

Introduction:

India is experiencing a demographic dividend as more than 67 per cent of India's total population is between the ages of 15 and 64 years, which is considered the working population of a country. Another important factor is that India has a relatively young population with an average age of 28.4 years. Approximately 26% of the population is below 14 years and 67% is between the age of 15 to 64 years and 7% is above the age of 65. In contrast, the population over 65 years in the US is 17% and in Europe is over 21%. However, Skilling this youth bulge is a challenge, particularly when there is a high concentration of informal/unorganized sectors. Around 93% of the country's workforce is employed in the informal sector. The sector encompasses all economic activities and includes both rural and urban. Strengthening the skill base of the unorganized sector will improve productivity, working conditions, labour rights, social security and living standards. The unorganized sector, just like the organized sector, also plays an equally important role in the economic growth of a nation. But people who work in these unorganised sectors are often unrecognized for their work and also do not have a fixed salary. However, the Government of India is making significant efforts to improve this sector and help it through various scheme and policies. India's growth and development can be attributed to the contributions of those who work in unorganized sectors. The unorganized sector accounts for over 50% of India's total GDP. According to an economic survey conducted in 2019, around 41.85 crore people are working in unorganized sectors in India. There are 7 major unorganized sectors in India, and the agricultural sector is at the top, followed by the manufacturing sector.

What is unorganized sector?

An unorganized sector is a sector in which government rules do not apply to employment and wages. This sector mostly consists of people working in small home-based industries, fishermen, handloom workers, weavers, plantation labourers, toddy tappers, beedi workers (plant leave-based cigarette manufacturers), leather workers, etc. Furthermore, the unorganized sector includes own-account workers, workers and apprentices in micro-enterprises; unpaid family workers; casual labourers; home-based workers; travelling workers and migrant labourers; out-of-school youth and adults in need of skills; farmers and artisans in rural areas, among others. To encourage participation in skill development, entry barriers such as educational qualification, transportation, loss of wages, problem of language, etc. The people working in this sector usually earn a significantly low income and don't get any kind of social or medical leaves. They are not receiving any benefits from medical insurance or provident funds.

Characteristics of Unorganized Sector Workers:

1. **Lack of Formal Contracts:** Many unorganized sector workers do not have formal contracts or written agreements with their employers, which leaves them vulnerable to exploitation and unfair treatment.
2. **Low Wages:** Wages in the unorganized sector tend to be low, and workers may be paid on a daily or piece-rate basis, often earning significantly less than their formal sector counterparts.
3. **Limited Social Security:** Unorganized sector workers usually lack access to social security benefits such as health insurance, pension plans, and unemployment benefits.
4. **Job Insecurity:** Job stability is often precarious for unorganized sector workers, as they may not have any job security or protection against sudden job loss.

5. **Informal Working Conditions:** These workers may lack basic amenities and work in poor conditions without proper safety measures or facilities.
6. **Lack of Union Representation:** Due to the fragmented nature of the unorganized sector, workers may face challenges in organizing themselves into labour unions to advocate for their rights and better working conditions.
7. **Multiple Employment:** Many unorganized sector workers hold multiple jobs or work in several part-time roles to make ends meet, leading to long working hours and fatigue.

Skill Development Training Providers: Various opportunities like Central and State Governments / institutions including schools and public/ private training institutions /NGOs will be encouraged to conduct skill development programmes for the unorganised sectors. In Karnataka, also has been actively involved in promoting skill development programs across various sectors. These programs aim to enhance the employability of the youth and bridge the gap between industry requirements and the skills possessed by job seekers.

The Initiations of the **Government of Karnataka** in enhancing Employability through Skills Development Programmes and Policy for Karnataka Department of Skill Development, Entrepreneurship and Livelihood Government of Karnataka March 2017, and Karnataka Jnana Aayoga (Karnataka Knowledge Commission) KSCP-2022 Portal, Government of Karnataka have been presented as follows.

Training Programmes: Implemented directly by the Department of Skill Development, Entrepreneurship and Livelihood Programmes of skill development (2016). The Department of Skill Development, Entrepreneurship and Livelihood was bring all skill development activities under one Umbrella to encourage the development of the youth of the Karnataka State, better growth of working hands and presence of Socially inclusive groups.

Karnataka Vocational Training and Skill Development (2021): To achieve the desired objectives of State skill policy, the State established Karnataka Vocational Training and Skill Development, with a target of imparting skills and employment to 10 lakh persons in the succeeding Ten years from inception.

Deen Dayal Upadhyay Grameen Koushalya Yojane (NRLM) (2014-2023): DDU-GKY is a placement-linked skill development program for rural poor youth under National Rural Livelihoods Mission (NRLM). The skilling program for rural youth has been refocused and re-prioritized to build the ability of rural poor youth to address the needs of domestic and global skill requirements.

Employment through Skill training and placement (NULM) (2013-2023): The programme has been providing for skill training of the urban poor to enable them to set up self-employment ventures and for salaried jobs in the private sector.

Karnataka Building Construction Workers Academy (2007-2023) The Karnataka state government has formulated certain guidelines and has been striving to take care of the labourer's health issues, social security, education and other basic facilities.

Pradhan Mantri Kaushal Vikasa Yojane (PMKVY) (2015): PMKVY was encouraged and promote skill development in the country by providing free short duration skill training and incentivizing this by providing financial rewards to youth for skill certification.

Chief Minister's Kaushalya Karnataka Yojane (CMKKY) (2017): CMKKY envisages to skill 5 lakh youth annually of which 2.50 lakh youth shall be targeted under schemes implemented directly by SDEL. The GOK has set up the SDEL to help the youth to acquire necessary skills and expertise to increase their employability.

Kaushalkar (2017): Kaushalkar.com is the web-portal of Skill Development Entrepreneurship and Livelihood (SDEL) Department formed on 15 May 2017. The department was created under government order to provide skill and empower every stratum of the society for a better livelihood. The number of youth requiring vocational education from 2017 to 2030 is projected at 1.88 cores, comprising of 75 lakhs of the workforce existing in 2016 and 113 lakhs of fresh entrants. These two groups consist of informal workers in agriculture and non-agriculture, school dropouts, and young homemakers (women).

Nano Entrepreneurship Programme (NEP) (2020): KSDC, in collaboration with Spoorthy Performance Solutions (SPS), Mysore has designed & implemented a NEP to create, develop, and handhold grass-root level entrepreneurs. Become an entrepreneur, provide employment Udyamiyagu, Udyoga Needu -organized by the entrepreneurship and skill development programs.

Pradhan Manthri Kaushal Vikas Yojana (PMKVY) 2016: PMKVY is the flagship scheme of the MSDE. The objective of this Skill Certification Scheme is to enable a large number of Indian youth to take up industry-relevant skill training that will help them in securing a better livelihood.

Karnataka Skill Development Authority (KSDA) (2020) : The GOK has constituted the KSDA under the department of SDEL in responsible is guidelines for training of trainers, prepares standards for skill training, and also improves standards of the skill programs in the state. The Authority will strive hard to fulfill the growing need in the state for skilled manpower across sectors and narrow the existing gap between the demand and supply of skills.

Employment through skill training and placement (EST&P) (2013-2018): The National Skill Development Policy 2015 points to a requirement of 109.73 million additional skilled human resources across 24 key sectors by 2022. The EST&P component under NULM is designed to provide skills to the unskilled urban poor as well as to upgrade their existing skills and enable them setting up self-employment ventures and for salaried jobs in the private sector. The EST&P Programme intends to fill the gap between the demand and availability of local skills by providing skill training programmes as required by the market.

Craftsmen Training Scheme: Craftsman Training [CTS] is being provided to the youth with the objective to prepare semi-skilled workers for the industry. Under this scheme training is being imparted in 46 trades

required by the Industry and the market in the State of Karnataka such as Fitter, Electrician, Plumber, driver cum mechanic, Mechanic Refrigeration and Air conditioning etc.

The initiations of the **Government of India** in enhancing employability skills through Major Skilling Program like skilling, career guidance and post training, placement tracking, and suggestion of state level Initiatives.

Decision Making and Facilitate Linkages Departments: The mission have been run select seven submissions in high priority areas. The National Skill Development Agency (NSDA), the National Skill Development Corporation (NSDC) and the Directorate of Training will function under the overall guidance of the mission. The Mission would be anchored by Ministry of Skill Development and Entrepreneurship (MSDE) which will link all three decision making levels and facilitate linkages to all central ministries/departments and state governments.

Major Skilling Program: (2012-2017): The common norms would be applicable to the skill development schemes of the Government of India being implemented through various Ministries/Departments. NSDC are implementing over 70 plan schemes have been started or existing schemes revamped during the 12th Plan period to expand outreach of training. Some of these schemes include: (2012-2017).

Training to rural youths: The placement-linked Aajeevika scheme has been renamed as the Deen Dayal Upadhyaya Grameen Kaushalya Yojana, which aims to train 10 lakh rural youths by 2017.

Assistance for upgrading of skills (2013-2022): The Swarna Jayanti Shahari Rozgar Yojana (SJSRY) in the 12th Plan was restructured as the National Urban Livelihood Mission (NULM). The NULM has implemented in two phases: Phase I (2013-2017) and Phase II (2017-2022). The Mission aids with upgrading of the skills of the urban poor so as to enhance their capacity for self-employment and salaried employment.

Assist training of one lakh Apprentices (2016-17): The Ministry of Labour & Employment has launched the Apprentice Protsahan Yojana to assist training of one lakh apprentices through 17 MSMEs, (Ministry of Micro, Small & Medium Enterprises) in the next two and a half years, by sharing 50% of the stipend.

Standards Training Assessment and Reward (STAR) (2013-14): MSDE through NSDC has implementing a new scheme titled STAR, since 2013-14 to motivate many Youths to voluntarily participate in skill programmes. On successful completion of training and receiving the certificate, each candidate is provided with a monetary reward of an average Rs.10, 000.

Skill Workshops and Skills Training (2016-2020): MSDE through the NSDC. The Pradhan Mantri Kaushal Vikas Yojana has covered new training and Recognition of the Prior learning of 24 lakh people. Mobilization would be done through skill workshops organized at the local level. Under the scheme, a monetary reward is to be given to trainees on assessment and certification.

Start-Up Policy for Technical Institutions (2016-2022): AICTE has prepared a Start-up Policy for students of Technical Institutions to create tech-based student owned start-ups and employment opportunities.

Pradhan Mantri Kaushal Vikas Yojana 1.0 (PMKVY) (2015-16): The scheme was designed as a skill certification and reward scheme with an aim to enable and mobilize a large number of Indian youth to take up skill training and become employable for sustainable livelihood. By MSDE through NSDC, Sector Skill Councils and Training Providers. 19.85 lakh candidates were trained.

Pradhan Mantri Kaushal Vikas Yojana 2.0 (2016-2020): PMKVY is a grant-based scheme, providing free of cost skill development training and skill certification to increase the employability of the youth. The scheme was launched 2016 with the following objectives:

- a. Provide fresh skill development training to school dropouts, college dropouts and
- b. Unemployed youth through short courses of 200 - 500 hours.
- c. Recognize the skill available of the current work force through skill certification.
- d. Improved quality of training infrastructure along with alignment of training with the needs of the industry.

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) 3.0 (2020-21): MSDE has launched the third phase of its flagship scheme-(PMKVY 3.0) in January 2021. The Prime Objectives of the PMKVY 3.0:

- a. Create an ecosystem for the youth to make informed choices on the available skilling avenues.
- b. Provide support to youth for skill training and certification.
- c. Promote sustainable Skill Centres for greater participation of private sector.
- d. Benefit 8 lakh youth across the country.

Skills Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP) (2018): SANKALP was launched on 19th January, 2018 till March 2023. To decentralise skilling initiatives in the ecosystem, strengthen institutional mechanisms for skill development and increase access to quality and market-relevant training for youth across the country. Aims to address the ongoing challenges like bringing about union, infusing quality in skill development programmes, making them market-relevant and accessible while ensuring private participation in the context of short-term training.

AMBER (Accelerated Mission for Better Employment & Retention) (2017-2022): AMBER is a joint initiative of the (NSDC) and Generation India Foundation (GIF) under the aegis of the (MSDE). The initiative aims at developing and implementing a scalable and sustainable model of skill development that supports inclusive growth to ensure better outcomes and institutional strengthening to empower India's youth with industry-relevant skills and employment opportunities.

Pradhan Mantri Yuva Yojana (PM-YUVA) (2022): The Institute is implementing the PM-YUVA which is a flagship scheme under MSDE which endeavours to create jobs through entrepreneurship education, training, capacity building, mentoring and handholding in 10 States and 2 Union Territories.

The Pradhan Mantri Van Dhan Yojana (PMVDY) 2019: PMVDY is a flagship programme of Ministry of Tribal Affairs, GOI. The scheme involves the execution of a select set of activities, which could be termed as proficient skill training, value addition through grading, sorting, processing of collected forest produce and finally, marketing of the produced value-added products at retail markets. This is to be done through the institutions of tribal at the local level called the Van Dhan Vikas Kendra Cluster (VDVKC). Each Cluster would have approximately 300 registered tribal beneficiaries.

Jan Shikshan Sansthan (JSS) (2018): The Scheme of Support to Jan Shikshan Sansthan is a Central Sector Scheme. The scheme was transferred from Ministry of Education (erstwhile MHRD) to MSDE. MSDE has set-up Directorate of JSS as a subordinate office for effective implementation of the scheme. To impart skill development training in non-formal mode to non-literates, neo-literates, persons having elementary level of education upto 8th standard and school drop-outs upto 12th standard in the age-group 15-45.

Skill India Portal (SIP): Skill India Portal is a comprehensive technology platform that enables administration of PMKVY, and non-PMKVY schemes run by both central and state governments. SIP also facilitates integration between state led and other ministries led skilling programs.

Establish and enforce cross-sectoral, nationally, and internationally acceptable standards for skill training in the country by creating a sound quality assurance framework. Skill development which provides opportunities for life-long learning.

Some of the Most Popular Policies launched by the Government of India for the Unorganized Sector:

- National Pension Scheme
- Aam Aadmi Bima Yojana
- Pradhan Mantri Shram Yogi Maandhan Yojana
- Central Sector Scheme For Rehabilitation of Bonded Labourer, 2016
- Pradhan Mantri Rojgar Protsahan Yojana

- Atal Pension Yojana
- Garib Kalyan Rojgar Yojana
- Rashtriya Swasthya Bima Yojana

Conclusion:

A vital instrument for helping people to secure their future and general growth is skill development. This is an essential element that improves employability in the globalised world of today. Skills development programmes should be executed by skills development centres mainly to support the unorganised sector and services. NGOs, private institutions, public institutions, and civil society can all contribute significantly to the effective execution of a programme for the unorganised sector's skill development. Improved physical circumstances, including hygienic facilities, temperature, lighting, and space. By offering a paid day off from work each week on the occasion of particular holidays and festivals, it is crucial to improve the standard of employment in the unorganised sector. The government of Karnataka as well as the government of India should be improved to enhance the productivity of workers in the unorganized sector.

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