

Skill Development of Youth in North East India: Way Forward

NLI Research Studies Series
No. 124/2017

Priyadarsan Amitav Khuntia



V.V. Giri National Labour Institute

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ISBN: 978-93-82902-50-8

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No. of Copies : 300

Year of Publication : 2017

This document can be downloaded from the Institute's website:
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Printed and Published by V.V. Giri National Labour Institute, Sector - 24,
Noida - 201301, U.P.

Printed at: Chandu Press, D-97, Shakarpur, Delhi -110092

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Preface

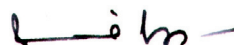
Providing gainful and sustainable employment to the youth continues to remain as an important priority, particularly in developing economies which are witnessing major demographic transitions. Policies related to skill development as well as lifelong learning are construed as vital instruments to improve the employability and employment outcomes of the youth.

The eight North Eastern States of India: Assam, Arunachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland, Tripura & Sikkim having significant youth population face the challenge of youth unemployment.

This study was undertaken for the National Seminar on “Youth and Skill Development in North East India” jointly organized by V.V. Giri National Labour Institute and Indian Council for Social Science Research, North Eastern Regional Centre, Shillong. The objectives of the study were to discuss the issues and prospects of skilling and up skilling of youth in North East and to suggest roadmap for skill development of youth in North East.

The study argues in favour of a holistic approach for skill development of youth in north east taking in to consideration the intra-region difference on account of topography, farm & non-farm sector, literacy & education level, skill training infrastructure, job preference of youth, traditional and modern occupations, self-employment and regular wage/salaried employment potential etc. The study also suggests that state governments in the region need to expedite the skill development activities in tandem with the national initiatives proactively involving social partners in the region towards providing employable skills to the youth. It also highlights some good practices in other economic development model focusing women workers which could be studied further to adopt in case of implementation of skill development programmes.

I would like to congratulate Priyadarsan Amitav Khuntia, Associate Fellow for bringing out the study as one of the NLI Research Studies Series. The study will be useful for the stakeholders like policy makers, government officials, practitioners, trade unions, NGOs and researchers working in the development sector especially relating to skill and youth employability.



Manish Kumar Gupta
Director General

Acknowledgment

At the outset, I would like to thank Shri P.P. Mitra, former DG of VVGNNLI for his support to undertake the study. I also thank Dr. Otojit Kshetrimayum, Associate Fellow and Coordinator, Centre for North East, VVGNNLI and Dr. C.J Thomas, Director, ICSSR, NERC Shillong for jointly conducting the National Seminar on “Youth and Skill Development in North East India” where I presented my work and received valuable comments. Thanks are due to the participants of the national seminar and also participants, resource persons of various training programmes, workshops of VVGNNLI for north-eastern states whose valuable comments and suggestions have enriched the study.

I am grateful to Shri Manish Kumar Gupta, Director General of VVGNNLI for approving the publication of this study as NLI Research Study Series. I appreciate the encouragement received from Shri Rajeev Arora, Joint Secretary, MoLE for undertaking activities on North East issues. I also thank Dr. S.K. Sasikumar, Senior Fellow and Publication In-charge; Dr. Anoop K. Satpathy, Fellow; Shri Harsh Singh Rawat, Administrative Officer; my faculty colleagues; Shri Rajesh Karn and all the Sections of the Institute for their support in bringing out this publication.

Priyadarsan Amitav Khuntia

Skill Development of Youth in North East India: Way Forward

Abstract

Youth Employability remains the concerned area in the International, National and Regional development discourse and planning; especially in the post crisis period. From global perspective the young people continue to be particularly affected by the weak and uneven recovery after the recession which is reflected in various Global Employment Trend reports of International Labour Organisation with the youth unemployment reaching 13.1%. From national and local growth perspectives in India youth employability goes on drawing the attention of government and policy makers which could be very much sense from the initiatives undertaken in that direction. The attempts include the creation of a new Ministry for Skill Development & Entrepreneurship with the focus on providing the right opportunities and the right platform to the promising youth be it sport or business and also to encourage more youngsters to pursue entrepreneurship as a full time career. Skill Development Initiatives on Modular Employable Skills 2007, National Policy on Skill Development 2009, National Youth Policy 2014, National Skill Development Mission, National Skill Development Agency, National Policy on Skill Development and Entrepreneurship 2015 are some of the major initiatives which bring skill to the forefront of development agenda.

The North Eastern Region consisting of the eight states of Assam, Arunachal Pradesh,, Manipur, Meghalaya, Mizoram, Nagaland, Tripura & Sikkim has its share of 4% of the youth population of the country which is about 20, 22527 in absolute number in the age group 15-35 years, as of 2009-10 and also a relatively higher proportion of youth unemployment in the same age group compared to all India level, indicating that the challenge is paramount. Some previous studies have also emphasized that skill development in North East India is imminent, harnessing demographic dividend by providing employable skills to the youth for enhancing employability is a major task ahead in the development paradigm of NER.

This study argues that state governments in the region need to expedite the skill development activities in tandem with the national initiatives proactively involving social partners in the region towards providing employable skills to the youth. In this regard the study attempts to identify the issues and suggests measures to address the issues in a broader perspective. The study emphasizes the need for focusing women workers skill development and employability issues and highlights some good practices in other economic development model which could be studied further to adopt .

1

Introduction

Youth Employability remains the concerned area in the International, National and Regional development discourse and planning; especially in the post crisis period. From global perspective the young people continue to be particularly affected by the weak and uneven recovery after the recession which is reflected in the Global Employment Trend 2014 of International Labour Organisation (ILO) that the youth unemployment rate touched 13.1% which is about three times as high as adult unemployment rate. It estimates that 74.5 million young people of 15-24 age group were unemployed that is almost 1 million more than the previous year. The global youth unemployment was also projected to reach 13.1% in 2016 (from 12.9% in 2015) in the World Employment Social Outlook Trends for Youth 2016 report of ILO.

From national and regional growth perspectives of India, youth employability goes on drawing the attention of governments and policy makers which could be very much sense from the initiatives undertaken in that direction. The attempts significantly include the creation of a new Ministry for Skill Development & Entrepreneurship with the focus on providing the right opportunities and the right platform to the promising youth be it sport or business and also to encourage more youngsters to pursue entrepreneurship as a full time career. Skill Development Initiatives on Modular Employable Skills 2007, National Policy on Skill Development 2009, National Youth Policy 2014, National Skill Development Mission, National Skill Development Agency, National Policy on Skill Development and Entrepreneurship 2015 are some broad measures which could be attributed as consistent approach with the objective of skilling and up skilling of young population in India. Two major flagship programmes namely Pradhan Mantri Kaushal Vikas Yojana of Ministry of Skill Development and Entrepreneurship and Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDK-GKY) of Ministry of Rural Development, Government of India are being implemented for skill development in large scale has generated a lot of enthusiasm among the job seekers and also other stakeholders.

The North Eastern Region of India comprising of eight states; Assam, Arunachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland, Tripura & Sikkim having its share of 4% of the youth population of the country which is about 20, 22527 in absolute number in the age group 15-35 years, as of 2009-10 and also a relatively higher proportion of youth unemployment

(about 12%) in the same age group compared to all India level (5.22%), the challenge is paramount. Youth job seekers in the age group of 15-29 is about 21.03 lakh in North Eastern States. Arunachal Pradesh (0.44), Assam (11.44), Manipur (4.02), Meghalaya (0.27), Mizoram (0.41), Nagaland (0.53), Sikkim (-), Tripura (3.91)¹. Some previous studies (see reference) have also emphasized that skill development in North East India is imminent; harnessing demographic dividend by providing employable skills to the youth for enhancing employability is a major task in the development paradigm of NER.

1.1 Outlining the Scope and Methodological Aspects

The study concentrates mostly the skill issues of youth from skilled/ semiskilled and low skilled perspectives. The skill and employability prospects of the youth with low education and having education of high school and higher secondary level occupy prominence in the discussion space. This study is based on existing literature and data from secondary sources namely; North East Vision 2020, Ministry of Labour & Employment, Government of India, Ministry of Skill Development and Entrepreneurship, National Sample Survey Organisation (NSSO) various rounds, various reports of State Governments of North East States etc. Interactions and feedbacks from stakeholders like trade unions, NGOs, Government and skill imparting institutions associated with various training and academic activities of V.V. Giri National Labour Institute, personal experience during visit to North East have enriched the understanding of the author. The current work draws insights and inspiration from the previous paper of the author (see the reference) and also elaborates some aspects which were mentioned in the previous work.

Skilling and Up Skilling of Youth in North East: Issues and Prospects

The North East Region face the development bottlenecks due to the factors like insurgency & ethnic violence, infrastructure deficiency, lack of public private enterprise, geographical isolation along with the paucity of trained manpower, industrial activity, institutional finance. Efforts are underway to overcome all these deterrent factors of development of the region through various policies and programmes².

So far as skill development of youth in north east is concerned a holistic approach seems more desirable taking in to consideration the intra-region difference on account of topography, farm & nonfarm sector ,literacy& education level, skill training infrastructure, job preference, traditional & modern occupations, self-employment and regular wage/salaried employment potential, rural & urban etc. Those young people who do not possess any skill and find it hard to enter in to the world of work, it is necessary to provide them a minimum employable skill and upgrade the skills of those who possess some skill.

2.1 Hills and Plains

From topographic point of view the region has mixed presence of hills and plains. While Arunachal Pradesh, Meghalaya, Mizoram, Nagaland and Sikkim are almost entirely hilly, about four fifths of Assam is plain. Manipur and Tripura have both plain areas and hilly tracts. The hills account for about 70 percent area and accommodate about 30 percent of population of the region and the plain constituting the remaining 30 percent of areas hold about 70 percent of its population. (NHDR 2002). Livelihood options, enterprises and corresponding skill requirement of the youths need to be targeted holistically taking in to consideration the geographical and environmental condition of both the hills and plains of NER. Special provisions for finance, training delivery mechanism, reaching out target groups in the hill region are to be taken care of.

2.2 Farm and Non-Farm Sector

The sectoral advantages and disadvantages are visible with Assam having industrial growth whereas rest of the states lag behind. But agriculture remains the source of livelihood for more than 70% of region's population. Small landholding in the plain areas and high water run-off in high

altitudes stands in the way of farm sector wellbeing. The desired dividend from farm sector in terms of land and labour productivity are not being achieved as small holdings impede mechanization of agriculture and water run-off restricts the possibilities of multiple cropping. Irrigation facilities and water retention practices need to be developed for multi cropping and enhancing land productivity. Focused attention is warranted in micro and macro policy level to promote agricultural products of different states having comparative advantage and linking with skill training for better livelihood opportunities vis-à-vis provision for water retention programmes, commercial farming of horticulture, provision multiple cropping with use of short duration crops, trade, marketability within and outside the region. The crops and horticultural products in which different states have a comparative advantage due to specialization patterns that are best suited to different states have been identified and discussed in the NER Vision 2020 are indicated in the *annexure 1 & 2*. It refers to the different models used by economists to determine comparative advantages of different states in crop cultivation. Arunachal in (small millets, maize, ginger, pineapple), Assam in (tea, rapeseed and mustard, sugarcane), Meghalaya in (ginger, potatoes, sesamum, pineapple) Mizoram in (Ginger, maize, and sesamum), Nagaland in (small millet, maize), Sikkim in Ginger, Tripura in (Natural rubber, coconut, bananas, pineapple) have certain production advantages. Similarly in case of horticulture and floriculture medicinal and aromatic plants in Mizoram, in Nagaland (Ginseng, Citronella oil- sericulture- silk worm such as Eri, Mulberry, Oak Tasar and Muga), in Manipur (floriculture- gladiolus, lilies, chrysanthemum, roses, anthurium) have the potentiality due to favorable climatic condition and also commercial viability.

As disguised unemployment³ persists due to small land holdings and absence of alternative livelihood opportunities, the excess labour either in family or locality could be encouraged to opt nonfarm sector activities by promoting relevant skill training. The major non-farm activities in northeast include handicrafts and handlooms; bamboo based activities and processing of dairy products (butter & cheese), poultry, fish and other livestock, agro and horticultural products. From national perspective crafts artisans are considered to be the backbone of India's Non-farm rural economy. Craft Sector in India has tremendous potentiality in improving economic, environmental and social conditions of rural economies which includes Employment and Income generation for diverse communities and to those with different levels of education, checking migration and preventing loss of skill, economic growth (the global market for handicrafts is USD400 billion, but India's share is

below 2%), comparative advantage, low energy requirement(promote the locally available materials as well as natural and organic materials where possible, Women's empowerment (opportunity to provide source of earning for otherwise low skilled, home-based women).⁴. The crafts of this region are based on resources such as cane and bamboo, wood, terracotta, bell metal and brass. So far as handicrafts unit are concerned 20 percent of India's handicraft unit are operating in NER employing to 22 percent of the total handicraft artisans in the country. There are around 20, 00,000 handlooms in NER but 1.5 lakh are idle. Assam has the highest number of handlooms and the number of idle looms both. More than 60 percent of the households are dependent on income from handicrafts and handlooms to a large extent. The region's agro processing could be tapped for providing rural employment by setting up small-scale processing units for the local market for producing fruit, vegetables and other products. (NER Vision 2020). So the revamping of idle loom units would invigorate the livelihood opportunities. The Dasra report "Crafting a Livelihood: Building Sustainability for Indian Artisans' suggests that for harnessing the potential of craft sector requires different types of investments to preserve traditional crafts, strengthen the sector, and improve the incomes of artisans. Investment should focus on building the four cornerstones of artisans sustainability namely; handholding the artisan through the Value Chain, Increasing Demand for Crafts and Strengthening Market Linkages, Strengthening the Decentralized Production Model, Building a Multi-Stakeholder Approach. The crafts value chain encompasses the full range of activities required to bring a handicraft product form conception through production to delivery to consumers, the report suggests (Dhar, 2013). According to 12th Five-Year Plan, handicrafts production is expected to double between 2012 and 2017 and exports are projected to grow at the compounded annual rate of 18 percent per year during the same period. As a result, the craft sector will employ an additional 10 percent of individuals per year. As per the Ministry of Skill Development and Entrepreneurship's Human Resource and Skill Requirement Reports 2015 in Handlooms and Handicraft sector employment requirement will be 17.79 million by 2022 which is 6.14 million more from the 11.65 million of 2013 employment base.

2.2.1 Traditional and Indigenous Occupations- Leveraging Skills

In case of craft, artisans are broadly divided into categories like skilled master craftsman, wage-worker, fully self-employed artisans, and part-time artisan, with a rigid hierarchical division of labour between more and less skilled artisans in a particular craft. The Dasra report⁵ findsthat

an estimated 63 percent of artisans are self-employed while 37 percent are wage earners. An estimated 71 percent of artisans work family units and 76 percent attribute the profession to the fact that they have learnt family skills. It is important to note that most official figures count only the head of the production unit and wage earners in official figures, leaving out the five to six family members who are also dependent on crafts for sustenance, thus creating an incomplete understanding of the sector's size and importance, the report says.

In the context of north east some traditional occupations like embroidery (in Manipur), ornament making, pottery work in leather boot making, masonry in Meghalaya, bamboo works in many northeastern states need to be promoted through skill training and 'contemporized' for Indian as well overseas market. Along with skill development, positive approach with regard to the above suggestions will address the livelihood challenges faced by artisans mainly on the front of low productivity, inadequate input, fragmented value chain, and lack of enabling environment by way of official neglect.

Apart from this other leading sectors which are set to generate employment opportunities are Rubber Farming, Bamboo & Tourism provided youths are equipped with relevant skills to be the beneficiary.⁶

2.3 From Literacy/Education Level, Formal Training and Job Preference Perspectives

Most of the north east states have high literacy rate above national average of 74.04% except Arunachal Pradesh with 66.95% and Assam 73.18%. Mizoram stands at 91.58% as third highest literate state of India after Kerala and Lakshadweep. But the Census 2011 also reveals that states like Mizoram and Meghalaya show decline in total workers indicating possibilities that more are joining the labour force than jobs are created and the literacy rate has not translated into employability and productivity. The conceptual and definitional understanding of literate is a person aged seven and above who can both read and write with understanding in any language, is treated as literate, but someone who can only read but cannot write is not literate. Literacy, education level, job preference of youth in different regions are some of the factors which are to be considered while planning and implementing skill development programmes. For example, Prof. Lianzela of Mizoram University in his published work has highlighted that Mizo youth have strong preference for white collar/government job, being a close-knit society they have a strong preference to work within Mizoram, generally they avoid jobs that call for leaving Mizoram, Science

and mathematics (maths in particular) are unpopular subjects among Mizo youths. This made them rather handicapped to join bank services, generally house building / construction work (cement concrete works) in Mizoram are done by labourers coming from Cachar/Karimganj and also from Bangladesh. Helpers in the hardware stores (dealing with iron rods, etc) are also mainly from the above mentioned paces. Cattle rearing and timer work (sawing timber, etc) are done by labourers coming from Nepal, House maids/ servants, taxi driving, weaving in the loom and other manual works are done by labourers coming from Myanmar.

2.3.1 Skill Training Avenues and Options for Youth in North East India

It is estimated that only 2.3% of the workforce has undergone formal skill training in India (National Skill Development Mission). Formal skill training are mostly imparted through vocational training institutions like Industrial Training Institutes (ITIs). The rest mostly get skill training through informal ways. The NSS 66th Round(2009-10): Report on Status of Education and Vocational Training reveals that only 1.6 % in the age group of 15-59 years received formal vocational , the rest received vocational training through hereditary (1.8%), self-learning(1.1%), Learning on Job (1.7)⁷

2.3.2 Formal Skill Training Infrastructure (Craftsman Training Through ITIs) in North Eastern States

Industrial Training Institute (ITIs/ ITCs in case of private) contribute significantly in providing skilled manpower. Semi-skilled and skilled workforce for industry is provided through systematic training of school leavers by the Craftsmen Training Scheme (ITIs and ITCs). At present there are a total of 11,964 (Govt.2284 + Private.9680) numbers of ITIs in all States and Union Territories. Training is imparted in 126 trades (73 Engineering + 48 Non-Engineering + 05 exclusively for visually impaired) of duration 1-2 years⁸. But in case of North East Regions the scenario is not encouraging as the region has its share of less than 1 percent of the total ITIs and ITCs in the country. In the light of the urgency of skill need in NE the Ministry of Labour and Employment, Government of India in 2011 launched a Centrally Sponsored Scheme “Enhancing Skill development Infrastructure in NE States and Sikkim”. The main components of the Scheme are up gradation of 20 ITIs by introducing three new trades per ITI; supplementing infrastructure deficiencies in 28 ITIs by constructing new hostel, boundary wall and supplementing old and obsolete tools and equipment; establishment of Monitoring Cells at Centre and eight State headquarters. Stat -wise presence of ITIs and ITCs with seating capacity are indicated in the table 1.

Table 1
Total Number of ITIs/ ITCs (Private ITIs) with seating capacity in all the North Eastern States as on 08.09.2014.

Sl.No.	Name of the State	Number of Govt. ITIs	Seating Capacity (Govt.)	Number of pvt. ITIs	Seating Capacity (Pvt.)	Total ITIs	Total Seating Capacity
1	Arunachal Pradesh	5	512	1	96	6	608
2	Assam	30	5776	4	288	34	6,064
3	Manipur	7	540	0	0	7	540
4	Meghalaya	5	622	2	320	7	942
5	Mizoram	1	294	0	0	1	294
6	Nagaland	8	944	0	0	8	944
7	Sikkim	4	580	0	0	4	580
8	Tripura	12		1	96	13	1,888
9	Sub-Total	72	4,276	8	1,434	74	11,860

Source: Director General Employment and Training (DGE &T)⁹

Though Assam has highest number of ITIs and seating capacity among North Eastern States, states like Arunachal Pradesh, Mizoram, Meghalaya lag behind, indicating that each district in these states doesn't have ITI. A new component for "establishment of 14 new ITIs" in seven North Eastern States was approved on 16.08.2013. Ministry of Skill Development and Entrepreneurship in 2015 has released fund for establishing 22 ITIs in Arunachal Pradesh (4), Nagaland (2), Sikkim(1), Manipur(2), Mizoram (3), Meghalaya(2), Assam(5), Tripura(3).¹⁰

Table 2
Women Industrial Training Institutes and Women Wings in general ITIs in North Eastern States as on October 2013

Sl. No.	States	Government WITIs	Women Wings	Private WITIs	Women Wings	Total	Total Seats
1	Arunachal Pradesh	1	Nil	Nil	Nil	Nil	80
2	Assam	5	5	1	1	12	1104
3	Manipur	1	Nil	Nil	Nil	1	80
4	Meghalaya	1	Nil	Nil	Nil	1	60
5	Mizoram	Nil	Nil	Nil	Nil	Nil	0
6	Nagaland	1	7	Nil	Nil	8	424
7	Sikkim	Nil	Nil	Nil	Nil	Nil	0
8	Tripura	1	Nil	Nil	Nil	1	320

Source: Director General Employment and Training (DGE&T)¹¹

Formal skill training avenues for women in north east is low too. Though some states like Assam, Nagaland and Tripura have 1104, 424 and

320 seats respectively, Mizoram and Sikkim stand nil both in terms of Women ITIs and Women Wings in general ITIs. There was one Regional Vocational Training Institute (RVTI) for Women in Tura, Meghalaya under DGE&T now Director General Training (DGT) under Ministry of Skill Development & Entrepreneurship. Another RVTI in Agartala, Tripura has started functioning¹².

2.3.3 Skill training in some emerging service /industry sectors provided by some state government institutions in NE

At the same time north east has also the advantage of its proportion youth who are matriculate and above having English speaking ability. They can be given proper career direction with appropriate skill training including soft skills to tap the employment opportunities in the light of emerging sectors in the north east and also opportunities outside.

In this context some of the leading organizations engaged in this direction are worth discussing. The north eastern council, Shillong provides vocational training in various disciplines like Information Technology, BPO, Retail, Hospitality, Hair and Beauty Care and UPSC coaching in various empanelled institutions namely NEITCO, Jettwings, Sling Shot Solutions and Third Eye Education. Students undergoing the above training courses were more than 1000 in numbers.

As it is described in its vision; to earn decent livelihoods in vocations of their choice, Manipur Skill Development Society established by the Government of Manipur targets to impart Skill Development Training to the unemployed youths of Manipur, followed by employment in reputed institutions. The core objective outlined is to bridge the skill gap between schools, colleges' education and requirement of the fast growing Service and Industry sectors. The MSDS has collaborated with reputed companies/Institutions as the skill partners for imparting skill training courses outside the State in Retail, Aviation (Cabin Crew), Front Office Operations, Hospitality, Beauty Therapy, Wellness & Spa, Travel & Tourism, BPO/IT/ITES, Banking and Financial Insurance etc. The training duration of various courses ranges six month to one year. MSDS sponsors the course free but the candidate has to bear the hostel and food fee. The selection criteria of the candidate envisages a minimum educational qualification 10th or 12th pass depending upon the course¹³, communication skill, positive attitude, ready to relocate to the outside of the state and finally written test and interview. The MSDS's brochure also highlights that in order to promote the rich heritage of skillful handloom weaving , skill up gradation of Women Weavers SHGs through workshops and skills training are organized in collaboration with TRANSCEND, the Art of Living and the Apparel Export Promotion Council.

State Institute of Capacity Building (SICB) of Sikkim is operational since 2009 with the purpose of imparting training, transfer of knowledge and building stronger capacities of the unemployed youth. The major objective is to create highly skilled workforce empowered with improved skills, knowledge and equipped themselves for earning their livelihood (SICB's homepage). The SICB offers about 40 courses¹⁴ as on 19-03-2015 through its different livelihood schools. The SICB's placement record of the fiscal year 2013-14 shows that 460 have been placed (154 Male and 306 Female), 661 are self-employed (408 Male and 253 female). The courses which have successful placement trends are retail management, Food & Beverages, Hospitality and Tourism Security Guard, Beautician & Spa, Foreign Language (French & German). Similarly in self-employment the successful trades are Driver cum tour guide, Animal Husbandry or veterinary, cutting and tailoring, Agriculture and horticulture etc. The outlining factor is that some of the successful courses are gender stereotyping. It is evident from the placement record that courses like driver cum tour guide, security guard course are hundred percent male centric. Beautician and Spa, Cutting and Sewing, Animal Husbandry & Veterinary are female centric. The electrical trade, construction Techniques are almost discouraging or nil¹⁵. Since a number of infrastructure projects are in pipeline for the entire north eastern region, construction could be employment booster with high wage fetching, provided proper awareness is generated among youths and also for women to venture in to the trades like driver cum guide, security guard, construction, electrical and other engineering trades.

Meghalaya Government has taken a step forward by forming the Meghalaya State Skill Development Society being spearheaded by the C& RD department for providing training to youths to develop skill that will eventually make them employable.¹⁶ Some finest traditional skills like "masonry", "leather boot makers" etc are set to be promoted which is a timely response to the concern of traditional occupation and skills. The Asian Development Bank through the project Supporting Human Capital Development in Meghalaya focuses on boosting education and skills. The project looks at ensuring right curriculum, teaching, and equipment which is supposed to ensure them stay in the classrooms and ultimately get the skills they need to get good jobs later on¹⁷.

Apart from the above discussed organisations there are also some more organizations including North East Development Foundation, North East Council, North East Livelihood promotion Society, Indian Institute of Entrepreneurship, North Eastern Development Financial Corporation are engaged in livelihood and skill training activities. States should encourage such more institutions to come up either fully funded by them,

in collaboration with central government departments or thorough public private partnership mode. Along with this, efforts should be made for inviting BPO, IT/ITES, and Banking, Financial and Insurance companies to set up their business in the region so that youths after training could be able to find placement. National Skill Development Corporation could also be involved.

2.3.4 Alternative Skill Training & Certification through National Flagship Programmes in the light of Insufficient Formal Skill Training Institutes, Low Education Level, Lack of Resources and Unemployed Youths

Youth job seekers in the age group of 15-29 is about 21.03 lakh in North Eastern States¹⁸. Arunachal Pradesh (0.44), Assam (11.44), Manipur (4.02), Meghalaya (0.27), Mizoram (0.41), Nagaland (0.53), Sikkim (-), Tripura (3.91). Given the challenges of infrastructure deficit, technological transformation, it is important to equip the youth of North Eastern States with the relevant skills through alternative mode of training to make them employable. Those who are unable to avail the training due to lack of resource (minimum financial requirement for fee, materials and other expenditures), time (somebody who can't afford to give 9 A.M to 5 P.M. in ITI colleges as she/he has to work for sustaining or supplementing the family income), avenues (lack of seats in the ITI colleges and other institutes) the role of alternative skill training is immense. Several skill development schemes are running under the aegis of Government of India Ministries (See Annexure-3). The flagship programmes like Pradhan Mantri Kaushal Vikash Yojana, Skill Development Initiative on Modular Employable Skills (MES) of the Ministry of Skill Development and Entrepreneurship, Deen Dayal Upadhyay Gramin Kaushalya Yojana of Ministry of Rural Development, Government of India have generated a lot of enthusiasm and hope among the job seekers in the country. Similarly for promoting self-employment and entrepreneurship through skill training, scheme like Rural Self Employment Training Institutes (RSETI) of Ministry of Rural Development is also in operation all over India.

2.3.4.1 Skill Development Initiatives on Modular Employable Skills (SDI on MES)

Skill Development Initiative on Modular Employable Skills launched in 2007 under the erstwhile Director General Employment & Training of Ministry of Labour and Employment and currently with Director General Training, Ministry of Skill Development and Entrepreneurship. Central Government facilitates and promotes training while State Governments, Private Sector and Industry provide training to the persons. MES is "Minimum Skill Set" sufficient to get employment in the labour market. The main objectives

of MES is to provide vocational training to school leavers, previously child labourers, existing workers and also for ITI pass outs to improve their competency by optimally utilizing the infrastructure available in government, private institutions and the industry. MES allows skills up gradation, multiskilling, multi entry and exit, vertical mobility and lifelong learning in a flexible manner. More than 650 modules are in operation across sixty eight sectors. These modules have been developed in close consultancy with industry, state governments and experts. One of the key feature of the scheme is that existing skills of the persons can also be tested and certified under the scheme.

Vocational Training Providers (VTP)

Registered Vocational Training Providers (VTPs) under the Govt, Private Sector and Industrial establishments are imparting skill trainings on various modules. New entrant to the labour market without skill may take up any module in a registered VTP, the training of which is to be imparted in a flexible manner on hour basis mainly in the morning, evening or weekends. All the expenditures of VTPs are to be reimbursed by the Central Government. Statewide registered VTPs under Skill Development Initiative Scheme in North East are; Arunachal Pradesh (14) Assam (208), Manipur (44), Mizoram (31), Meghalaya (39), Nagaland (76), Sikkim (11), Tripura (15)¹⁹. Another key feature of the scheme is that testing of skills of trainees by independent assessing bodies, including industry organisations such as FICCI, CII, etc. which do not involve in training delivery, to ensure an impartial assessment by the employer itself. The certification is done by National Council for Vocational Training (NCVT) which is recognized nationally and internationally for gainful employment. (Details are available in <http://www.dget.nic.in/content/innerpage/introduction-sdis.php>)

Training of Modules preferably having local and Regional Demand

Since the short term training courses are demand driven, registered VTPs should undertake skill training through modules which are suitable for North Eastern Region and having preferably local and regional demand. Some sectors may be identified as potential in the region and the corresponding modules within the sectors are namely; Garment Making Sector has more than sixty modules (hand embroider, machine embroider operator, garment packer, garment ironer, Tailor, ornamentalist etc.), Wood Work Sector has two modules (Basic Woodwork and Wooden Furniture), Travel & Tourism has ten modules (Tour salesman, Tour Office Assistant, Tour Programme Coordinator, Tour Agent, Travel & Tour Operator etc), Bamboo Fabrication has two modules (Bamboo Processing and Mat Weaving). Other major sectors having modules relevant for North East Region are Textile,

Gem and Jewellery, Hospitality, Agriculture, Sericulture and Apiculture, Construction etc²⁰. MES trained worker has also the job prospect beyond local and regional need. The Modular Employable Skills appear to be a ray of hope for those who are deprived of attaining formal skill training due to factors like poor economic condition, lack of opportunities and avenues. An important feature of the Skill Development Initiative is that the existing skills through prior learning of persons are also to be tested and certified under the scheme in order to recognize their capacity and competency who didn't get the opportunities to get in to formal training institutions but achieved through their work experience and informal learning.

The registration of credible vocational training providers lies with the state governments which will go a long way in fulfilling the skill needs with quality training and certification. The process of VTP registration should be expedited to increase the number of VTPs for the training of relevant modules in accordance with the guidelines. States should also consult and bring to the notice of the concerned ministry in case of any problem arise out of the implementation of the scheme in their respective states. Credible and committed institutions, NGOs, Employers and workers' organizations should be involved in this mission.

2.3.4.2 Pradhan Mantri Kaushal Vikas Yojana (PMKVY)

The Central government has launched Pradhan Mantri Kaushal Vikas Yojana (PMKVY) on 15th July, 2015, on the occasion of World Youth Skills Day being implemented by National Skill Development Corporation (NSDC) in a public private partnership mode which is now under the guidance of Ministry of Skill Development and Entrepreneurship with the vision of a "Skilled India". The Union Cabinet has approved the flagship scheme for another four years (2016-2020) to impart skilling to 10 million youth of the country. Among the guidelines of PMKVY, the Short Term Training imparted at PMKVY Training Centers (TCs) and Recognition of Prior Learning are prominent. The Short Term Training imparted at PMKVY Training Centers is expected to benefit school/college drop outs or unemployed Indian nationals. Training is to be provided according to the National Skills Qualification Framework (NSQF) and shall also include training in Soft Skills, Entrepreneurship, Financial and Digital Literacy. Sector Skills Council (SSC) are major component of the scheme. Among the many functions of the SSCs is to formulate the standards for both the training institutes and the assessment of the candidate. Collectively, these are called the National Occupational Standards (NOS) and Qualification Packs (QPs) for specific job roles. About 40 Sector Skills Council like Agricultural Skill Council of India, Apparel Made-ups and Home Furnishings Sector Skills Council, Tourism and Hospitality Sector Skills Council, Beauty and Wellness Sector Skill Council are affiliated with

National Skill Development Corporation. The training duration varies per job role, ranging between 150 and 300 hours. Upon successful completion of training and assessment, candidates shall be provided placement assistance by Training Partners (TPs). Under the PMKVY, the entire training and assessment fees are paid by the Government. Payouts shall be provided to the TPs in alignment with the Common Norms. Special provisions and rewards exist for individuals from NER. Trainings imparted under the Short Term Training components of the Scheme shall be NSQF Level 5 and below. As per the latest data available, Assam has 48 Training Centers with 39 Skill Partners, Manipur 1 training centers and 1 skill partner, Mizoram 6 training centers and 1 skill partner, Meghalaya 10 training centers and 8 skill partners, Nagaland 8 training centers and 5 skill partners, Tripura 16 training centers and 12 skill partners, Sikkim 4 training centers and 3 skill partners working in the region. (For details <http://www.nsdcindia.org/our-affiliates-0>).

The Recognition of Prior Learning is a great hope for those who have learnt skill through experience or informal means. Individuals with prior learning experience or skills shall be assessed and certified under the RPL component of the Scheme. RPL aims to align the competencies of the unregulated workforce of the country to the NSQF. Project Implementing Agencies (PIA), such as Sector Skill Councils (SSCs) or any other agencies designated by MSDE/NSDC, shall be incentivized to implement RPL projects in any of the three Project Types (RPL Camps, RPL at Employer's Premises and RPL center). To address knowledge gaps, PIA may offer Bridge Courses to RPL candidates.

2.3.4.3 Deen Dayal Upadhyay Grameen Kaushalya Yojana (DDU-GKY)

Pandit Deen Dayal Upadhyay Grameen Kaushalya Yojana (DDU-GKY) is a Market-led, Placement Linked training for rural poor youth undertaken in a public Private Partnership mode. DDU-GKY, the Ministry of Rural Development (MoRD)'s initiative is a part of the National Rural Livelihood Mission (NRLM), tasked with the dual objectives of adding diversity to the incomes of rural poor families and cater to the career aspirations of rural youth focusing between the ages of 15 and 35 years. A minimum placement of 70% of the project target of all trainees through the support of training partners and employer engagement, with a minimum recommended monthly salary of INR 6,000/- (varying based on training acquired). Candidates are benefited in the form of free training, free uniform, free course material, free lodging and board in case of residential programmes, reimbursements of expenses in non-residential programs. DDU-GKY is present in 21 States and UTs, across 568 districts, impacting youth from over 6,215 blocks. It currently has over 690 projects being implemented by over 300 partners, in more than 330 trades from 82 industry sectors. Over 2.7 lakh candidates

have been trained and over 1.34 lakh candidates have been placed in jobs so in the course of the last financial year. (www.ddugky.gov.in/content/about-us-0). DDU-GKY funds a variety of skill training programs covering over 250 trades across a range of sectors such as Retail, Hospitality, Health, Construction, Automotive, Leather, Electrical, Plumbing, Gems and Jewelry etc. As far as the programmatic funding is concerned for North-East States 90% by Central Government and 10% by State Government while for other states 75% by Central Government, 25% by State Government.

2.3.5 Self Employment & Entrepreneurship Potential in North East

The share of self-employment is about 50 % among the Indian work force where female constitute 10% and male 40% (NSSO 2011-12). But the significant aspect of employment status in northeast is that, among women percentage of self-employment is high. As per the NSSO data (2009-10), Females (rural +urban) in North East are more in Self Employment than regular wage/salaried employee and casual labour. Out of 1000 female workers, 720 in Manipur, 630 in Meghalaya, 836 in Mizoram, 876 in Nagaland, 855 in Arunachal, 631 in Sikkim, 642 in Assam are self-employed. Only exception is Tripura where 208 female workers are self-employed. In Tripura 637 female out of 1000 are casual labour.²¹ If 60-80 percentages of women in economic activities in seven states of the region excepting one state have their status as self-employed then skill development programmes meant for self-employment should be promoted.

2.3.5.1 Skill Training for Promoting Self Employment through RSETI

Rural Self Employment Training Institutes (RSETI) similar to the model of Rural Development and Self Employment Training Institute (RUDSETI) are in operation in the district level imparting training and skill up gradation of rural youths for entrepreneurship development and self-employment. The RSETI's core offering includes its free, unique and intensive short-term residential training designed for rural youth, priority for rural BPL youth. RSETIs also provide equal opportunities to women entrepreneurs. It also organizes exclusive programmes for women in various trades depending upon their attitudes and local demand. RSETIs are managed by banks with active co-operation from Government of India, State Governments.

RSETIs offering mainly Entrepreneurship Development Programme (EDP) for First Generation Entrepreneurs are of four categories namely, Agricultural EDPs, Product EDPs, Processes EDPs, and General EDPs. Programmes like Bee Keeping, Goat Rearing, Organic Farming, Rubber Tapping, Sericulture and Sheep Rearing are being offered under

Agricultural EDPs. Bamboo and Cane Craft, Embroidery & Fabric Painting, Hand Embroidery, Handicrafts Manufacturing programmes operate under Product EDPs. Cell phone Servicing, Saree Rolling and Polishing, Tie and Dying, Aari Embroidery Work are some programmes under Process EDPs. Apart from organizing Entrepreneurship Development Programmes for First Generation Entrepreneurs, RSETIs also organise Skill Up gradation Programme & Growth Programmes for the established entrepreneurs²².

Performance Review Committee (PRC) meeting of Ministry of Rural Development (MoRD) for north eastern states held in June 2013 has identified some issues like State Level Bankers' Committee (SLBC) of RSETI has not been set up in any NE States other than Assam, State workshop on RSETIs has not been conducted in any NE State, Only basic SHG training being conducted in many RSETIs and no entrepreneurship promotion trainings held in several RSETIs. Provided these issues are addressed along with expediting the opening of RSETIs in all district of NE States, it could be instrumental for providing need based training in the locality.

2.3.5.2 Pradhan Mantri Mudra (Micro Units Development & Refinance Agency) Yojana

The MUDRA scheme is aimed at funding the unfunded; especially the small and micro enterprises which constitute a major economic segment in our country and provides large employment. The sector comprises of myriad of small manufacturing units, shopkeepers, fruits/vegetable vendors, truck & taxi operators, food-service units, repairs shops, machine operators, small industries, artisans, food processors. Street vendor etc. The major constraints including access to finance, Skill Development Gaps, Knowledge gaps etc. are to be addressed through the scheme.²³

2.3.5.3 Cluster Development Programmes

MSME Intervention

For combating the severe competition out of globalization effect developing clusters²⁴ of firms engaged in similar activities is being viewed as the most viable approach to develop the small and traditional sector. The Cluster Development Approach adopted by Indian Institute of Entrepreneurship, an organization of Ministry of Micro, Small and Medium Enterprises to develop small enterprises in North Eastern Region of India to meet the challenging opportunities and threat in a global economy²⁵. Cane & Bamboo Cluster, Dimapur and Imphal East Handloom Cluster are being implemented.

North East Development Foundation initiatives

The handloom cluster development programme (HCDP) is a livelihood and income generation programmes for disadvantaged women in North East India initiated by North East Development Foundation with the objectives to encourage and promote handloom entrepreneurs with support of basic and advanced handloom skills and facilitate income generation and empower handloom clusters. The focus is on design skills, and strengthening the supply chain through online and offline market. HCDP is running cluster groups in Kamrup District of Assam –village Satgaon and Sonapur.

2.3.5.4 Startup India and Standup India

The department of Industrial Policy and Promotion of the Ministry of Commerce and Industry has announced ‘Startup India’ initiative for creating a conducive environment for startups in India. As per the notification an entity shall be considered as a startup- (a) Up to five years from the date of its incorporation/ registration, (b) If its turnover for any of the financial years has not exceeded Rupees 25 crores, and (c) It is working towards innovation, development, deployment and commercialization of new products, processes or services driven by technology or intellectual property; provided that any such entity formed by splitting up or reconstruction of a business already in existence shall not be considered as a startup. The Action Plan of the Startup movement is based on the three pillars namely; simplification and handholding, funding support and incentives, industry-academia partnership and incubation.²⁶

Stand-up India scheme is to facilitate bank loans between 10 lakhs and 1crore to at least one Scheduled Caste (SC) or Scheduled Tribe (ST) borrower and at least one woman borrower per bank for setting up a Greenfield enterprise (Green field signifies, in this context, the first time venture of the beneficiary in the manufacturing or services or trading sector). This enterprise may be in manufacturing, services or the trading sector. In case of non-individual enterprises at least 51% of the shareholding and controlling stake should be held by either an SC/ST or Woman entrepreneur.²⁷

Case of Harnessing Talents, Human Capital and Economic Potential of Women

In order to achieve the region's goal of poverty reduction and sustainable development, the talents, human capital and economic potential of women need to be harnessed. Good practices and models ensuring gender equality and gender mainstreaming through integrating skill development should be adopted for various programme implementations. Gender Action Plan adopted in the State Investment Programme Management & Implementation Unit (SIPMIU), Aizawl, Government of Mizoram under the North East Region Capital City Development Investment Programme (NERCCDIP) of the Urban Development & Poverty Alleviation Department, Government of India covers every side of the project requirements creating gender awareness and gender involvement in association with the project. For example incase of the outputs: Sewerage for improved sanitation infrastructure the project specifies employment of women in construction of sewerage facilities while implementing the Equal-pay-for-work-of-equal-value policy. The process goes on like train women in maintenance & operation of sewerage network, select women who are interested to receive training then women workers are identified, deploy NGO having resource person who can train women for maintenance & operation of sewerage network, training report and photographs to sample women received training and ready for the job (Details available at http://nerudp.nic.in/GAP/GAP_Aizawl.pdf).

The North Eastern Region Capital Cities Development Programme (NERCCDIP) with financial support from Asian Development Bank (ADB) under Multi tranchered Financial Facility (MFF) aims to provide or upgrade basic urban utilities such as Water Supply, Sewerage & Sanitation and Solid Waste Management of the capital cities in five North Eastern States namely Meghalaya, Mizoram, Nagaland and Tripura. The NERCCDIP also plans to strengthen the service delivery capacity of each of the State Urban Development Agencies and Urban Local Bodies through management reform, capacity building and training. This action plan is not specifically meant for skill development and training but a model which is an integrated approach to promote economic development via above discussed urban utilities where employment and training aspects of women are suitably incorporated with gender equality.

Concluding Remarks and Suggestions

The realization of demographic dividend aptly lies with the skilling and up skilling of youth. Those don't possess any skill there should be a departure from no skill to minimum employable skill. Those who possess some kind of skill there should be up gradation. State Skill Development Missions of Northeast India in close collaboration with National Skill Development Mission have to carry forward the mission of harnessing demographic dividend through skill development of the youth. It is very vital to understand the job preference of the youth, their potentiality and sectors with employment potential given the intraregional variance, availability of trainers for strategizing skill development activities. Youth should also be made aware about the sectors with tremendous employment and high wage opportunities so that they have wider options at their disposal. Potential and aspiring youth should venture in to those areas of skill training that are in demand in North East moving beyond the traditional paradigm of conventional skill and also breaking the gender stereotype in choosing skill trades. National Policy on Skill Development and Entrepreneurship 2015 rightly observes that mainstreaming gender roles by skilling women in non-traditional roles and increasing gender sensitivity in the workplace will have a catalytic effect on productivity and be a smart economic decision.

Studies, vision documents and moreover state specific skill mapping (though some states have undertaken skill mapping) and even within the state, the district and block level mapping would be of immense importance in successful handling the skill affair of North East Region. Skill Development Missions of respective states of North Eastern States have important roles to play. Involving credible companies, institutions, NGOs and also bringing in fold the workers' organizations, employers' associations would be very much required for facilitating skill training activities, certification and ensuring placement of the youths, post placement tracking, evaluation along with awareness generation and sensitization. The aspect of quality training and effective delivery of Course Modules need to be ensured by all the stakeholders. Government machineries need to work along with the social partners for reaching out the youths of geographically disadvantaged areas and hilly terrains. Local residents should extend supports to the training providers for arranging basic infrastructure like training halls etc. Social media and the local media's role is significant. Central government agencies, nodal bodies of ministries should address the concerns of state governments and implementing agencies in a timely manner. Skill India has a vital role in supporting the other flagship initiatives like Make in India, Smart city, Digital India, Startup India, Standup India and Swachh Bharat. Youth of North East India can boost the skilling and up skilling ambition of the country by 2022 thereby contributing to the above mentioned development initiatives given due attention and opportunities.

Notes

- 1 Press Information Bureau (2015), ITIs in North Eastern States Government of India, Ministry of Skill Development and Entrepreneurship, 12 March, 2015.
- 2 Look East Policy 1991-92, The Centrally Sponsored Scheme "Establishment of Industrial Training Institutes (IT Is) in North Eastern States and Sikkim" 2000-2001, North Eastern Industrial Policy 2007, Setting up the Department of Development of North Eastern Region 2001 and upgrading it to the Ministry of Development of North Eastern Region (DONER) in 2004, Various development programmes through North Eastern Council, DONER and many other organizations. Also declared as Special Category States, this entitles 90 percent of Central Assistance as grant and 10 percent as loan.
- 3 Too many people subsist on agriculture. Seemingly they are employed. But their employment is not wholly productive. It is not wholly productive in the sense that production does not suffer even if some of the so-called employed are withdrawn
- 4 Dasra Report : Crafting a Livelihood/January 2013
- 5 *ibid*
- 6 See details in Khuntia, P A (2013), "*Employment Generation and Enhancing Employability in North East through Skill Development: Emmerging Issues and Prospects*", Labour & Development (vol.20, No.2, December 2013), V.V.Giri National Labour Institute, Sector-24, Noida
- 7 NSS 66th Round(2009-10): Report on Status of Education and Vocational Training in India, referred in "Skill Challenges of Informal Sector in India" by Ms. Sunita Sanghi and Mr. Kuntal Sensarma (in Confederation of Indian Industry, CII, Economy Matters, March 2014)
- 8 Visit <http://www.dget.nic.in/content/institute/key-statistics.php> for details
- 9 Visit <http://www.dget.nic.in/content/institute/key-statistics.php> for details
- 10 ITIs in North Eastern States Press Information Bureau, Government of India, Ministry of Skill Development and Entrepreneurship, 12 March, 2015.
- 11 Institutional Network under State Sector, State wise distribution of Women ITIs & Wings in general ITIs (Government as well as Private- Data as on October 2013) (<http://www.dget.nic.in/content/institute/inuss.php>)
- 12 Women Training, Director General Employment & Training (<http://www.dget.nic.in/content/institute/regional-vocational-training-institutes-rvtis.php>)
- 13 For example for one year Integrated Dual Diploma in (1) Hospitality & Tourism Management (DHTM),(2) Cabin Crew Management & Airport Operations , the Course duration is 12 months which is being provided through JETTWINGS , Guwahati. For the Course Beauty, Hair, Make-up, Nail Art , the course duration is six month being provided by Surya Vinayak Wellness Ltd., Noida (for details go through the brochure Skills for Jobs of Manipur Skill Development Society or visit the website www.manipurskilldevelopment.com)
- 14 Retail management, Food and beverage Services, Hospitality & Tourism, Agriculture & Horticulture, Automobile Repairing, Animal Husbandry & veterenary, Construction Trade & Techniques etc. (For details visit the website <http://www.sicbsikkim.com/pdf/lhs.pdf>)

- 15 For details visit <http://www.sicbsikkim.com/files/37.pdf>
- 16 <http://www.ohmeghalaya.com/institute-providing-skill-job-now-in-shillong>
- 17 ADB to Strengthen Human Capital in India's Meghalaya State (<http://www.adb.org/print/news/adb-strengthen-human-capital-indias-meghalaya-state>)
- 18 Press Information Bureau (2015), ITIs in North Eastern States Government of India, Ministry of Skill Development and Entrepreneurship, 12 March, 2015.
- 19 For details visit <https://sdis.gov.in/SDI/frmViewTrainingProviderList.aspx>
- 20 For the details about the Modules visit the Website of Director General, Employment and Training, Ministry of Labour & Employment, Government of India (www.dget.nic.in)
- 21 The reason may be the participation of women in MGNREGS which is the mainstay of economic support providing 87 days of work above the national average of 44 days per household. The percentage of women's participation in MGNREGS is 41 in 2013-12 which is the second highest after Sikkim with 47 percent.
- 22 For details visit www.rsetmonitoringcell.org/training_programmes.html
- 23 Press Information Bureau (2015), Government of India, Prime Minister's Office, and PM Launches Pradhan Mantri MUDRA
- 24 A cluster is best defined as a sectoral and geographical concentration of enterprises and their various service providers, producing goods or services, in particular micro, small and medium enterprises, facing similar threats and opportunities.
- 25 See the home page of Indian Institute of Entrepreneurship.
- 26 www.startupindia.gov.in
- 27 Press Information Bureau (2016), Prime Minister to Launch the "the Standup India Scheme" on April 5th 2016, Ministry of Finance, Government of India.

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Annexure-1**Highest Comparative Advantage for Products of NERs: Regional Specialisation Index**

State	Products
Arunachal Pradesh	Small millet, maize, ginger, pineapple
Assam	Tea, rapeseed and mustard, sugarcane
Manipur	Chilies, rice, ginger, pineapple
Meghalaya	Ginger, potatoes, sesamum, pineapple
Mizoram	Ginger, maize and sesamum
Nagaland	Small millet, maize
Sikkim	Ginger
Tripura	Natural rubber, coconut, bananas, pineapple

Annexure – 2**Highest Comparative Advantage for Horticulture Products of NER States**

State	Horticulture Products
Arunachal Pradesh	Chilies, citrus, apple, passion fruits, ginger
Assam	Turmeric, potatoes, banana, pineapple
Manipur	Chilies, ginger, pineapple, brinjole, mushroom, potatoes
Meghalaya	Turmeric, Ginger, potatoes, pineapple
Mizoram	Ginger, brinjole, mushroom
Nagaland	Passion fruit, pineapple
Sikkim	Ginger, large cardamom, flowers, seasonal vegetables
Tripura	Citrus, banana, pineapple

Annexure - 3

Skill Development Schemes of GOI Ministries

Particulars of the Scheme			Scheme Parameters			Further Information
S. No.	Name of Ministry	Name of Scheme	Duration of the Training Program (hours/days/months)	Area that Scheme caters to	Any specific socio-economic group the scheme caters to	Web Link
1	M/o Agriculture (Department of Agriculture & Cooperation)	Extension Reform-Farm School	Once during each of the 6 critical stages in a cropping season	Pan India	Farmers	http://agricoop.nic.in/guidelines.html
		Agri clinic and Agri Business Centres Scheme	2 Months	Pan India	Graduates in agriculture and allied subjects from SAUs/ Central Agricultural Universities/ Universities recognized by ICAR/ UGC and the beneficiary farmers	http://agricoop.nic.in/imagedefault/extension/ACABC.pdf
		Diploma in Agricultural Extension Services for Input Dealers (DAESI)	48 days spread as 1 year	Pan India	Input dealers and prospective dealers	http://agricoop.nic.in/guidelines.html
		Post Graduate Diploma in Agricultural Extension Management (PGDAEM)	1 Year	Pan India	Graduates in Agriculture	http://agricoop.nic.in/guidelines.html
		National Food Security Mission (NFSM)	Full crop season for single day in a week or fortnight 8-20 seasons	Pan India	Farmers	http://nfsm.gov.in/Guidelines.aspx
		National Horticulture Mission (NHM)	3 months-1 year (Farmers- 2 to 5 days)	Pan India	Entrepreneurs, Gardeners, Farmers, Supervisors, Field Staff	http://www.nhm.nic.in/printnhm.htm
		Horticulture Mission for North East and Himalayan States (HMNEH)	3 months-1 year (Farmers-2 to 5 days)	Pan India	Entrepreneurs, Gardeners, Farmers, Supervisors, Field Staff	http://tmnehs.gov.in/forms/contentpage.aspx?lid=895
		National Centre for Organic Farming	4 weeks	Pan India	Farmers	http://agricoop.nic.in/guidelines.html
		Mechanization and Technology (M & T)	Not fixed (generally 4 weeks)	Pan India	Farmers	http://agricoop.nic.in/guidelines.html
2	M/o Agriculture (Department of Animal Husbandary, Dairying and Fisheries)	Department of Poultry and Fodder	2 weeks to 4 weeks	Pan India	Farmers	http://dahd.nic.in/dahd/default.aspx
		Department of Cooperatives and Dairy Development	4 to 5 Days, For Maitris 3 Months	Pan India	Farmers	
		Department of Livestock Health	2 to 5 Days	Pan India	Vets and Paravets	
		Department of Fisheries		Pan India	Fishermen and people engaged in the post production activities	
3	M/o Agriculture (DARE)	Training in Agricultural Extension (21 training centers)	one day to three weeks	Pan India	Personal engaged in Agricultural Institutions and support services, members of cooperatives, and Farmers under KVK, 550/589 districts are covered	dare.nic.in
		Under the University stream, various undergraduate, post- graduate and PhD courses are offered (DARE)	UG courses - 4 years, PG Courses- 2 years and PhD	Pan India	Students with Qualifications as usual under University stream of education	
		There is one Central Agricultural University, thirty one State Agriculture University (SAUs) and four National Institutes of Indian Council of Agricultural Research having the status of Deemed University	undergraduate (UG), Master's and PhD degree programme	Pan India	Students with Qualifications as usual.	
		ICAR also arranges need based training programs in any of State Agricultural University or ICAR Institutes in new and emerging areas.	One week to three months (or longer duration, as fixed)	Pan India	Faculty and Scientist	

4	M/o Chemicals and Fertilizers (Department of Chemicals and Petrochemicals)	Support to Central Institutes of Plastics Engineering and Technology (CIPET)	6 months Short Term Programmes given to industry workers and existing employees and targetted groups. Long term programmes (1.5 to 3 years) include diploma and post diploma courses and B Tech.	Pan India (23 centres)	Applicable for all.	http://cipet.gov.in/
5	M/o Commerce and Industry (Department of Industrial Policy & Promotion)	Placement Linked Skill development Programme: This is a sub-scheme of the Ministry's Integrated Leather Development Programme.	Short duration (4-6 weeks)	FDDI is implementing the PLSDP Scheme all over India by establishment of Training centers & sub-centers at Kanpur, Agra, Raebareli, kolkata, Ranipet, Bahadurgarh, Amethi & various locations at the factory premises, where unemployed persons from the economically weaker section of the society are being selected, trained and provided assistance to get employment in the footwear industry at the shop floor level operations.	Fresh, Unemployed youth and existing workers in organized and unorganized leather sector. Preference is given to economically weaker/ BPL section of the society, people from lower strata like SC, ST, OBC etc & female candidates.	http://dipp.nic.in/English/Schemes/Dept_Leather.aspx
		Support to Artisans Scheme: This is a sub-scheme of the Ministry's Integrated Leather Development Programme.	Short duration training programmes (2 week to 1 month)	All over India. Presently being implemented in the States of Rajasthan, Punjab, U.P., Maharashtra, W.B	Artisans in rural clusters	
6	M/o Communications & Information Technology (Department of Electronics & Information Technology)	NIELIT's capacity enhancement plan on skill development (erstwhile DOEACC)	80 hours (avg)	Pan India	N.A.	http://deity.gov.in/
		CDAC's capacity enhancement plan on skill development to enhance existing training capacity	457 hours (avg)	Pan India	N.A.	
		Scheme for financial assistance to select six States/ Uts for Skill Development in Electronics System Design and Manufacturing sector	3 - 6 months	Specific States	N.A.	
		Setting up of Electronics and ICT Academies in various states in existing IITs / IIITs/ NITs (proposed in June 2013)				

7	Ministry of Development of North Eastern Region (DoNER)	CBTA	Varies (6 months- 1 year)	NE States	Youth (focus on school drop outs) and also mid level officers of the State Govt	http://mdoner.gov.in/content/scheme
8	M/o Food Processing Industries	Creation of infrastructure facilities for running Degree/ Diploma courses in Food Processing Technology under NMFP	N.A.	Pan India	N.A.	http://mofpi.nic.in/Content Page.aspx?KYEwmOL+HGqHeLlRhVIZUFI DG0CKGP NmpP1Kgy54DlfoVajcupCzVK/4a YPVEBRk8lCm+ZnsleiwL33lPMprZJ+jwyZUBU4v e6y8+OV7ahq206bmyf8 bXn+DiV0cjK9qsDANK 8C91zItAY5FzDMw6w==
		Entrepreneurship Development Programme (EDP) under NMFP to be conducted by various government and private organizations, industries, or NGOs	6 weeks	Pan India	SC/ST/ Minority Community/ Women- Atleast 35%	http://mofpi.nic.in/Content Page.aspx?KYEwmOL+HGqHeLlRhVIZUFI DG0CKGP NmpP1Kgy54DleSu/YkjAdx8xj3FMl4hreOZne0is ALLkXpOrT f736OlcRQO7Hl+dwfb2jQh/Clgybj LCsviBIC9a9WfifCtabK
		Grants-in-aid for setting up of Food Processing Training Centres (FPTC) under NMFP	N.A.	Pan India	SC/ST/Minority Community/ Women- Percentage not specified	http://mofpi.nic.in/Content Page.aspx?KYEwmOL+HGqHeLlRhVIZUFI DG0CKGP NmpP1Kgy54DlFDKsuK2l/+5b/DLJ0cp5dpgkTHLzZ9FO5zw GxI-Ip6uWelrxYlrGwph Thne0rvQdhh DGWV2YxkQw==
		Training at Recognised National/State level Institutes etc. sponsored by MoFPI/other training programmes under NMFP	1-10 working days	Pan India	N.A.	<a "="" href="http://mofpi.nic.in/Content Page.aspx? KYEwmOL+HGqHeLlRhVIZUFI DG0CKGP NmpP1Kgy54 DlekPy2BXH1P BsTldTq6jU81SnozS2/Wi777u nKGBnku/1bOa8cILOz NoEu1dx1BJZU=">http://mofpi.nic.in/Content Page.aspx? KYEwmOL+HGqHeLlRhVIZUFI DG0CKGP NmpP1Kgy54 DlekPy2BXH1P BsTldTq6jU81SnozS2/Wi777u nKGBnku/1bOa8cILOz NoEu1dx1BJZU=
		Degree Programmes and short term courses offered by National Institute of Food Technology, Entrepreneurship and Management (NIFTEM), Kundli, Haryana and Indian Institute of Crop Processing Technology (IICPT), Tamil Nadu	1 day - 1month (IICPT); 1-2 weeks (NIFTEM)	Haryana and Tamil Nadu	N.A.	http://www.iicpt.edu.in/ http://www.niftem.ac.in/
9	Housing and Urban Poverty Alleviation	National Urban Livelihoods Mission (NULM) which replaces the Swarna Jayanti Shahari Rozgar Yojana (SJSRY). There are 2 components under the mission for Skill Devt :				http://nulm.gov.in/
		Employment through Skill Training and Placement (EST&P)	Minimum 3 months (approx. 400 hrs of technical training plus 30 hours for soft skills). hours for soft skills training). If the MES Curriculum is being followed, then the basic and advanced level skill training courses may be combined to ensure a minimum of 400 training hours.	In the 12th Five Year Plan, it will be implemented in all District Headquarter towns and all other cities with a population of 100,000 or more. Other towns may be allowed in exceptional cases on request of the States.	Urban poor	
		Self-employment Programme (SEP)	One component under SEP is Entrepreneurship Development Programme which is for 3-7 days for individual and group entrepreneurs.			

10	Ministry of Human Resource Development	Community Development through Polytechnics	few weeks to 6 months(part time non formal)	Pan-India	No	http://mhrd.gov.in/scheme_polytechnics
		Implementation of the Scheme for Integrating Differently Abled persons in the mainstream of Technical and Vocational Education	few weeks to 6 months(part time non formal)	Pan-India	No	http://mhrd.gov.in/
		Graduate Apprenticeships (under Scheme of Apprenticeship Training)	1 year	Pan India	No	http://mhrd.gov.in/polytechnics_action_english
		Scheme of Support to Voluntary Agencies for Adult Education and Skill Development - Jan Shikshan Sansthan (JSSs)	Need based, short-term		nonliterate, neo-literate, as well as school drop outs	http://mhrd.gov.in/scheme_support
		National Institute of Open Schooling - Distance Vocational Education Programmes [Practical training through Accredited Vocational Institutes (AVIs)]	6 months to 2 years	Pan India	School leavers with 5th, 7th, 8th and 10th pass	http://mhrd.gov.in/nios
		Establishment of Community Colleges (to be set up)	3 months to 3 year	Pan India	12th pass if college, if polytechnic, 10th pass	



Interacting with elderly stone crushing workers in Meghalaya (March 2015). At the age of about 70 they are earning just Rs 70-90 per day. Had they been given any kind of skill training in their youth or even latter, they would have been at better place.



A low skilled construction worker in Shillong city needs skill up gradation.



Construction workers engaged in manual and low skilled work on the Guwahati-Shillong High Way in need of skill training.

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