

'Skill India' Provides Employment and Empowerment

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Abstract: India was the richest of many resources in the ancient period but we lost a lot due to various invasions and British rule. Our nation is always in high position with the reserve of human resources next to China in the world. Our nation can achieve a lot with effective utilization of the available and invaluable resource ie human beings. When the earning of a small family is compared with big family, it is found generally that earning of big family is high as more number of persons earn more than less number of persons earn. This general statement is not true in India. Many small countries are more developed than our country. According to the researcher, it is caused by two reasons ie large no. of Indians get involved in agriculture and most of the Indians are not given chance to prove their talents. Our Prime minister Shri Narendra Modi has decided to provide not only chance but also to improve the existing skills through the campaign 'Skill India'. Hence this article highlights the role of the campaign to create Employment and Empowerment through Skill development. Empowerment is meant by the researcher in this article as Empowerment of individual, Business organizations and Economy.

Keywords: Skill India, Skill Development, Employment, Empowerment

INTRODUCTION

Give a man a fish, and you feed him for a day.
Teach a man to fish, and you feed him for a lifetime.
- Chinese Proverb

Knowledge and Skill are the deciding factors of economic growth and social development for any country. India is blessed with 65% of youth in the working age group. As per the National Policy for Skill Development and Entrepreneurship 2015, it is estimated that the average age of the population in India by 2020 will be 29 years as against 40 years in USA, 46 years in Europe and 47 years in Japan. In next 20 years, the labor force in the industrialized world is expected to decline by 4%, while in India it will increase by 32% which creates a need and opportunity to provide its workforce with required skill sets and knowledge to enable them to contribute substantially to the economic growth of India.

After 'Digital India' and 'Make in India', the NDA Government has launched new programme that is **Skill India**. Skill India is a campaign launched by Prime Minister Narendra Modi on 15 July 2015 which aims to train over 40 crores people of India with different skills by 2022. It includes various initiatives of the government like "National Skill Development Mission", "National Policy for Skill Development and Entrepreneurship, 2015", "Pradhan Mantri Kaushal Vikas Yojana (PMKVY)" and the "Skill Loan scheme".

Skill development schemes launched by Government of India

1. Deen Dayal Upadhyaya Grameen Kaushalya Yojana
2. Pradhan Mantri Kaushal Vikas Yojana
3. Financial Assistance for Skill Training of Persons With Disabilities
4. National Apprenticeship Promotion Scheme
5. Craftsmen Training Scheme
6. Apprenticeship Training
7. Pradhan Mantri Kaushal Kendra
8. Skill development for Minorities
9. Green Skill Development Programme

Details of candidates trained and certified under sector skill council in 2015-2016

| S.No | No.of Candidates enrolled | No. of Candidates trained | No. of candidates Passed | No. of Candidates certified |
|-------------|---------------------------|---------------------------|--------------------------|-----------------------------|
| Grand Total | 1794316 | 1793390 | 1341374 | 1183255 |

Source: www.skillindia.gov.in/

This table proves that in a particular year 2015-16, 1183255 candidates have been trained and certified. It continues every year and large no. of youths are being trained with various skill development programs which take them forward personally, socially and economically.

CREATION OF EMPLOYMENT

This is the first operative function of Human Resource Department. Employment is concerned with securing and employing the people possessing required kind and level of human resources necessary to achieve the organizational objectives. The human resources are the total knowledge, skills, creative abilities, talents and aptitudes of an organisation's workforce as well as the value, attitudes and beliefs of the individuals involved. Skill development includes the development of all the human resources. The following points prove that how skill development is helpful to have personal development and employment

- Skill development helps the individual in making better decisions and effective problem solving
- It aids in encouraging and achieving self-development and self-confidence
- Assists a person to handle stress, tension, frustration and conflict
- Provides information for improving leadership knowledge, communication skills and attitudes
- Moves a person toward personal goals while improving interactive skills
- It provides the trainee an avenue for growth and a say in his/her own future
- Develops a sense of growth in learning
- Helps a person develop speaking and listening skills; also writing skills when exercises are required
- Helps eliminate fear in attempting new tasks

Therefore Skill development benefits the individuals in achieving of potentials, increase in performance, fulfilling their needs and enhancing social and psychological status.

EMPOWERMENT OF BUSINESS ORGANIZATION

The effective performance of an organization depends not just on the available resources, but its quality and competence as required by the organization from time to time. The difference between two nations largely depends on the level of quality of human resources. Similarly the difference in the level of performance of two organizations also depends on utilization value of human resources. Moreover, the efficiency of production process and various areas of management depend to a greater extent on the level of human resources development or skill development as mentioned below.

- Effective skill training improves profitability and/or more positive attitudes toward profits orientation
- Improves the job knowledge and skills at all levels of the organization
- Improves the morale of the workforce
- Helps people identify with organizational goals
- Helps create a better corporate image
- Improves the leadership between boss and subordinate
- Aids in understanding and carrying out organizational policies
- Aids in increasing productivity and quality of work
- Helps keep costs down in many areas e.g., production, personnel, administration etc.
- Develops a sense of responsibility to the organization for being competent and knowledgeable.
- Improves labour-management relations

ECONOMIC EMPOWERMENT

The outcomes of HRD/ Skill development are four-fold, viz., to the individual, group or family, organization and country. Skill development benefit the organization by developing the employees and make them ready to accept responsibilities, welcome change, adapt to change, enables new implementations, maintenance of sound human relations, increase in productivity and profitability.

Youth is one of the most important players of the country who help in achieving economic prosperity. Therefore, our country recognizes the importance of youth in the society so that various steps taken to ensure that the workforce of tomorrow has future-ready skills through the campaign 'Skill India. The initiative develops the youth as well as our economy as mentioned below.

- ❖ Education and attainment of skills are central pillars for getting employment. They also improve their employability conditions and their living standard and contribute to sustainable economic growth.
- ❖ Many women and men have access to productive employment, decent work and income opportunities, for which the development of competencies is necessary.

- ❖ In recent debate on the importance of the development of skills and competencies, the ILO has emphasized that "Education and training are necessary for economic and employment growth and social development. They also contribute to personal growth and provide the foundation of an informed citizenry.
- ❖ Skills development is a fundamental pillar of decent work, with a vision of lifelong learning consistent with public policies in the economical, fiscal, social and labour market areas, all of which are essential for a sustainable economic growth, job creation and social development.
- ❖ International Labour Organisation (ILO) states that 75% of workers are involved in the informal economy, which accounts for 40 percent of GDP; regarding the rural sector, a significant portion of employment is created in small-scale family agricultural units. The development of competencies is essential so that the workforce can move from informal economy to employments within the formal economy, and in order to increase labour productivity.
- ❖ Indian society perceives the impact of the development of competencies as jobs of higher quality, higher employment and formality rates, reduction of poverty, social inclusion, respect for labor rights and competitiveness in international markets.
- ❖ Skill development should respond to the productive, technological, labour and socio-cultural context, as well as to the characteristics, conditions, needs and expectations of its target individuals. This is the dual relevance of training, both social and economical.

The skill development helps the groups in the form of increase co-operation, increase in collaboration and team effectiveness. Further, it helps the society in the form of developing human resources and increased contribution of human resources to the economic growth of the country.

RECENT ACHIEVEMENTS OF INDIA

In the latest iteration of World Bank's Doing Business 2019 Report, India once again made significant strides, a jump of 23 places to reach Rank 77 out of 190 economies. This jump is even more significant given India's 30 place jump last year, which had brought it to Rank 100. This is a rare feat for any large country. India is now the best ranked from the South Asian region.

World Bank once again recognized India as one of the top 10 improvers in this year's assessment, for the second year in a row. India has improved by 53 positions in the last two years, and 65 positions in the last four years. India is the first South Asian and BRICS nation to have achieved this.

One of the fastest growing economies in the world, India has sustained recent global downturn and also emerged as one of the leading nations in terms of GDP growth rate and FDI inflows

India is likely to grow at consistently higher rates (>7%) and retain its position as one of the fastest growing economies till 2020 (Source: International Monetary Fund)

In recent years, India has emerged as one of the most attractive destinations not only for investments but also for doing business, evident by its significant jump by 12 places in Ease of Doing Business rankings between 2014 and 2015 (Source: Ease of Doing Business, World Bank)

India accounted for 1.7% of global merchandise exports in 2014, compared to 0.8% in early 2000. Exports have increased at a Compound Annual Growth Rate of 11.6% in FY 2010 to USD 310 billion in FY 2015 (Source: EXIM Bank Catalyzing India's trade and investment, July 1, 2015; WTO International Trade Statistics 2015)

Foreign exchange reserves have been at a comfortable level over recent years. Currently, India's reserves stand at USD 371.279 billion (Source: Reserve Bank of India as on 9th September, 2016)

India ranks amongst the top 10 FDI destinations globally - surpassing USD 50 billion in FY 2015-16. India has shown a growth of 46% in FDI equity inflow and 37% in overall FDI inflow since the launch of Make in India initiative (Source: Ministry of Commerce, Government of India)

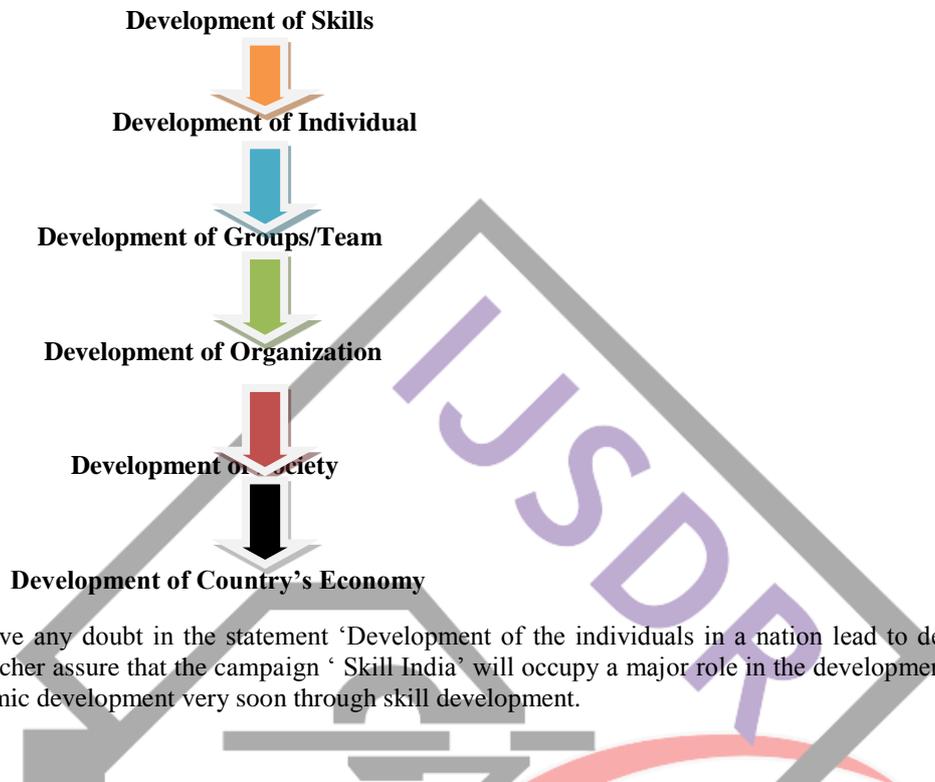
India's fiscal deficit stood at 3.9 % of GDP (USD 81.85 billion) in FY 2015-16 and envisaged to come down to 3.5% of GDP by the end of FY 2016-17 (Source: <https://data.gov.in/>)

These are the major recent achievements made by our country through the special initiatives of the NDA Govt such as Make in India, Digital India, Start up India and Skill India.

CONCLUSION

It is seen in the same newspaper both issues related to unemployment and many advertisements for recruitment. The researcher is able to see the presence of employment and unemployment in the same society at the same time due to lack of knowledge and skills possessed by the job seeker. . Most of the youth are not aware to modern technology which helps in their personal development and growth of the country. Skill development program is powerful weapon to develop the creative skills and technical training to young population of the country. And it motivates the youth to develop the quality of self-development and self-entrepreneurships concept by providing training in several activities and it also provides a financial assistance through loans at a cheaper rate of interest.

Development of Skills leads to one by one as mentioned in the following chart



No one can have any doubt in the statement 'Development of the individuals in a nation lead to development of nation'. Therefore the researcher assure that the campaign ' Skill India' will occupy a major role in the development of individual as well as social and economic development very soon through skill development.

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