

CHAPTER -5

Employment and Skill Development

5.1.1 Himachal Pradesh has a population of 68.56 lakh persons according to census data of 2011. A majority of population is residing in rural areas and is dependent on agriculture and allied activities for its livelihood. The labour force data for 2011-Census is not so far available and therefore, category wise distribution of workers and analysis is not possible. However, as per data of 2001-Census 19.64 lakh persons were recorded as cultivators and agriculture labourers. Thus, 57.28% of the main work force was mainly engaged in agriculture pursuit. In such a situation unless economy is made vibrant, the issues of un-employment, poverty and human development would remain unaddressed.

5.1.2 While viewing the employment opportunities for young educated generation, unemployment has become an issue of serious concern considering that Himachal Pradesh is one of the highly literate State in the country. The growth of employment has not kept pace with the State's domestic product which has resulted in underutilization of the labour force.

5.1.3 Before coming on to the issues of un-employment and employment and the strategy for the 12th Plan, a comparative view of the main features of population for the last four decades is given in the following tables :-

Table-1
Annual Compound Growth Rate of Rural and Urban Population (Sex-Wise)

Year	Components	Annual Growth Rate		
		Male	Female	Total
1971-81	Rural	2.02	2.15	2.08
	Urban	2.76	3.38	3.03
	Total	2.08	2.23	2.15
1981-91	Rural	1.78	1.80	1.78
	Urban	3.05	3.51	3.26
	Total	1.89	1.92	1.91
1991-2001	Rural	1.43	1.59	1.51
	Urban	3.84	1.75	2.86
	Total	1.66	1.60	1.63
2001-2011	Rural	1.19	1.18	1.19
	Urban	0.30	2.78	1.46
	Total	1.10	1.33	1.21

2. Literacy:

5.2.1 The literacy percentage of Himachal Pradesh in respect of both males & females has steadily increased since the conferment of Statehood status. The following table gives the status of literacy percentages:-

Table-2
Decadal Literacy Percentage in Himachal Pradesh

Particulars	1971 Census	1981 Census	1991 Census	2001 Census	2011 Census
Male	43.20	53.19	75.36	86.02	90.83
Female	20.20	31.46	52.13	68.08	76.60
Total	31.96	42.48	63.86	76.50	83.78

5.2.2 District-wise decadal growth of literacy in percentage terms is given in the following table:-

Table-3
District-Wise Decadal Literacy Percentage in Himachal Pradesh

Sr.No.	District	1991	2001	2011
1.	Chamba	44.70	62.91	73.19
2.	Bilaspur	67.17	77.76	85.67
3.	Hamirpur	74.88	82.46	89.01
4.	Kangra	70.57	80.08	86.49
5.	Kinnaur	58.36	75.20	80.77
6.	Kullu	54.82	72.90	80.14
7.	Lahaul & Spiti	56.82	73.10	77.24
8.	Mandi	62.74	75.24	82.81
9.	Shimla	64.61	79.12	84.55
10.	Sirmaur	51.62	70.39	79.98
11.	Solan	63.30	76.57	85.02
12.	Una	70.91	80.37	87.23
	Himachal Pradesh	63.86	76.50	83.78

3. Work Force:

5.3.1 The following table depicts the decadal change in the 'workforce' for the period (1991-2001). The break-up of data for 2011 is not so far available hence further analysis can not be done.

Table-4
Distribution of Population by Workers and Non-workers (1991 and 2001 Census)

Sr. No.	Item	Unit	1991 Census	2001 Census	%age Increase
1.	2.	3.	4.	5.	6.
1.	Population	Lakh Persons	51.71	60.78	17.54
2.	Main Workers	Lakh Persons	17.79	19.63	10.34
3.	Marginal Workers	Lakh Persons	4.35	10.29	136.55
4.	Non-Workers	Lakh Persons	29.56	30.85	4.36

5.3.2. During the decade 1991-2001, the work force has increased from 22.14 lakh (main and marginal workers) to 29.92 lakh thereby recording a growth of 35.14% as against 17.54% growth of population over the same period. The main workers grew by 10.34% whereas the marginal workers grew at a faster pace of 136.55% over the decade.

5.3.3. Census data for 1991 and 2001 given in table-5 below presents sector-wise status of main working population in the State :-

Table-5
Sectoral Distribution of Working Population (1991-2001 Census)
(Population in Lakh)

Sr. No.	Sector	1991			2001 (Main+Marginal Workers)		
		Male	Female	Total	Male	Female	Total
1.	2.	3.	4.	5.	6.	7.	8.
1.	Primary Sector	7.89 (64.07)	4.43 (35.93)	12.32 (100)	8.90 (43.43)	11.59 (56.57)	20.49 (100)
2.	Secondary Sector	1.66 (93.20)	0.12 (6.80)	1.78 (100)	0.34 (64.80)	0.18 (35.20)	0.52 (100)
3.	Tertiary Sector	3.30 (89.36)	0.39 (10.64)	3.69 (100)	7.63 (85.60)	1.28 (14.40)	8.91 (100)

(Figures in brackets are percentages.)

Source: Census Department.

5.3.4 It reveals from the above table that main working population has shifted to tertiary sector which has recorded 141% growth over a period of ten years between 1991-2001. However, primary sector continues to be the main employment provider to its working population. According to 2001 Census data, 66.31% working population (main and marginal workers) earned their livelihood from primary sector. The excessive dependence on primary sector reinforces the fact that climatic and topographic conditions favour agricultural and allied activities in the State.

5.3.5 The table-6 below presents sex-wise main workers, marginal workers and non-workers in Rural and Urban areas of the State as per data for 1991 and 2001 Census.

Table - 6
Workers and Non-workers in Rural and Urban Areas (1991-2001)

Sr. No	Particulars of population	Sex	1991 Census (In Lakh)			2001 Census (In Lakh)		
			Rural	Urban	Total	Rural	Urban	Total
1.	2.	3.	4.	5.	6.	7.	8.	9.
1.	Total Population	P	47.22	4.49	51.71	54.82	5.96	60.78
		M	23.72	2.45	26.17	27.56	3.32	30.88
		F	23.49	2.04	25.53	27.26	2.64	29.90
2.	Main Workers	P	16.29	1.50	17.79	17.59	2.05	19.64
		M	11.58	1.27	12.85	11.63	1.71	13.34
		F	4.72	0.23	4.95	5.96	0.34	6.30
3.	Marginal Workers	P	4.28	0.07	4.35	10.13	0.15	10.28
		M	0.40	0.01	0.41	3.44	0.09	3.53
		F	3.88	0.07	3.95	6.69	0.06	6.75
4.	Non Workers	P	26.64	2.92	29.56	27.10	3.75	30.85
		M	11.75	1.17	12.92	12.49	1.52	14.01
		F	14.89	1.75	16.64	14.60	2.24	16.84
5.	%age of Main workers to total Population	P	34.50	33.39	34.41	32.08	34.42	32.31
		M	48.79	51.92	49.08	42.18	51.45	43.18
		F	20.08	11.10	19.36	21.87	12.99	21.09
6.	%age of Marginal workers to total Population	P	9.07	1.59	8.42	18.49	2.53	16.92
		M	1.67	0.44	1.56	12.48	2.77	11.44
		F	16.54	2.98	15.45	24.55	2.23	22.58
7.	%age of Non - workers to total Population	P	56.43	65.02	57.17	49.43	63.04	50.76
		M	49.54	47.64	49.36	45.33	45.78	45.38
		F	63.38	85.92	65.19	53.58	84.77	56.33

Source: Census 1991-2001

5.3.6 The data in the above table shows that main workers constituted 32.31% of the total population in 2001 Census as against 34.41% in 1991 Census. On the other hand, there has been a steep increase in marginal worker's population which almost doubled from 8.42% during 1991 to 16.92% in the year 2001.

5.3.7 A noticeable change can be seen in the non-workers population which has reduced from 57.17% of the total population of the State in 1991 to 50.76% in 2001. The declining trend in non-worker's population points towards the perceptible changes in employment status due to the launching of wage & self employment programmes.

5.3.8 The break-up of data for 2011 Census is not available so far.

5.3.9 The table below presents district-wise, area-wise and sex-wise percentage of main workers to total workers as per population Census of 2001:

Table-7
District and Sex-wise percentage of Main Workers to Total Workers as per 2001 Census.

State/ District	Rural-Urban Classification			Sex-wise Classification								
	%age Rural Main Workers	%age Urban Main Workers	Total Main Workers	%age of Rural Main Workers			%age of Urban Main Workers			Total Main Workers		
				Male	Female	Total	Male	Female	Total	Male	Female	Total
2	3	4	5	6	7	8	9	10	11	12	13	14
Himachal Pradesh	32.1	34.4	32.3	42.2	21.9	32.1	51.4	13.0	34.4	43.2	21.1	32.3
1. Chamba	27.6	30.8	27.9	39.8	15.1	27.6	46.3	12.9	30.8	40.3	14.9	27.9
2. Kangra	24.9	29.4	25.1	36.1	14.0	24.9	45.0	12.0	29.4	36.6	13.9	25.1
3. Hamirpur	29.1	28.3	29.0	34.7	24.1	29.1	42.8	11.6	28.3	35.4	23.3	29.0
4. Una	26.3	28.9	26.6	40.6	12.2	26.3	45.9	9.9	28.9	41.1	12.0	26.6
5. Bilaspur	32.3	34.3	32.5	40.0	24.6	32.3	46.8	19.7	34.3	40.5	24.3	32.5
6. Mandi	29.9	29.8	29.9	39.0	20.9	29.9	45.1	12.8	29.8	39.4	20.4	29.9
7. Kullu	44.3	36.7	43.7	50.2	38.0	44.3	54.2	14.4	36.7	50.6	36.3	43.7
8. Lahaul & Spiti	57.8	0	57.8	64.0	50.2	57.8	0	0	0	64.0	50.2	57.8
9. Shimla	43.8	37.3	42.3	50.8	36.5	43.8	54.1	14.8	37.3	51.6	31.9	42.3
10.Solan	32.2	44.1	34.4	47.3	15.8	32.2	64.0	12.3	44.1	50.8	15.2	34.4
11.Sirmour	39.5	28.9	38.4	49.2	28.6	39.5	45.4	9.7	28.9	48.8	26.7	38.4
12.Kinnaur	51.5	0	51.5	59.4	42.3	51.5	0	0	0	59.4	42.3	51.5

Source: Census Department.

4. Labour Force:

5.4.1 Labour force includes workers and unemployed in the age group 15-59. Labour force participation rates (usual status) or proportion of economically active labour force in principal and subsidiary status as thrown up by the 66th round of N.S.S. has been used in arriving at the projected Labour force for the 12th Plan (2012-17).

The labour force participation rate (per 1000) for persons of age 15-59 years according to usual status (ps+ss) approach used are as under:-

Sex	Rural	Urban	Rural + Urban
Male	826	827	826
Female	685	258	648
Male-Female	753	556	734

5.4.2 The projected labour force of H.P. for the years 2011 to 2017 based on the above rates is depicted in the following table:-

Table-8
Projected Labour Force in the Age Group (15-59)
(In Lakh)

Year	Rural			Urban			Rural + Urban		
	Male	Female	Male+ Female	Male	Female	Male + Female	Male	Female	Male+ Female
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
2011	25.62	21.00	46.44	3.08	0.82	3.93	28.70	21.92	50.33
2012	25.93	21.25	46.99	3.08	0.84	3.89	29.01	22.21	50.94
2013	26.24	21.50	47.55	3.09	0.86	4.33	29.32	22.51	51.56
2014	26.55	21.75	48.11	3.10	0.89	4.00	29.65	22.69	52.05
2015	26.87	22.01	48.68	3.11	0.91	4.06	29.98	23.11	52.81
2016	27.19	22.27	49.26	3.12	0.94	4.12	30.31	23.42	53.46
2017	27.51	22.53	49.85	3.13	0.96	4.18	30.64	23.74	54.11

5. Estimation of un-employment:

5.5.1 In order to estimate un-employment among 'educated youth' data of registered job seekers in all employment exchanges in the State has been accessed. The distribution of job seekers according to their qualifications on the live register of the employment exchanges is given in the following table :-

Table – 9
Category and Qualification-wise Registered Job Seekers
(Numbers)

Year	Post Graduates	Graduates	Matriculates & above	Other literates	Illiterates	Total
1.	2.	3.	4.	5.	6.	7.
2008-09	51,174	1,05,917	5,50,937	1,01,973	3,781	8,13,782
2009-10	55,570	1,13,110	5,68,205	85,969	4,475	8,27,329
2010-11	59,130	1,16,493	5,56,872	90,434	2,835	8,25,764
2011-12	63,240	1,23,876	5,64,996	84,222	2,673	8,39,007

5.5.2 It reveals from the above table that there were 8,39,007 registered persons as job seekers for various category of posts in all employment exchanges in the State as on 31st March, 2012. Of these, only 0.32% were illiterates and rest of the job seekers were literates.

5.5.3 To estimate nearly exact number of job seekers in the State, who were in real sense unemployed and were not engaged even as temporary workers, an evaluation study was conducted by the Planning Department in early 1990's. On the basis of results of this study, it has been concluded that 36.18% of the total registrants were already employed and they had got themselves registered for higher jobs or for better prospects. If this percentage is applied on 8,39,007 job seekers as on 31st March, 2012, the estimated unemployed job seekers are worked out as under :-

Table – 10
Estimated Un-employment among Job Seekers

Sr. No.	Particulars	Unit	
1.	2.	3.	
1.	Registrants on the Live Registers as on 31-3-2012	In Lakh	8.39
2.	Percentage of total registrants already employed as per estimates of survey	%age	36.18
3.	Registrants already employed	In Lakh	3.04
4.	Estimated unemployed	In Lakh	5.35

5.5.4 The registration done and placements made through employment exchanges from 2008-09 to 2011-12 is depicted in the table below:-

Table -11
Registration and Placements done by Employment Exchanges
(Numbers)

Year	Candidates registered	Vacancies notified	Candidates placed	On Live Register at the end of the period
1.	2.	3.	4.	5.
2008-09	1,67,437	7,287	7,381*	8,13,782
2009-10	1,30,480	4,235	4,080*	8,27,329
2010-11	1,20,042	6,732	4,368*	8,25,764
2011-12	1,35,781	10,573	11,620*	8,39,007

Source: Economic outline 2011-12

* Including Private Sector

6. Employment in Govt. Departments and PSUs:

5.6.1 The position of regular employees in Govt. departments, PSUs and local bodies etc. in Himachal Pradesh as on 31.03.2011 is given in table below:-

Table-12
No. of Regular/Non-regular Employees in H.P. as on 31.3.2011

Regular			Local Bodies	Public Under takings	Non-regular				
Gazetted	Non-Gazetted	Total			Work Charged	Part time	Daily paid	Others	Total
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
9908	177696	187604	3290	35881	-	11639	10170	15700	37509

Source: Statistical outline 2011-12 of H.P.

7. Employment Strategy:

5.7.1 The employment strategy for 12th plan (2012-17) would aim at increasing of productive employment in all sectors of the economy. In addition to the programmes directed at creating additional employment opportunities the sector specific schemes would aim at not only the creation of employment opportunities

but also at enhancing the productivity of labour. The emphasis will be on following aspects:-

1. Supplementing and complementing land based agricultural activities with animal husbandry and other diversified horticultural activities to make livelihoods of marginal cultivators and agricultural labourers sustainable.
2. Increasing marginal returns on investment in the primary sector.
3. Policies for the provision of income generating assets aimed at encouraging small scale and cottage industries and providing gainful employment opportunities through backward and forward linkages.
4. Direct expenditure on employment generation.
5. Enhancing labour productivity by investing on health and education.

5.7.2 As discussed in paragraph 3.3.4, primary sector continues to be the main employment provider to its working population. However, low productivity of labour in primary sector continues to be a matter of concern for the economist and planners. The possible reason for low productivity is the difficulty in introducing technological changes because of steep slopes and limited and expensive irrigation options. Another possible reason is the problem of disguised unemployment. A clear cut policy implication is that a policy reorientation may be aimed at a rapid growth of employment in the secondary and tertiary sectors.

5.7.3 Brief description of the employment generating programmes is given as under:-

i) MGNREGA:

This flagship programme aims at enhancing livelihood security of households in rural areas by providing at least one hundred days of guaranteed wage employment in a financial year to every household whose adult members volunteer to do unskilled manual work. It also mandates 1/3 participation for women. The primary objective of the scheme is to augment wage employment. Mahatma Gandhi National Rural Employment Guarantee scheme is being implemented in all 77 Blocks of the State. During the 11th Plan, 1076.26 lakh mandays have been generated and during the current year 2012-13 (upto November, 2012) 159.36 lakh mandays have got generated under this programme.

ii) Prime Minister's Employment Generation Programme (PMEGP):

The Government of India has approved the introduction of a new credit linked subsidy programme called Prime Minister's Employment Generation

Programme (PMEGP) by merging two schemes namely PMRY and REGP that were in operation till 31.3.2008. PMEGP is a central sector scheme and being administered by the Ministry of Micro, Small and Medium Enterprises (MoMSME). At the state level, the scheme is implemented through State KVIC Directorates, State Khadi and Village Industries Boards (KVIBs) and District Industries Centres (DICs) and banks with the following objectives and eligibility criteria:-

- To generate employment opportunities in rural as well as urban areas of the country through setting up of new self-employment ventures/projects and micro enterprises.
- To bring together widely dispersed traditional artisans/rural and urban unemployed youth and give them self-employment opportunities to the extent possible, at their place.
- To provide continuous and sustainable employment to a large segment of traditional prospective artisans, rural and urban unemployed youth in the country so as to help control migration of rural youth to urban areas.
- To increase the wage earning capacity of artisans and contribute to increase in the growth rate of rural and urban employment.

The year-wise achievement of 11th Plan and annual plan 2012-13 is as under:-

Table-13
Year-wise Targets and Cases disbursed by Banks

Sr. No.	Programme year	Target	Cases disbursed by Nodal Bank (No.)	M.M. disbursed by Nodal Bank (Rs. in Lakh)
1.	2.	3.	4.	5.
1.	2008-09	151	122	121.91
2.	2009-10	151	209	178.09
3.	2010-11	278	475	525.10
4.	2011-12	266	411	456.52
5.	2012-13 (up to 01/2013)	252	160	148.00

iii) Industrial Policy:

The special package of incentives provided by the Govt. of India supplemented by the New Industrial Policy and Incentives Rules, 2004 has accelerated the pace of industrialization. The new policy envisages

accelerating the industrial development, employment generation and creating an environment which attracts additional investment to the state. The new units will have to provide employment to at least 70% bonafide residents of Himachal Pradesh to get the incentives. During the period 1.1.2008 to 30.6.2012 4307 industrial enterprises have actually been established of which 118 units are in the medium and large scale sector. The total investment in these units is Rs. 10202.30 crore providing employment to 57817 persons out of which 46217 persons belong to Himachal Pradesh.

iv) Rural Infrastructure Development Fund (R.I.D.F.):

The department of Agriculture is participating in a RIDF scheme on the production of cash crops by adoption of precision farming practices through poly house cultivation. The project envisages higher productivity and income per unit area, judicious use of natural resources like land and water, year round availability of vegetables, assured production of quality produce and above all it aims to settle the un-employed youth in self-employment ventures.

The project components include construction of 'poly houses' providing micro-irrigation in the poly houses through sprinkler and drip techniques. The farmers are being provided 80% subsidy and 20% is the beneficiaries contribution. Besides, the farmers are being provided 50% assistance for the creation of water sources for these poly houses like farm tanks, shallow wells, pumping sets, small lifts etc.

During the last four years an area of 133.84 hectares was covered under 'poly house' and 10,105 farmers were benefited under the scheme to whom financial assistance of Rs. 9750.63 lakh has been provided. In the current year 2012-13, 1500 farmers have got benefited under this scheme to whom financial assistance of Rs. 1508.43 lakh has been provided.

8. Skill Development:

5.8.1 In the year 2007, a study was done by the Boston Consultancy Group who had indicated that by 2020 India will have surplus of 56 million working people where as the rest of the World will encounter a shortage of 47 million working people. It means that India will have to focus on the development of skills in a big way if it is to realise the demographic dividend offered by our young population. For the 12th Plan, the Hon'ble Prime Minister has set a national target of skilling 8 crore people for the country and on proportionate basis Himachal Pradesh has been given a target of skilling 4.50 lakh persons.

5.8.2 During the course of 11th Plan, as a first step in the direction of SDI, a State Skill Development Mission under the Chairmanship of Chief Secretary has been set up in the State. This Mission has been assigned the following functions:-

- (a) Lay down broad policy objectives, strategies, financing and governance models to promote skill development.

- (b) Review progress of activities relating to skill development periodically and provide mid-course corrections, including changes in part or whole of current schemes.
- (c) Orchestrate Public Sector/Private Sector initiatives in a frame work of collaborative action.

5.8.3 Apart from above, a Skill Up-gradation Council has also been constituted with the following functions:-

- (a) That State Skill Upgradation Council will function as an apex planning body to advise the concerned authorities to identify skill gaps amongst the target groups entering the job market and those working in the un-organized sector.
- (b) The Council will advise to formulate and review State Skill Upgradation Action Plan for the 12th Plan (2012-17) and Annual Plan 2012-13 as per sectoral skill upgradation outlay and targets set by the National Council on Skill Development.
- (c) The Council will advise the department for starting of new schemes to achieve the objectives of skill upgradation in the State from time to time.
- (d) The Council will advise on the skill upgradation strategy for the self employment sector in different departments.
- (e) In order to promote employability of women, the Council will advise on the skill up-gradation strategy to enhance the employability of women in the self employment & wage employment sectors.
- (f) The Council will advise an incentive mechanism to encourage private sector to participate in skill development in the state and also government owned/supported training providers e.g., CIPET, MSME tool rooms, ATDC, NAC, etc.

5.8.4 Brief description of Skilling programmes and achievements made during the course of 11th Plan(2007-12) is given as under:-

i) Swaranjayanti Gram Swarozgar Yojna/National Rural Livelihoods Mission (NRLM):

Swaranjayanti Gram Swarozgar Yojna, a self employment scheme has been launched from the year 1999-2000 as a major poverty alleviation programme in the State. This Yojana laid emphasis on group approach instead of individual beneficiary approach, which would enable beneficiaries to start with viable projects in a joint manner, which can bring them higher incomes.

With a view to ensure employment to the rural poor, the Government of India has decided to restructure the SGSY as National Rural Livelihoods Mission (NRLM). The implementation of NRLM would be in a mission mode to ensure focus on targets, outcomes and time bound delivery. Besides, this mission would shift from the present allocation based strategy to a demand driven strategy. Subsidy under NRLM will be uniform at 30% of the project cost subject to a maximum limit of Rs. 15,000, in respect of SCs/STs and disabled persons these will be 50% and Rs. 20,000 respectively. For groups of Swarozgaries (SHGs), the subsidy would be 50% of the project cost subject to per capita subsidy of Rs. 20,000 or Rs. 2.50 lakh whichever is less. The achievements of the programme for the year 2012-13 upto November, 2012 is given as under:-

Table-14
Progress of National Livelihood Mission for 2012-13

Sr. No.	Item	Unit	Achievement
1.	2.	3.	4.
1.	Individual Swarozgaries Assisted	Number	624
2.	Individual SC Swarozgaries Assisted	Number	239
3.	Individual ST Swarozgaries Assisted	Number	87
4.	Individual Women Swarozgaries Assisted	Number	213
5.	Individual Disabled Swarozgaries Assisted	Number	8
6.	Self Help Groups (SHG) under SGSY	Number	390
7.	SHGs to whom income generating activities provided	Number	346

ii) Swaran Jayanti Shahri Rozgar Yojana (SJSRY):

This scheme is being implemented through the Urban Local Bodies and seeks to strengthen the Urban Local Bodies and community organizations to enable them to address the issues of employment and income generation for the urban poor in five different components as detailed below:-

1. Urban Self Employment Programme (USEP)
2. Urban Women Self-Help Programme (UWSP)
 - i) Assistance to groups of urban poor women for setting up gainful self employment ventures-UWSP (Loan and Subsidy)
 - ii) Revolving funds for self help groups (SHGs)/thrift and credit societies (T&Cs) formed by the urban poor women-UWSP (Revolving fund).

3. Skill training for employment promotion amongst urban poor (STEP-UP).
4. Urban Wage employment Programme (UWEP)
5. Urban Community Development Network (UCDN)

During the year 2010-11 against the target of 54 beneficiaries fixed by the GOI, 112 beneficiaries were provided skill training under the STEP-UP Component.

During the year 2011-12 against the target of 103 beneficiaries, the ULBs have provided training to 262 beneficiaries in different trades as per the interest of beneficiaries.

For the current annual plan 2012-13, the Govt. of India has fixed a target of 7500 beneficiaries against which 138 beneficiaries have been provided training in different trades upto July, 2013 as under:-

Sr. No.	Trade	Number of persons trained
1.	Computer	115
2.	Cutting and tailoring	10
3.	Beautician	10
4.	Electrician	1
5.	Nursery Teacher Training course	2
Total:		138

iii) Rural Self Employment Training Institutes (RSETIS):

The training is imparted to the rural BPL category under this scheme. Proper weightage, as per SGSY guidelines is given to the candidates belonging to weaker sections like SC/STs, minorities, physically handicapped and women with facility of assistance in credit linkage of trainees. Year-wise breakup of number of youth trained and linked with banks under RSETIs is as under:-

2010-11		2011-12		2012-13	
No. of youth trained	No. of youth placed	No. of youth trained	No. of youth placed	No. of youth trained	No. of youth placed
1804	1804	4180	4180	903	903
Total youth trained and placed 6887					
Impact of RSETIs:- These RSETIs are being run through the banks and the trained youths have been linked with banks for credit. The youth after training are earning Rs. 3000/- to 5000/- per month.					

iv) Skill Development project by HIMCON (State Specific):

This project was launched on 5th May, 2010 with a target to train 1700 rural BPL youth with 75% employment guarantee. The trades identified under this project are Pharmaceutical, Textile, Heavy Engineering, Light Engineering, Tourism and Hydropower. The project cost is Rs. 117.00 lakh against which an expenditure of Rs. 29.25 lakh has incurred upto June, 2012. So far 571 persons have been trained of which 494 have been settled upto June, 2012.

v) Skill Development Project by ITFT:

The project was sanctioned in the year 2010 with a total cost of Rs. 226.68 lakh on the basis of 75:25 cost sharing. The target group is to cover 2000 Rural BPL youth in district Hamirpur. If such youths are not available in district Hamirpur in that case rural youth from Bilaspur and Una will be covered under the identified trades such as Communication, Computer, Customer care, Front Office Management, Hospitality, Hotel Management, Beauty and Health Manufacturing etc. The total funds released so far is Rs. 170 lakh of which Rs. 102.66 lakh have been spent. During the year 2012-13, 1920 youth have been trained and 869 youth have been given placement upto July, 2012.

Name of scheme	2010-11		2011-12		2012-13	
	No. of youth trained	No. of youth placed	No. of youth trained	No. of youth placed	No. of youth trained	No. of youth placed
Skill Dev. through ITFT	707	649	220	220	993	-

vi) Rural Industries Programme (RIP)/ Rural Artisan Programme (RAP):

This programme is being implemented since 1979. The objective of the programme is to up grade skills of rural artisans by providing them the required training in improved techniques and tools, so that they may set up their own ventures. The training ranges from 6 to 9 months in various trades such as cutting and tailoring, handloom weaving, auto repairing, welding, black smithy, furniture, manufacture of agriculture implements etc. Under the scheme following incentives are being provided:-

- A stipend of Rs. 100/- per month to the trainees
- A tool kit after their training on 100% subsidy basis subject to a ceiling of Rs. 500/- per trainee.
- Honorarium @ 50/- per trainee per month to the Master Craftsman subject to a ceiling to Rs. 500/- per month.

The budgetary provisions & achievements are as under:-

S.N.	Year	Budget	Expenditure	(Rs. in lakh)	
				No. of person trained	
				Targets	Ach.
1.	2009-10	96.94	96.83	6200	7636
2.	2010-11	101.08	100.89	6200	6904
3.	2011-12	107.35	93.99	6400	7100
4.	2012-13 (31.7.12)	109.52	4.04	7100	(3828 under training)
5.	12 th Plan (2012-17)	850.00 (proposed)	-	35000 (proposed)	

vii) Mini Tool Room cum Training Centre at Baddi:

The Ministry of Micro, Small & Medium Enterprises, Govt. of India, Nirman Bhawan, New Delhi has conveyed in-principle approval for the setting up of this Tool Room.

This project is being implemented by Special Purpose Vehicle in PPP mode in the name and style of 'Himachal Pradesh Technological and Entrepreneurship Training Pvt. Ltd.' This Mini Tool Room is being set up under Model-II of the Mini Tool Room Scheme. This Model provides that in order to retain a say in the management, atleast 26% of the share should be with State Govt. Accordingly the contribution of the State Govt. works out to Rs. 4.90 crores which will be in the form of land. It is proposed to allot land measuring 14850 sq. mtrs @Rs. 3300 per Sq. mtrs. to cover the contribution of the State Govt. Besides, providing tooling facilities to the industrial units in the State the scheme also envisages:-

- Providing of training to about 164 trainees annually in CNC (Computerized Numerically Controlled) machines by conducting short term courses.
- Providing training to about 1800 candidates annually by conducting short term skill up-gradation programmes in the field of Press Tool Design, jigs and Fixtures design, Making Inspection gauges, Grinding/Re-sharpening of tools, Heat Treatment, Turning, Milling, Machining and other Tailor made courses.
- Conducting Entrepreneurship Development Programme.

viii) Skill Development Centre:

A proposal of BBND A for Pharma & Allied Industries Cluster at Baddi-Barotiwala-Nalagarh Area under the Industrial Infrastructure Up-gradation Scheme (IIUS) covering three components such as setting up of Common Effluent Plant, road widening and strengthening and setting up of Skill Development Centre has been sanctioned by department of Industrial Policy & Promotion (DIPP), Ministry of Commerce and Industry, Govt. of India.

Skill Development Centre component of pharma & allied industries cluster would have facility & capacity to impart training to 1800 candidates in a year. In 1st year training will be imparted to 720 candidates and in the 5th year training will be imparted to 1200 candidates. The work of the project is in progress.

ix) Pharma cum Food Technical Institute at Baddi:

The Himachal Pradesh Drug Manufacturers Association (HDMA) in association with the department of Industries and department of Technical Education has set up of a training institution to train people in pharmaceutical and food formulations at Baddi.

As per the approved scheme institute will provide 6 months training to the interested candidates belonging to the State. The institute will run on no profit and no loss basis. Training fee of Rs. 6000/- per trainee will be charged out of which Rs. 3000/- will be charged at the time of admission and the balance Rs. 3000/- will be recovered at the time of on job industrial training. The HDMA is in the process of installing various equipments/machinery required to start the institute.

The first batch was started from 15.5.2010 in which training has been provided to 42 candidates having qualification 8th, 10th and 12th for a period of six month (four months in the institute and two months in industrial units). About 80-90% trained candidates have been absorbed in different industries.

x) Training & Proficiency in Computer Application and allied activities:

This scheme is being run by the department of SCs, OBCs and Minority with the objective to make SC/ST/OBC/Minorities eligible for career opportunities available in private/Govt. sector. Under the scheme, there is a provision to provide training in computer application i.e. Post Graduate Diploma in Computer Application (one year), DOEACC 'O' level (one year), DOEACC 'A,B,C' level (one year each), Diploma in Computer Application (six months), DOEACC Bio-informatics 'O' level (one year) and other allied courses. The department bears the training cost not exceeding than Rs. 1200/-per month per candidate and provide stipend of Rs. 1000/- per month during the course of training. After successful completion of training, the candidates are placed for six months in various Govt. offices for the purpose of gaining proficiency in Computer Application and during this period an amount of Rs. 1500/- per month is provided as stipend. The financial & physical progress achieved under the scheme is given in the table below:-

Table No-15
Financial and Physical Progress made under the scheme

Year	Budget Provision (In lakh)	Expenditure (In lakh)	Achievement
2008-09	197.78	169.93	1301
2009-10	153.57	153.57	844
2010-11	152.28	145.88	773
2011-12	146.51	133.99	819
2012-13	311.97	21.98	475

xi) Skill Enrichment of Persons with Disabilities:

To develop skills suitable to their individual capacity, vocational rehabilitation training is provided to persons with disabilities through selected ITIs in identified trades. The candidate should be bonafied Himachali and should be between the age group of 18-45 years. Apart from this candidate should possess minimum education qualification fixed for the course and annual income of the applicant should not be more than Rs. 1.00 lakh. The training is provided free of cost and stipend @ Rs. 1000/- per month is paid by the department of SJ&E. The financial and physical progress made under the scheme during last five years is as under:-

Table No-16
Financial and Physical Progress made under the scheme

Year	Budget Provision (In lakh)	Expenditure (In lakh)	Achievement
2008-09	35.18	35.18	38
2009-10	3.97	3.97	69
2010-11	18.87	18.67	67
2011-12	10.66	10.66	45
2012-13	10.92	10.92	42

xii) Skill Up-gradation with Job/Outsourcing Guarantee (SUJOG):

The main objectives of the scheme is to provide training to suitable workers along with guaranteed assignments for skill enrichment by identifying and empanelling suitable industrial units engaged in manufacturing of garments, textiles, assembly units, pharmaceutical and precision industry, plastics, packaging etc. where training opportunities are available or could be provided to the candidates. This scheme was introduced during the year 2010-11. The financial and physical progress made under the scheme during last three years is as under:-

Year	Budget Provision (In lakh)	Expenditure (In lakh)	Achievement
2010-11	18.00	-	-
2011-12	17.99	1.61	21
2012-13	2.00	-	-

xiii) Other Skill Development Initiatives:

Technical, vocational and industrial training to the un-employed youth is also being imparted under various schemes for the up-gradation of technical skills through ITIs, ITCs and VTCs established in the State. The numbers of institutions have increased tremendously during the last five years. The breakup of institutions which are engaged in imparting skill development trainings in Govt. as well as private sector is as under:-

Sr. No.	Type of institution / scheme	No. of Institutions			Sanctioned Target Capacity		
		Govt.	Pvt.	Total	Govt.	Pvt.	Total
1.	2.	3.	4.	5.	6.	7.	8.
1.	Govt. & Pvt. ITIs under Craftsmen Training Scheme (CTS)	85	120	205	14945	12959	27904
2.	Apprenticeship Training Scheme through Industry (ATS)	321	2832
3.	Vocational Training Provider (VTP) under Skill Dev. Initiative Scheme. Modular Employability Skills (MES)	58	28	86	5122
Total:		143	148	612	14945	12959	35858

During the period 2009-10 to 2011-12, 6153 trained youth by the Govt. ITIs were placed/settled in various industrial units.

a) Modular Employable Skills Scheme

- The objective of the scheme is to impart vocational skills to the existing workers especially in the un-organized sector, un-employed youth and the school drop outs to make them employable.
- 86 Nos. vocational training providers (58 in Govt. sector and 28 in private sector) are registered with the department and imparting training in 18 sectors i.e. 1. Automobile Repair 2. Banking & Accounting 3. Beauty Culture & Hair Dressing 4. Electrical 5. Electronics 6. Fabrication 7. Garment Making 8. Hospitality 9. Information & Communication Technology 10. Production and Manufacturing 11. Refrigeration & Air Conditioning 12. Retail 13. Toy Making 14. Paint 15.

Construction 16. Wood work 17. Basic processing & Preservation 18. Industrial Electrical.

b) Craftsmen Training Scheme (CTS)

There is a target of imparting training to 21376 persons during the year 2012-13 under this scheme.

c) Apprentice Training Scheme (ATS)

Till July, 2012, 1655 seats have been utilized against the target of 2967 under this scheme for the year 2012-13.

d) Community Development Through Polytechnics (CDTP)

CDTP scheme is also being run in six Govt. Polytechnics in H.P. During the year 2010-11, 1717 persons were trained and 808 obtained wage employment and self employment while in the year 2011-12, 1679 persons were trained and 1163 got employment.

Head of Development-wise achievements made under Skill Development Programme during the last 3 years of 11th Plan and targets for 2012-13 are given as under:-

Table-17

Head of Development-wise Achievements under Skilling Programme.

Sr. No.	Department/Scheme/Item	No. of persons trained through State Skill Dev. Initiative			
		2010-11	2011-12	Target for 2012-13	2012-13 (up to 7/12)
1. Technical Education					
Persons trained under MES-SDIS Scheme					
i)	No. of persons enrolled under CTS Scheme	11074	16525	21376	-
ii)	No. of seats utilized under (ATS)	1214	1305	2967	1655
iii)	CDTP scheme being run in Six Govt. Polytechnics in HP.	1717	1679	-	-
2. Rural Development					
i)	Swarojgaries Trained	20324	13079	12012	630
ii)	Training imparted under RSETIs through Banks	1804	4180	-	903
iii)	Skill Development Project by HIMCON	324	241	1129	6
iv)	Skill Development by ITFT	707	220	80	993
3. Urban Development					
i)	SJSRY (STEP-UP)	112	262	7500	138
4. Industries					
i)	Upgrade skills of artisans by providing training under RIP/RAP programme.	6904	7100	7100	7100
Total:		44180	44591	52164	11425
