



A Critique of PM Kaushal Vikas Yojana

Dr. Rajesh Kumar Verma
Head, Economics Department,
Tilak P.G.College Auraiya

The history of economic growth of India has shown a number of milestones during the last few decades and perhaps a number of unknown milestones are targeted to be completed in the years to come. India was an agricultural dominant economy but with the rapid economic growth of India in all the sectors, the scenario has changed. Now a days the service sector and the industrial sectors are also dominating the progress of our economy. Rapid economic growth in the service sector along with industrialization coupled with tremendous technological progress has changed the lifestyles of people not only in urban areas but also in rural areas .We have made considerable achievements on several fronts such as food production, biotechnology, space Technology, telecommunications and information technology. Our labour force skills has improved a lot due to improvement in social capital. From the mixed economy where we have many controls over public sector Indian economy has shifted towards market economy or market driven economy after the second thrust of economic liberalisation. Under these circumstances the state of affairs has changed a lot .We are attracting foreign capital for our developmental projects For all this skilled labour is necessary. Research by T.W.Schultz reveals that human resource development through investment in education and training programmeme is more productive than investment in physical capital.

Education and skill development training programmes plays a vital role in the economic development as it improves the productivity of labour force by skill development. Skill development depends upon the labours educational attainment ,technical training and vocational training programmes. Skill development varies from labour to labour. It is the capacity of labour to perform its duties better by learning from their training programmes. By skill development we increase the efficiency so that labour force have plenty of job opportunities which in turn increase the labour force



participation rate. Thus by improving labour force skills we increase their capacity to produce more, work more efficiently and effectively. They have better knowledge of machines, tools and techniques. All these results in increasing their efficiency and productivity which increase their capability of earning more wages through getting better job opportunities and better availability of their career choices and better mobility of labour force in the labour market. Without proper skilled workforce we will find it difficult to compete in the Global market. In India labour productivity is very low so its productive capacity at present can be improved by proper labour training and skill development programmes. India has the paradox of on the one hand having excellent scientists, technologists, doctors, chartered accountants and on the other hand huge number of illiterate labours. If we provide technical knowledge and skills to these labours our overall productivity levels will be higher. Informal on the job training and learning programmes are very effective in this regard. The ILO resolution of 2000 related with labourer skill development and training emphasized that 'education and training are a means to empower people, improve the quality and organisation of work, enhance citizens productivity, wage workers incomes, improve enterprise competitiveness and promote job security and social equity and inclusion.' Properly skill development person have the ability to move for jobs and even in abroad too. Broad changes in science and technology, management practices, changing economic structure of Indian economy and the requirements of global markets have created a need for a skilled labour force market. India have plenty of youths in the working age group 18-35 for them the work opportunities are lacking. There was a huge gap in their vocational education and training so they were traditional labours and unemployed. The employment opportunities can be provided to them by their skill development so vocational training for all the new entrants to labour force particularly the youth in the rural areas is necessary so skill development programme was needed to be launched which could cover millions of people for the skill training and produce a good quality of skilled labour force. Indian labour market has suffered from the from the problem of supply shortage of skilled labour. There is a huge gap in vocational education and training so this programme stressed on enhancing training capacity and making good quality labour and is based on a skilled India vision. Ministry of Skill Development and Entrepreneurship aimed to develop skill India on a large scale with speed and high standard with the motto making India the skill capital of the world.



Launching of PMKVY-

Our Prime Minister Narendra Kumar Modi launched this programme on 15 July 2015 to create skilled manpower at grassroot level by providing rural youths vocational technical and skill development education .This PMKVY programme is a flagship outcome based skill development training scheme of ministry of skill development and Entrepreneurship which got clearance by Union Cabinet on 20 th March 2015. The broad objectives of this scheme is to encourage and promote skill development for the youth throughout the country.The specific objectives of PMKVY are-

- (a) Enable and mobilize a large number of youths to take up industry designed quality skill training become employable and earn their livelihood.
- (b) Increase the productivity of the existing workforce and align skill training with the actual needs of the country
- (c) Encourage standardization of the certificate process and put in place the foundation for creating a registry of skills.

Main features of PMKVY programme

This programme stressed on human resource development through intensive training and skill development .It aims at better job performance of individuals both in and out the industrial framework after successful completion of training .It is supposed that the skill development training programmes will help the trainees in increasing their income and employment. it is supposed that these specific knowledge skills development training programmes will also help the trainees in increasing their productivity. It aims at creating specific knowledge or skills to improve their performance in their current roles where skill is the ability to carry out a task with predetermined results often with a given amount of time or energy or work . The scheme is aligned to complement all other schemes of Central Government like Sabka Saath Sabka Vikas ,Make in India, Digital India, Swachh Bharat Abhiyan and smart cities schemes. The scheme works on public- private partnership model. The main features of PMKVY are illustrated below-

1. In this skill development programme unemployed youth are equipped with various types of skills by various training programme so that they have the ability to work in a better and more productive way. They are also trained about how to use new technology so that they can earn



their livelihood by their own hands .The focal point is also Knowtty areas like districts affected by LWE and north east.

2. PMKVY is one big scheme initiated to train youth at the grass root level and to push them for a larger goals of achieving entrepreneurship skills in them .It focuses on increasing their work efficiency by quality training programmes. The programmeme also aimed to ensure better job opportunities by providing skill training on wide varieties of courses .An uneducated employed of 10th or 12th dropout is an important part of this scheme however it is a skill development scheme and aims at promoting skill training to all youths all over the country. Forms of PMKVY why can be submitted online .After selection as a trainee the candidate is enrolled in a skill development training programmeme under a specified training centre. On the successful completion of training monetry reward is provided to the trainee. On assessment basis certificates are also issued for it .At present monetary reward around rupees 8000 per trainee is given .The training period covered under this PMKVY is almost 1 year .At present it ranges between 150 to 300 hours of training. Under PMKVY an expenditure of rupees 1500 crores was allotted in the initial year with the objective to attain training of 24 lakh contenders (14 lakh fresh training and 10 lakh recognition of prior learning .In the first year of implementation the target beneficiaries are school dropouts ,women and underprivileged classes rupees. Rs.12000 crores for the period (2016-20) was allotted to impart skill training to 10 million people over a time span of 4 years .Institution based training is imparted .It includes vocational schools ICT, ITI and Polytechnic .As per course list in PMKVY project at present 221 courses are organised in different fields these are agricultural chair April and home furnishing 9 automatic 10 beauty and Wellness 7 bank and financial services including insurance six capital goods 7 domestic workers 4 Earth movies and infrastructure building 10 electronics and Hardware 9 food processing 5 furniture and fitting to Gems and Jewellery 9 Green jobs 5 Handicrafts 8 Healthcare ate iron and steel 9 it and ites 6 leather sex life science 5 logistics 8 media and entertainment 8 - 9 paint and coating 1 people with disability 3 plumbing 3 power Industries 6 retail 399 Security Services One Sports 3 telecommunication 10 textile and Handloom 7 tourism and Hospitality LG 9 total 221Union Minister of Ministry of Skill



Development and Entrepreneurship Shri Rajiv Pratap Rudy on the occasion of its implementation says that we are a youthful Nation. Our youth are our strength. The world and India need a skilled workforce .Skill development is throw 150 hours to 300 hours of training in registered PMKVY training centres. After successful completion of training certificates are issued to the candidates. Training centres are approved by government. They also provide placement assistance by training partners. Another important component of the scheme is recognition of prior learning .Recognition of prior learning projects are of three types (a) RPL camps (b) RPL at employees premises and (c) RPL centres. Kaushal and Rojgar Mela are also a part of PMKVY scheme. Training partners will arrange Kaushal and Rojgar Mela after every 6 months for ensuring active participation of the community. Other Institutions involved in it are National Skill Development Corporation, Skill Council and assessment agencies. The payouts are made through Bank transfers to the beneficiaries and training partners account. PMKVY intends to provide a skill training and certificate courses to the educated employed used in registered training centres.

Problems of prime ministers skill development programmeme- It is a new programmeme hence its proper assessment can not be done. However few problems related with this programmeme are discussed here:

1. Skilled development training under PMKVY is required not only to impart necessary job skills but also preparing them for the physically demanding jobs but the scheme has failed on both the fronts.The low placement number lead to realisation that this scheme is struggling because of lack of quality training. under the scheme the job requirements to skilled worker is very poor.
2. Under this scheme very high number of training targets are allotted to many training centres .The target fixed under this scheme PMKVY are too high and training centres are not able to fulfill this huge target of training so this scheme is failing in these initial years in terms of targets and achievements. Upto 21st September 2017 as reported by Indian Express only 30.6 7lakh were trained in skills and less than 2.9 lakh get job offers.



3. This scheme suffers from scams too. Rupees 5000 crore scam is a part of entire system where 20-25 companies are indulged in alleged frauds which stops the real flow of training benefits to Grass root level.
4. Huge organisations have 30 % to 70% of grant as TP and pass rest of grant to TC. If TC keeps 10% grant then only 20% grant reaches to real beneficiaries which means that PMKVY grants are utilised as profit margins.
5. This scheme is unable to match the demand and supply dynamics of skilled labours. This programme has failed till today in fulfilling the demands of educated unemployed youths. The training period is very small to create skills we use skills.

Thus this PMKVY programme is struggling in its initial years of implementation. Poor quality of training and frauds by companies are making this programme a total failure.

References-

1. International Labour Organisation 2008 -Conclusions on Skills for Improve Productivity Employment Growth and Development- Second International Labour Organisation 2011
2. labour Market Performance and the Challenge of Creating Employment in India- International Labour conference 2008
3. Ministry of Skill Development and Entrepreneurship- Government of India 2015 -national policy for skill development and entrepreneurship 2015.
4. Ministry of Skill Development and Entrepreneurship- on PMKVY 2015.
5. FICCI- 2012: A PMKVY on Knowledge paper on skill development in India, Ernst and young Private Limited.
6. Tutan Ahmed - Labour Market Outcome for Formal Vocational Education and Training in India: safety and beyond , IIMD .Management Review, volume 28, issue 2, June 2016 page 98-110.
7. Tushar Agarwal and Ankush Agarwal ,Vocational Education and Training in India- Labour Market Perspective, Journal of Vocational Education., volume 69 ,2017 ,page246- 265.