

Skill Development Policy and Uttarakhand an Analysis

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ABSTRACT

Skills and knowledge are the driving forces of economic growth and social development in a country. As opposed to developed countries, where the percentage of skilled work force is between 60% and 90% of the total work force, India records a low 5% of work force (20-24 years) with formal vocational skill. Realising the importance more than 20 ministries department run 70 plus schemes for skill development (Entrepreneurship) in the country. Uttarakhand newly formed in 2000 from an east while part of the state of Uttar Pradesh. It lies at the eastern end of the west Himalaya bordering Nepal frontier and abounds in a rich and varied flora and fauna. Uttarakhand is broadly divided in to two Zones-Garhwal and Kumaun. Present research is a study of Uttarakhand skill development policy. Can this policy be beneficial for youth and what is the weaker point of the policy? This research raised the question on how people can take advantage of this policy.

Key Words : Skill, Entrepreneurship, UKSDM (Uttarakhand skill development mission), MES (Modular employable scheme), SDIS (Skill development initiative scheme), SSC (Sector skill councils)

INTRODUCTION

India is expected to become one of the most populous nations by 2022. With a population of around 1.4 billion. A majority of this population represents the working age group (15-59). Which is expected to be 880 million by 2022. Further India represents World largest youth population with 365 million between the age group of 10-24 years as per the United Nation's population Fund's state of the world's population report. Taking cognizance of this opportunity India has made strides to equip its working population with employable skills and knowledge so that an effective impact can be made on the economy of the country. National policy for skill development and Entrepreneurship 2015-The vision of the policy is to create an ecosystem of empowerment by skilling on a large scale of speed with high standards and to promote a culture of innovation based Entrepreneurship which can generate wealth and employment so as to ensure sustainable livelihoods for all citizens in the country. This is the first integrated national policy of India.

Skill development is the process of identifying someone skill gaps and developing and honing these skills. It is important because someone skills determine. There ability to execute his and her plans with success. Without the right skill man only frustrate and waste his time and spend a lot of time dealing with rudimentary issues caused by the lack of knowledge or lack of skill, as opposed to progressing in their goal. Skill development is the driving force of the economic growth and social Development.

Uttarakhand is one of the most beautiful and enchanting regions of northern India. Nature has endowed this land with so much beauty and spiritual bliss that it is also known as Dev Bhoomi, The land of Gods. Geographically Uttarakhand is situated between 77°34 to 81°02 East longitude and 28°43 to 31°27 North latitude and measures about 358 km from east to west and 320 km from North to South. The total area of this state is 53483 sq km, which is 1.69% of the area of the country and at the 18th rank in the list. In this state people work culture related to Jal jangal or Jameen. Uttarakhand has a sizeable number of young population (age group: 20 to

35 years) of 24 Lakh. The Uttarakhand state is the second fastest growing state in India. Its gross state domestic product (GSDP) (at constant prices) more than doubled from Rupees 24,786 crore in Fy 2005 to Rupees 60,898 crore in Fy 2012. The real GSDP grew at 13.7% (CAGR) during the Fy 2005-Fy 2012 period. The contribution of the service sector to the GSDP of Uttarakhand was just over 50% during Fy 2012. Per capita income in Uttarakhand is Rupees 198738 (Fy 2018-19) which is higher than the national average.

Like most of India, agriculture is one of the most significant sectors of the economy of Uttarakhand. Basmati rice, Wheat, Soya beans, Groundnuts, Coarse Cereals, Pulses and Oil seed are the most widely, Peaches, Leeches and plums are widely grown and important to the large food processing industry. Agricultural export zones have been set up in the state for leeches, horticulture, herbs, medicinal plants, and Basmati rice. During 2010 wheat production was 831 thousand tones and rice production was 610 thousand, while the main cash crop of the state sugarcane had a production of 5058 thousand tones. As 86% of the state consists of hills, the yield per hectare is not very high. 86% of all cropland are in the plains while the remaining is from the hills. Other key industries include tourism and hydropower and there is prospective development in it, ITES, Biotechnology, pharmaceuticals and automobile industries. The service sector of Uttarakhand mainly includes tourism, information technology, higher education and banking.

Harnessing the demographic dividend through skill development efforts would enhance Uttarakhand competitiveness in the global market. Uttarakhand presently faces labour force and large section of educated youth without employable skill. The skill development ecosystem in Uttarakhand is complex and diverse. Education system of Uttarakhand leans towards the formal education system with limited scope of vocational training facilities to reduce the gap between the formal

education system and work requirements. In order to address the challenges Uttarakhand skill development mission (UKSDM) has been launched to bring together skill development initiatives of various state government departments as well as central government schemes.

Table 1 express that 290304 skilled people demand in Uttarakhand (2012-2017). 414551 people are in (2017-2022) and 706855 people are in 2017-2022. So skill development policy are important for the people.

About Uttarakhand:

Uttarakhand is a Himalayan state. The population of Uttarakhand was 10.1 million (census 2011) which accounts about 0.84% of total population of India. The population of the state is unevenly distributed across the districts. Dehradun, Haridwar, Udham Singh nagar account for more than half (around 61.5%) of the total population. Industrial growth led migration and large geographical spread are the key factor for high population in these districts. On the other hand district like Uttarkashi, Chamoli and Pithoragarh have significantly low population due to harsh living conditions coupled with high topography prevailing in these district. The young population (age group 20 to 35 years) accounts for 24.49% of total population of the state. As per 2011 population census the literacy rate of Uttarakhand was 78.82% (male 87.40% and female 70.01%) despite decent literacy rate of around 80% the youths were unable to connect it in to jobs or revenue earning enterprises. Thus this result in to migration of youth to plainer areas and it is one of the most important challenge that needs to be addressed through skilling in higher regions and creating more livelihoods. In 2011, the working population percentage of Uttarakhand was about 38% out of which 10% are marginal working population. The large number of young population is working with low levels of productivity and income. The state Government giving emphasis on the skill development program, especially for the rural youth, women, school dropout backward

Table 1 : Skilled population data of Uttarakhand

Skill category	2012-2017			2017-2022			2012-2022		
	Minimally Skilled	Semi skilled	Skilled	Minimally Skilled	Semi skilled	Skilled	Minimally skilled	Semi skilled	Skilled
Increment 1 Demand	3,81,444	1,63,540	2,90,304	5,40,833	2,68,472	4,14,551	9,22,277	4,32,012	7,06,855
Increment 1 Supply	7,68,535	1,34,756	2,06,236	9,77,123	1,77,039	2,274,75	1,74,5658	3,11,794	4,80,988
Skill Gap (Demand-Supply)	-3,87,091	28,784	84,068	-4,36,290	91,434	1,41,799	-8,23,381	1,20,218	2,25,867

Source : District wise skill gap study of the Uttarakhand

and deprived section of the society. UKSDM has executed mous with 120 private training partners and 22 sector skill councils to provide skill development training in the state. Currently the state Government is creating a robust and comprehensive system to under take the function of planning regulation implementation and monitoring of all skill development initiatives in the state

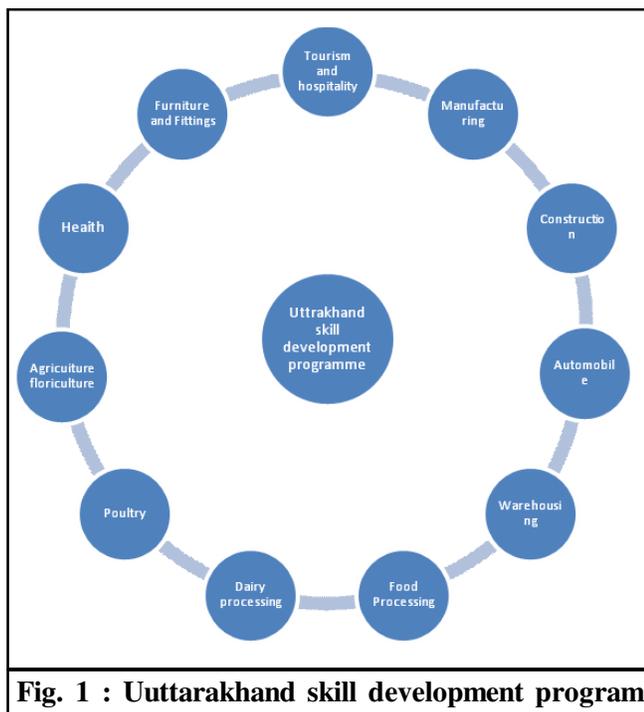


Fig. 1 : Uttarakhand skill development program

Efforts by state Government in skill development:

1. The skill development scheme is sponsored scheme by the state government.
2. State Government paying emphasis on youth, women under privileged and weaker sections of the society.
3. Uttarakhand skill development school and entrepreneurship development centers to be established at prominent locations of the state.
4. The state is supporting the Uttarakhand skill development society to provide courses under Modular Employable Scheme (MES) of skill development Initiative scheme (SDIS) and Sector Skill Councils (SSC).
5. Uttarakhand skill development society acting as a nodal agency to coordinate and harmonize the approach to skill development among various departments and central ministries.
6. Convergence with central government schemes like Huner se Rozgar Yozana, National Rural Livelihood

Mission, Deendayal Upadhyaya Grameen Kausalya Yozana, Mahatma Gandhi National Rural Employment Guarantee scheme and other schemes.

7. UKSDM launched the mobile app Kushal Uttarakhand which will bring together job seekers and job providers.

8. State Government focusing on creation of an integrated labour market information system.

State will ensure that there must be skill gap analysis at appropriate interval of time to fill the gap and to know demanding sectors with great prospective of employment as well as self employment.

Currently following sectors perceive to have better prospect for unemployed unskilled youth of the state with possibility of controlling migration as well.

Finally in Uttarakhand development of rural tourism can enhance economic empowerment and employment generation of rural communities through sustainable livelihoods. As the showcase of rural life, art, culture, food, customs and heritage, rural home stays can provide direct benefits to the local communities or stakeholders ,both economically and socially .It also enable interaction between tourists and local population for a mutually enriching experience. This may be a way of skill development in the state.

Apart from above multi skill program should also be introduced in the state to cater the demand of skilled worker with multi sectoral knowledge in remote area of mountains. Employment is a basic need of population. Through skill development Government fulfill the needs of population. Policy is a path of implementation. In this way Government doing their work. In present scenario Uttarakhand government are designing the skill development course. So that youth population got their job through this scheme.

METHODOLOGY

In present study Researcher is defining The State Skill Development policy. For the information about policy Secondary data are used. This study is Descriptive and an Analytical study.

RESULTS AND DISCUSSION

1. State policy is not practical.
2. Youth selection criteria are different aria is not define.
3. Implimention of policy are not through

Government officers.

4. People's traditional skills are not describe in this policy.

Discussion:

Uttarakhand skill development policy is not practical .The choice of youth are different for the job. Someone want government job while another like private work. State geographical condition are hilly and plainly so that the job interest are different. The people of hills are doing Carpet work, Ringal work, Wooden work, Wollen Works, Vegetable and fruits production etc. People of plain area want industrial and self work. In this policy skill are not describe area wise.

Skill development policy not express that what should the qualification of selection in the different skill programme. According to participant ability which skill are suitable for him and her not clearly describe.

Implimention is the main part of the any policy. When policy reach the people then their merits and demerits are clear. Uttarakhand government appoint different self group for skill development policy. But without Government involvement policy implementation are questionable .

Every society have a specific work culture. Uttarakhand is a hilly state and the people of there doing various type of work as carpet work ,woolen clothes work, ringal work, copper utensil work, jadi buti collection work policy not describe this type of work.

Suggestion:

1. Study suggested that youth should trained in different skill District wise in Uttarakhand, 2. Some policy of skills should based on women work culture, 3. Government officers responsibility should fixed for implication of skill development, 4. People awareness programme should be organized in the state, 5. After trained the people Government should fix the responsibility

of them.

Conclusion:

Every men and women are wants self depend life. Skill development is a best way for this. People of Uttarakhand are migrate from his own setup for job. If they are skilled their work will be their own city. Migration of people perhaps stopped. On the other hand a good policy can beneficial for the people. In Uttarakhand People can design their skill through policy. Present study are based on Uttarakhand skill development policy and its benefit for the youth. If government design the policy properly than Uttarakhand got more skilled people. Policy are base of development. Government success are depend on good policy if policy are according to people and their implementation too the people so this will be success key of any Government. Uttarakhand skill development policy may be success key of present Government if some required correction and proper implementation are done in this policy.

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