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**Title of Thesis:** Need, Access and Availability of Skills in Select Industries in National Capital Region of India (With Special Reference to Dalits)

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**ABSTRACT**

The Study focuses upon assessing changes in skill needs in the Indian manufacturing sector, in the post reform period. As there is no direct data available on such skill changes, an attempt has been made to capture these changes at the macro level through a study of the changes in the economy/industry in the post reform period vis-à-vis the pre-reform period, their impact on employment and nature of employment and, thereby, on the skill requirements of the manpower engaged. An attempt is also made to assess the resultant changes, if any, in the skill structure of the workforce in the manufacturing sector.

In addition, the Study looks at the supply side of the labour market as well as into the issue of skill mismatches, in the context of the manufacturing sector in India. However, in terms of availability, the Study largely focuses upon engineering skills. The changes in skill requirements and in the skill structure, in the manufacturing sector have been analysed in terms of the occupational criterion while availability of skilled manpower has been assessed in educational terms. A similar analysis has been done in respect of two selected industries viz 'Electronics' and 'Automobiles'.

Another important aspect that the Study looks at is the changes in the availability of skills amongst Dalits i.e. SC/ST. Attempt has been made to see whether any supportive measures have been taken to encourage and augment their numbers in the skilled manpower and, thereby, to assess the extent of accessibility of SC/STs to the vocational training programmes.

Apart from the analysis based on the secondary data, some primary data was collected through field visits covering selected industrial units of the selected industries. Similarly a field survey was undertaken in some selected ITIs and Polytechnics in the National Capital Region. The following were the main findings of the Study:

(i) the skill requirements of the manufacturing sector in India changed in the post reform period, with the change being in favour of higher level skills (as shown by increasing capital intensity of technology), a change in the skill structure of the workforce engaged in the industry, even though did occur, was not very significant. It can, therefore, be said that the industries were, perhaps, largely managing their changing needs by retraining or upgrading the skills of the existing manpower.

(ii) Although availability of diploma engineers continued to be more than that of degree engineers, the availability of degree engineers is increasing at a faster rate in the labour market. It was also found that the composition of available manpower (in terms of ratio of skilled to semi-skilled) remained the same over the pre and post reform periods. However, the composition of the skilled manpower in engineering (as reflected by degree vs diploma holders) was changing in favour of degree holders.

(iii) The mismatch has grown in the post reform period

(iv) Overall, the access of SC and STs to various levels of education and training has gone up over the period of study. Although in terms of many indicators like- estimated enrolment at various levels, drop out rate - SC/ STs are trailing behind the national average, there have been considerable positive changes in the last twenty years or so as a result of targeted interventions by the Government. The STs are lagging behind in terms of most of the indicators, as compared to SCs and would, therefore, require greater attention.

(v) Field visits also gave some interesting insights into skill changes taking place and their perception of skill development mechanisms.