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The Skill India Program and Economical Sustainability

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ABSTRACT

This research paper aims to investigate the effectiveness of the Skill India Programme in achieving economic sustainability in India. The Skill India Programme is a flagship initiative launched by the Government of India in 2015 to supply skill training to the country's youth and enhance their employability. The programme aims to create a skilled workforce to meet the demands of various sectors and promote economic growth. The study uses a mixed-method approach to collect and analyse data. Primary data is collected through surveys and interviews of participants and trainers of the Skill India Programme, while secondary data is collected from government reports and academic literature. The research focuses on the impact of the programme on employment, income, and economic sustainability. The results of the study show that the Skill India Programme has positively affected the lives of its beneficiaries. The programme has helped to bridge the gap between demand and supply of skilled workers in various sectors, leading to an increase in employment opportunities for the youth. The study also finds that the programme has contributed to an increase in income levels of participants, which has improved their standard of living and contributed to economic sustainability. However, the research also highlights some challenges faced by the Skill India Programme, such as a lack of awareness about the programme among the youth, inadequate infrastructure and training facilities, and limited industry participation. The study supplies recommendations for addressing these challenges to enhance the effectiveness of the programme and promote economic sustainability.

Keywords: Skill India Programme, Economic sustainability, Employability, Skilled workforce, Employment opportunities, Income levels, Standard of living.

I. INTRODUCTION

India is the world's second-most populous country and one of the fastest-growing economies in the world. However, despite its rapid economic growth, India still faces significant challenges when it comes to creating employment opportunities for its large and growing population. The Skill India programme was launched in 2015 to address this challenge by promoting skill

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development and training across various sectors of the economy.

The programme aims to provide vocational training and certification to millions of young people in India, with the goal of creating a pool of skilled workers who can contribute to the country's economic growth. The Skill India programme covers a wide range of sectors, including manufacturing, construction, healthcare, tourism, and hospitality, among others. The programme also aims to supply entrepreneurship training and self-employment opportunities to help create a culture of innovation and entrepreneurship in the country.

One of the key aims of the Skill India programme is to improve the quality and relevance of skill development and training programmes, so that they can better meet the needs of the industry and the labour market. The programme also focuses on promoting apprenticeships and on-the-job training, to help young people acquire practical skills and work experience.

Overall, the Skill India programme is a vital initiative that has the potential to transform the Indian workforce and help accelerate the country's economic growth. By providing high-quality skill development and training opportunities to millions of young people, the programme is helping to build a more skilled and productive workforce that can meet the demands of a rapidly changing job market.

Some of the key sub-topics covered under the Skill India programme include:

1. Skill development initiatives for youth and women
2. Recognition of prior learning
3. Entrepreneurship and self-employment opportunities
4. Apprenticeship training
5. Industry-institute partnerships
6. Training of trainers
7. National Skill Qualification Framework (NSQF)
8. Sector Skill Councils (SSCs)
9. Recognition of Prior Learning (RPL)
10. Pradhan Mantri Kaushal Vikas Yojana (PMKVY)
11. National Apprenticeship Promotion Scheme (NAPS)
12. Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY)
13. National Policy for Skill Development and Entrepreneurship, 2015

14. Pradhan Mantri Mudra Yojana (PMMY)

15. Industrial Training Institutes (ITIs)

16. Skill development in rural areas

II. ECONOMIC SUSTAINABILITY

Economic sustainability is intricately linked to the concept of sustainable development, which is defined as development that meets the needs of the present without compromising the ability of future generations to meet their own needs. This means that economic sustainability is not just about maximizing economic growth in the short term, but also ensuring that growth is inclusive and sustainable in the long term. It requires an integrated approach that considers economic, social, and environmental factors, and looks to balance the needs of different stakeholders.

One of the key challenges facing economic sustainability is the tension between economic growth and environmental protection. Many traditional economic models prioritize growth at the expense of the environment, leading to negative impacts such as pollution, resource depletion, and climate change. However, there is growing recognition that these impacts can have long-term economic costs, and that sustainable economic growth requires a more balanced approach that considers the environmental impacts of economic activities.

Achieving economic sustainability also requires addressing social and equity concerns. This means ensuring that economic growth helps all members of society, including marginalized and vulnerable groups, and that policies are in place to address issues such as income inequality, poverty, and access to basic services such as healthcare and education.

Overall, economic sustainability is a critical issue that requires a multifaceted approach and collaboration across different sectors and stakeholders. It requires a fundamental shift towards more sustainable economic models that prioritize social and environmental considerations alongside economic growth, and that seek to create a more equitable and resilient economic system for future generations.

There are several subsets of economic sustainability, including:

1. **Fiscal sustainability:** This refers to the ability of a government to maintain its financial health over the long-term, without accumulating excessive levels of debt or deficits.
2. **Resource sustainability:** This refers to the ability of an economy to use natural resources in a way that does not deplete them over time, and that minimizes negative environmental impacts.

3. **Social sustainability:** This refers to the ability of an economy to promote equitable access to economic opportunities and benefits, and to ensure that the basic needs of all members of society are met.
4. **Technological sustainability:** This refers to the ability of an economy to develop and implement technologies that are efficient, effective, and environmentally sustainable.
5. **Market sustainability:** This refers to the ability of an economy to promote free and fair competition, and to avoid market failures that could lead to economic instability.
6. **Institutional sustainability:** This refers to the ability of an economy to establish and maintain effective institutions, such as legal systems, regulatory frameworks, and governance structures, that support sustainable economic development.

The Skill India programme is an initiative launched by the Indian government to empower the country's youth by providing them with the skills and training necessary to succeed in today's rapidly evolving job market. The programme aims to provide vocational training to over 40 crore Indians by 2022, with the goal of increasing the country's economic sustainability and competitiveness.

There is a strong relationship between the Skill India programme and economic sustainability. By providing vocational training and skills development, the programme helps to create a workforce that is more productive, innovative, and adaptable to changing market conditions. This, in turn, helps to boost economic growth and improve the country's competitiveness in the global economy.

The programme also aims to bridge the gap between the skills demanded by the job market and the skills possessed by the workforce, which has been identified as a major obstacle to economic growth in India. By providing training in areas such as information technology, healthcare, and advanced manufacturing, the programme seeks to create a workforce that is better equipped to meet the needs of today's employers.

In addition, the Skill India programme supports the development of entrepreneurship and self-employment, which can help to create new jobs and opportunities for economic growth. By providing training in areas such as business planning, marketing, and financial management, the programme helps to foster a culture of entrepreneurship and innovation that can contribute to long-term economic sustainability.

The Skill India Programme, launched by the Government of India, is aimed at equipping individuals with industry-relevant skills to enhance their employability and bridge the skill gap

in the country. The program recognizes the critical role of skill development in achieving sustainable economic growth. There is a strong correlation between the Skill India Programme and economic sustainability, which can be observed through various factors:

1. **Reduced Unemployment:** One of the key objectives of the Skill India Programme is to enhance the employability of individuals by providing them with the necessary skills required by industries. By equipping the workforce with relevant skills, the program reduces unemployment rates. A skilled workforce increases the efficiency and productivity of industries, leading to job creation and sustained economic growth.

2. **Increased Labor Market Efficiency:** The Skill India Programme focuses on training and upskilling initiatives that align with the demands of the job market. By enhancing the skills of the workforce, there is a better match between the skills possessed by individuals and the requirements of employers. This improved labor market efficiency leads to reduced skill mismatches, better job placements, and increased productivity, all of which contribute to economic sustainability.

3. **Entrepreneurship and Economic Growth:** The Skill India Programme also fosters entrepreneurship and self-employment. By providing entrepreneurial training and support, the program creates a conducive environment for individuals to start their businesses. The growth of small and medium-sized enterprises (SMEs) and startups contributes to economic sustainability by generating employment opportunities, promoting innovation, and diversifying the economy.

4. **Industry-Academia Collaboration and Technological Advancement:** The Skill India Programme emphasizes the importance of collaboration between industries and academia. This collaboration ensures that the skills imparted through education and training align with industry requirements. By bridging the gap between theoretical knowledge and practical skills, the program prepares individuals to meet the evolving demands of industries. Additionally, the program promotes the adoption of emerging technologies and digital skills, enabling individuals to stay relevant in the job market and contribute to sustainable economic growth.

5. **Inclusive Economic Development:** The Skill India Programme focuses on inclusive skill development, targeting various sections of society, including youth, women, and marginalized communities. By providing equal opportunities for skill acquisition, the program promotes inclusive economic development. This leads to reduced income disparities, improved living standards, and overall economic sustainability.

The correlation between the Skill India Programme and economic sustainability is evident

through reduced unemployment, increased labor market efficiency, entrepreneurship development, industry-academia collaboration, and inclusive economic development. The program's efforts in enhancing the skills of the workforce and aligning them with industry needs have positively contributed to India's sustainable economic growth.

Overall, the Skill India programme plays a critical role in promoting economic sustainability by creating a skilled and empowered workforce that is capable of driving innovation and growth in the economy. By investing in the development of human capital, India can continue to compete in the global economy and achieve sustained economic prosperity for its people.

(A) Literature review

The relationship between skills and economic growth has been widely acknowledged in the literature. Skills are considered to be an essential component for the development of human capital, which in turn is a critical driver of economic growth (Raza, 2021). The acquisition of skills is an essential requirement for improving productivity and efficiency, which are critical factors in promoting economic growth (Dasgupta, 2020). The Skill India programme has been implemented with the objective of providing employable skills to the youth of the country. The programme aims to provide training in various sectors, including agriculture, healthcare, manufacturing, and tourism, among others (Singh & Chauhan, 2021). The programme has been structured in such a way that it caters to the needs of both urban and rural populations. The programme also aims to create a skilled workforce that can meet the needs of the industry and contribute to the country's economic growth (Kumar & Kumar, 2021). Several studies have been conducted to evaluate the impact of the Skill India programme on economic sustainability. According to a study conducted by Sharma and Shrivastava (2020), the Skill India programme has been successful in increasing the employability of the youth and has contributed to the growth of the manufacturing and services sectors. The study also suggests that the programme has the potential to address the issue of unemployment and contribute to the country's economic sustainability. Another study by Mahapatra and Bhattacharya (2018) suggests that the Skill India programme has the potential to improve the productivity and efficiency of the workforce, thereby contributing to economic growth. The study also highlights the need for a sustained effort in skill development and training to ensure long-term economic sustainability.

One of the primary goals of the Skill India Programme is to increase the employability of the workforce. A study by Bhatnagar et al. (2018) found that the programme has been successful in improving the employability of young people in India. The study also found that the programme has had a positive impact on the economy by reducing the skill gap and increasing productivity.

The Skill India Programme has also been successful in promoting entrepreneurship. A study by Bhattacharya and Khan (2019) found that the programme has led to an increase in the number of small businesses in India. The study also found that the programme has contributed to the growth of the informal sector, which is a critical component of the Indian economy. The success of the Skill India Programme is critical to achieving sustainable economic growth in India. According to a report by the National Skill Development Corporation (NSDC) (2021), the programme has the potential to add \$206 billion to India's GDP by 2025. The report also highlights the importance of continued investment in the programme to sustain the economic benefits. The implementation of the Skill India Programme has not been without challenges. A study by Yadav and Jindal (2021) found that the quality of training provided under the programme needs improvement. The study also highlights the need for better coordination between the government, training providers, and employers to ensure that the training provided is relevant to the needs of the industry.

(B) Research methodology

The research done is based upon the data available on online platforms that is use of Internet-Mediated Research, Online Research methods have been used. Along with this, work of other researchers has also been referred to formulate this research.

III. FINDINGS

The Skill India Programme, launched in 2015 by the Government of India, aimed to enhance the employability of the country's workforce and bridge the skill gap across various industries. Several studies have been conducted to figure out the impact of the Skill India Programme on economic sustainability. These studies suggest that the programme has had a positive impact on economic growth and sustainability. Here are some findings related to the topic:

1. **Increased employability:** The Skill India Programme has improved the employability of the youth in India. According to a report by the National Skill Development Corporation (NSDC), the programme has trained over 5 million people in various sectors as of 2019. This has increased the pool of skilled workers available to the job market, thereby reducing unemployment and improving economic sustainability.
2. **Enhanced productivity:** The Skill India Programme has also contributed to enhanced productivity in various sectors. The training provided by the programme has equipped workers with the necessary skills to improve their productivity and efficiency in the workplace, thereby increasing the overall output of the economy.

3. Sectoral impact: The Skill India Programme has had a significant impact on certain sectors of the economy, such as healthcare, manufacturing, and construction. For instance, the programme has trained over 200,000 healthcare professionals, which has improved the quality of healthcare services and contributed to economic growth in the sector.

4. Entrepreneurial skills: The Skill India Programme has also helped to develop entrepreneurial skills among the youth. The programme has provided training and support to individuals interested in starting their own businesses, thereby creating new job opportunities, and contributing to economic sustainability.

Here are some data related to the Skill India Programme and economic sustainability:

1. The Skill India Programme has trained over 7.5 million people across various sectors, including construction, healthcare, tourism, and hospitality.
2. The program aims to train 400 million people by 2022, which is expected to contribute significantly to the country's economic growth and sustainability.
3. The program has also launched various initiatives such as the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and the National Apprenticeship Promotion Scheme (NAPS) to promote skill development among young people.
4. According to a report by the National Skill Development Corporation (NSDC), the program has created employment opportunities for around 1.2 million people.
5. The NSDC report also suggests that the program has led to an increase in the productivity of the workforce, which has contributed to the economic sustainability of the country.
6. The program has also encouraged entrepreneurship among young people, with several skill development programs focusing on developing entrepreneurial skills.

This initiative recognized the critical role of skill development in achieving sustainable economic growth. In this report, we present findings on the correlation between the Skill India Programme and economic sustainability, along with examples of the work done to showcase their interconnectedness.

Improved Employability and Labor Market Efficiency:

One of the primary objectives of the Skill India Programme was to enhance the employability of individuals by providing them with industry-relevant skills. The training and upskilling initiatives under the program have led to a significant improvement in the skills of the workforce. As a result, the labor market efficiency has increased, allowing for a better match

between the skills possessed by individuals and the demands of the job market. This correlation has positively impacted economic sustainability by reducing unemployment rates and enhancing productivity.

Example of work done:

The National Skill Development Corporation (NSDC), the implementing agency for the Skill India Programme, has collaborated with numerous industry partners to design and deliver skill development programs tailored to the needs of specific sectors. For instance, in collaboration with the retail industry, NSDC launched the Retail Skills Council of India (RSCI). RSCI has provided training to thousands of individuals, equipping them with retail-specific skills and making them job-ready. This initiative has resulted in improved employability and sustained economic growth within the retail sector.

Entrepreneurship Development and Economic Growth:

Another significant aspect of the Skill India Programme is fostering entrepreneurship and encouraging self-employment. By providing entrepreneurial training and support, the program aims to create a conducive ecosystem for individuals to start their businesses. The growth of small and medium-sized enterprises (SMEs) and startups contributes to economic sustainability by generating employment opportunities, promoting innovation, and diversifying the economy.

Example of work done:

To promote entrepreneurship, the Skill India Programme has established the Entrepreneurship Development Institute of India (EDII) and the National Entrepreneurship Network (NEN). These initiatives offer training, mentorship, and networking opportunities to aspiring entrepreneurs across various sectors. Through these efforts, numerous individuals have successfully started their ventures, created employment opportunities and contributed to economic growth.

Industry-Academia Collaboration and Technological Advancement:

The Skill India Programme emphasizes the importance of industry-academia collaboration to ensure that the skills imparted align with industry requirements. This collaboration helps bridge the gap between theoretical knowledge acquired through education and practical skills demanded by employers. Additionally, the program encourages the adoption of emerging technologies and digital skills, enabling individuals to stay relevant in the evolving job market.

Example of work done:

Under the Skill India Programme, several initiatives have been undertaken to foster industry-

academia collaboration. For instance, the All-India Council for Technical Education (AICTE) has collaborated with industry partners to establish Centers of Excellence in emerging technologies such as Artificial Intelligence, Internet of Things, and Robotics. These centers provide training and exposure to cutting-edge technologies, ensuring that the workforce remains skilled and adaptable to technological advancements, thereby supporting sustainable economic growth.

The findings reveal a strong correlation between the Skill India Programme and economic sustainability. Through initiatives focused on employability enhancement, entrepreneurship development, industry-academia collaboration, and technological advancement, the program has contributed significantly to India's sustainable economic growth. By equipping individuals with relevant skills, promoting entrepreneurship, and aligning education with industry needs, the Skill India Programme has played a vital role in building a skilled workforce capable of driving economic development.

IV. SUGGESTIONS

1. Identify the key skill gaps in the Indian economy and prioritize training programs accordingly. This can be done by conducting a detailed analysis of the labour market, identifying the most in-demand skills, and designing training programs to meet those needs.

2. Improve the quality of training by introducing new teaching methods and technologies that make the training more engaging and effective. This can include the use of e-learning platforms, gamification, and simulations.

3. Establish partnerships with the private sector to ensure that the training programs are aligned with the needs of the industry. This can be done by collaborating with industry associations and engaging with employers to show skill requirements and tailor training programs accordingly.

4. Ensure that the training programs are accessible to all, including marginalized groups and people living in rural areas. This can be done by establishing training centers in remote areas, providing transportation facilities, and offering scholarships to those who cannot afford the training fees.

5. Monitor and evaluate the impact of the Skill India Programme on both the individual participants and the wider economy. This can be done by conducting surveys and interviews with program participants, analysing employment data, and assessing the overall economic impact of the program.

6. Encourage entrepreneurship and self-employment by supplying training in business management and offering financial support to start-ups. This can help create new job opportunities and support economic growth in the long run.

7. Develop specialized training programs for emerging industries such as renewable energy, artificial intelligence, and digital marketing. This can help create a skilled workforce for these industries and promote economic growth in new sectors.

8. Foster collaboration between different government departments and agencies to ensure a more integrated approach to skill development. This can include cooperation between the Ministry of Skill Development and Entrepreneurship, Ministry of Labor and Employment, and other related ministries.

9. Expand the reach of the Skill India Programme by leveraging technology and digital platforms. This can include offering online courses, virtual training, and creating a mobile application to access training resources.

10. Encourage industry participation by offering tax incentives and other benefits to companies that supply training to their employees. This can help create a culture of lifelong learning and ensure a skilled workforce in the long term.

11. Incorporate soft skills training, such as communication, teamwork, and leadership, into the Skill India Programme. These skills are essential for success in any workplace and can help participants advance their careers and contribute to the overall economic growth of the country.

12. Finally, promote awareness of the Skill India Programme and its benefits among the general public. This can be done through media campaigns, outreach programs, and partnerships with community organizations. Increased awareness can help create demand for the program and encourage more people to take part, thereby promoting economical sustainability in the long term.

V. CONCLUSION

The Skill India Programme has the potential to contribute significantly to the overall economic sustainability of India by developing a skilled workforce that meets the needs of the labour market. The program has been designed to address the skill gaps in the Indian economy and has been implemented with a focus on creating employment opportunities, promoting entrepreneurship, and fostering innovation.

Through the Skill India Programme, the Indian government has taken significant steps to enhance the quality and relevance of skill development programs in the country. However, there

is still room for improvement in terms of the accessibility and effectiveness of the training programs, as well as the alignment of the training with the needs of the industry.

Ensure the success of the Skill India Programme, it is essential to continue to invest in skill development, promote entrepreneurship, and foster innovation in emerging sectors. The program should also be evaluated regularly to assess its impact on both the individual participants and the wider economy.

Overall, the Skill India Programme represents a crucial step in the development of India's human capital, which is essential for achieving long-term economic sustainability. By continuing to improve and expand the program, India can build a skilled workforce that can compete effectively in the global economy and contribute to the country's overall economic growth and development.

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